

Tool 13

Professional Competency Framework for Youth Evaluators

This framework maps the skills young evaluators require to credibly monitor and evaluate open government reforms and commitments. It draws on established professional evaluator standards (AEA, UNEG, CES, and EvalYouth) and it is designed to be adapted and institutionalized within academic programs and civil society training curricula.

The competency framework is anchored in three domains (ethical standards, technical methods, and analytical approaches) each anchored in one or more recognized professional evaluation frameworks.

To adapt the proposed competencies framework, do the following:

- Assess your group against all three domains before designing any training. Most organizations are strong in one or two and weak in the rest.
- Start with the weakest domain rather than trying to build everything at once.
- Adapt and institutionalize the framework within your own context, such as a university course, a civil society training curriculum, or a mentorship program.

COMPETENCY FRAMEWORK

Ethical standards

- Understand evaluation's purpose and types; distinguish it from monitoring, audit, advocacy
- Apply ethical standards (independence, conflict-of-interest disclosure, confidentiality, do-no-harm)
- Guard against the misuse of evaluation findings
- Pursue lifelong professional development
- Engage affected communities, including youth, as co-evaluators, applying a participatory and inclusive lens

Technical methods (Data collection & analysis)

- Collect and triangulate data, such as interviews, surveys, focus groups, observation, documents
- Apply basic quantitative and qualitative analysis techniques to interpret data
- Tailor data-collection tools and methods to the political, social, and institutional context of the commitment
- Read and analyze government budget documents to verify resource allocation against commitments
- Use freedom of information laws to request official data when it is not proactively disclosed
- Use civic technology tools (open data portals, spending trackers, community scorecards) to support data collection and verification

Analytical approaches

- Apply evaluation criteria (relevance, coherence, effectiveness, efficiency, impact, sustainability) to judge commitment performance
- Build a Theory of Change/logic model linking commitment activities to outcomes
- Design an evaluation matrix (questions × criteria × methods)
- Design monitoring indicators to track commitment progress over time
- Communicate findings and recommendations clearly to officials, civil society, the public, and media