

## Monitoring and Evaluation of Youth Employment Programmes Online training course

14 June – 23 July

Concept note

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### 1. Introduction

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Young people in Nigeria face significant challenges in finding decent work. Active labour market policies (ALMPs) targeting young people are being used to support youth transition into decent work. Despite their widespread adoption, many interventions fail to deliver results. To ensure evidence-informed policies and programmes, it is important to understand which interventions “work” –generating labour market outcomes for beneficiaries that are large enough to justify their costs–and which are less successful. Rigorous results measurement can help to determine the effectiveness of youth employment programmes and understand their impact on the labour market outcomes of young people.

The International Labour Organization (ILO) in partnership with the UN Department of Economic and Social Affairs (DESA) is currently supporting the capacity of youth employment stakeholders in the implementation, monitoring and evaluation of policies and programmes promoting decent jobs for youth. As part of this collaboration, an online training course is being organised to capacitate participants to develop and implement results measurement plans for youth employment programmes and contribute to the monitoring and evaluation framework of the Nigerian Youth Employment Action Plan (NIYEAP).

Following the course, select institutions implementing strategic and innovative youth employment interventions will have the opportunity to receive technical support throughout 2021 to develop, strengthen and implement their youth employment M&E framework.

The training and follow-up support is funded by The 2030 Agenda for Sustainable Development Sub-Fund of the UN Peace and Development Fund and implemented by the ILO and UN DESA.

## 2. Course information

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### 2.1 Overview and objectives

The course will provide pragmatic step-by-step training for designing results measurement systems and conducting project evaluations of youth employment programmes. It will also be an opportunity for participants to learn how to use evaluations and evaluation tools to adapt and adjust interventions accordingly.

The course aims to achieve the following objectives:

- 1) Provide training to capacitate participants to develop and implement appropriate results measurement strategies for assessing youth employment programmes;
- 2) Introduce participants to the Nigerian Youth Employment Action Plan (NIYEAP) with a view to encouraging their contributions to its monitoring and evaluation framework through their youth employment programmes and projects.

### 2.2 Course modules and content

The modules and course content to be covered are as follows:

1. **The NIYEAP and results measurement for youth employment programmes:** Introduction to the NIYEAP and its four strategic lines of action to promote decent jobs for youth: Employability; Entrepreneurship; Employment; and Equality and rights. Participants will learn how to build results based monitoring systems for youth employment programmes, including developing a theory of change, results chain, as well as collecting, analysing and reconciling findings.
2. **Decent work indicators for labour market interventions:** Understanding the challenges involved in measuring higher-level goals, such as jobs, employment and income; identifying relevant decent work indicators to measure outcomes of youth employment interventions.
3. **Data collection for youth employment programmes:** Selecting appropriate qualitative and quantitative tools to measure outcomes; identifying the timing and responsibilities for data collection.
4. **Evaluation approaches:** Providing an overview of different evaluation approaches (process, performance and impact evaluations) to capacitate course participants to choose an evaluation approach suitable for the learning needs and accountability requirements of their programmes.
5. **M&E implementation:** Guiding participants through practical examples on how M&E systems can be operationalised, including through using IT-platforms, lean data collection tools and adequate staff training, etc.

### 2.3. Format and methodology

The online training will comprise around 30 hours of learning engagement and self-study spread over six weeks and five learning modules. Each module will consist of:

- **Lectures:** Weekly Zoom lectures of 1-2 hours each will be delivered by youth employment and M&E specialists. These lectures will introduce participants to the module, and combine theoretical and conceptual knowledge with examples. Online delivery will allow participants to interact and ask questions to experts.
- **Group work:** Group work sessions of 2 hours each will allow participants to put what they learnt into practice by developing M&E systems and planning an evaluation for their own projects. Course participants will be divided into groups at the beginning of the course and will work for the duration of the training on one “live case”. These “live cases” will be selected following submissions of course participants prior to the start of the course.
- **Self-study:** Participants will be provided with both a reading assignment as well as a practical homework to prepare for and contribute to the group work. Self-study will entail a weekly commitment of 1-2 hours.

The online course is learner-centred and highly participatory. A dedicated online platform will be used to host course materials and assessments, and allow participants to interact with each other and experts through a community forum. Live lectures will be delivered via Zoom.

### 3. Participants

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The course is intended for youth employment programme managers and monitoring and evaluation officers involved in implementing youth employment interventions in Nigeria. Participants should have basic to intermediate expertise in results measurement and monitoring and evaluation. The course focusses particularly on:

- Representatives of Government, social partners, civil society and development partners involved in the design of youth employment policies and programmes;
- Project/programme managers involved in implementing youth employment interventions;
- Monitoring and Evaluation officers as well as results measurement experts involved in developing and implementing monitoring, evaluation and learning plans for youth employment programmes.

#### 4. Agenda (draft): Monitoring and Evaluation of Youth Employment Programmes: Online training course

	Week of 14 June	Week of 21 June	Week of 28 June	Week of 5 July	Week of 12 July	Week of 19 July
<b>Modules</b>	(1) The NIYEAP & results measurement for youth employment programmes	(2) Decent work indicators for labour market interventions	(3) Data collection for youth employment programmes	(4) Evaluation approaches	(5) M&E implementation	Presentations and peer review
<b>Lecture(s)</b>	<b>Lecture 1:</b> The Nigerian Youth Employment Action Plan <b>Lecture 2:</b> Measuring results of youth employment programmes: an M&E introduction	<b>Lecture 3:</b> Decent work indicators for labour market interventions	<b>Lecture 4:</b> Data collection & analysis of employment outcomes – quantitative <b>Lecture 5:</b> Data collection & analysis of employment outcomes – interviews and focus groups	<b>Lecture 6:</b> Evaluation strategies	<b>Lecture 7:</b> M&E system implementation Evaluation	Group presentations & peer-review
<b>Group work</b>	<b>Group work 1:</b> Theory of Change, results measurement strategies and evaluation approaches.	<b>Group work 2:</b> Building result measurement systems & selecting indicators & defining targets	<b>Group work 3:</b> Quantitative data collection tools <b>Group work 4:</b> Qualitative data collection tools	<b>Group work 5</b> : Evaluation strategies	<b>Group work 6 :</b> M&E system implementation	
<b>Self study</b>	<b>Self-study 1:</b> Theory of Change, results measurement strategies and evaluation approaches.	<b>Self-study 2:</b> Selecting decent work indicators for labour market interventions	<b>Self-study 3:</b> Quantitative & qualitative data collection tools	<b>Self-study 4:</b> Evaluation strategies	<b>Self-study 5:</b> M&E system implementation	
<b>Other</b>	<b>Pre-course assessment</b>					