

## Standards for private sector organizations to meaningfully engage youth in evaluation

Prior to filling this table, read the standards for the private sector for detailed guidance and instructions. The publication is available at [eval4action.org](http://eval4action.org)

### 1 Leadership and accountability

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
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 reviews the commitment and report on its progress	
	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	
	1	2		3
<b>Total points for leadership and accountability</b>				<b>9</b>

### 2 Practice

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
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	
	1	2		3
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	
	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 evaluators	2.3.3 A percentage of evaluations conducted by the private sector include at least one young evaluator	
	1	2		3
<b>Total points for practice</b>				<b>12</b>

### 3 Advocacy and capacity development

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
3.1 Multistakeholder 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 evaluators in public institutions	3.1.3 The organization signs a memorandum of understanding (MOU) with partner/s to enhance youth engagement in evaluation	
	1	2		3
3.2 Undertaking capacity-building of youth in evaluation	3.2.1 The organization identifies the capacitybuilding 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	
	1			1
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	
	1	2		3
<b>Total points for advocacy and capacity development</b>				<b>7</b>

### 4 Knowledge management and communication

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
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4.1 Offer learning opportunities for youth	4.1.1 Organize and host events on the importance of engaging youth in evaluation	4.1.2 Youth are made aware of events and apply to participate	4.1.3 Youth actively participate in learning events	
		1	2	3
4.2 Encourage the sharing of experience and evaluation results	4.2.1 Youth are consulted and have the opportunity to review evaluation reports and share findings	4.2.2 Dissemination of evaluation findings is conducted with the involvement of youth	4.2.3 Youth take the lead in sharing evaluation results in stakeholder consultations in various fora	
	1	2		3
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	
		1		1
<b>Total points for knowledge management and communication</b>				<b>7</b>

## 5 Human resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
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 Youth participate in evaluations as evaluation team members	
		1	2	3
5.2 Offer internship opportunities to youth	5.2.1 The organization introduces an internship programme for youth to work on evaluation tasks	5.2.2 Youth interns supported with learning opportunities and mentored on evaluation	5.2.3 Youth provided with networking opportunities to increase job opportunities in evaluation	
		1	2	3
				6
<b>Total points for human resources</b>				<b>12</b>

## 6 Financial resources

Minimum requirement	Approaching minimum requirement	Meeting minimum requirement	Exceeding minimum requirement	Total points
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6.1 Annual budget allocation for recruitment of young evaluators	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 evaluators	6.1.3 The youth recruited in evaluation teams are sufficiently remunerated	
		1	2	3
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 capacitybuilding opportunities in evaluation	6.2.3 The organization has an annual budget allocation for capacitybuilding of youth in evaluation	
	1	2		3
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	
		1	2	3
<b>Total points for financial resources</b>				<b>9</b>

**Total rating** 56

**Overall performance of the private sector organization 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