



**ANNEX I:
EEA GLOBAL EVALUATION
FRAMEWORK AND SURVEYS**

EEA GLOBAL EVALUATION FRAMEWORK

| Indicators | Definition | Data Collection Instruments/ Source | Level of Reporting |
|--|--|--|--------------------------|
| Intermediate Result I: Alliance Building 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 | <p>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.</p> <p>This indicator will be measured based on a set of criteria that include:</p> <ol style="list-style-type: none"> 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. Communications system is in place to promote EEA programs and leverage funding 7. National and local communication and outreach events used by Alliance members to promote EEA programs and activities and advocate for youth employability initiatives 8. Alliance members have the capacity to advocate for the development of a policy framework that enhances youth employability (leadership) through a sound communications strategy 9. Alliance members are assisting implementing partners with start up of projects 10. Alliance members are providing monitoring and evaluation technical assistance to implementing partners 11. Alliance members help with trouble shooting problems and obstacles facing project implementation 12. The overall cost effectiveness of the Alliance strategy compared with single donor projects (which includes the different tiers of cost - both project-level and alliance building & support costs) 13. To what extent do partners find assistance from Alliance/Secretariats helpful (specific aspects that make the EEA program unique)? 14. To what extent did the Alliance influence partners to improve their institutional capacities? 15. Alliance partners demonstrate improved their capacities to work with youth and promote youth employability | Questionnaire, 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 | <p>This indicator assesses the success of the Alliance model in creating a sense of leadership for youth employability and a culture of working in partnership to improve youth employability. This assessment will be done through tracking new alliances, partnerships, approaches and mechanisms that did not exist before, and have been created as a rippling effect of the EEA programs. These include partnerships with local governments, donors, government and non-government institutions, and private sector actors. New partnerships considered can be created by the Secretariat or by the partners. The purpose of the partnerships can include:</p> <ul style="list-style-type: none"> - Direct support to youth (such as coaching, mentoring and financial aid) - Programs for training and employment development - Advocacy for youth employment - Policy making - Fundraising for youth training and employment - Youth-led business creation (entrepreneurship development) <p>Data limitation: This indicator will be based on anecdotal facts and there may be an attribution issue given that -while linkages can be established, there is no scientific or systematic evidence that the creation of any new partnership is directly attributable to the effect of the EEA programs.</p> | <p>Survey and focus group discussions with alliance members.</p> <ol style="list-style-type: none"> 1. Question(s) related to this indicator to be inserted in the alliance questionnaire 2. Questions related to this indicator can also be included in Employer's satisfaction surveys 3. Focus group protocols | 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 | <p>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 interest in EEA curricula of a certain program, methodology or ask directly of EEA assistance to replicate the model in their institutions.</p> | <p>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).</p> | Project, Country |
| Intermediate Result II: Improved Access to and Relevance of Education and Employability Training | | | |
| Indicator 2.1: Number of young men and women participating in EEA projects | <p>This indicator measures the number of young men and women benefiting from EEA supported projects. These individuals may be enrolled in any of the following programs:</p> <ol style="list-style-type: none"> 1. Primary, secondary or high school programs that improve their skills to enter the job market in the future 2. Vocational or technical education courses for out of school youth 3. Career counseling services and skill development programs 4. Life skills and any other formal or in-formal training courses 5. Apprenticeships 6. Entrepreneurship development programs <p>These programs may be of part-time or full-time nature, and may be offered in a formal or an informal setting</p> | <p>Participant lists, project records.</p> <p>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.</p> | Project, Country, Global |
| Indicator 2.2: Number and percentage of young men and women completing EEA supported programs | <p>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.</p> <p>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.</p> | <p>Participant lists, project records.</p> | Project, Country, Global |
| Indicator 2.3: Number of teachers, trainers, facilitators and counselors trained under EEA supported programs | <p>A proxy-indicator for measuring improved relevance of training and employability programs. Since most EEA supported programs are innovative, their success relies heavily on adequately training and counseling providers to use the new methodologies proposed by the EEA programs. Trained trainers and counselors will guarantee the quality of the training, motivation and retention of trainees. Training may include IT teaching methodologies, life-skills and career counseling.</p> | <p>Attendance sheets/list of trained trainers.</p> | 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 | <p>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.</p> <p>"Capabilities" encompasses all the different dimensions of growth triggered by EEA training (professional, technical, personal and emotional)</p> | 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 evaluation 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 | <p>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.</p> <p>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.</p> | 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 | 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 counseling program. | 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 3.3: Number and percentage of EEA trainees starting their own businesses within six months of completing the training | <p>This indicator tracks the number of EEA trained young men and women who started their own businesses. They may partner with others. The indicator will count the youth who have actually established their business, but will also include information about those who are in the process of doing so in the narrative. This indicator will also make a preliminary assessment of the sustainability of the businesses created by the EEA youth using the following criteria:</p> <ul style="list-style-type: none"> - Business capital - Value of sales/services during the first year after creation of business - Annual net benefits - Percentage of loans repaid - Number of jobs created and/or to be created | <p>This indicator will be measured based on a set of milestones already identified in the EEA M&E plan.</p> <p>Follow up surveys and project records.</p> <p>The matrix will also track the kind of trainings that youth who have started their business have received through EEA project.</p> | Project, Country |
| Indicator 3.4: Number and percentage of youth with satisfactory internships or apprenticeships | This indicator tracks the number and percentage of youth who rate their satisfaction with their current employment, internship or apprenticeship as 4 or 5 from a scale of 1-5 where 1 is "least satisfactory" and 5 is "most satisfactory". 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/ Source | Level of Reporting |
|---|--|--|---|
| Indicator 3.5: Number and percentage of placed youth who declare having a satisfying and quality job | 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 satisfying. | 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 |
| Indicator 3.7: Percentage of youth (<i>those who had jobs prior to joining the EEA program</i>) who are earning more income as a result of participation in the EEA program | 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 | | | |
| Indicator 4.1: Number and percentage of employed youth financially helping their families for household, health and education expenses | 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 |

EEA Indonesia: Survey A –Alliance Members

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:

- National Alliance
- Steering Committee
- Local Project-based Alliance

8. Institutional Type (please check one)

- National Government Agency
- Private Corporation
- Local Government Agency
- Private Institution
- Private Individual
- 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)

- Help youth learn relevant skills
- Help youth become employed
- Help community growth
- Youth is part of our institutions concern
- Invited by Reputable Institution
- 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?

- Yes
- No

13. Please identify resources provided:

- Funds
- Personal Time
- Trainers
- Goods & Materials
- Curriculum Design
- Job Opportunities
- 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?

Yes

No

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

- Assisted in developing programs for youth education and employment
- Implemented a transparent grant making process
- Assisted EEA project implementers start up their projects
- Implemented a regular project monitoring and evaluation process and communicated project status to members
- Implemented an alliance communications program on project learnings & results
- Provided technical assistance (such as monitoring and evaluation) on project implementation and alliance building
- Advocated for public support for youth education & employment projects

Other (please specify)

EEA Indonesia: Survey A –Alliance Members

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

yes

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?

EEA Indonesia: Survey B - Implementing Partners

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. What was the project you implemented?

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

Very Poor

Poor

Fair

Good

Excellent

Please discuss 3 project results that support your assessment.

EEA Indonesia: Survey B - Implementing Partners

9. Please assess the impact of the Alliance approach on your project using a scale of 1-5 with 5 being the highest.

1

2

3

4

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:

Yes

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?

Project Development

Project Management

Technical Training

Linkages

Institutional Development

Project Monitoring & Evaluation

Financial Management & Controls

Project Trouble Shooting

EEA Indonesia: Survey B - Implementing Partners

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

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

- Poor
- Fair
- Good
- Excellent

Why?

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

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

- Yes
- 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?

- Not at all
- To some extent
- 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 organization.

EEA Indonesia: Survey B - Implementing Partners

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

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

Yes

No

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

Worse

Similar

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)

Private Business Sector

Government

Academic

Other (please specify)

9. Organization of the Alliance:

Formal

Informal

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

yes

No

EEA Indonesia: Survey C – National EEA Secretariat

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

12. What was the role of IYF-EEA?

13. Please assess their support to your operation as a National Secretariat.

Very Poor

Poor

Fair

Good

Excellent

Why?

14. Is the Alliance still organized and functioning?

Yes

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?

EEA Indonesia: Survey C – National EEA Secretariat

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 | jā | jā | jā |
| A grant making process was established that guided the process of selecting the best grantees/projects to receive EEA grants | jā | jā | jā |
| Alliance members (Advisory Board Members, Stakeholders, other) participate actively to EEA meetings and activities | jā | jā | jā |
| 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 | jā | jā | jā |
| Alliance members are using their networking capacity to develop partnerships between the private sector, government and civil society actors to facilitate youth placement | jā | jā | jā |
| A communication system is in place to promote EEA programs | jā | jā | jā |

EEA Indonesia: Survey C – National EEA Secretariat

and leverage funding

National and local communication and outreach events are participated in by Alliance Members to promote EEA programs and activities and advocate for youth employability initiatives

jⁿ

jⁿ

jⁿ

Alliance members advocate for the development of a policy framework that enhances youth employability (Leadership) through a sound communication strategy

jⁿ

jⁿ

jⁿ

Alliance members assisted implementing partners with start up of projects

jⁿ

jⁿ

jⁿ

Alliance members provided monitoring and evaluation technical assistance to implementing partners

jⁿ

jⁿ

jⁿ

Alliance members helped with trouble shooting problems and obstacles facing project implementation

jⁿ

jⁿ

jⁿ

The Alliance strategy was more cost effectiveness compared with single donor projects

jⁿ

jⁿ

jⁿ

Implementing partners found assistance from Alliance/Secretariats helpful

jⁿ

jⁿ

jⁿ

The Alliance influenced partners to improve their institutional capacities

jⁿ

jⁿ

jⁿ

Alliance implementing improved their capacities to work with youth employability projects

jⁿ

jⁿ

jⁿ

Please specify what improvements are needed

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

Yes

No

Please identify these organizations.

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

5

6

EEA Indonesia: Survey D - Youth Beneficiaries

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

Male

Female

4. Age

Below 18

18-24

Above 24

5. Marital status

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.

EEA Indonesia: Survey D - Youth Beneficiaries

1. Please rank your satisfaction with the program :

| | Very poor | Poor | Fair | Good | Excellent | N/A |
|---|-----------|------|------|------|-----------|-----|
| Overall content of the training program | 100 | 100 | 100 | 100 | 100 | 100 |
| Quality of training materials | 100 | 100 | 100 | 100 | 100 | 100 |
| Relevance of content and training materials to employment needs | 100 | 100 | 100 | 100 | 100 | 100 |
| Interactive/practical exercises and activities (if any) | 100 | 100 | 100 | 100 | 100 | 100 |
| Life Skills and attitudes learned from training (if any) | 100 | 100 | 100 | 100 | 100 | 100 |
| Technical skills acquired from training | 100 | 100 | 100 | 100 | 100 | 100 |

Please explain your answers:

5
6

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
6

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

| | Very poor | Poor | Fair | Good | Excellent | N/A |
|--|-----------|------|------|------|-----------|-----|
| Overall performance | 100 | 100 | 100 | 100 | 100 | 100 |
| Technical knowledge (if applicable) | 100 | 100 | 100 | 100 | 100 | 100 |
| Counseling capacities (if applicable) | 100 | 100 | 100 | 100 | 100 | 100 |
| Capacity to provide mentorship and career counseling | 100 | 100 | 100 | 100 | 100 | 100 |
| Capacity to keep you motivated and engaged | 100 | 100 | 100 | 100 | 100 | 100 |

Other comments

5
6

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

5
6

EEA Indonesia: Survey D - Youth Beneficiaries

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?

Yes

No

Other (please specify)

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

| | Very poor | Poor | Fair | Good | Excellent | N/A |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Overall internship experience | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Relevance of assignments to the training received | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Technical skills learned | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Coaching received during internship | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please explain:

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

EEA Indonesia: Survey D - Youth Beneficiaries

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

5. What are you doing now after your internship?

- Looking for a job
- Got a job and currently working
- Waiting 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?

- Yes
- 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: | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please explain:

3. Did you have a job before participating in the EEA program?

- Yes
- No

If yes, what kind of job did you have and how much did you earn?

EEA Indonesia: Survey D - Youth Beneficiaries

4. Do you earn more money as a result of your participation in the EEA program?

Yes

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 same employer, did your status or salary improve after you completed the training?

Yes

No

N/A

If you got a salary increase, please specify how much per month:

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 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Salary level | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other compensation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional growth opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

1 to 3 months

4 to 6 months

More than 6 months

EEA Indonesia: Survey D - Youth Beneficiaries

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

| | Very unhappy | Unhappy | Happy | Very happy |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| Overall work environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Relevance of the job to the field of study | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Support from supervisor and/or peers | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Possibilities for professional growth | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Salary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other compensation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

If you consider that your job is not satisfying, please 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)

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

Other (please specify)

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

- Yes
- No
- Somewhat

If so, in what way?

EEA Indonesia: Survey D - Youth Beneficiaries

3. Did you decide to continue your education or engage in further professional training as a result of participating in the EEA program?

Yes

No

please specify

4. Where did you hear about this program?

From a friend or a family member who participate(d) in the program

From local government

From my former school

From a youth association

From the media(newspaper, radio, TV, leaflets)

From the internet

Other (please specify)

5. Have you referred another youth to the program?

Yes

No

If yes, how many?

6. Will you refer other youth to this program?

Yes

No

Why?

6. SECTION V: Change of participant's capabilities and attitudes

EEA Indonesia: Survey D - Youth Beneficiaries

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?

Yes

No

If not, specify why

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

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.

Yes

No

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

Very poor

Poor

Fair

Good

Excellent

Other (please specify)

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?

- Very poor
- poor
- Fair
- Good
- Excellent

Other (please specify)

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?

- Very weak
- Weak
- Fair
- Good
- Excellent

Other (please specify)

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
- poor
- Fair
- Good
- Excellent

Other (please specify)

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?

- Very poor
- poor
- Fair
- Good
- Excellent

Other (please specify)

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?

- Very poor
- poor
- Fair
- Good
- Excellent

Other (please specify)

EEA Indonesia: Survey D - Youth Beneficiaries

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
- No comment

Other (please specify)

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

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

Other (please specify)

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

- Yes
- No
- Somewhat

Changes noticed/reported by participants

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

- No, I am already working
- No, I would like to work immediately
- No, I want to start my own business
- Yes, I want to pursue further education/vocational training exclusively
- 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?

- Very poor
- poor
- Fair
- Good
- Excellent

Other (please specify)

EEA Indonesia: Survey D - Youth Beneficiaries

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
- No comment

If yes, in what way?

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

- Nothing
- Would have gone to the street/stayed in the street
- Would have looked for other training opportunities
- Would have stayed at home and grown depressed
- Would have tried to go back to school
- Would have continued working in the informal sector
- 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?

- Yes
- No

EEA Indonesia: Survey D - Youth Beneficiaries

2. If yes, please rate the training/ coaching services you have received:

| | Very poor | Poor | Fair | Good | Excellent | N/A |
|---|-----------|------|------|------|-----------|-----|
| Entrepreneurship development/business development training was: | jñ | jñ | jñ | jñ | jñ | jñ |
| Entrepreneurship development/business development coaching was: | jñ | jñ | jñ | jñ | jñ | jñ |

If very poor or excellent, please explain why

3. Did you gain entrepreneurial knowledge and skills needed to establish a business from the EEA program?

Yes

No

If not, please explain why. If yes, list 3 or 4 skills you have gained or knowledge you have acquired

4. Did the program help you feel prepared and empowered as a young entrepreneur?

Yes

No

Please explain why.

5. What kind of financial and business coaching support did you receive to start your business?

EEA Indonesia: Survey D - Youth Beneficiaries

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: | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Business support received was: | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please explain why:

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

- My own business
- Part of Business Group

8. What is your business capital (optional)

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

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

- Yes
- No

Please elaborate:

10. Are you making a profit?

- Yes
- No

If yes, please specify your monthly net profits:

EEA Indonesia: Survey D - Youth Beneficiaries

11. Did you hire any employees?

Yes

No

If yes, how many?

12. Would you have been able to open your own business without EEA assistance and/ or training?

Yes

No

Please explain why:

13. Did you have a job before joining the EEA program?

Yes

No

If so, what kind of job did you have and how much did you earn?

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

Yes

No

If yes, please explain how much more:

EEA Indonesia: Survey E - Employer

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

Someone/company referred you to the program

Other

Other (please specify)

9. What do you know about EEA program?

EEA Indonesia: Survey E - Employer

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?

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

Other (please specify)

13. Please rate the overall performance of EEA graduates

| | Very poor | Poor | Fair | Good | Excellent | N/A |
|--------------------------------------|-----------|------|------|------|-----------|-----|
| overall performance of EEA graduates | jq | jq | jq | jq | jq | jq |

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 of EEA graduates | jq | jq | jq | jq | jq | jq |

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 | jq | jq | jq | jq | jq | jq |

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

EEA Indonesia: Survey E - Employer

16. If you are asked to compare EEA graduates with your other employees of similar age range and education background, how would you rate them?

| | Much worse | Worse | Same | Much better | The best | N/A |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Compared to other employees, EEA graduates are: | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please explain why:

17. Do the technical skills and work attitudes of EEA graduates (knowledge hard/ soft skills) meet your expectations or recruitment needs?

Yes

No

Please explain why

18. How can they improve their technical and soft skills if applicable?

19. In your opinion, do you think EEA training is closing the gap between employers' needs and the employees' qualifications? (i.e. providing qualified candidates to the business sector meeting the market needs).

Yes

No

Please explain how

20. Would you consider offering jobs, internships or apprenticeships to EEA graduates in the future?

Yes

No

Please explain why

EEA Indonesia: Survey E - Employer

21. Please explain whether your EEA experience has any impact on your approach their HR approach in recruiting youth for internships or jobs.

- The company plans to become more involved in alliance programs focusing on youth employability
- The company is more open to the idea of providing internships and mentorship support to youth in general
- The company is likely to recruit youth through EEA programs and other similar programs
- No change in plans
- Other

Please explain why

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



This project was made possible by the generous support of the American people through the United States Agency for International Development (USAID) under grant agreement no. RAN-A-00-04-00043-00. This report was funded in part under grant agreement no. EPP-A-00-08-00006-00.



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



This project was made possible by the generous support of the American people through the United States Agency for International Development (USAID) under grant agreement no. RAN-A-00-04-00043-00. This report was funded in part under grant agreement no. EPP-A-00-08-00006-00.