



# FACT SHEET

## CAREER PATH TRACKING TOOL (CPTT)

### BACKGROUND

In early 2021, the United States Agency for International Development (USAID) Pre-Service Teacher Education in Jordan (PRESTIJ) activity's National Perceptions of the Teaching Profession survey spotlighted that teaching is not often considered when asked to name a prestigious career in Jordan, with low salaries and lack of advancement opportunities driving this perception. Prospective teachers are not being effectively made aware of how to enter the profession or what to expect once they have graduated, and educators already teaching do not have clear understanding or expectations of career paths; at the same time, universities and Ministries lack a data-driven, integrated mechanism to make recruitment, placement, and professional development decisions to improve the teaching profession in Jordan.

### OVERVIEW

In collaboration with Jordan's Ministry of Education (MoE) and Ministry of Higher Education and Scientific Research (MoHESR), USAID PRESTIJ is building an online Career Path Tracking Tool (CPTT) to track the progress of pre-service teaching degree graduates' career paths, to illustrate where and what subject graduates teach and how long they stay in the profession. Over time the data will be analyzed by ministries and universities to better tailor outreach, awareness, and engagement to future teachers by identifying and segmenting cross-sections of existing recruitment pools. For example, data from the CPTT may show several male teachers in a directorate changed specialties from Math to English. Knowing this gives decision makers the tools to develop early interventions such as devising talent acquisition strategies aimed at promoting pre-service teacher education to male university students studying math in the directorate. Using the CPTT this way introduces predictability and scalability into the teacher hiring pipeline. To reinforce Ministry

ownership of the tool, capacity building workshops on data science and CPTT utilization will be delivered through the activity, along with co-creation exercises with a MoE CPTT Committee and ongoing, real time 'help desk' support. Prospective teachers studying at universities across Jordan can use the CPTT to visualize and plan for potential career paths by mapping roles in the MoE that detail time in rank, skills, and competencies required for each position. Additionally, the CPTT will engage and support the retention of current teachers, as it illustrates concrete opportunities for their professional growth, and assist the MoE and MoHESR in identifying and closing skill gaps, updating formal training plans, and improving recruitment and retention efforts for teachers. Universities delivering pre-service teacher education practicums can share the data analysis from the CPTT with students in the program, supporting longer-term career planning based on annually updated data and metrics, and better informing and preparing teacher graduates. Supporting both teachers and policymakers alike, the CPTT will encourage flexibility and cross-functional and lateral career moves as a viable alternative to leaving the profession, while enabling smooth transfers to other roles and career changes within the Ministries for both institutions and individuals. The CPTT will help pre-service teacher education (PSTE) programs and the MoE to evaluate and confirm the effectiveness of donor and NGO supported program developments through graduate placement and retention tracking.

## **EXPECTED IMPACT**

- The CPTT will provide a comprehensive picture of the local education market to ministries and government agencies, enabling them to make data-informed decisions as part of a wider human resources strategy for teacher recruitment and retention, placing teachers into the best fitting positions. Access to real-time data, incentives and other strategies will encourage students to choose the teaching profession and improve career advice and mapping for prospective and current teachers.
- University partners can better prepare their students, the future teachers of Jordan, by using the CPTT in career counseling sessions to talk through different career paths and opportunities for career development.
- Students in pre-service programs will be empowered to chart their own professional careers, using the tool to see starting salary, required time in rank and the path to Leader Teacher, as well as opportunities to transition to other roles within the MoE.
- Education sector administrators from the MoE, MoHESR, Civil Service Bureau, Yarmouk University, University of Jordan, Mutah University and Hashemite University are trained in data sciences and prepared to take data-driven approaches in policy making to address the need to improve the teaching profession in Jordan. These decision makers are knowledgeable on CPTT usage and ready to advocate for the tool to broaden its reach to the larger education sector stakeholders in Jordan.

### **FOR MORE INFORMATION, PLEASE CONTACT**

Cameron Mirza

Chief of Party, USAID Pre-Service Teacher Education in Jordan

International Research & Exchanges Board (IREX)

Phone: +962 776615857

Email: [CMirza@irex.org](mailto:CMirza@irex.org)