

ILO Skills for Youth Employment and Rural Development for Western and Southern Africa (Africa Commission Promoting Post Primary Education Initiative): M & E Map Phase 1 and 2 Programme Outcomes, Outputs & Indicators of Achievement

Target for output 1.1:

- Tripartite National steering committee and local TREE committees established in each of the selected districts and their members trained by end of year 5.

Target for output 1.2:

- At least 2 economic opportunities identified in each selected district by end of year 5.

Target for output 2.1:

- Number of TREE beneficiaries 3,500 by the end of year 5.

Target for output 2.2:

- At least at least 60% of the beneficiaries access post training services by end of year 5.

Targets for output 3.1:

- Inventory of at least 25 vocations, roster of at least 1,000 master craftspersons and at least 2 area profiles of selected project sites.

Target for output 3.2:

- 25% increase from baseline in the number of beneficiaries who consider informal apprenticeship as a means for gainful employment.

Target for output 3.3:

- 20% increase from baseline in the satisfaction rate of the beneficiaries; 1,000 master craftspersons and 2,000 apprentices benefit by year 5.

Target for output 4.1:

- At least At least 5 case studies documented by end of year 5.

Target for output 4.2:

- Number of workshops, programme site visits – at least 2 per year.

- KEY**
- **Green:** On Track
 - **Amber:** Challenges
 - **Red:** Needs urgent attention

Output 1.1: Institutional mechanism for planning and implementation established and stakeholders' capacity strengthened in TREE methodology.

Output 1.2: Local economic opportunities identified and training needs assessed.

Output 2.1: Training programmes designed and delivered to meet local economic opportunities.

Output 2.2: Post training support for wage and self employment is in place.

Output 3.1: Knowledge on the range of informal apprenticeship vocations and sites improved for programme planning and evidence based advocacy.

Output 3.2: Awareness and attitudes towards Informal Apprenticeship among Youth, Policy Makers and Communities improved.

Output 3.3: Quality and relevance of informal apprenticeship improved.

Output 4.1: Case studies on lessons learned developed.

Output 4.2: Stakeholders sensitized on tools and methodologies of the programme as well as lessons learned.

IMPACT ZONE

Immediate outcome 1: Local economic opportunities identified by empowered stakeholders.

Immediate outcome 2: Demand driven services to exploit local economic opportunities delivered.

Immediate outcome 3: Systems of informal apprenticeship strengthened.

Immediate outcome 4: Enhanced capacity of stakeholders and institutions to apply tools, methodologies and strategies developed under the programme.

Indicator of achievement for immediate outcome 1 by end of year 5:

- Number of new economic opportunities that lead to job creation (at least 10 economic opportunities)

Indicator of achievement for immediate outcome 2 by end of year 5:

- Percent of the TREE proposals replicated by others (At least 20%)
- Percent of the TREE beneficiaries got employment or increased income opportunities within 12 months of completing the programme (At least 60%)

Indicators of Achievement for immediate outcomes 3 by end of year 5:

- Percent of master craftspersons who report at least 10% increase in business income (At least 60%)
- Percent of apprentices who got employment within 6 months of completing training (At least 60%)

Indicator of Achievement for immediate outcome 4 by end of year 5:

- Number of policy recommendations/programmes drafted and adopted using evidence from programme experiences (at least two policy recommendations/programmes)

Connect to higher-level development indicators in the Zimbabwe DWCP

Overall outcome: To strengthen skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth.

Overall Outcome Indicators

- Number of beneficiaries, including youth, who got employment opportunities or increased incomes (at least 4,000 by end of year 5).
- Improved skills training programmes for the rural and informal economy (25% increase from baseline in satisfaction rate of direct and ultimate beneficiaries by end of year 5)

Additional dimensions of Decent Work

- Advancing gender equality (index to include indicators such as Women participation rate in TREE training programs and Informal Apprenticeship).
- Improvement in working conditions, including occupational safety and health (index to include indicators such as number of workplace injuries or accidents).
- Contribution to HIV and AIDS response efforts in the world of work (index to include indicators such as Number of Beneficiaries with raised HIV and AIDS Awareness).