



# Doc 6.2: TREE Program Performance Monitoring Plan

Performance Indicator		Data Acquisition				Analysis, Use & Reporting	
Performance Indicator	Indicator Definition and Unit of Measurement	Data Source	Method/Approach of Data Collection	Schedule/Frequency	Person in charge	Schedule by Mgmt	Person in charge
<b>Development Objective: Increased economic opportunities, security and peace in target areas</b>							
<b>Immediate Objective 1: Increased employment for target groups</b>							
#/% of participants in Tree training programs who utilize skills acquired for income generation  Disaggregated by target group  Target: 70% of #	Participants are drawn from target groups (women, youth and persons with disabilities). Tree programs include all training programs implemented by the project (vocational, entrepreneurial, management and/or literacy/ numeracy). Income generating activities include all forms of employment (wage, self employment, part time or piece work).  Youth includes individuals 15 to 35 years of age.	Project team in districts	Project monitoring form-reported once per individual participant	Quarterly	NPC	Semi-annual technical progress review (Feb and August)	NPC

	Unit: participants						
<b>Immediate Objective 2: Increased access to information and financial resources for target groups</b>							
#/% of business associations created that mobilize information or other resources for target groups  Target: % of #	Business associations created by the project are apex organizations made up of the leadership of the savings and credit groups and other community members from several villages whose function is to collect and disseminate information on products, markets, management and technology and to facilitate linkages with service providers and other associations.  Unit: association	Project team in districts	Project Monitoring Form	Every six months	NPC	Semi-annual technical progress review	NPC
#/% of savings and credit groups created that access financial resources for target groups  Target: % of #	Savings and credit groups are comprised of at least three persons from one village who have been trained under the project and who collectively guarantee loans from NRSP. These groups are registered by NRSP.	Project and NRSP team in districts	Project monitoring form and NRSP loan records	Every six months beginning	NPC	Semi-annual technical progress review	NPC

	Unit: groups						
<b>Output 1: Business associations and savings and credit groups office-bearers and members trained in organization management and procedures</b>							
Office-bearers and members trained  Target: # from Business Associations  # from Savings and credit groups	Training comprises a series of workshops focusing on management of business associations and/or savings and credit groups	Project team in districts	Project monitoring form	Every six months beginning	NPC	Semi-annual technical progress review	NPC
<b>Output 2 Awareness of members and leadership of business associations and savings and credit groups raised regarding markets, suppliers, service providers and similar organizations within and outside their region</b>							
Members and leadership awareness raising visits  Target: #	Members and leadership make trip(s) to obtain information on markets, suppliers, service providers, other similar organizations within and outside their region	Project team in districts	Project monitoring form	Every six months beginning	NPC	Semi-annual technical progress review	NPC
Sub-Immediate Objective 1: Increased vocational, entrepreneurial, managerial, literacy/numeracy skills among target groups							

<p>#/% of trainees who demonstrate competence in skills areas in which they have been trained</p> <p>Target: % of #</p>	<p>Competence in skills will be assessed by the Instructor for each participant based on observation, simulation or examination after course completion.</p> <p>Unit: trainees</p>	<p>Project team in districts</p>	<p>Skills assessment form</p>	<p>Every six months beginning</p>	<p>NPC</p>	<p>Semi-annual technical progress review</p>	<p>NPC</p>
<p><b>Output 3 Persons from target groups trained in vocational, entrepreneurial, managerial and literacy/numeracy skills</b></p>							
<p>Persons from target groups trained</p> <p>Target: #</p>	<p>Trained persons are those completing at least one skills and entrepreneurship, management or literacy/numeracy training course</p> <p>Unit: Trainees</p>	<p>Project team in districts</p>	<p>Project monitoring form</p>	<p>Every six months beginning</p>	<p>NPC</p>	<p>Semi-annual technical progress review</p>	<p>NPC</p>
<p><b>Sub-Immediate Objective 2: Increased institutional capacity within partner organizations to design and implement skills training programs for target groups</b></p>							

<p># of needs-related training programs offered by partner training organizations</p> <p>Disaggregated by institute</p> <p>Target: to be determined</p>	<p>Needs-related training programs are those designed based on the input from the field teams in consultation with local communities. As opposed to standard vocational training courses, needs-related programs are practical skills programs matched to identified economic opportunities.</p> <p>Types of courses will be reported using short descriptions of the needs related program.</p> <p>Unit: programs</p>	<p>Project team in districts and PMU</p>	<p>Project monitoring form</p>	<p>Every six months beginning</p>	<p>NPC</p>	<p>Semi-annual technical progress review</p>	<p>NPC</p>
<p><b>Output 4: Staff of partner organizations and other community organizations trained in project methodology and extension services</b></p>							
<p>Officers/technical staff trained</p> <p>Target: #</p>	<p>Staff of organizations will complete training in areas such as community mobilization, needs assessment, training delivery and follow up, extension services and enterprise development</p>	<p>Project team in districts</p>	<p>Project monitoring reports</p>	<p>Every six months beginning</p>	<p>NPC</p>	<p>Semi-annual technical progress review</p>	<p>NPC</p>

	Officers and technical staff are from local government departments, NGOs, community based organizations and NRSP  Unit: officers and technical staff						
<b>Output 5 Awareness of project methodology raised for partners organizations and other stakeholders</b>							
# partners and other stakeholders with raised awareness  Target: #	Partner and other stakeholder awareness raised through project staff presentations at public forums and workshops organized by national, regional , provincial and community organizations  Unit: persons	Project staff	Project reports	Every six months beginning	NPC	Semi-annual technical progress review	NPC