

Narrative Report

CNC Training Post-Training Evaluation and Follow-Up

TESSA Project | Implemented by ICU | Funded by AICS

Organized by the Chamber of Commerce, Industry, and Agriculture in Sidon and South Lebanon (CCIAS)

September-December 2025

Within the framework of the TESSA Project, implemented by Istituto per la Cooperazione Universitaria (ICU) and funded by Agenzia Italiana per la Cooperazione allo Sviluppo (AICS), the Chamber of Commerce, Industry, and Agriculture in Sidon and South Lebanon (CCIAS) conducted a structured post-training evaluation and follow-up process related to the CNC Training Program. This follow-up phase was implemented over the period from September to December, following the completion of the training activities.

The post-training follow-up aimed to assess the effectiveness and sustainability of the CNC training by monitoring participant satisfaction, certification outcomes, and the early integration of beneficiaries into the labor market. The process combined evaluation surveys with direct follow-up communication with certified trainees and internship host entities, allowing CCIAS to capture both qualitative and outcome-based indicators.

Results from the post-training evaluation survey showed a high level of satisfaction among participants with the training content, methodology, and practical orientation. Beneficiaries reported that the skills acquired during the training remained directly applicable to real working environments, particularly in relation to CNC machine operation, safety standards, and basic machining processes. The strong practical component of the training was consistently identified as a key factor in strengthening technical confidence after course completion.

As part of the follow-up process, CCIAS tracked trainees who successfully completed the program and obtained official certification. Feedback collected during the September–December follow-up period indicated that certification contributed positively to beneficiaries' professional opportunities, supporting job applications and improving access to interviews and internships within the industrial and manufacturing sectors.

Employment follow-up with certified trainees demonstrated that several beneficiaries secured employment in CNC-related fields during the follow-up period, while others engaged in internships or continued active job searching with improved technical profiles. This monitoring confirmed the role of the training as an effective entry point into the labor market and highlighted its relevance to local industry needs.

In parallel, CCIAS followed up with beneficiaries who were placed in internships after completing the training. These internships enabled trainees to apply their acquired skills in real industrial settings and gain practical experience under professional supervision. Feedback from host entities during the follow-up period was positive, emphasizing trainees' preparedness, technical understanding, and adaptability. In some cases, internships led to extended collaboration or employment opportunities.

The post-training follow-up also identified key lessons learned, including the need to further strengthen advanced CNC competencies and to expand partnerships with private sector actors to increase internship and employment opportunities. These findings will inform future program planning and support continuous alignment with labor market demands.

Overall, the post-training evaluation and follow-up conducted from September to December confirmed the effectiveness and relevance of the CNC Training Program implemented by CCIAS under the TESSA Project. The results demonstrate a positive contribution to skills utilization, employability pathways, and stronger linkages between vocational training and the local labor market.

In addition to employment and internship tracking, CCIAS conducted a training course needs survey during the post-training follow-up period from September to December. This survey aimed to identify beneficiaries' interests in further training and to assess priority skill areas aligned with labor market demand. The findings provided valuable insight into participants preferred technical and professional courses, including advanced CNC applications and complementary industrial skills. The results of this needs assessment will be used to guide the design of future training programs and ensure that upcoming capacity-building activities remain demand-driven, relevant, and responsive to both beneficiary aspirations and market needs.