

Doc 6.2. TREE program performance monitoring plan

| Performance Indicator | | Data Acquisition | | | | Analysis, Use & Reporting | |
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| 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 |
| Development Objective: Increased economic opportunities, security and peace in target areas | | | | | | | |
| Immediate Objective 1: Increased employment for target groups | | | | | | | |
| #/% of participants in Tree training programs who utilize skills acquired for income generation | 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 | Project team in districts | Project monitoring form- reported once per individual participant | Quarterly | NPC | Semi-annual technical progress review (Feb and August) | NPC |

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| <p>Disaggregated by target group</p> <p>Target: 70% of #</p> | <p>(wage, self employment, part time or piece work).</p> <p>Youth includes individuals 15 to 35 years of age.</p> <p>Unit: participants</p> | | | | | | |
| <p>Immediate Objective 2: Increased access to information and financial resources for target groups</p> | | | | | | | |
| <p>#/% of business associations created that mobilize information or other resources for target groups</p> <p>Target: % of #</p> | <p>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</p> | <p>Project team in districts</p> | <p>Project Monitoring Form</p> | <p>Every six months</p> | <p>NPC</p> | <p>Semi-annual technical progress review</p> | <p>NPC</p> |



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| | <p>linkages with service providers and other associations.</p> <p>Unit: association</p> | | | | | | |
| <p>#/% of savings and credit groups created that access financial resources for target groups</p> <p>Target: % of #</p> | <p>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.</p> <p>Unit: groups</p> | <p>Project and NRSP team in districts</p> | <p>Project monitoring form and NRSP loan records</p> | <p>Every six months beginning</p> | <p>NPC</p> | <p>Semi-annual technical progress review</p> | <p>NPC</p> |
| <p>Output 1: Business associations and savings and credit groups office-bearers and members trained in organization management and procedures</p> | | | | | | | |

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| Office-bearers and members trained | 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 |
| Target: # from Business Associations | | | | | | | |
| # from Savings and credit groups | | | | | | | |
| 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 | | | | | | | |
| Members and leadership awareness raising visits | Members and leadership make trip(s) to obtain information on markets, suppliers, service providers, other similar organizations | Project team in districts | Project monitoring form | Every six months beginning | NPC | Semi-annual technical progress review | NPC |

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| Target: # | within and outside their region | | | | | | |
| Sub-Immediate Objective 1: Increased vocational, entrepreneurial, managerial, literacy/numeracy skills among target groups | | | | | | | |
| #/% of trainees who demonstrate competence in skills areas in which they have been trained Target: % of # | Competence in skills will be assessed by the Instructor for each participant based on observation, simulation or examination after course completion. Unit: trainees | Project team in districts | Skills assessment form | Every six months beginning | NPC | Semi-annual technical progress review | NPC |
| Output 3 Persons from target groups trained in vocational, entrepreneurial, managerial and literacy/numeracy skills | | | | | | | |

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| Persons from target groups trained Target: # | Trained persons are those completing at least one skills and entrepreneurship, management or literacy/numeracy training course Unit: Trainees | Project team in districts | Project monitoring form | Every six months beginning | NPC | Semi-annual technical progress review | NPC |
| Sub-Immediate Objective 2: Increased institutional capacity within partner organizations to design and implement skills training programs for target groups | | | | | | | |



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| <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>Output 4: Staff of partner organizations and other community organizations trained in project methodology and extension services</p> | | | | | | | |



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| <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>Officers and technical staff are from local government departments, NGOs, community based organizations and NRSP</p> <p>Unit: officers and technical staff</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> |
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Output 5 Awareness of project methodology raised for partners organizations and other stakeholders



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| <p># partners and other stakeholders with raised awareness</p> <p>Target: #</p> | <p>Partner and other stakeholder awareness raised through project staff presentations at public forums and workshops organized by national, regional , provincial and community organizations</p> <p>Unit: persons</p> | <p>Project staff</p> | <p>Project reports</p> | <p>Every six months beginning</p> | <p>NPC</p> | <p>Semi-annual technical progress review</p> | <p>NPC</p> |
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