



EEA GLOBAL EVALUATION FRAMEWORK

Indicators	Definition	Data Collection Instruments/ Source	Level of Reporting
Intermediate Result I: Alliance Bu	uilding and Leveraging Resources	•	
Indicator 1.1: In-kind and cash resources leveraged for the project through private sector, government, civil society and other partners	This indicator measures the effectiveness of alliance building, by measuring the amount of contributions raised for EEA projects. The contributions are to be measured using EEA's Leveraging Policy, and can be in terms of in-kind donations or in cash. Examples of in-kind donations include: intellectual property, staff time, space, technical knowledge, and equipment.	Simple matrices used to report figures for the quarterly financial report.	Project, Country, Global
Indicator 1.2: The effectiveness of the EEA Alliance Approach in building partnerships, and promoting sustainable and scalable youth employability programs	This indicator measures the long-term effect of the EEA Alliance (put in place and managed through different mechanisms such as the EEA Secretariat or Steering Committee) in terms of sustainability, scalability, and cost-effectiveness. It specifically assesses the effectiveness of the EEA Alliance model in building partnerships that support youth employability, ensuring EEA project implementation and sustainability as well as the quality of projects. This indicator will be measured based on a set of criteria that include: 1. Alliance well established, developed and managed by a permanent body (association, steering or advisory committee, secretariat, or other), with staff dedicated to EEA work 2. Permanent body (association, steering or advisory committee, secretariat or other) established a grant making process, and guided the process of selecting best grantees/projects to receive EEA grants 3. Alliance members (steering or advisory board members, stakeholders, others) participate actively in EEA meetings and activities 4. An internal monitoring system is in place, sub-grants are being monitored regularly, and regular follow up is conducted on achieved activities versus planned through field visits and meetings with implementers 5. Alliance members (advisory or steering board members) are using their networking capacity to develop partnerships between the private sector, government and civil society actors to promote youth employability and facilitate youth placement 6. Communication system is in place to promote EEA programs and leverage funding 7. National and local communication and outreach events used by Alliance members to programs and activities 8. Alliance members have the capacity to advocate for the development of a policy framework that enhances youth employability (feadership) through a sound communications strategy 9. Alliance members help with trouble shooting problems and obstacles facing project implementation 12. The overall cost effectiveness of the Alliance strategy compared with single dono	Questionaire, guided focus group meetings with partners, comparative analysis by partners of their experience with EEA Alliance vs. other traditional development project models that place less emphasis on multi-sectoral partnerships.	Project, Country, Global
Indicator 1.3: Number of private sector, government and civil society partnerships formed through the project to jointly offer employment and business development training activities in targeted areas	This indicator measures the number of partnerships that have formed as a result of the innovative projects technically or financially supported by EEA. Partnerships are defined as any number or type of partners working together to achieve a common project objective. Partnerships are both formal and informal. Formal partnerships are established by funding commitments, signed MOUs, or letters of commitment. In-formal partnerships are verbal commitments backed by actual contributions (technical or financial) made to the project.	Matrix listing partners. Typology of partners and contributions made to EEA projects.	Project, Country, Global

Indicators	Definition	Data Collection Instruments/ Source	Level of Reporting
Indicator 1.4: New partnerships, mechanisms and approaches created as a rippling effect of working with EEA programs to support youth employability	sms and approaches created as a effect of working with EEA programs Delicy making		Country level
Indicator 1.5: Number of non-target institutions that request to adopt EEA promoted programs, models and tools as part of their activities	This indicator is a measure of the project's long-term effect on other education institutions at the national level. By introducing EEA concepts to the target institutions, other institutions may be inclined to adopt the model in order to provide their graduates with the employability skills they need to enter the job market and succeed in competitive work environment today. Tracking the number of these non-target institutions will show the ultimate success of the program beyond EEA. Institutions might have intrest in EEA curricula of a certain program, methodology or ask directly of EEA assistance to replicate the model in their institutions.	Records kept by implementers or Secretariat of all institutions that request EEA programs or adopt the training in part or in whole during the course of the year (starting 2007). If possible, conduct brief interviews with the representatives of requesting institutions to know how they intend to use the EEA supported program and what they think of it (optional).	Project, Country
Intermediate Result II: Improved	Access to and Relevance of Education and Employability Training		
2. Vocational or technical education courses for out of school youth 1 2. Vocational or technical education courses for out of school youth 1 3. Career counseling services and skill development programs 4 4. Life skills and any other formal or in-formal training courses 5 5. Apprentices bins 1		Participtant lists, project records. It is important to define the profile of each population in order to help in the analysis of the effect of various program components within a clearly defined context.	Project, Country, Global
Indicator 2.2: Number and percentage of young men and women completing EEA supported programs	This indicator measures the number of young men and women who have benefited from EEA supported programs, and have completed the course, training, apprenticeship, counseling or any other form of intervention that they may have participated in. The term completion may differ between projects and countries. In some instances, completing may mean passing a test at the end of the program. In some cases, it may be completing a certain duration of time in a certain course.	Participtant lists, project records.	Project, Country, Global
Indicator 2.3: Number of teachers, trainers, facilitators and counselors trained under EEA supported programs	d counselors trained under d counselors will agrantee the quality of the training motivation and retention of by the FEA programs. Trainers and counselors will agrantee the quality of the training motivation and retention of		Project, Country, Global

Indicators	Definition	Data Collection Instruments/ Source	Level of Reporting
Indicator 2.4: Percentage of young men and women demonstrating improved capabilities through participation in EEA supported programs	This indicator measures the effectiveness of EEA training and employability programs in better preparing young people to improving their personal life, getting quality employment and/or entrepreneurship, and becoming positively engaged and productive. This is a qualitative assessment of trainees' capacities (skills, attitudes and behavior) to assess their ability to perform on the job and in life in general. "Capabilities" encompasses all the different dimensions of growth triggered by EEA training (professional, technical, personal and emotional)	Combination of one or more: focus groups, observation, pre/post tests, interviews, and self reporting by beneficiaries.	Project
Indicator 2.5: Level of satisfaction of EEA trainees with the quality and relevance of the training, counseling and services received through EEA programs (for both employability and entrepreneurship development)	Subjective and immediate feedback of trainees on the training they have received through EEA projects. This indicator will contribute to the assessment of which EEA supported training programs have responded to the needs of target young men and women.	Evaluation of training by trainers (level 1 evalaution questionnaire).	Project when applicable
Indicator 2.6: Number and percentage of youth who completed EEA supported programs who report that they have referred at least another youth to the program	This is a measure of project credibility and relevance to youth. If youth who have received the training refer a friend or a relative, this is a sign of confidence in the program, and also a sign that the program did respond to the expectation of the referring youth.	End-of-training questionnaire, focus groups. Includes the youth views (qualitative).	Project
Indicator 2.7: Level of employers' satisfaction with the soft skills and/or technical skills of EEA-trained youth	High levels of employers' satisfaction with young employees' performance is a direct measure of the success of EEA programs. This indicator will measure the level of satisfaction of employers and business owners with the professionalism and personal capacities of young men and women who have been placed in their businesses/industries upon completion of EEA support programs.	Data against this indicator will be collected through a sample survey of all programs improving employability skills.	Project, Country, Global
Intermediate Result III: Improved	Prospects for Employment and Successful Entrepreneurship	•	•
Indicator 3.1: Number and percentage of trainees who get a job within six months of completing the program	This indicator measures the number of young men and women who have been placed in jobs within six months of completing an EEA sponsored training course, apprenticeship or career counseling program. Employment includes any full-time or part-time paid work, including any paid work assignment or paid internship that lasts for at least three months and provides a reasonable prospect for continued paid employment in the future.	Follow up surveys and project records. The matrix will also track the kind of training that youth who got employed have received through EEA project.	Project, Country
Indicator 3.2: Number and percentage of trainees who continue education, obtain an internship or engage in further professional training within six months of completing the program	continue education, obtain an This indicator measures the number of young men and women who continue their education, obtain an internship or engage in further professional training within six months of completing an EEA sponsored training course, apprenticeship or career		Project, Country
Indicator 3.3: Number and percentage of EEA trainces starting their own businesses within six months of completing the training			Project, Country
Indicator 3.4: Number and percentage of youth with satisfactory internships or apprenticeships	This indicator tracks the number and percantage of youth who rate their satisfaction with their current employment, internship or apprenticship as 4 or 5 from a scale of 1-5 where 1 is "least satisfactory: and 5 is "most statisfactory". The supporting tool of this indicator will analyze reasons behind any given rating.	Follow up surveys, focus group meetings with youth in internships, phone interviews, spot checks and field visits.	Project, Country

Indicators	Definition	Data Collection Instruments/ Definition Source	
Indicator 3.5: Number and percentage of	This indicator measures the level of satisfaction of youth with the jobs they have acquired through EEA programs or upon completion of such programs. This assessment is mainly subjective as it is based on what the youth consider as "a satisfying and quality job". In order to make this measurement comparable throughout the projects and countries, youth will be asked to rate their level of satisfaction based on a number of criteria. These criteria include: (1) relevance of the job to the field of study of the participant; (2) average salary of the job compared to similar positions held by non-EEA graduates; (3) overall work environment; (4) possibilities for professional and personal growth. The rating will be based on a scale of 1-5 with 1 being very poor to 5 being highly statisfying.	Follow up surveys, focus group meetings with placed youth, phone interviews, spot checks and field visits.	Project, Country
Indicator 3.6: Net salary increase of youth employed through the EEA programs (within six months after placement)	This indicator will be calculated as percentage increase in net salaries of youth employed through EEA programs. Salary before employment could be pocket money, scholarship stipends or salary from part time job.	Question included in the follow up survey/questionnaire.	Project, Country
0 1 0 0	This indicator will help determine whether youth who previously worked are able to receive better employment and compensation as a result of participation in an EEA-supported skills training program.	Question included in the youth follow-up survey.	Project, Country
Intermediate Result IV: Positive Indirect Effect on Families and Communities of Youth Beneficiaries		•	
	This indicator is a proxy measure of youth engagement and productivity at the level of their families. It is also a proxy measure of the positive effect of EEA programs on indirect beneficiaries (parents and siblings).	Household survey, question included in the survey, anecdotal reporting - extracted from existing reports (sample basis).	Project (where it is applicable), country
Indicator 4.2: Number and percentage of youth who have reported improved financial and social conditions of their families	It is also a proxy measure of the positive effect of EEA on indirect beneficiaries.	Question included in the follow-up survey.	Project (where it is applicable), country

1. Default Section

This is one of three evaluation guides and tools that have been prepared to assess key stakeholders of EEA programs as part of our final evaluation of EEA operations from 2005 to 2008. This set focuses on the organization of Alliances for Youth Education & Employment and the management and technical support provided to it by Country Secretariats.

The EEA Alliance Partners Survey & Evaluation seeks to build on the monitoring data that has been collected throughout programs implementation. It seeks to deepen our understanding of program results and how they have contributed to meeting the global objectives. It also hopes to capture the unique features and results of each country program. The survey of Alliance Partners will allow us to do cross-country comparisons and were designed as generic instruments. Where possible, surveys should be paired with the conduct of focus group discussions among of Alliance members or partners and administered before or during the FGD.

1. Date:

2. EEA Project:

3. Location of Interview:

4. Name of Interviewer:

5. Name of EEA Partner:

6. Name of Respondent and Position/ Title (if different from above):

7. Member of:

- e National Alliance
- 6 Steering Committee
- E Local Project-based Alliance

8. Institutional Type (please check one)

- n National Government Agency
- Private Corporation
- Local Government Agency
- Private Institution
- n Private Individual
- rn Private Non-profit

9. Alliance Membership

Date Joined the Alliance:

10. What is the reason for joining the Alliance? (please rank 1 to 6, with 1 being most important reason)

- e Help youth learn relevant skills
- E Help youth become employed
- e Help community growth
- e Youth is part of our institutions concern
- E Invited by Reputable Institution
- e Good Corporate Social Responsibility

Other reasons (please specify)

11. Please describe your role as a member of the Alliance and how you think it contributed to the project.

12. Did you donate your own resources to the project?

5

- in Yes
- jn No

13. Please identify resources provided:

- e Funds
- 🗧 Personal Time
- e Trainers
- é Goods & Materials
- e Curriculum Design
- 6 Job Opportunities
- E Linkages & Networks

Others Resources Provided:

14. If your contribution could be monetized, what is your estimate of the monetized value of your contribution to the Alliance?

15. Was the Secretariat effective in supporting the work of the Alliance?

- jn Yes
- in No

16. If yes, in what way? Please encircle the top 3

6 Assisted in developing programs for youth education and employment

E Implemented a transparent grant making process

e Assisted EEA project implementers start up their projects

e Implemented a regular project monitoring and evaluation process and communicated project status to members

E Implemented an alliance communications program on project learnings & results

e Provided technical assistance (such as monitoring and evaluation) on project implementation and alliance building

Advocated for public support for youth education & employment projects

17. Has your involvement in the EEA changed your company/ institution in
any way?

jn yes

jn No

Please specify

18. What did your company/ institution gain from involvement in the Alliance?

19. Do you have suggestions to improve implementation of Alliance programs?

5

	5
	6

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1. Date:

- 2. EEA Project:
- 3. Location of Interview:
- 4. Name of Interviewer:
- 5. Name of EEA Partner:
- 6. Name of Respondent and Position/ Title (if different from above):

7. What was the project you implemented?

8. How would you assess the results of the project?

- jn Very Poor
- n Poor
- in Fair
- jn Good
- m Excellent

Please discuss 3 project results that support your assessment.

9. Please assess the impact of the Alliance approach on your project using a scale of 1-5 with 5 being the highest. jn 1 jn 2 jn 3 jn 4 jn 5 Why?

10. (If the implementing partner organized an Alliance in the community, kindly have him/ her answer Template C1 – Assessment of the Alliance)

Did you develop new partnerships with other institutions to promote youth employability outside of the Alliance structure? If yes, please identify these partnerships:

m Yes

in No

Partners Name Type of partner Purpose of the Partnership

11. Did you receive technical assistance from the EEA Secretariat? Kindly identify assistance you received?

- roject Development
- Project Management
- in Technical Training
- h Linkages
- Institutional Development
- Project Monitoring & Evaluation
- Financial Management & Controls
- Project Trouble Shooting

12. If your staff received technical training, kindly list all trainings received

5
13. Please assess the technical assistance you received from the Secretariat
-

- e Poor
- ê Fair
- e Good
- e Excellent
- Why?

14. What other technical assistance would have helped your project?

5
6_

15. Has being involved in an alliance changed the way your organization works?

- m Yes
- in No

16. To what extent did the EEA Alliance project influence you to improve your capacities to work with youth? Or become an advocate for Youth Employability projects?

n Not at all

- n To some extent
- jn To a great extent

Please elaborate.

17. How has your organization benefited from your membership in the Alliance? Please identify top 3 benefits to your rganization.



18. How have you personally benefited by your membership in the Alliance? Please identify top 3 benefits?

 	•	
		5
		6

19. Have you implemented/ or are implementing other development projects that do not use the Alliance approach?

'n	Yes
1 M L	

jn No

20. How would you describe your experience with the Alliance approach in comparison to other traditional development projects?

m	Worse
---	-------

jn Similar

- n Better
- Much Better

Please	explain	why

21. Do you have suggestions on how to improve the implementation of Alliance programs for youth employability?



1. Default Section

1. Date:

2. Name of Respondent & Position/ Title:

3. Name of the National Alliance:

4. Location:

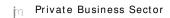
5. Interviewed by:

6. When was the Alliance organized?

7. Number of Alliance Members:

8. Profile of Alliance Members

(Please attach a list of all Alliance Members, their institutional affiliation and roles/ responsibilities)



- Government
- Academic

Other (please specify)

9. Organization of the Alliance:

- in Formal
- in Informal

10. If formal, did a Memorandum of Agreement define the roles of each member?

jn yes

jn No

5

11. If informal, were partners' roles and responsibilities defined? Please elaborate how roles were defined.



12. What was the role of IYF-EEA?



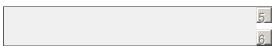
- m Very Poor
- n Poor
- jn Fair
- jn Good
- m Excellent
- Why?

14. Is the Alliance still organized and functioning?

- m Yes
- jn No

Comments

15. If the Alliance is continuing to function, what are the top 3 reasons why the alliance work has been sustained and has been of value to project success?



16. If no, kindly elaborate on why it no longer functions. Would you still use the Alliance approach in implementing youth employability projects and why?



17. Assessing the EEA Alliance:

Please check the observation that applies to your experience in the EEA Alliance project. Please assess each Alliance that was organized through EEA, whether National or Local.

	Yes	No	Needs improvement
The Alliance is well established, developed and managed by a permanent body (association, steering committee, secretariat, or other), with staff dedicated to EEA work	ja	ja	ĵn
A grant making process was established that guided the process of selecting the best grantees/projects to receive EEA grants	jn	jn	jn
Alliance members (Advisory Board Members, Stakeholders, other) participate actively to EEA meetings and activities	jα	j∩	jn
An internal monitoring system is in place, sub-grants are being monitored regularly, and regular follow up was conducted on achieved activities versus planned, through field visits and meetings with implementers	jn	jn	jn
Alliance members are using their networking capacity to develop partnerships between the private sector, government and civil society actors to facilitate youth placement	jη	jη	ja
A communication system is in place to promote EEA programs	jn	jn	'n

and leverage funding			
National and local	ja -	ja -	ja -
communication and	1 ci	J _{2,1}	1.
outreach events are			
participated in by			
Alliance Members to			
promote EEA programs			
and activities and			
advocate for youth			
employability			
initiatives			
Alliance members			
	ja	jn	m
advocate for the			
development of a			
policy framework that			
enhances youth			
employability			
(Leadership) through			
a sound			
communication			
strategy			
Alliance members	ja	ja.	ja.
assisted implementing	1.	1	1
partners with start up			
of projects			
Alliance members	m	jn	'n
provided monitoring	J 3 1	J × 1	1
and evaluation			
technical assistance to			
implementing partners			
Alliance members	'n	ja -	'n
helped with trouble	1.1	1.1	1.0
shooting problems			
and obstacles facing			
project			
implementation			
The Alliance strategy	ło	10	ka
was more cost	'n	j n	jn.
effectiveness			
compared with single			
donor projects			
Implementing	'n	ja –	'n
partners found	1.1	1.1	1 ₆₁
assistance from			
Alliance/Secretariats			
helpful			
The Alliance influenced	'n	jn	'n
partners to improve	1 × .	1	1
their institutional			
capacities			
Alliance implementing	in .	ja.	ja -
improved their	,	,	
capacities to work with			
youth employability			
projects			

Please specify what improvements are needed

18. Have other organizations adopted the alliance approach for their youth employability programs?

m Yes

in No

Please identify these organizations.

19. Do you have suggestions to improve implementation of the future Alliance programs for youth employability?

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6	

1. SECTION I: PERSONAL DATA

This instrument will help collect and organize information obtained from the observations in individual interviews or in a focus group meeting with youth who have participated in EEA supported programs.

1. Name of project

2. Participant's name

3. Gender

- in Male
- jn Female

4. Age

- m Below 18
- jn 18-24
- h Above 24

5. Marital status

- in Single
- Married with __children
- Divorced/Widowed with __children

6. Education level

7. If you have left school before completing your studies, what are the reasons why you left school or college?

2. SECTION II: Training Evaluation

This section is targeted only to those youth who have completed EEA training programs (composed of one or more training courses, either in life skills, technical training, employability training or other). Depending on training received, questions may be dropped if not relevant.

1 Please rank your satisfaction with the program.

T. Please rank your satisfaction with the program.							
	Very poor	Poor	Fair	Good	Excellent	N/ A	
Overall content of the training program	<u>j</u> u	ja	ja	jn	jn	jn	
Quality of training materials	ja	jn	jn	jn	jn	jn	
Relevance of content and training materials	ja	ja	ja	jn	ja	ja	
to employment needs							
Interactive/practical exercises and activities (if any)	jn	<u>j</u> n	jn	jn	'n	jn	
Life Skills and attitudes learned from training (if any)	ja	ja	j'∩	ja	ja	ţn	
Technical skills acquired from training	ja	jn	jn	jn	jn	jn	
Please explain your ans	swers:						

2. Please list 3 or 4 most important skills or knowledge you have gained. If you do not think you learned new knowledge or skills, please explain why.

5

5

3. Please rate program trainers/ counselors/ facilitators in the following areas.

	Very poor	Poor	Fair	Good	Excellent	N/ A
Overall performance	ja	ja	ja	ja	<u>ja</u>	ja
Technical knowledge (if applicable)	ja	ja	ja	jn	jn	'n
Counseling capacities (if applicable)	ja	ja	jα	ja	ja	ja
Capacity to provide mentorship and career counseling	jn	jn	jn	jn	jn	jn
Capacity to keep you motivated and engaged	ja	ja	ja	ja	ja	ja
Other comments						
		5				

4. What is the aspect or component you liked most about this program?

5 6

5

5

5. What is the aspect or component you liked the least in this program

6. What changes do you think should be made to make the program more useful/ efficient?

3. SECTION III: Internship Evaluation

This section is targeted to youth who have completed at least one month internship as part of the EEA program.

1. Have you been placed in an internship or apprenticeship?

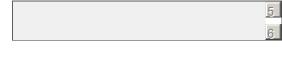
'n	Yes
'n	No
Othe	er (please specify)

	•	• /	
			5
			6

2. if yes, please rate the value of your internship or apprenticeship.

	Very poor	Poor	Fair	Good	Excellent	N/ A
Overall internship experience	ja	ja	ja	ja	ja	ja
Relevance of assignments to the training received	jn	jn	jn	jn	jn	jn
Technical skills learned	ja	ja	ja	jn	ja	ja
Coaching received during internship	ja	jn	ja	jn	ja	jn
Please explain:						

3. What are the most useful things you learned from your apprenticeship/ internship. If your internship was not useful please explain why.



4. How could your internship/ apprenticeship be made more useful?

5

5. What are you doing now after your internship?

- in Looking for a job
- Got a job and currently working
- Maiting to set up a small business
- Currently working as an entrepreneur

4. SECTION III-B: Job Evaluation

THIS SECTION IS ONLY FOR EMPLOYED, IF NOT WORKING OR SEFL-EMPLOYED, PLEASE SKIP TO NEXT SECTION.

This section is targeted to youth who have completed EEA supported training programs or benefited from EEA supported employment support programs, and have either been placed in jobs through the EEA programs, or managed to find a job thanks to the skills and competencies gained through EEA programs.

1. Did you receive any counseling, mentoring or job placement services from EEA program to help you find a job?

- m Yes
- jn No

2. If yes, how would you rate the counseling/ mentoring services you have received?

	Very poor	poor	Fair	Good	Excellent
The services I received were:	jn	ja	jn	ja	ja
Please explain:					
		5			
3. Did you have a	job before	e participati	ng in the EEA	A program?	
jn Yes					
ja No					
If yes, what kind of job d	d you have and h	now much did you	earn?		

4. Do you earn more money as program?	a result of your participation in the EEA
jn Yes	
ja No	
If yes, how much more do you earn now?	
5. If you were working prior to	your participation in the EEA program, and
you are still working with the s	ame employer, did your status or salary
you are still working with the s improve after you completed th	ame employer, did your status or salary
you are still working with the s improve after you completed th	ame employer, did your status or salary
you are still working with the s improve after you completed th jn Yes	ame employer, did your status or salary

6. If you were working prior to your participation in the EEA program, and you changed your job after completion of the EEA program, how would you rate your new job in comparison to the previous one?

	Much worse	Worse	Similar	Better	Much Better	N/A
Overall job experience/satisfaction	ja	ja	ja	ja	ja	ja
Salary level	jn	jn	jn	'n	jn	jn
Other compensation	ja	ja	ja	ja	ja	ja
Professional growth opportunities	jn	jn	jn	ja	ja	jn

7. How many months after completing the training program did you find a job?

- in 1 to 3 months
- in 4 to 6 months
- More than 6 months

8. Are you happy with your current job and level of income and other types of compensation provided?

	Very unhappy	Unhappy	Нарру	Very happy
Overall work	'n	h	ta	ta
environment]	1.1	1.1	1.
Relevance of the job to	'n	m	'n	'n
the field of study	J	J	1	1
Support from	in.	in .	ła	ta
supervisor and/or	1.	1.	J	1
peers				
Possibilities for	'n	m	in .	'n
professional growth	J	,	3	3
Salary	ja	ja	ja	<u>ja</u>
Other compensation	<u>j</u> n	jn	<u>j</u> n	'n
If you consider that your j	ob is not satisfying, pl	ease state why		

5. Section IV: Indirect Impact

1. If you are presently working, what do you do with your earnings? (mark all choices that apply)

- 6 Share them with my spouse and children
- e Help my parents and siblings
- 🗧 Spend them for my personal uses
- 🗧 Save some for future uses
- e No comments

Other (please specify)

2. Did your support help improve your family's financial and social situation?

- m Yes
- m No
- m Somewhat
- If so, in what way?



Itease specify	n Yes	
y Section 2. Sectio	jŋ No	
y Yes jn No S. Will you refer other youth to this program?	please specify	
jn From a friend or a family member who participate(d) in the program jn From local government jn From my former school jn From the media(newspaper, radio, TV, leaflets) jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn Yes jn Yes	6	
jn From local government jn From my former school jn From a youth association jn From the media(newspaper, radio, TV, leaflets) jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn Yes		
jn From my former school jn From a youth association jn From the media(newspaper, radio, TV, leaflets) jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn Yes	,	a and participate(d) in the program
jn From a youth association jn From the media(newspaper, radio, TV, leaflets) jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn Yes	1	
jn From the media(newspaper, radio, TV, leaflets) jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No	,	
jn From the internet Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No	· Farm the modified and a modified	o. TV. leaflets)
Other (please specify) 5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No		
5. Have you referred another youth to the program? jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No	,	
jn Yes jn No If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No	other (prease specify)	
If yes, how many? 5. Will you refer other youth to this program? jn Yes jn No		other youth to the program?
	jŋ No	
jn Yes jn No	fyes, how many?	
jn Yes jn No		
jn No	6. Will you refer other yo	outh to this program?
	jn Yes	
Why?	jn No	
	Why?	

This section of the survey tracks the percentage of young men and women demonstrating improved capabilities through participation in EEA supported programs. This is based on a self assessment by the trainees themselves of the technical and/or soft skills gained through EEA programs.

This section is to be completed by youth who have completed either life skills training, technical training, employability training, or a combination of or more of such training programs.

Depending on the training received, some questions may be skipped if not relevant.

1. Did you gain any technical knowledge and skills needed for employment?

- m Yes
- jn No

If not, specify why

2. What are the most important technical skills or knowledge gained? List 3 or 4.

5
6

3. Have you received soft skills/ life skills training through supported programs?

If your response to this question is No, please skip to question # 17.

- jn Yes
- jn No

4. How would you describe your communication skills prior to the training?

- e Very poor
- e Poor
- e Fair
- e Good
- e Excellent

	5
	6

5. Did your communication skills improve as a result of the training?

- No, there has been no change
- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- No comment

Other (please specify)



6. How would you describe your ability to listen to people and to respond to them?

- jn Very poor
- jn poor
- in Fair
- jn Good
- m Excellent



7. Did your ability to listen to people and to respond to them improve as a result of the training?

- No, there has been no change
- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- No comment

Other (please specify)



8. How would you describe your self-confidence prior to the training?

- M Very weak
- jn Weak
- in Fair
- jn Good
- m Excellent



9. Did your self-confidence improve as a result of participating in EEA supported programs?

No, there has been no change

- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- No comment

Other (please specify)



10. How would you describe your sense of initiative prior to completion of training?

- Very poor
- jn poor
- jn Fair
- in Good
- jn Excellent



11. Did your sense of initiative improve as a result of the training?

- No, there has been no change
- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- No comment

Other (please specify)



12. How would you describe your sense of responsibility prior to the training?

- M Very poor
- jn poor
- jn Fair
- jn Good
- jn Excellent



13. Did your sense of responsibility improve as a result of the training?

- No, there has been no change
- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- No comment

Other (please specify)



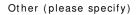
14. How would you describe your ability to resolve conflicts before completing the training?

- jn Very poor
- jn poor
- jn Fair
- jn Good
- m Excellent



15. Did your ability to resolve conflicts improve as a result of the training?

- No, there has been no change
- Yes, there has been some improvement
- Yes, there has been good improvement
- Yes, there has been a huge improvement
- in No comment





16. How would you describe your vision of your future prior to the training?

- Had no vision at all
- In Knew vaguely what I wanted to do/to be
- In Know well what I wanted, but did not think I could attain it
- in Knew well what I wanted, and knew how to attain it

Other (please specify)

5_
6

17. Do you feel more positive about your future as a result of participation in the EEA program?

- jn Yes
- in No
- m Somewhat

Changes noticed/reported by participants



18. Are you willing to pursue further education/ vocational training?

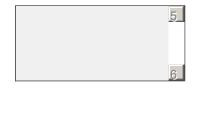
- 🗧 No, I am already working
- e No, I would like to work immediately
- e No, I want to start my own business
- 6 Yes, I want to pursue further education/vocational training exlusively
- E Yes, I want to pursue further education/vocational training and work at the same time
- € Yes, I am already registered to pursue further education/vocational training

Other (please specify)



19. How would you describe your relationships with family and friends prior to the training?

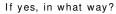
- M Very poor
- jn poor
- jn Fair
- jn Good
- Excellent



20. Did you notice any changes in relationships with your family and friends after completing the program?

No, there has been no change

- Yes, there has been some improvement
- Yes, there has been a huge improvement
- in No comment





21. Had you not participated in this program, what would you have been doing instead?

- e Nothing
- 6 Would have gone to the street/stayed in the street
- e Would have looked for other training opportunities
- e Would have stayed at home and grown depressed
- e Would have tried to go back to school
- 6 Would have continued working in the informal sector
- e No comment

Other (please specify)



7. SECTION VI: Entrepreneurship Development

This section applies only to those participants who have started a new business after completion of an EEA supported program.

1. Did you receive any entrepreneurship training and business support?

in Yes

in No

2. If yes, please rate the training/ coaching services you have received: Very poor Poor Fair Good Excellent N/A Entrepreneurship n ja . 'n. 'n 'n n development/business development training was: Entrepreneurship 'n m m m m m development/business development coaching was: If very poor or excellent, please explain why 5 6 3. Did you gain entrepreneurial knowledge and skills needed to establish a business from the EEA program? m Yes in No If not, please explain why. If yes, list 3 or 4 skills you have gained or knowledge you have acquired 5 6 4. Did the program help you feel prepared and empowered as a young entrepreneur? m Yes jn No Please explain why. 5. What kind of financial and business coaching support did you receive to start your business? 5

6. If you have received financial and business support to start a small business or group business, what do you think of the support you have received?

	Very poor	Poor	Fair	Good	Excellent	N/ A
Financial support received was:	ja	ja	ja	ja	ja	ja
Business support received was:	jn	jn	jn	jn	jn	jn
Please explain why:						
		5				

7. Please indicate whether you started your own business or are a part of a business group.

- My own business
- ro Part of Business Group

8. What is your business capital (optional)

- Less than \$500
- m \$500 \$750
- in \$750 \$1000
- Above \$1000

9. Are you able to cover your business expenses with your earnings?

- jn Yes
- jn No

Please elaborate:

10. Are you making a profit?

- m Yes
- n No

If yes, please specify your monthly net profits:

11. Did you hire any employ	ees?
é Yes	
ê No	
lf yes, how many?	
12. Would you have been ab assistance and/ or training?	le to open your own business without EEA
jn Yes	
jn No	
Please explain why:	
1	
13. Did you have a job befor	e joining the EEA program?
13. Did you have a job befor jn Yes	e joining the EEA program?
	e joining the EEA program?

14. If you had a job previously, are you making more money now with your new business?

jn No

If yes, please explain how much more:

1. Default Section

The employer's survey questions should preferably be submitted to the respondent ahead of the interview. During the interview itself, the interviewer can use the survey answers to generate a free discussion of their experience with EEA Alliance and with the EEA youth working in their company. Should the interviewer be unable to get the respondent to answer the questionnaire in advance, then he/she should allot sufficient time to be able to administer the questionnaire and generate a discussion with the respondent. The interviewer needs to take care not to bias the answers of the respondent and attempt to capture their responses in the most accurate way possible.

1. Country:

2. Date:

3. Company name

4. Location

- 5. Type of Business:
- 6. Contact Person's Name & Title:
- 7. Email or Phone:

8. How did you know about EEA program?

- EEA partners approached my company directly
- Advertisement in a newspaper/magazine
- Project brochures and posters
- fo Someone/company referred you to the program
- n Other

Other (please specify)

9. What do you know about EEA program?

5

10. Through EEA program, please tell us how many youth your company has employed:

11. Through EEA program, please tell us how many youth your company has offered internship/ apprenticeship to?

12. How did your company recruit EEA youth for internships or employment opportunities?

jn	Through EEA partner NGO sending CVs of candidates
jn	Through company outreach and competency tests given at the training site
jn	Through internship or job fairs
jn	Through internship or job applications sent by the youth directly
jn	Through an NGO (EEA partner) website/portal
Oth	er (please specify)

13. Please rate the overall performance of EEA graduates

	Very poor	Poor	Fair	Good	Excellent	N/A
overall performance of EEA graduates	ja	ja	ja	ja	ja	ja

Please explain why

14. How would you rate overall technical skills of EEA graduates who are employed by or have interned with your company?

Very poor	Poor	Fair	Good	Excellent	N/ A
overall technical skills jo	ja	ja	ja	ja	ja

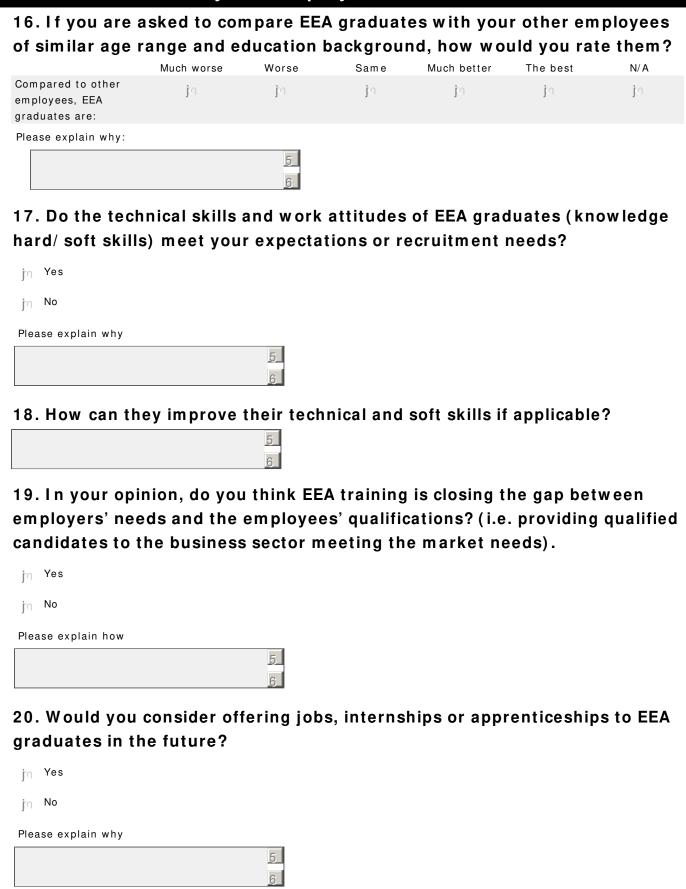
Please explain why and list 3 or 4 most important or appreciated skills.

15. How would you rate overall life (soft) skills of EEA graduates who are employed by or have interned with your company?

	Very poor	Poor	Fair	Good	Excellent	N/ A
life (soft) skills of EEA graduates	ja	ja	ja	ja	ja	ja

Please explain why and list 3 or 4 most important soft skills for youth employability.

5



21. Please explain whether your EEA experience has any impact on your approach their HR approach in recruiting youth for internships or jobs.
${\mathfrak f}_{\mathbb N}$. The company plans to become more involved in alliance programs focusing on youth employability
${\mathfrak f}_{\mathbb N}$. The company is more open to the idea of providing internships and mentorship support to youth in general
${\mathfrak f}_{\mathbb N}$. The company is likely to recruit youth through EEA programs and other similar programs
jn No change in plans
jn Other
Please explain why
56_

22. What has your company gained from being involved in this program?



23. Do you have other suggestions to improve this program?





The International Youth Foundation (IYF) invests in the extraordinary potential of young people. Founded in 1990, IYF builds and maintains a worldwide community of businesses, governments, and civil-society organizations committed to empowering youth to be healthy, productive, and engaged citizens. IYF programs are catalysts of change that help young people obtain a quality education, gain employability skills, make healthy choices, and improve their communities. To learn more, visit www.iyfnet.org



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