

# The use of the UNEG Evaluation Competency Framework in practice

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# Introductions

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## Co-Conveners

UN Evaluation Group (UNEG)

Professionalization of Evaluation working group

# Objectives of this session

- Brief you on the use of the ECF in practice - ongoing pilot initiatives
- To hear your views on the potential use of the ECF



## A brief re-cap....

1. A revised Evaluation Competency Framework was adopted June 2016
2. Pilot projects launched autumn 2016, to test and to provide lessons learnt on use within different UN organisations (ILO, WFP, UN Women, ICAO, UNFPA)
3. The ECF has been used in setting up evaluation training or broader evaluation capacity development initiatives and in self-assessment exercises

# Progress so far.....

- Four out of six pilot projects are up and running....
- ...and pilots still at initial stages...
- However, initial lessons learnt by respective organization and in general;



# WFP - designing an Evaluation Learning programme

To strengthen professional competencies for decentralized evaluations

Initial lessons...

- The importance of the programme targeting different types of staff functions to accommodate the different types of evaluation knowledge required....(introduction, targeted at decision-makers, support functions to evaluations and the managers of evaluations)
- The importance of making the programme 'practical' (to follow staff as they manage an evaluation) and to combine e-learning with face-to-face learning and knowledge sharing mechanism..
- To develop and support the 'learning cohorts' after training and to encourage engagement in WFP's online evaluation community....



# ILO – developing and testing an internal evaluation training programme

To strengthen capacity to conduct internal programme and project evaluations.

Initial lessons...

- It is a challenge to conduct distance learning with staff who are very busy with other tasks.
- Face-to-face training with coaching remains the best mean even though it costs more.



# UN Women - Professionalisation initiative

To strengthen the evaluation function – process of credentialing to assure the appropriate skills and competencies for managing gender-responsive evaluations..

Initial lessons...

- The importance to adapt UNEG evaluation competencies to M&E roles and to the specific context of UN Women
- It is key to engage department for Human Resources
- Also key to use in-house existing resources (for UN Women it has been the training centre and HR learning focal point)
- Certificate after completed training is motivating factor...
- Process for credentialing – base-line self assessment and assessment based on practical management of evaluation..



# UNFPA – self-assessment exercise linked to identifying relevant professional development initiatives

To strengthen self-reflective practice and to identify linkages between performance and professionals development needs. This is a small initiative within a broader work to elaborate an ECD strategy UNFPA

Initial lessons...

- There is great value to reflect on your competencies, and not only on technical skills but also on “soft skills” (for example communication skills)
- That it is useful to identify different categories/functions of staff within an evaluation office
- Important to think through how to link self-assessment to practical opportunities for capacity development for enhanced value of exercise and to be an instrument of encouragement.

# General lessons learnt

- Tailor the ECF to one's own organization
- Strike a balance between needs of different target groups and different levels of entry points (knowledge) when developing programmes
- Strike a balance between web-based training opportunities and face-to-face learning and knowledge-sharing mechanisms.

# In light of the existing pilots...

- **What entry points to apply the ECF do you identify within your own organization?**
- **How would you perceive the relevance and use of ECF to support National Evaluation Capacity Development?**



# Thank you for your participation!

The Evaluation Competency Framework can be accessed  
on UNEG's website:

[http://www.unevaluation.org/document/foundation-  
documents](http://www.unevaluation.org/document/foundation-documents)