

Monitoring & Evaluation Framework

Orange Knowledge Programme

The Orange Knowledge Programme (OKP) expects to see the following change (**objective**): *Contribute to sustainable and inclusive development through the strengthening of organisations key to sectoral development in OKP partner countries. This will be achieved by developing the capacity, knowledge and quality of individuals as well as organisations both in the field of Technical and Vocational Education and Training and Higher Education (TVET/HE) and in other fields related to the priority themes in the OKP partner countries¹.*

A [Theory of Change](#) was developed for the OKP programme. The programme is funded by the Ministry of Foreign Affairs of the Netherlands and therefore the interventions implemented have to contribute to the Dutch development cooperation policy as described [here](#). The OKP M&E framework is intended to make clear that all interventions within OKP should be geared to contribute coherently and measurably to common long term impacts, as defined by the Ministry of Foreign Affairs (<https://www.dutchdevelopmentresults.nl/theme/>).

In the case of **Food and Nutrition Security** the following **long-term impact** will be aimed at:

1. Reduce malnutrition;
2. Promote agricultural growth;
3. Ecologically sustainable food systems.

In the area of **Sexual and Reproductive Health and Rights** the following **long-term impact** will be aimed at:

1. Better information and greater freedom of choice for young people about their sexuality;
2. Improved access to contraceptives and medicines;
3. Better public and private health care for family planning, pregnancies and childbirth, including safe abortions;
4. More respect for the sexual and reproductive rights of groups who are currently denied these rights.

¹ An overview of priority themes per country can be found in the [Multi Annual Strategic Plans](#) of the Embassies

In the area of **Security and the Rule of Law** the following **long-term impact** will be aimed at:

1. Human security;
2. Rule of Law;
3. Peace and governance;
4. Social and economic reconstruction.

In the area of **Water** the following **long-term impact** will be aimed at:

1. Water is used sustainably and equitably, ensuring the needs of all sectors and the environment;
2. Water is used sustainably and equitably across national borders (i.e. transboundary water management);
3. Water efficiency in agriculture is increased;
4. People use safe drinking water and adequate sanitary facilities.

The following **medium-term impact** will contribute to the achievement of these long-term impacts:

- (I) Education system (TVET/HE) is of good quality, relevant and accessible (SDG 4);
- (II) Partnerships between persons and organisations are inclusive and sustainable (SDG 17);
- (III) Organisations key to (sectoral) inclusive development of partner countries are strengthened by inflow of enhanced workforce.

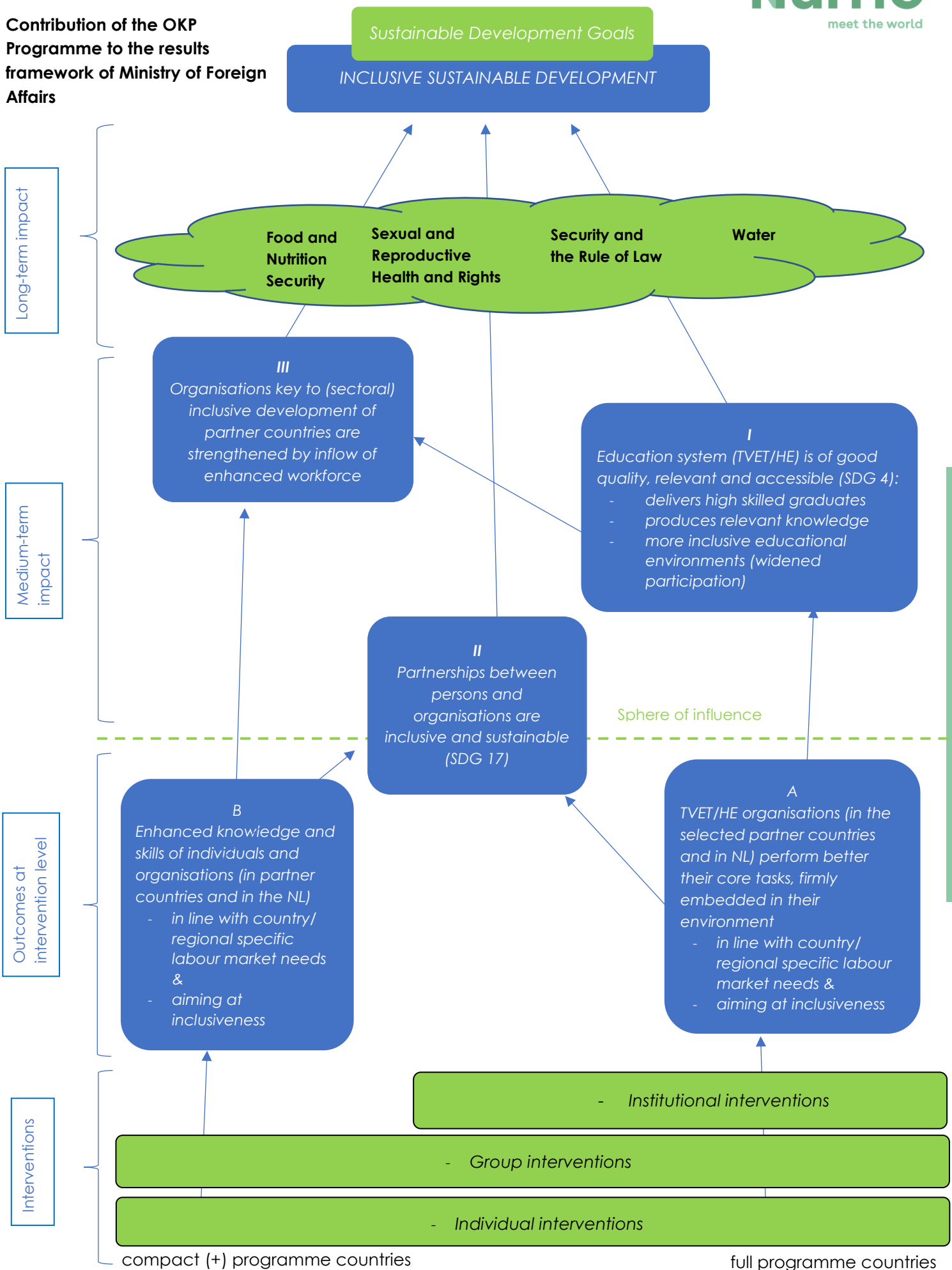
This will be achieved by the following **outcomes**:

- A. TVET/HE organisations (in the selected partner countries and in NL) perform better their core tasks, firmly embedded in their environment (in line with country / regional specific labour market needs & aiming at inclusiveness);
- B. Enhanced knowledge and skills of individuals and organisations in line with country / regional specific labour market needs & aiming at inclusiveness (in partner countries and in the NL).

Please refer to the following matrices with outcomes and indicators for the various themes and levels and **please note**:

- This M&E framework is intended to make clear that all OKP interventions should be geared to contribute coherently and measurably to common long term impacts, as defined by the Dutch Ministry of foreign affairs (<https://www.dutchdevelopmentresults.nl/theme/>);
- It is important to be aware that this framework is subject to adjustments, in line with the Dutch development policy;
- When designing an OKP intervention, projects have to **contribute at least to one long term impact**;
- The **indicators in bold** are compulsory;
- Nuffic is currently developing an online instrument based on this matrix intended to facilitate the monitoring and evaluation of OKP projects;
- When calls for proposals will be published per country, the framework will be made more specific by focussing on specific long-term impact or choosing more compulsory indicators, depending on the country focus.

Contribution of the OKP Programme to the results framework of Ministry of Foreign Affairs



Monitoring & Evaluation Framework for Food and Nutrition Security

Objective:			
Contribute to End hunger, achieve food security and improved nutrition and promote sustainable agriculture (SDG 2) through the strengthening of capacity, knowledge and quality of individuals as well as organisations in the fields of Technical and Vocational Education and Training and Higher Education (TVET/HE) in OKP partner countries.			
Long-term impact at programme level (link with FNS ToC)			
Long term impact	Long term impact indicator	Medium-term impact indicator	Outcome indicator (project level)
1) Reduce malnutrition	Number of people lifted out of undernourishment	<ul style="list-style-type: none"> – number of undernourished people with improved food intake (indirectly**) – number of undernourished people with improved access to healthy/diverse food (indirectly**) – number of undernourished people whose nutritional situation became more resilient to shocks (indirectly**) 	<ul style="list-style-type: none"> – number of undernourished people with improved food intake (directly*) – number of undernourished people with improved access to healthy/diverse food (directly*) – number of undernourished people whose nutritional situation became more resilient to shocks (directly*)
2) Promote agricultural growth	Number of family farms (sub-sector, male/female, age: % < 35) that doubled their productivity and/or income	<ul style="list-style-type: none"> – number of family farms (sub-sector, male/female, age: % < 35) with increased productivity and/or income (indirectly**) – number of family farms (sub-sector, male/female, age: % < 35) with improved access to input and/or output markets (indirectly**) – number of family farms (sub-sector, male/female, age: % < 35) whose farming enterprise became more resilient to shocks (indirectly**) 	<ul style="list-style-type: none"> – number of family farms (sub-sector, male/female, age: % < 35) with increased productivity and/or income (directly*) – number of family farms (sub-sector, male/female, age: % < 35) with improved access to input and/or output markets (directly*) – number of family farms (sub-sector, male/female, age: % < 35) whose farming enterprise became more resilient to shocks (directly*)
3) Create ecologically sustainable food systems	Number of hectares of farmland converted to sustainable use	<ul style="list-style-type: none"> – number of hectares of farmland used more eco-friendly (indirectly**) – number of hectares of farmland that became part of improved watershed/landscape management (indirectly**) – number of hectares of farmland that agro-ecologically became more resilient to shocks (indirectly**) 	<ul style="list-style-type: none"> – number of hectares of farmland used more eco-friendly (directly*) – number of hectares of farmland that became part of improved watershed/landscape management (directly*) – number of hectares of farmland that agro-ecologically became more resilient to shocks (directly*)

* Direct: target group who have been reached during project period by the new or revised outreach programme or have followed the new or revised curricula/short courses.

** Indirect: target group reached beyond the project period by graduates of the new or revised curricula/short courses.

Monitoring & Evaluation Framework for Sexual and Reproductive Health and Rights

Objective: Contribute to universal access to sexual and reproductive health and rights (SDG 3 and 5) through the strengthening of capacity, knowledge and quality of individuals as well as organisations in the fields of Technical and Vocational Education and Training and Higher Education (TVET/HE) in OKP partner countries.			
Long-term impact at programme level (link with SRHR ToC)			
Long term impact	Long term impact indicator	Medium-term indicator	Outcome indicator (at project level)
1) Better information and greater freedom of choice for young people about their sexuality	<ul style="list-style-type: none"> adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group 	<ul style="list-style-type: none"> number of youth who participate in policy and decision-making bodies and perceive their participation as meaningful (indirectly**) % of young people reached with comprehensive, correct information on sexuality, HIV/AIDS, STIs, pregnancy and contraception (indirectly**) number of health facilities that adopt and implement youth-friendly SRHR and HIV/AIDS services % of women (20-24yr) who were married or in union before ages 15 and 18 (indirectly**) % of girls and women (15-49yr) who have undergone FGM/C (indirectly**) condom use by young people at last high-risk sex (indirectly**) 	<ul style="list-style-type: none"> number of youth who participate in policy and decision-making bodies and perceive their participation as meaningful (directly*) % of young people reached with comprehensive, correct information on sexuality, HIV/AIDS, STIs, pregnancy and contraception (directly*) number of health facilities that adopt and implement youth-friendly SRHR and HIV/AIDS services % of women (20-24yr) who were married or in union before ages 15 and 18 (directly*) % of girls and women (15-49yr) who have undergone FGM/C (directly*) condom use by young people at last high-risk sex (directly*)
2) Improved access to contraceptives and medicines	<ul style="list-style-type: none"> number of new HIV infections per 1,000 uninfected population, by sex, age and key populations 	<ul style="list-style-type: none"> total Dutch ODA for R&D for essential SRH and HIV/AIDS medicines, vaccines and commodities (indirectly**) number of new user-friendly SRH products on the market (indirectly**) number of children fully immunized (indirectly**) number of additional women and girls using modern contraceptives (indirectly**) 	<ul style="list-style-type: none"> total Dutch ODA for R&D for essential SRH and HIV/AIDS medicines, vaccines and commodities (directly*) number of and type of new user-friendly SRH products on the market (directly*) number of children fully immunized (directly*) number of additional women and girls using modern contraceptives (directly*)

	<ul style="list-style-type: none"> – incidence of TB, malaria and HepB 	<ul style="list-style-type: none"> – number of couples protected by various contraceptives over a 1-year period (couple-years protection) (indirectly**) – number of eligible PLHIV receiving ART2 (indirectly**) – number of people receiving interventions against TB, malaria, hepatitis and NTDs (indirectly**) 	<ul style="list-style-type: none"> – number of couples protected by various contraceptives over a 1-year period (couple-years protection) (directly*) – number of and % of eligible PLHIV receiving ART2 (directly*) – number of people receiving interventions against TB, malaria, hepatitis and NTDs (directly*)
<p>3) Better public and private health care for family planning, pregnancies and childbirth, including safe abortions</p>	<ul style="list-style-type: none"> – coverage of DTP3 immunisation – % of HIV infected pregnant women receiving PMTCT – maternal mortality ratio 	<ul style="list-style-type: none"> – number of health workers trained in ANC and PNC, safe delivery and abortion care (indirectly**) – % of births attended by skilled health personnel (indirectly**) – number of comprehensive safe (post-)abortion care services provided (indirectly**) – type and number of initiatives to promote private sector involvement in SRH and HIV/AIDS services (indirectly**) – coverage of the Minimum Initial Service Package, including basic emergency obstetric care (BeMOC) (indirectly**) 	<ul style="list-style-type: none"> – number of health workers trained in ANC and PNC, safe delivery and abortion care (directly*) – % of births attended by skilled health personnel (directly*) – number of comprehensive safe (post-)abortion care services provided (directly*) – type and number of initiatives to promote private sector involvement in SRH and HIV/AIDS services (directly*) – coverage of the Minimum Initial Service Package, including basic emergency obstetric care (BeMOC) (directly*)

<p>4) More respect for the sexual and reproductive rights of groups who are currently denied these rights</p>	<ul style="list-style-type: none"> - % of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 	<ul style="list-style-type: none"> - whether and how SRHR frameworks have been adopted and incorporated into national policies (current and observable changes) (indirectly**) - changes in laws, guidelines, and (health) policies and practices leading to decrease of barriers to SRH and HIV/AIDS services (indirectly**) - satisfaction with degree to which SRHR barriers facing discriminated and vulnerable groups have been reduced (indirectly**) - description of types and evidence of effective usage of accountability mechanisms to address violation of rights (indirectly**) - whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (indirectly**) - number of recorded cases of discrimination and violence against key populations, women and girls in relation to SRHR issues (indirectly**) - number of key populations reached by communities and advocacy networks with SRHR and HIV/AIDS information (indirectly**) - number of key populations having received SRHR and HIV/AIDS services (indirectly**) 	<ul style="list-style-type: none"> - whether and how SRHR frameworks have been adopted and incorporated into national policies (current and observable changes) (directly*) - changes in laws, guidelines, and (health) policies and practices leading to decrease of barriers to SRH and HIV/AIDS services (directly*) - satisfaction with degree to which SRHR barriers facing discriminated and vulnerable groups have been reduced (directly*) - description of types and evidence of effective usage of accountability mechanisms to address violation of rights (directly*) - whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (directly*) - number of recorded cases of discrimination and violence against key populations, women and girls in relation to SRHR issues (directly*) - number of key populations reached by communities and advocacy networks with SRHR and HIV/AIDS information (directly*) - number of key populations having received SRHR and HIV/AIDS services (directly*)
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* Directly: target group who have been reached during project period by the new or revised outreach programme or have followed the new or revised curricula/short courses.

** Indirectly: target group reached beyond the project period by graduates of the new or revised curricula/short courses.

Abbreviations

ANC	Antenatal Care	NGO	Nongovernmental Organisation
ART	Antiretroviral Therapy	ODA	Official Development Assistance
CSO	Civil Society Organisation	PMTCT	Prevention of Mother-to-Child Transmission
FGM/C	Female Genital Mutilation/Cutting	PNC	Postnatal Care
FP	Family Planning	SRHR	Sexual and Reproductive Health and Rights
MFA	Ministry of Foreign Affairs of the Netherlands	STI	Sexually Transmitted Infection

Monitoring & Evaluation Framework for SROL

Objective:			
Contribute to promoting just, peaceful and inclusive societies and achieving legitimate stability through the strengthening of capacity, knowledge and quality of individuals as well as organisations in the fields of Technical and Vocational Education and Training and Higher Education (TVET/HE) in OKP partner countries.			
Long-term impact at programme level (link with SROL ToC)			
Long term impact	Long term impact indicator	Medium-term indicator	Outcome indicator (at project level)
1 Human Security: Reduced levels of violence and levels of fear experienced	<ul style="list-style-type: none"> – number of formal and informal security providers that perform their tasks more effectively, accountably, and are more transparent and responsive towards citizens and government – number of physical threats to personal safety are reduced and people are better able to cope with violence – number of violent extremist organisations that have become less attractive to 	<ul style="list-style-type: none"> – number of beneficiaries (f/m) who report a reduction in violent incidents in the area where they live – number of beneficiaries (f/m) who report they are feeling secure in the area where they live. – number of beneficiaries (f/m) who report increased levels of trust in security sector actors – number of beneficiaries who report having received positive service provision by formal and informal authorities with regard to human security – number of beneficiaries (f/m) who report that they have a more negative perception about violent extremist organisations – number of beneficiaries (f/m) from marginalised groups who report on reduced levels of violence and fear experienced 	<ul style="list-style-type: none"> – number of policy influencing initiatives aimed at long-term stabilisation – number of beneficiaries with relevant knowledge and skills to support the formal security sector to strengthen reform processes that ensure increased accountability, transparency and gender-sensitivity – number of community-based security sector providers that have improved knowledge and skills to offer effective, accountable and responsive service to citizens and government – number of national/local authorities supported in addressing root causes and triggers of violent extremism, particularly through SROL (push factors)

	vulnerable groups - especially youth - because better alternatives are available		
<p>2. Rule of Law Strengthened:</p> <p>Citizens are better able to access their rights through fair, efficient, impartial, independent and accountable institutions</p>	<ul style="list-style-type: none"> - number of citizens from all groups with increased awareness of rights and use of fair and effective formal and informal justice systems - number of legal frameworks that are revised - number of justice institutions that are better able to perform their tasks independently, fairly, effectively, accountably, and in better coordination - number of transitional justice mechanisms to more effectively address legacies of human rights violations and 	<ul style="list-style-type: none"> - number of beneficiaries (f/m) with access to justice [note: this is an official DGIS-indicator] (separate out: no. of women who present cases of sexual violence or domestic abuse) - number of beneficiaries (f/m) who have improved awareness of their rights and/or of how to address justice problems (claim, defend, and or recover rights) - number of beneficiaries (f/m) who access transitional justice mechanisms - number of beneficiaries (f/m) who have improved awareness of their rights - number of beneficiaries (f/m) from marginalised groups who have improved access to their rights and judicial service facilities. 	<ul style="list-style-type: none"> - number of beneficiaries with increased capacity to support policies that promote increase to access to justice - number of beneficiaries with increased capacity to provide (policy) advice on specialized topics such as informal justice, commercial justice, rehabilitation, juvenile justice, sharia, gender issues - number of justice innovations (e.g. scenario planning)

	root causes that give rise to conflict		
<p>3. Peace processes & political governance:</p> <p>States, regional and local authorities and societies at large are able to effectively prevent and resolve conflict in a non-violent and inclusive manner</p>	<ul style="list-style-type: none"> – number of inclusive peace agreements, conflict resolution and peacebuilding initiatives to reach and sustain peace – number of initiatives to support inclusive and accountable national and local governance 	<ul style="list-style-type: none"> – number conflicts that are addressed and resolved by community structures by the programme (note: this is an ARC indicator) – number of beneficiaries (f/m) who feel that community grievances of targeted groups (e.g. women, youth or a specific ethnic group) are effectively addressed (note: this is an ARC indicator) – participation (and satisfaction) in governance processes (political decision-making, mediation and dialogue) by representation of various groups, with special reference to women and youth – perception on accountability/transparency of governance structures – number of beneficiaries (f/m) who feel represented by the government structures 	<ul style="list-style-type: none"> – number of national and/or local level conflict resolution and peacebuilding mechanisms supported – number of beneficiaries with increased knowledge and skills to support policy influencing of in-country and regional conflict resolution and peacebuilding interventions – number of beneficiaries with increased knowledge and skills to support interventions at national level to increase civil society engagement and at local level to increase community engagement in political decision-making – number of beneficiaries with improved capacity for policy influencing on aspects of political governance and state building
<p>4. Social and economic reconstruction:</p> <p>Income generating and livelihoods opportunities to prevent the (re)occurrence of conflicts, instability or irregular migration</p>	<p>People have less personal grievances regarding income or livelihoods due to an increased ability to meet household needs.</p>	<ul style="list-style-type: none"> – number of beneficiaries (f/m) who feel represented by the government structures – (disaggregated) number of programme beneficiaries who started a business / self-employment activity and sustained it six months after they started – (disaggregated) number of programme beneficiaries who indicate that their business / self-employment activities (which existed already before the grantees' interventions) have grown over the last 6 months – (disaggregated) number of trained/supported programme beneficiaries who have become employed 	<ul style="list-style-type: none"> – number of people with improved income in fragile and conflict-affected states – number of people using new or improved water points in fragile and conflict-affected states – direct jobs supported – number of people supported to improve their income/ livelihood opportunities

		<ul style="list-style-type: none">- (disaggregated) number of direct jobs supported by targeted companies- (disaggregated) number of communities in programme areas that have adopted and are implementing livelihood protection strategies	
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Monitoring & Evaluation Framework for Water

Objective: Contribute to ensuring availability and sustainable management of water and sanitation for all (SDG 6) through the strengthening of capacity, knowledge and quality of individuals as well as organisations in the fields of Technical and Vocational Education and Training and Higher Education (TVET/HE) in OKP partner countries.			
Long-term impact at programme level (link with Water ToC)			
Long term impact	Long term impact indicator	Medium-term indicator (at country level)	Outcome indicator (at project level)
1) Water is used sustainably and equitably, ensuring the needs of all sectors and the environment	Number of people having enough water of good quality throughout the year	<ul style="list-style-type: none"> – number of river basin delta organisations supported on water management (indirectly) – number of professionals trained in water management (indirectly) – number of people benefitting from operational plans for integrated water resources management of basins (indirectly) – area of basins with an operational plan for integrated water resources management (indirectly) – number of people supported for protection against floods (indirectly) – number of people supported for improved irrigation and drainage (indirectly) – number of people supported for improved watershed protection (indirectly) – number of people supported for safe drinking water and adequate sanitary facilities (indirectly) 	<ul style="list-style-type: none"> – number of river basin delta organisations supported on water management (directly) – number of professionals trained in water management (directly) – number of people benefitting from operational plans for integrated water resources management of basins (directly) – area of basins with an operational plan for integrated water resources management (directly) – number of people supported for protection against floods (directly) – number of people supported for improved irrigation and drainage (directly) – number of people supported for improved watershed protection (directly) – number of people supported for safe drinking water and adequate sanitary facilities (directly)
2) Water is used sustainably and equitably across national borders (i.e.	Number of transboundary river basin organisations strengthened	<ul style="list-style-type: none"> – number of institutions able to carry out their duties with respect to transboundary water management (indirectly) – number of professionals trained in transboundary water management (indirectly) 	<ul style="list-style-type: none"> – number of professionals trained in transboundary water management (directly) – number of people benefitting from operational arrangements for water cooperation in transboundary basins (directly)

<p>transboundary water management).</p>		<ul style="list-style-type: none"> - number of plans for integrated climate resilient water resources management of transboundary water river basins (indirectly) - area of transboundary basin with an operational arrangement for water cooperation (indirectly) - number of people benefitting (indirectly) from operational arrangements for water cooperation in transboundary basins. - number of people (indirectly) benefitting from transboundary water management projects 	<ul style="list-style-type: none"> - area of transboundary basin with an operational arrangement for water cooperation - number of people benefitting from transboundary water management (directly)
<p>3. Water efficiency in agriculture increased</p>	<p>Change of crop yield per unit of water used over time (SDG 6.4.1)</p>	<ul style="list-style-type: none"> - number of institutions indirectly benefitting from innovative and efficient water allocation methodologies which increase crop yield - number of associations, water users organisations and number of their professionals indirectly trained in applications in water-efficiency ranging from crop selection to irrigation scheduling etc., - number of institutions that use the FAO AQUASTAT database to measure water productivity (indirectly). - number of 'ready-to-use' applications for farmers and policy officers are developed and distributed (indirectly) - number of farmers with a higher yield with the same amount of used water (indirectly) 	<ul style="list-style-type: none"> - number of associations, water users organisations and number of their professionals directly trained in applications in water-efficiency ranging from crop selection to irrigation scheduling etc., - number of institutions that use the FAO AQUASTAT database to measure water productivity (directly). - number of 'ready-to-use' applications for farmers and policy officers are developed and distributed (directly) - number of farmers with a higher yield with the same amount of used water (directly)

<p>4. People use safe drinking water and adequate sanitary facilities</p>	<p>Number of people using safely managed drinking water and adequate sanitary facilities</p>	<ul style="list-style-type: none"> - number of people trained in WASH (indirectly) - number of WASH organisations indirectly strengthened. - number of climate resilient drinking water points constructed (indirectly) - number of climate resilient sanitary facilities constructed (indirectly) - number of students / pupils benefitting from improved drinking water and sanitary facilities in schools (indirectly) - number of health centres with improved drinking water and sanitary facilities (directly) 	<ul style="list-style-type: none"> - number of people trained in WASH (directly) - number of WASH organizations directly strengthened. - does this project use the DGIS-IGG sustainability tools (clause, check, compact) - number of domestic financing mechanisms. - total amount of funds leveraged by third parties. - number of people with access to micro finance for WASH - number of climate resilient drinking water points constructed (directly) - number of climate resilient sanitary facilities constructed (directly) - number of students / pupils benefitting from improved drinking water and sanitary facilities in schools (directly) - number of health centres with improved drinking water and sanitary facilities (directly)
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** Indirect: target group reached beyond the project period by graduates of the new or revised curricula/short courses.

Monitoring & Evaluation Framework for Capacity Development related indicators for all themes:

Medium-term impact	Indicator
<p>I. Education system (TVET/HE) is of good quality, relevant and accessible</p> <ul style="list-style-type: none"> - delivers high skilled graduates - produces relevant knowledge - more inclusive educational environments (widened participation) 	<ul style="list-style-type: none"> ➔ <i>Education</i> <ul style="list-style-type: none"> - number of (knowledge) institutions that perform better - number of graduates (self) employed (male/female) - number of jobs supported/created - number of revised/newly developed curricula in NL and/or Southern partner organisation that integrate research results - number of knowledge institutions with an increased participation of students from minorities - education system represents needs of labour market/gender - graduate satisfaction (employed/non employed/self-employed) (male/female) - employers' satisfaction over the graduates' skills and knowledge ➔ <i>Research</i> <ul style="list-style-type: none"> - number of research results/contributions translated into policy advice at national, regional or local level ➔ <i>Society</i> <ul style="list-style-type: none"> - number of beneficiaries in the society reached with knowledge, skills and techniques (indirectly**) - number of services to community (indirectly**) - number of businesses co-investing in activities - number of improvements in (inter)national policies/laws (indirectly**)
<p>II. Partnerships between persons and organisations are inclusive and sustainable</p>	<ul style="list-style-type: none"> - number of MoUs or other types of formal collaboration agreements exist 1, 3, 5 years after end of project - number of joint (research) proposals submitted and financed - number of joint publications - number of joint/double degrees offered - number of academic staff of partner country still cooperates with academic staff of other education organisation(s) - number of scholarship holders*** that became members of the alumni association of their host university (of applied sciences) (male/female) (NL/other) - number of Dutch training education organisations that have improved their training methods - number of staff of Dutch training education organisations that have gained new insights and ways of working
<p>III. Organisations key to (sectoral) inclusive development of partner countries are strengthened by</p>	<ul style="list-style-type: none"> ➔ <i>Individual</i> <ul style="list-style-type: none"> - % of alumni who state that they have applied in their workplace the knowledge and skills gained from the interventions - % of alumni promoted to more strategic positions within their own organisation or other organisation - narratives from alumni on policy and procedural changes, inclusive development, and innovations as a result of interventions

<p>inflow of enhanced workforce</p>	<p>→ <i>Organisational</i></p> <ul style="list-style-type: none"> - % employer satisfaction on suitability of the training for the organisation - % of alumni still employed by the organisation that nominated them - % employers that state that their department/organisation has become more effective because of OKP intervention - testimonials from employers on organisational changes (implemented procedure/techniques, work ethic etc. due to trained staff (critical mass)
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** Indirect: target group reached beyond the project period by graduates of the new or revised curricula/short courses.

Outcomes at project level	
Outcome	Indicator
<p>A. TVET/HE organisations (in the selected partner countries and in NL) perform better their core tasks, firmly embedded in their environment, in line with country/regional specific labour market needs & aiming at inclusiveness</p>	<p>→ <i>Education</i></p> <ul style="list-style-type: none"> - number of (knowledge) institutions supported directly - increased participation of students from minorities - number of staff have gained qualitative and relevant knowledge and skills to develop and offer the revised/developed study programmes (teacher/administrative, male/female, PhD/MSc/short training) - number of graduates delivered (male/female/minorities degree/non-degree) (directly*) - number of curricula for degree, non-degree and short courses revised/newly developed - number of students enrolled in revised/newly developed study programmes (male/female) - student satisfaction (male/female) <p>→ <i>Research</i></p> <ul style="list-style-type: none"> - number of research strategies/agenda/methodologies revised/strengthened and implemented - number of relevant publications (level, gender, inclusion) - number of relevant innovations <p>→ <i>Society</i></p> <ul style="list-style-type: none"> - number of beneficiaries in the society reached with knowledge, skills and techniques (directly*) - number of MoUs or other types of collaboration agreements signed (education, private, public, surrounding community) (in NL, own country, other country) - number of students performing an internship or practical work (male/female) - number of SMEs supported - number of improvements in (inter)national policies/laws (directly*)
	<p>→ <i>Organisational</i></p> <ul style="list-style-type: none"> - improved gender equality and gender awareness in the knowledge institution - number of organisations revised/developed and implemented a strategic plan - number of organisations revised/developed institutional mechanism for quality assurance - number of organisations with a revised/developed system to register and monitor its alumni - number of organisations have developed and implemented a system to regularly survey the satisfaction of students, short courses participants, graduates and/or employers - number of facilities established/strengthened (laboratories, libraries, resource centre, practical application unit, living lab) - % of women in management of faculty/department - % of women of teaching staff of faculty/department

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|--|---|
| | <ul style="list-style-type: none">- number of organisations with improved policies or procedures to encourage access to education of minorities- diversity in management and teaching staff (i.e. balance junior/senior staff, women/men, minorities)- number of organisations with policies and procedures to ensure an environment which is gender sensitive- number of organisations with policies and procedures to ensure an environment which is conducive for minorities |
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Outcomes at scholarship level	
<p>B. Enhanced knowledge and skills of individuals and organisations (in partner countries and in the NL) in line with country/regional specific labour market needs & aiming at inclusiveness</p>	<p>→ <i>Individual</i></p> <ul style="list-style-type: none"> - number of scholarship holders*** that have successfully completed course/training (level/male/female/minorities) - % scholarship holders'***/alumni satisfaction - % of scholarship holders***/alumni employed post-study within region and same employer (men/women) - % of scholarships awarded to women - % of scholarships awarded to minorities - % of quota for scholarships for women - % of quota for scholarships for minorities - number of stimulating measures/extra facilities aimed at preparation, supervision and aftercare of female candidates - number of stimulating measures/extra facilities aimed at preparation, supervision and aftercare of minorities - % alumni who state that they have acquired new knowledge and skills; e.g. problem solving, effective communication - % alumni who are promoted to a more strategic position post-study - changes in personal, academic and professional attitudes and attributes through training and education programmes - improved gender equality and gender awareness in the workplace <p>→ <i>Organisational</i></p> <ul style="list-style-type: none"> - number of organisations strengthened by individual and/or group training (private/public) - % of alumni who have applied the acquired knowledge and skills within their working environment - employers satisfaction on the added value of return scholars to the initial working environment - number of organisations with institutional mechanism for quality assurance - number of organisations developed and implemented a gender strategy

* Direct: target group who have been reached during project period by the new or revised outreach programme or have followed the new or revised curricula/short courses.

** Indirect: target group reached beyond the project period by graduates of the new or revised curricula/courses.

*** Scholarship holders: for the purpose of the Orange Knowledge Programme Tailor-Made Training participants in Tailor-Made Trainings are also considered scholarship holders.