

Standards for enhancing meaningful engagement of youth in evaluation

Self reporting assessment sheet for the private sector

Do not write in this section

Scorecard

Please do not type in the Scorecard section. The values will be added here automatically as you fill out the assessment.

Total rating	96	Exceeding Minimum Requirement
1. Leadership and accountability		12
2. Practice		18
3. Advocacy and capacity development		18
4. Knowledge management and communication		18
5. Human resources		12
6. Financial resources		18

Overall performance of the academic institution based on the total rating

Overall rating 0 to 24 – missing minimum requirement

Overall rating 25 to 48 – approaching minimum requirement

Overall rating from 49 to 72 – meeting minimum requirement

Overall rating from 73 to 96 – exceeding minimum requirement

Start here

Quick links & guidance on how to use the assessment sheet

[Youth in Evaluation standards overview](#)

[Standards for the private sector](#)

[This assessment sheet is created for you to self-assess your organization's implementation of Youth in Evaluation standards.](#)

[Choose the value from the drop down menu in the next section to start your assessment.](#)

[If you have any questions reach out to \[contact@eval4action.org\]\(mailto:contact@eval4action.org\).](#)

Fill out below

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Reporting year

1. Leadership and accountability

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Comments
1.1 Organization expresses commitment to youth in evaluation	1.1.1 The organization declares commitment to meaningful engagement of youth in evaluation by signing the Youth in Evaluation manifesto	1.1.2 The organization takes action to deliver on the commitment	1.1.3 The organization reports the progress on the commitment		Since 2019, Cloneshouse has demonstrated a strong and sustained commitment to advancing youth engagement and leadership in evaluation, both through formal declarations and consistent action. Having signed the Youth in Evaluation Manifesto, the organization continues to operationalize this commitment across multiple initiatives and internal systems.
	1	2	3	6	
1.2 Inclusion of youth in evaluation in organization's mandate	1.2.1 The organization includes youth in evaluation in its vision and mission	1.2.2 Youth in evaluation is reflected in the organization's strategic plan	1.2.3 Key performance indicators for youth in evaluation are identified and monitored as part of the organization's strategic plan		Although youth engagement is not explicitly stated in our mission statement, Cloneshouse has consistently embedded youth inclusion in its organizational identity and operational practice. Through initiatives such as the Cloneshouse Internship Programme (CIP), formerly CAIP and CEIP, and YouthPrep, youth participation in monitoring and evaluation functions as a core mechanism through which we develop talent, deliver projects, and contribute to the
	1	2	3	6	
Total points for leadership and accountability				12	

2. Practice

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Notes and comments
2.1 Youth involved in evaluations conducted by the organization	2.1.1 Evaluations conducted by the organization include a substantive role for youth, including as evaluation team members, key informants and users	2.1.2 Youth are involved in all phases of the evaluation, including evaluation design, data collection, stakeholder engagement, reporting, and dissemination and use of the evaluation	2.1.3 Youth take responsibility in all phases of the evaluation and participate in joint decision-making with the seniors		<p>Youth at Cloneshouse are actively involved in all phases of the evaluations we conduct. Their engagement begins at proposal development and continues through inception meetings, evaluation design, data collection, analysis, reporting, dissemination, and use of findings. They contribute as evaluation team members with clearly defined responsibilities and are supported to produce substantive and meaningful work outputs.</p> <p>Young evaluators participate directly in stakeholder engagement and are involved in decision-making processes alongside senior evaluators. They are guided through mentorship that equips them to share responsibility for methodological choices, data interpretation, and the development of recommendations. This approach ensures that youth are not observers but co-creators in the evaluation process.</p> <p>Many of the young evaluators who begin their journey through our internship initiative transition into consultant roles within Cloneshouse. They contribute to evaluation assignments across different regions and thematic areas, strengthening both their professional growth and the broader evaluation ecosystem.</p>
	1	2	3	6	This intentional model ensures that youth are engaged as practitioners, decision-makers, and knowledge users, demonstrating
2.2 Youth from diverse groups are considered for evaluation opportunities	2.2.1 Evaluation designs consider diversity in youth engagement	2.2.2 Youth from diverse groups participate in evaluations as informants	2.2.3 Youth from diverse groups have the opportunity to be evaluation team members		<p>Cloneshouse is intentional about ensuring that evaluation opportunities are inclusive, accessible, and representative of youth across diverse demographic, geographic, gender, and socio-economic backgrounds. Our programmes, including the global Cloneshouse Internship Programme (CIP) and YouthPrep, are structured to support meaningful participation from young people aged 18 to 35, regardless of region or identity. The transition to CIP was made to expand participation beyond African and European regions and to create entry points for youth globally.</p> <p>To avoid exclusivity, all opportunities, including calls for applications, training engagements, and evaluation placements, are shared publicly through newsletters, our website, and partner networks. Selection processes emphasize fairness and transparency, ensuring that young people from different contexts can access opportunities without barriers.</p> <p>Diversity is a core design principle in our evaluation work. Evaluation designs intentionally consider a broad range of youth identities and experiences. Youth from diverse groups participate as informants, contributing insights that reflect variations in gender, social class, nationality, and place of residence. Cloneshouse also provides opportunities for interns, enumerators, and early career evaluators from diverse backgrounds to join evaluation teams. This approach ensures that our evaluation processes, teams, and resulting evidence reflect the varied realities and lived experiences of the</p>
	1	2	3	6	

2.3 Youth included in evaluation proposals submitted by the organization	2.3.1 Business proposals for evaluations from the private sector include engagement of youth, including as evaluation team members, key informants and users	2.3.2 Budgets of business proposals from the private sector include payment for young professionals	2.3.3 A percentage of evaluations conducted by the private sector include at least one young professional	6	Cloneshouse integrates youth inclusion from the earliest stage of evaluation work by involving young professionals directly in proposal development. Interns and junior consultants actively contribute to drafting proposals, shaping research designs, preparing methodologies, developing work plans, and supporting the costing process. This approach ensures that youth perspectives and technical inputs are represented from the beginning, not only during implementation. Youth engagement is structurally, financially, and operationally embedded in the proposal development pipeline. Budgets consistently include provisions for compensating young professionals who contribute to evaluations, whether as team members, enumerators, analysts, or research assistants. This reinforces our commitment to fair remuneration and professional recognition. A significant proportion of the evaluations conducted by Cloneshouse include at least one young professional as part of the evaluation team. Their roles span data collection, analysis, stakeholder engagement, and interpretation of findings. This model strengthens the professional pipeline for emerging evaluators while ensuring that youth are positioned as contributors and knowledge users throughout the evaluation process.
Total points for practice				18	

3. Advocacy and capacity development

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Notes and comments
3.1 Multi-stakeholder partnership for advocacy	3.1.1 The organization identifies partners from various sectors, including VOPEs, civil society organizations (CSOs) and youth networks, that can enhance youth engagement in evaluation	3.1.2 The organization together with partners and stakeholders raises awareness of the need for and advocates for young professionals in public institutions	3.1.3 The organization signs a memorandum of understanding (MOU) with partner/s to enhance youth engagement in evaluation	6	Cloneshouse actively identifies and engages partners from a wide range of sectors, including VOPEs, civil society organizations, academic institutions, youth networks, and government agencies, to strengthen meaningful youth engagement in evaluation. These partnerships support initiatives such as the Cloneshouse Internship Programme, collaborations with the Nigerian Association of Evaluators, engagement with YEE Nigeria, and participation in regional and global networks that promote the development of young evaluators across Africa. Cloneshouse has also facilitated the introduction of YEE Nigeria to the National Monitoring and Evaluation Department to promote youth participation in national evaluation systems. Together with these partners, Cloneshouse co-hosts events, national symposiums, learning spaces, and targeted advocacy activities that raise awareness of the importance of integrating young professionals into public institutions and government evaluation systems. We provide formal and informal engagement spaces where youth voices are elevated and included in evaluation policy dialogues. To strengthen these collaborations, Cloneshouse formalizes relationships through Memoranda of Understanding with partner organizations that share a commitment to advancing youth engagement in evaluation. These MOUs support joint initiatives such as mentorship structures, capacity-building programmes, advocacy efforts, and opportunities that prepare young evaluators for leadership roles within public development and civil society.
	1	2	3	6	

3.2 Undertaking capacity-building of youth in evaluation	3.2.1 The organization identifies the capacity-building needs of youth in evaluation	3.2.2 The organization designs courses (virtual or onsite) for youth in evaluation	3.2.3 The organization reports increasing youth registration for and participation in evaluation courses	<p>Cloneshouse systematically identifies the capacity-building needs of youth in evaluation through training needs assessments, feedback from internship cohorts, consultations with partners and stakeholders, and continuous engagement with youth networks across Africa. These inputs help ensure that learning interventions are relevant, practical, and responsive to the evolving needs of emerging evaluators.</p> <p>Based on these insights, Cloneshouse develops and delivers tailored evaluation courses in virtual and onsite formats. Examples include the Online Basic M and E Course, the Advanced Evaluation Management Course, the AI in MEL Bootcamp, and a range of customized trainings designed to strengthen both foundational and advanced competencies. These courses are structured to help young evaluators build technical skills, improve professional readiness, and apply evaluation concepts in real-world settings.</p> <p>Cloneshouse consistently records growth in youth registration and participation in its evaluation programmes. Increased enrollment in the internship programme, higher participation in recurring courses, and expanded regional representation all demonstrate rising interest among young professionals. These trends reflect the organization's widening impact on youth capacity in monitoring, evaluation, and learning.</p>
	1	2	3	6
3.3 Undertaking career development in monitoring and evaluation (M&E) for YEEs	3.3.1 The organization collaborates with VOPEs and CSOs in designing M&E career development opportunities for YEEs	3.3.2 The organization provides M&E career development opportunities for YEEs	3.3.3 The organization sets aside a budget each year for M&E career development for YEEs	<p>Cloneshouse collaborates with VOPEs and CSOs, including YEE Nigeria, LEAP Africa, the Nigerian Association of Evaluators, EvalYouth networks, and higher education institutions, to co-design M and E career development opportunities for young and emerging evaluators. Through these partnerships, Cloneshouse has facilitated virtual career conversations, co-created mentorship structures, offered internship placements, organized masterclasses, and supported advocacy initiatives that strengthen the professional readiness of youth in the evaluation field.</p> <p>Cloneshouse provides direct pathways for career growth through the unified Cloneshouse Internship Programme, mentorship pairings, hands-on field engagements, exposure to real evaluation assignments, participation in symposiums, and opportunities for young evaluators to contribute to knowledge products. These experiences equip YEEs with practical skills, help them build professional portfolios, and create access to networks that support long-term career advancement.</p> <p>To sustain these commitments, Cloneshouse allocates an annual budget dedicated to M and E career development for YEEs. This funding supports subsidized training seats, learning materials, participation in events and symposiums, and strategic partnerships that expand access to evaluation career opportunities across Africa and globally.</p>
	1	2	3	6
Total points for advocacy and capacity development				18

4. Knowledge management and communication

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Notes and comments
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<p>4.1 Offer learning opportunities for youth</p>	<p>4.1.1 Organize and host events on the importance of engaging youth in evaluation</p>	<p>4.1.2 Youth are made aware of events and apply to participate</p>	<p>4.1.3 Youth actively participate in learning events</p>	<p>1 2 3 6</p>	<p>Cloneshouse organizes and hosts learning events that emphasize the importance of engaging youth in evaluation. These include webinars, skillshare sessions, mentorship dialogues, and structured training activities that introduce emerging evaluators to essential concepts, professional standards, and practical applications in monitoring and evaluation.</p> <p>Youth are consistently informed about these events through newsletters, social media channels, website postings, and partner networks. This ensures that learning opportunities are visible, accessible, and open to a wide and diverse group of young evaluators. Open calls and clear communication encourage youth to register, apply, and participate actively.</p> <p>Youth not only attend these events but also take part in discussions, presentations, and peer learning exchanges. As part of our internship and mentorship programmes, young evaluators review evaluation reports, provide feedback, and share insights during collaborative sessions. This practical exposure strengthens their understanding of evaluation processes, evidence interpretation, and quality standards.</p> <p>Cloneshouse learning opportunities have contributed to significant achievements by participants. Notably, several interns have competed in the World Evaluation Case Competition. In 2022, a cohort from the Mastercard Foundation Young Africa Works programme placed third, and in 2023, a cohort representing Nigeria, Kenya, and Ivory Coast won second place. The Cloneshouse capacity-building team provided mentorship and coaching throughout the competition, demonstrating the impact of our structured learning environment and our commitment to preparing youth for global evaluation platforms.</p>
<p>4.2 Encourage the sharing of experience and evaluation results</p>	<p>4.2.1 Youth are consulted and have the opportunity to review evaluation reports and share findings</p>	<p>4.2.2 Dissemination of evaluation findings is conducted with the involvement of youth</p>	<p>4.2.3 Youth take the lead in sharing evaluation results in stakeholder consultations in various fora</p>	<p>1 2 3 6</p>	<p>Cloneshouse provides multiple avenues for youth to review evaluation reports and engage in reflective learning activities. Through internship and mentorship programmes, young evaluators participate in structured review sessions where they examine evaluation findings, provide feedback, and share insights during group discussions. These opportunities strengthen their analytical skills and deepen their understanding of evaluation processes and evidence use.</p> <p>Youth are also involved in the dissemination of evaluation findings. They contribute to presentations, learning briefs, and collaborative reflection sessions that communicate results to partners, clients, and peer networks. Their participation helps ensure that evaluation results are interpreted and shared with consideration for diverse youth perspectives.</p> <p>Cloneshouse further encourages youth to take leadership roles in sharing evaluation results across various fora. Young evaluators often present during skillshare sessions, webinars, symposiums, and stakeholder consultations. They share lessons learned, discuss methodological choices, and articulate findings to diverse audiences, demonstrating growing confidence and competence in professional communication.</p> <p>Through these practices, Cloneshouse ensures that youth are not only exposed to evaluation findings but are also positioned as</p>

4.3 Support a community of practice platform	4.3.1 The organization sponsors a community of practice platform for youth evaluators to share experiences and learn from best practices	4.3.2 The organization supports the active moderation of the community of practice platform and the active engagement of youth on the platform	4.3.3 Youth actively engage in the community of practice platform and share experiences	<p>Cloneshouse supports youth-led knowledge exchange through community and peer learning structures that enable young evaluators to engage, collaborate, and share experiences. Youth at Cloneshouse take the lead in presenting evaluation results during stakeholder consultations, conferences, and learning spaces, both within Cloneshouse programmes and through collaborations with the Nigerian Association of Evaluators, EvalYouth networks, and civil society organizations. This visibility strengthens their confidence and positions them as emerging voices in the evaluation ecosystem.</p> <p>Cloneshouse previously sponsored a formal community of practice platform dedicated to young evaluators. This platform provided a moderated space for youth to discuss evaluation challenges, share best practices, and learn from one another across countries. Although the platform is currently inactive, it served an important role in facilitating youth-led knowledge-sharing and may be reinstated in the future as part of Cloneshouse's broader learning strategy.</p> <p>In the absence of a formal platform, Cloneshouse continues to foster a vibrant and supportive community of practice through ongoing youth-driven storytelling and peer engagement. Young evaluators share fieldwork experiences, insights from trainings, country-level lessons, and reflections through blog posts, reports, skillshare sessions, and other facilitated learning activities. These practices ensure that youth remain actively connected, engaged, and able to learn from diverse evaluation contexts across Africa and</p>
	1	2	3	6
Total points for knowledge management and communication				18

5. Human resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Notes and comments
5.1 Hire young professionals for evaluation	5.1.1 Job descriptions for recruitment of young professionals are prepared and available	5.1.2 Young professionals recruited for evaluation opportunities	5.1.3 Young professionals participate in evaluations as evaluation team members		<p>Cloneshouse prepares and maintains clear job descriptions for the recruitment of young professionals, outlining required competencies, learning expectations, and opportunities for growth within evaluation teams. These job descriptions ensure transparency and help young candidates understand their roles and potential pathways for development.</p> <p>Young professionals are actively recruited for a wide range of evaluation opportunities, including project-based assignments, research support roles, and monitoring and evaluation consultancy work across Africa. Once engaged, they participate fully as members of evaluation teams and contribute to the delivery of high-quality evaluation services.</p> <p>Their responsibilities often include data collection, data analysis, report drafting, stakeholder engagement, and participation in dissemination activities. Young professionals are also given opportunities to lead specific tasks under the guidance of senior evaluators. This hands-on involvement provides practical</p>
	1	2	3	6	

5.2 Offer internship opportunities to young professionals	5.2.1 The organization introduces an internship programme for young professionals to work on evaluation tasks	5.2.2 Young interns supported with learning opportunities and mentored on evaluation	5.2.3 Young professionals provided with networking opportunities to increase job opportunities in evaluation	6	<p>Cloneshouse has established a structured internship programme, previously delivered through the African (CAIP) and European (CEIP) tracks, and now unified into the global Cloneshouse Internship Programme (CIP). The programme places young professionals on evaluation tasks and organizational projects where they develop foundational competencies in monitoring and evaluation.</p> <p>Interns receive continuous learning and mentorship throughout the programme. This includes formal training sessions, hands-on project assignments, coaching from experienced evaluators, structured feedback on deliverables, and participation in internal and external knowledge-sharing activities. As part of their practical exposure, interns contribute to data collection, analysis, reporting, and stakeholder engagement, giving them real-world experience across the evaluation cycle.</p> <p>Cloneshouse also supports young evaluators to expand their professional networks by facilitating their participation in M and E conferences, professional events, and peer learning platforms. These opportunities connect interns with VOPEs, development partners, evaluation experts, and youth networks. This exposure strengthens their professional readiness, enhances their visibility, and increases their access to future job opportunities within the evaluation field.</p>
Total points for human resources				12	

6. Financial resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points	Notes and comments
6.1 Annual budget allocation for recruitment of young professionals	6.1.1 The organization allocates sufficient budget for youth in evaluation activities	6.1.2 The organization has an annual budget allocation for recruitment of young professionals	6.1.3 The youth recruited in evaluation teams are sufficiently remunerated	6	<p>Cloneshouse allocates a dedicated annual budget to strengthen youth engagement in evaluation, ensuring that youth-focused activities, learning events, sponsorships, and broader M and E initiatives are adequately funded. Each year, the organization sets aside specific budget lines to support the recruitment of young professionals and enumerators, reflecting a sustained commitment to integrating emerging evaluators into project teams.</p> <p>In addition to its internal evaluation work, Cloneshouse, through the Cloneshouse Foundation, supports youth development more broadly through its youth initiative, YouthPrep. YouthPrep is an established and mature youth employment, entrepreneurship, and leadership programme that creates opportunities for marginalized and underserved Nigerian youth aged 18 to 35. By collaborating with local incubation hubs, the private sector, and government actors, YouthPrep matches young people's ambitions and career goals with labour market needs. The programme provides skills training, on the job support, and business incubation coaching to motivated young people who lack access to decent work and professional opportunities. This investment strengthens the overall pipeline of young professionals, including those who transition into evaluation pathways.</p> <p>Significant resources have been invested in engaging and supporting enumerators in the past year and in previous years. These investments include project-based internships and, in some cases, part-time or full-time roles for interns who complete the programme and demonstrate strong professional potential.</p> <p>Young professionals recruited into Cloneshouse evaluation assignments are fairly and competitively remunerated, aligned with available resources and industry standards. This approach underscores the organization's commitment to valuing the contributions of young evaluators and fostering their professional development through meaningful and well-supported opportunities.</p>
Total points for financial resources				6	

6.2 Annual budget allocation for capacity-building	6.2.1 The organization allocates sufficient budget for capacity-building of youth in evaluation	6.2.2 The organization provides sponsorships for young professionals to attend capacity-building opportunities in evaluation	6.2.3 The organization has an annual budget allocation for capacity-building of youth in evaluation		<p>Cloneshouse, through the Cloneshouse Foundation, consistently allocates a dedicated budget to support the capacity-building of youth in evaluation. This ensures that training programmes, mentorship activities, and professional development initiatives are adequately funded each year. These investments enable the delivery of high quality learning experiences that strengthen the technical and professional skills of emerging evaluators.</p> <p>In addition to internal learning opportunities, the Cloneshouse Foundation provides sponsorships and subsidized access for young professionals to attend external capacity-building events, workshops, and conferences. These opportunities expose youth to global best practices, expand their professional networks, and enhance their readiness for evaluation roles across diverse settings.</p> <p>To sustain these efforts, the Cloneshouse Foundation maintains an annual budget line specifically dedicated to youth capacity-building. This predictable and ongoing investment reinforces Cloneshouse commitment to developing a strong and capable pipeline of emerging evaluators across Africa.</p>	
	1	2	3	6		
6.3 Provide financial resources to VOPEs and evaluation networks	6.3.1 The organization collaborates with VOPEs and evaluation networks on joint initiatives	6.3.2 The organization provides financial resources to VOPEs and evaluation networks	6.3.3 The organization allocates a percentage of annual resources to supporting VOPEs and evaluation networks		<p>Cloneshouse actively collaborates with VOPEs and evaluation networks on joint initiatives that strengthen the evaluation ecosystem and create pathways for young and emerging evaluators. Our contributions include technical support, such as assisting with the development of the Nigerian Association of Evaluators website, participating in capacity-building activities, and contributing to knowledge-sharing spaces that promote professional growth and peer learning.</p> <p>Although Cloneshouse does not currently provide direct financial transfers to VOPEs or evaluation networks, the organization offers consistent indirect support through internal resource allocation. This includes funding staff and young professionals to participate in conferences, workshops, and major learning events within and outside Africa, such as the AfREA and AEA conferences. These investments reinforce Cloneshouse engagement with the global evaluation community and contribute to the advancement of evaluation practice on the continent.</p> <p>Cloneshouse remains committed to sustaining these collaborations and supporting VOPE-led initiatives that promote evaluation capacity, professional standards, and youth inclusion across Africa. The organization continues to explore ways to deepen its</p>	
	1	2	3	6		
Total points for financial resources					18	