INVESTING in the FUTURE
empowering young people

Monitoring & Evaluation: Creating an Evidence Base for Youth Employability
An M&E Journey
Our Donors

- gef
- USAID
- international youth foundation
- CTA
- From the People of Japan
Quality Matters
Trainee Record

### Chris Lacey

<table>
<thead>
<tr>
<th>Field</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forename</td>
<td>Chris</td>
</tr>
<tr>
<td>Surname</td>
<td>Lacey</td>
</tr>
<tr>
<td>Gender</td>
<td>M</td>
</tr>
<tr>
<td>Date of Birth</td>
<td>28 Mar 1979</td>
</tr>
<tr>
<td>Telephone 1</td>
<td>+12687265256</td>
</tr>
<tr>
<td>Telephone 2</td>
<td></td>
</tr>
<tr>
<td>Email</td>
<td><a href="mailto:clacey@gardo.org">clacey@gardo.org</a></td>
</tr>
<tr>
<td>Course</td>
<td>Yacht Maintenance 2</td>
</tr>
<tr>
<td>Student Status</td>
<td>In Training</td>
</tr>
<tr>
<td>Notes</td>
<td>Needs follow up re immigration status.</td>
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Attendance Record

Monday 1 October 2012

- Andrew, DeShawn (YM1)
- Antonio, Andrew (YM1)
- Athhll, Joren (YM1)
- Beck, Eavin (YM1)
- Burton, Ykkemo (YM1)
- Floyde, Jeremy (YM1)
- Frederick, Qader (YM1)
- Guye, Reynold (YM1)
- Joseph, Dylan (YM1)
- Lavann, Fitzroy (YM1)
- Martin, Dayne (YM1)
- Mathias, Shaquelle (YM1)
- Matthias, Genardo (YM1)
## Day to Day

### Williams, Roberta

#### Attendance

![Attendance Chart](image)

#### Reports

<table>
<thead>
<tr>
<th>Date</th>
<th>Issue</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 Jun 2012</td>
<td>Matthew, Lorne (Maths/English Instructor)</td>
<td>RW very good</td>
</tr>
<tr>
<td>19 Jun 2012</td>
<td>Roberts, Michael (ICT Instructor)</td>
<td>RW naughty</td>
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<tr>
<td>20 Jun 2012</td>
<td>Matthew, Lorne (Maths/English Instructor)</td>
<td>RW thrown out of class</td>
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<tr>
<td>21 Jun 2012</td>
<td>Roberts, Michael (ICT Instructor)</td>
<td>RW last chance</td>
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<tr>
<td>22 Jun 2012</td>
<td>Matthew, Lorne (Maths/English Instructor)</td>
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Low cost messaging

Send a message here...

Send Message

27 Nov 06:26
Hello. Testing testing.

27 Nov 05:05
Hello??

5 Nov 06:04
Venue is the new Classroom #2. See you then.

5 Nov 06:03
Where's it happening again?

5 Nov 06:01
O K, catch you.

5 Nov 06:59
Thanks for the reminder.
Designing, Monitoring, & Evaluating Youth Employability Programmes

Dr. Moses Peart
M&E Designer/Consultant
(dr.peart@yahoo.com)
Designing Youth Employability Programmes: A Systems Approach

INPUT

PROCESS

OUTPUT

QA; M&E; and Control

Programme Mapping/Structuring (Specification)

Implementation; Management; Data-Mining & Reporting

Quality Assurance; Monitoring & Evaluation; and Integration.

LM-Research; Front-End Analysis & Needs Assessment

Experiential Learning Resources; Technology & Other Support.
PROFILE OF THE CARIBBEAN YOUTH
How well do you know them?

<table>
<thead>
<tr>
<th>Backgrounds:</th>
<th>Socio-economic environment &amp; culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs &amp; Interests:</td>
<td>Gaps in development &amp; Youth priorities</td>
</tr>
<tr>
<td>Competencies:</td>
<td>Ability to perform (expectedly &amp; creatively)</td>
</tr>
<tr>
<td>Limitations:</td>
<td>Perceived or real hurdles to achievement</td>
</tr>
<tr>
<td>Motivations:</td>
<td>Sources of excitement &amp; encouragement</td>
</tr>
<tr>
<td>Experiences:</td>
<td>Life engagements (by chance or by habits)</td>
</tr>
<tr>
<td>Challenges:</td>
<td>Perceived or real barriers to growth &amp; Dev.</td>
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</table>
Designing Employability Programmes

**INPUT**
- LM- RESEARCH; FEA and NA

**PROCESS**
- Analysis of Context, and Diagnostic Assessment of Development needs
- Structuring programme components; activities; delivery modes/means
- Benchmarking product/service standards; and monitoring performance
- Customized training; coaching; mentoring & career preparations

**OUTPUT**
- Operational Work Plan
- Programme Design
- Quality & Effect
- Workforce Readiness
Quality Assurance (QA) System
For Youth Employability Programmes

- Input Standards
- Process Standards
- Output Standards

Strategic Objective/Action
- LMIS & Databases

Products/Services Quality & Results Criteria
- Resources (Per. & Mat)

QA and M&E Performance Appraisal
- Tracking & Reporting

SUCCESS
Monitoring & Evaluation (M&E) System

A) Design of M&E System:
   Appropriate for the Related Programme Design

B) Performance Tracking:
   Appraisal & Adjustment

C) Outcomes Evaluation:
   Analysis of Outputs/Results & Impact Assessment

Strategic Goals & Objectives

Documentation of Accountability & Lessons Learned
Critical Support Systems for Youth Employability

- LMIS & Youth-Focused Research
- Technology & Other Support Systems
- Customized, Relevant Training Programmes; & Career Guidance
- Economic Dev. & Employment Opportunities
- Monitoring & Evaluation (M&E) System
- Credentialed System
- Qualified Training Facilitators & Career Counselors
Personal Development & Credentialing for Employment

**STAGES/ PROCESSES**

**STAGE I:**
Diagnostic Assessment; Career Exploration & Career Counseling

**STAGE II:**
Customized Skills Training & Employment Preparation

**STAGE III:**
Assessment; Certification; & Credentialing Processes

**STAGE IV:**
Job-Placement; Work & Voluntary Service Experiences

**SUPPORT SYSTEMS**

- Coaching
- Mentoring
- Labour Market Information
- Careers Guide
- Technology
Critical Success Factors

- Youth-focused research & LM-Information
- Front-End Analysis & Needs Assessment
- Training & Service Engagement of Youth
- Leadership; Strategic Thinking & Planning
- Monitoring & Evaluation (M&E) Systems
- Credentialing and Other Support Systems
- Networking, and Integration of Technology