

The Monitoring Matrix - IMPACT LEVEL																			
Result	Indicator/Progress Marker	Baseline Value (2015)	Final Target Value (2020)	Target Value Yr 1(2016)	Actual Value 2016	Comments on 2016 Value	Target Value Yr 2 (2017)	Actual Value 2017	Any Comments on 2017 value	Target Value Yr 3 (2018)	Target Value Yr 4 (2019)	Target value Yr 5 (2020)	Unit of Measurement	Source of Verification	Frequency Data collection	Start - End Measurement	Responsible data collection	Responsible Consolidation	Other[1]
IMPACT: Employability of youth is improved through better quality of instruction and learning in skills development:	Number and Percentage of trained graduates absorbed in labour market or self employed (male / female) 6 months after graduation	Tracer survey	50%	N/A	Not measured	Tracer survey to be conducted in 2017	15%	"64%"	Initial findings of tracer survey give a doubtful high figure, analysis ongoing	20%	10%	5%	Number and Percentage	Tracer studies in project area	Annual	Start - 0 End - 50%	Project	Project	Tracer studies
	Percentage of Employers satisfied with BTJET graduates (male / female)	Tracer survey	66%	N/A	Not measured	Employer survey to be conducted in 2017	10%	"88%"	Initial findings of tracer survey give a doubtful high figure, analysis ongoing	20%	30%	6%	Percentage	Employer satisfaction survey	Annual	Start - 0 End - 66%	VTI, Field Coordinators	M&E	Employer survey
	Percentage of graduates (Gender, Vulnerable youths, refugees, region) that indicate that their socioeconomic situation (income/livelihood) has improved, 6 months after graduation	Tracer survey	50%	0	Not measured		10%	N/A	Tracer survey analysis ongoing	15%	20%	5%	Percentage	Tracer studies	Annual	Start ; End 50%	RTF / Project	MoES M&E dep.	
	Role of the private sector (PPP) in BTJET planning, decision making and implementation (qualitative description) at the sector level, regional and national level.	N/A	Systemic involvement of PS in SDA	Adhoc	Adhoc	On schedule	Active participation of SSCs and SDCs in SD	ad hoc	High level Private sector event in Nakawa (april 2017) & PS involved adhoc in TVET Council discussion	SSCs and SDCs playing a central role in SD	Systemic through SDA	Policy guidelines for PPPs established	Qualitative measure	SSCs Reports, SDCs Reports, Project PPs	Annual	Start: Little Involvement End: Greater Involvement	RTF / Project	SDA	Adhoc, Levels ie USSIA, VTI, RTF (50%) Governing Councils
	Levels of implementation of the paradigm shift in SD (5 Skilling Uganda strategy indicators)	0/5	5 out of 5 SU Indicators	0	0	On schedule	2 out of 5	N/A	RTF abolished and awaiting progress on TVET Council to assess SU progress	3 out of 5	4 out of 5	5 out of 5	Number	SDA Reports, RTF	Annual	Start 0; End 5	SDA, MoES	SDA	Check RTF MTR
	Perceptions regarding BTJET in society	Negative Image	Positive Image	Moderate image	Negative image	Tracking system to be put in place	Moderate image	data missing	Awaiting input from UN Global Pulse lab; improved perception based on feedback from	Moderate with good practices	Fairly positive image	Fairly positive image	Qualitative measure	Radio tracking (UN system), Opinion polls	Annual	Start: Negative image End: Positive image	Communication s Unit	Communication s Unit	
Diversified & Sustainable funding to skills development (sources: PPP financing of BTJET) (NPA)	N/A	Increased financing of skills development	Joint ventures of training providers and private sector	None signed	Work in progress	Sustained joint ventures	data missing	NPA to provide data	Increased financial commitmnet by the private sector	Policy guidelines for PPPs	Policy guidelines for PPPs established	Qualitative measure	National reports, NSDF	Annual	2016-2020	NPA	NPA	Check NPA Indicators	
Local Economic Growth in priority sectors in project areas	Baseline	Improved standards of living	Increased level of IGAs	Not measured	Not Measured	Diversified economic activities	data missing	UBOS to provide data	Increased productivity	Increased income	Increased income and livelihoods	Qualitative measure	Income reports	Annual	2016-2020	UBOS	UBOS		

The Monitoring Matrix - OUTCOME LEVEL																			
Result	Indicator/Progress Marker	Baseline Value (2015)	Final Target Value (2020)	Target Value Yr 1 (2016)	Actual Value 2016	Any Comments on 2016 value	Target Value Yr 2 (2017)	Actual Value 2017	Any Comments on 2017 value	Target Value Yr 3 (2018)	Target Value Yr 4 (2019)	Target Value Yr 5 (2020)	Unit of Measurement	Source of Verification	Frequency Data collection	Start - End Measurement	Responsible data collect	Responsible Consolidation	Other[1]
OUTCOME: The quality of skills development is enhanced and responsive to labour market needs in line with the skilling Uganda reforms.	RESULT 1: System Change/Paradigm Shift: Governance structure ensures responsiveness of skills development activities to labor market needs																		
	SDA formally established and operational	N/A	SDA up & running	0	0	Establishment of SDA was not foreseen in 2016	0	0	Further implementation activities are set on hold until clarity over TVET council process by the MOES	Process to establish SD agency near completion		SDA up & running	Qualitative	NPA Report, SDA Report	Annual	Start 0 - End 1	NPA, RTF	RTF	NPA Indicator
	Number of SSCs and SDCs established and contributing to making SD relevant	5 SSCs, 0 SDCs	14 (9 SSCs, 5 SDCs)	5 SSCs	5 SSCs	Value remained as 5 SSCs	5 SSCs	5 SCC (not functioning) and 4 SDCs: 4 (EU)	5 SSCs exist but are not functional (awaiting clarity over TVET Council); 4 Skills Development Platforms (SDPs) took place (4 EU)	9 SSCs, 5 SDCs	9 SSCs, 5 SDCs	14	No of SSCs/ SDCs	RTF reports, SDA Reports, NPA Monitoring reports	Quarterly	Start 5, End 14	RTF,SDA	RTF/Quality Assurance Directorate	
	RESULT 2: Piloting SDF: SDF grant recipients provide quality skills development programs that are responsive to labor market needs																		
	Level of adoption/ handing over of SDF management system to national authorities	N/A	SDF handover to national authorities	0	0	SDF still at inception phase and being test run	Document best practices	Testing & documentation of processes (participatory selection committee)	SDF still at inception phase and being test run	Sharing documented experiences	Refine SDF and handover	SDF handed over to national authorities	Qualitative	SDF System	Annual	Start - 0: End - 1	RTF/SDA	SSU Project	Dependent on SDA Establishment
	Number and Percentage of SDF grant recipients that continue with improved practices (e.g. partnerships / WBL) 6 months after grant execution period	N/A	60%	10%	0%	SDF grant recipients yet to be identified	15%	0%	All grant agreements are still under execution	20%	20%	5%	Number & Percentage	Tracer studies, followup reports of partners	Annual	Start 0: End 60%	RTF/SDA	RTF/SDA	
	The level to which grantees integrate the following aspects in their training modules ie (green skills, gender mainstreaming, life skills, HIV, entrepreneurship, etc).	N/A	50% of grantees integrate cross cutting themes	10%	0%	Training not started	15%	Integrated into the selection criteria. Roll out yet to be measured	Work ongoing to include in the applicants guidelines	30%	40%	50%	Training content/Reports; Assessment criteria	Grantee training module/reports	Bi - Annual	Start 0: End 50%	SDF Unit	M&E	
	Number of SDF beneficiaries/trainees that have enhanced their skills through instant (10-100 hours) courses responding to identified skills gaps for green economy, livelihood & market development and service delivery (disaggregated by vulnerability / gender origin / refugee)	N/A (Studies of WN & Karamoja)	3700 of whom 30% women (500-Albertine, 2200 EUTF, 1,000 Karamoja)	0	0	on schedule	700	45 (31 female, 14 male) trained under EU; 0 under BE and 0 under IR/A	concept of voucher scheme yet in development stage; piloting & learning ongoing with close partners	1000	500	300	Number	Tracer studies	Annual	Start- 0: End -2,500	SDF Unit & Implementing partners	M&E	Potential collaboration
	Number of SDF beneficiaries (disaggregated: vulnerability / gender / origin / refugee) that participate in training in non-formal and formal BTJET and entrepreneurship training in order to enhance employable skills.	N/A	4700 of whom 30% women (Albertine 1500, Karamoja 1000, EU 2200)	450	0	Training to start in 2017	1000	439 trained under BE (205 females & 234 males); 0 under BE and 0 under IR/A	EU: Signing phase for about 1500 beneficiaries to be finalized early 2018 & JRE: selection foreseen in February 2018	1500	1000	750	Number	Reports, database, Tracer studies	Annual	Start- 0: End -3,500	Implementing partners	M &E, SDF Unit	Potential collaboration
	Utilization rate of start-up kits 6 months after disbursement	0	40% utilisation	0	0	on schedule	10%	0	Startup kits not yet or only distributed in pilot call (BE)	15%	10%	5%	Percentage	Tracer studies, Monitoring reports	bi-annual	Start 0: End 40%	Implementing partners	M&E	encouraged to build safe guard measures for their startup kits
	RESULT 3: Support to Establish Centers of Excellence: Centers of Excellence provide quality skills development programs, that are responsive to labor market needs																		
	No. and Percentage of beneficiaries (men/women) that have received a certificate in accordance with employer needs, through a recognized technical and vocational certification body (e.g. Workers' Pas, City & Guilds, UBTEB, etc.)	Total number certified 954 out of 1697: Female - 171: Male - 783. ie 56%	90% completed course and certified vis a vis enrolled	60% completed and certified	Total number certified 705 out of 1143 ie 61%	On target	70% completed and certified	1,001 (M), 278 (F) (BE); 99 (M) 49 (F) (IRE)	BE: Kyema 308 (261M, 47F) St. Joseph 136 (130M,6F) KYP 79 (49M,30F) MBS 160 - 13 males = 8.13% and 147 females= 91.9% SSPVTI - 496 beneficiaries - 448males = 90.3% and 48 females = 9.7% For St. Joseph, does not include the 40 students under the SDF (12 Female 30% and 28 Male 70% Male) JRE Nakapiripirit TI - Formal: 38 (26M, 12F) - Non-Formal: 100 (58M, 42F) St. Daniel Comboni - Formal: 22 (15 Male, 7 Female) - Non-Formal: n/a	80% completed and certified	90% completed and certified	90% completed and certified vis a vis enrolled	Percentage	Certification records	Annually	Start: ?; End: 70%	Field staff, VTIs	Project	
	Percentage Increase in number of trainees enrolled in priority sectors in the 7 VTIs	Overall Enrolment 1697: Priority sector 575 ie Females 78 & Males 497 (6VTIs)	30% increase in enrolment in the priority sectors	10% increase	Not measured		15% increase	16.3% (BE), 134,5% (IRE)	BE: Kyema 2017 T 473 (400M,73F); 2016 T463 (389M, 74F) 2.2% INCR SSPVTI 2017 T 214 (197M, 17F); 2016 T 191 (187M, 4F) 12% INCR. MBS 2017 T 49 (4M, 45F); 2016 T 55 (1M, 54F) -11% INCR. St. Joseph 2017 T 238 (237M, 1F); 2016 T 181 (181M, 0F) 32% INCR. KYP 2017 47 (31M, 16); 2016 T 32 (31, 1F) (49M,30F) 47% INCR. JRL Nakapiripirit TI (2017 Agric =42), (2016 Agric =16), +=163% St Daniel Comboni (2017 BCP & CJ =25), (2016 BCP & CJ =35)-28.5%	20% increase	25% increase	30%	Number & Percentage	Enrolment records from VTIs	Annually	Start: ?; End: 30%	VTIs&FCs	M&E	
	Score on self-assessment tool for partner institutions scoring on: (Relevance / Quality / Equitable Access / Effective Management / Efficiency and resource mobilization. (Level of excellence)	1.3 out of 4.0	Average Self Assessment scores increase to 2.6 out of 4.0	1.3 out of 4.0	1.3	Baseline value maintained	2.0 out of 4.0	2.1 (overall); 2.2 (BE) and 1.8 (IRE)	Second assessment carried outfor BE, initial baseline for IRE	2.4 out of 4.0	2.5 out of 4.0	2.6 out of 4.0	Scores	Follow up Self assesment reports for the partner VTIs (spider diagrams)	Annual	Start 1.3: End 2.6 out of 4.0	Field staff & VTI	M&E	Self assessment Workshops may be done after project implementation
	Percentage and number of hours trainees spend engaged in WBL vis a vis number of hours trainees spend in BTJET Institution	Number of hrs in WBL 396/1386 in BTJET Institutions: I.e 29%	45%	30%	To be filled	Collection of industrial training assessment forms from the partner VTIs is underway in order to compute the %ages.	35%	32.02% (BE), 23% (IRE)	BE: Kyema Cert 1560/5520 = 29% SSPVTC: 288/1080= 26.7% MBS: 480/1080= 44.4% St. Joseph 396/1386 = 29% KYP 420/1380 = 31% Karamoja 416/1792=23%	40%	45%	45%	Percentage	Training records from private companies, Training focal person	Annual	Start ?; End 25%	Field staff & VTI	M&E	

The Monitoring Matrix - OUTPUT LEVEL

Result/Indicator/Progress Marker	Baseline Value (2015)	Final Target Value (2020)	Target Value Yr 1 (2016)	Actual Value 2016	Any Comments on 2016 Value	Target Value Yr 2 (2017)	Actual Value 2017	Any Comments on 2017 value	Target Value Yr 3 (2018)	Target Value Yr 4 (2019)	Target Value Yr 5 (2020)	Unit of Measurement	Source of Verification	Frequency Data collection	Start - End Measurement	Responsible data collect	Responsible Consolidation	Other[1]
OUTPUT 1: System Change: Capacity of stakeholders is improved in relation to the skilling Uganda strategy																		
No. of priority sector labour market scans (LMS) (including TNAs) and livelihood studies conducted in the project areas and utilized by partner institutions for skills development training.	2 (World Bank Oil & Gas; RTF Western Region)	11 Comprehensive LMS studies	0	3	2 LMS studies conducted for Karamoja and Northern Uganda & revision of LMS for Albertine Rwenzori	West Nile 1; Karamoja 1	0	Work in progress for secondary literature for Karamoja & Northern Uganda	West Nile 1; Karamoja 1; Tourism sector 1	West Nile 1; Karamoja 1	2	No. of LMS, No. of livelihood studies	Field Monitoring Reports, Training Curriculum Monop, MoRE report, LMS, livelihood studies, SDF report, training curriculum	Annually	Start - 2 End - 11	SSU PMT	M&E, Field Team	Potential collaboration with other actors & approach via secondary review of economic & livelihood assessments
Level of integration of CCIs (gender/ HIV/environment, green skills) in the LMS	N/A	80% consideration of CCIs in 9 studies	50%	0%	Studies to be conducted in 2017	50% integration in 9 studies	CCIs integrated in the ongoing LMS	For both the Northern-Uganda and Karamoja LMS cross-cutting issues were integrated	80% integration in 9 studies	80% integration in 9 studies	80% Integration in 9 studies	% level of integration of CCI	LMS, Livelihood studies, ToRs for the studies	Annually	Start - 0 end - 80%	SSU PMT	Gender & Vulnerable Youth Officer	To base on agreed CCI criteria
No. of Training initiatives undertaken (training / study tours / bench marking / exchange visits) conducted for SDA, SDC, SSC)	3	11 (5 for SDA, 3 for SSC & 3 for SDCs)	3	3	3 done, training in ITCILO Turin, (RTF trip to India), etc	3	3	South-to-South dialogue on SD at Nakawa VTI; Get Energy conference Tanzania; Collaboration with the Belgian embassy on a national dialogue for tourism SSCs	3	2	2	No. of capacity building initiatives	SDA, DIT, Training reports	Annually	Start - 3 End - 11	SSU PMT	M&E	Italy, Kigali, Mauritius, Belgium, India
OUTPUT 2: Piloting SDF: Skill Development Fund system operational in the project area, serving as a model for the future national skills development fund.																		
No. of short term training modules developed/upgraded and formalized, based on local livelihood and labour market needs.	0	At least 20 trainings/niches for which new or adapted programmes are developed (EU: 12; BE: 7; IR/A: 7).	5	0	Development of training modules re-scheduled to 2017	5	2 (EU), 11 (BE)	2 upgraded in EU ie Liquid soap making & Hand pump mechanics, 10 upgraded in BE, honey making, cooking, safe driving, motor cycle repair, welding, bricklaying and concrete practice, motor vehicle technology, knitting and crocheting, bakery.	5	3	2	Number	Training modules, DACUM Reports	Annual	Start - 0: End - 20	Implementing partners	M & E, SDF Unit	Potential collaboration with other actors, QA of curricula
SDF grant system set-up and operational including: manual of operations, fund guidelines for specific baskets.	N/A	SDF system hand over	Grant system set up	Grant System partially set up	Partially achieved, work in progress	Grant system set up	Grant system set up and operational	Manual of operations and fund guidelines operational	Grant system operational	Grant system operational	System handover at national level	System	Grant system, Manual of operations, Reports	Annual	Start - 0: End - System Handover	SDF Unit	M&E	System setup will be a gradual process
Volume of grant agreements signed through SDF	N/A	5.8 million Euros	0	0	On schedule	1.500.000 million Euros	200,000 € signed (BE) and 1m€ selected (EU)	delayed selection process for EU and IRE	2.100.000 million Euros (1 million under EU; 700.000 under BE; 400.000 under IR/A)	2.200.000 million Euros (900.000 under EU; 800.000 under BE; 500.000 under IR/A)	5.8 million Euros	Euros	Volume of money spent, number of Grant agreements signed	Annual	Start - 0: End - 4.6 m	SDF Unit	M&E	To be analysed per window
Number of awareness + promotions campaigns conducted for enhancing the participation of vulnerable groups (youth, girls, Karamojongs, refugees)	N/A	45	3	15	Exceeded target	17	24: 10 (BE), 7 (IRE) & 7 (EU)	24 ie 10 in Albertine; 7 in Karamoja & 7 in Northern region (EU)	15	5	5	Number	Tracking list of SDF info sessions, Reports	Quarterly	Start - 0: End - 45	SDF Unit	M&E	Radio talk shows, Print media and Stakeholder forums
OUTPUT 3: Support to Establishment of Centres of Excellence : Accessible BTJET centers of excellence, with special attention to BTJET needs and potentials of women and girls.																		
No. of formal agreements signed with the private sector (PPPs)	N/A	14	3	0	No agreements signed yet however, the process for collaboration with the private sector (UMA, USSIA, etc) already started.	5	3 (BE)	ST.Simon VTC with Bwendero Dairy MBS with New Court view hotel Masindi St. Joseph with PRICON Karamoja region awaiting roll out of SDF	4	3	2	Number	Copies of agreements signed	Annually	Start: 0 End: 14	SSU	M&E	2 agreements per institution
Number of instructors trained in priority sectors in relation to WBL programs, and using the skills	VTI self assessments	70	10	0	Program for training instructors is being developed	20	14: (11M, 3F) for BE + 11(IRE)	KYP 3 (3M, 0F) UTC Kyema 3 (3M, 0F) MBS 3 (0M, 3F) St Simon VTC 1 (1M, 0F) St. Joseph 4 (4M, 0F) Daniel Comboni 6 (6M, 0F) in construction (BCP, CJ, MF) Nakapiripirit TI 5 (5M, 0F) (agriculture) Overall number of instructors trained: 33 in 7 VTIs of Karamoja	20	10	10	Number	Training reports, List of instructors trained Training programs (Lesson plans)	Annually	Start: N/A End: 70	Field staff	M&E	

Number of Private Sector mastercrafts persons trained in priority sectors and in relation to WBL programs	126 trained in all sectors at mastercraft level	500 master craft persons trained	50	0	Mobilisation and sensitisation in Albertine region done, Training to start in February 2017	150	104 (79M, 25F) for BE +11 (8M, 3F) for IRE = 125	MCP mobilized via the following partner VTIs: KYP 20 (17M, 3F) UTC Kyema 17 (16M,1F) MBS 25 (7M,18F) St Simon VTC 19 (19M,0F) St. Joseph 23 (20M,3F) In Karamoja, orientation of 11 MCPs (8M, 3F) in conducting IT	150	100	50	Number	Training reports, List of trained mastercrafts	Annually	Start - 126; End 500	Field staff	M&E	Comment MCPs trained in priority trades
No. of CBT curricula developed/upgraded and integrated with crosscutting issues and training programs conducted based on labour market needs (NPA/SU)	N/A	Long term courses: 12 Short Term courses: 20	Long term courses: 2 Short Term courses: 4	No curricular developed	Assessment of CBT curriculum is underway, development of DACUM profiles for 6 priority trades	Long term courses: 4 Short Term courses: 5	Long term courses: 9 Short Term courses: 8	Multi-stakeholder appraisal of 9 BTVET Craft level curricula executed by PMT, VTI, MCPs, etc. (pending presentation) WBL courses adapted: African cuisine, MVT body work, Basic Welding, Motor Cycle Repair, Modern House Keeping, BCP, defensive driving and agro forestry (but awaiting accreditation)	Long term courses: 3 Short Term courses: 5	Long term courses: 3 Short Term courses: 5	Long term courses: 2 Short Term courses: 5	No. of curricula	NCDC, DIT Reports, VTI Reports	Annually	Start: 0 End: Long term courses: 12 Short Term courses: 20	NPA, (Project)	Project	Check with NPA, Liase with NCDC
No. of BTVET institutions and facilities rehabilitated, expanded and equipped (NPA)	N/A	7 Institutions	0	0	On course, Preparations underway	0	7 (priority equipment)	Priority needs equipment purchased, including health and safety equipment for 7 partner VTIs	60% completed	80% completed	100% completed	No. of institutions rehabilitated, expanded and equiped	Progress reports, Grant Agreements, NPA	Monthly during construction phase	Start-0: End-7	PMT	PMT & MoES	Specific details of the work will only be determined after each institution has prioritised and budget allocated
Number of enrolled vulnerable youth (gender/origin/ refugee) who attain CBET qualifications	Total = 71 ie Male = 46 Female = 21 Karimojong = 2 Refugees = 2	%	5%	6.7% ie 71 trained out of 1,050		10%	Overall 3% Female 6.5% IRL	Embroidery 15 (F 12) Bakery 20 (F 15) Welding 20 (F 6) MVT 25 (F 6) Hair dressing 15 (F15) Tailoring 10 (F10) Knitting 5 (F5) IRL Karamoja: 112	15%	20%	30%	% increase, number	Enrolment data for vulnerable youth; CBET qualification records	Annually	Start: End 30%	Field team, VTIs	M&E	Establish numbers from project field team
Number and percentage of overall project beneficiaries (men/women) that participate in training in non-formal & formal BTVET (with entrepreneurship component) in order to enhance employable skills	N/A	At least 30% girls/women; 70% Karamojong	5% women; 10% Karimojong	0%	Training to start in 2017	10% women; 30% Karamojong	30% female, 5% Karamajong Formal Training: 1886 (1320 M, 566 F) Non-Formal Training: 910 (637M, 273F) Total: 2796 IRE: Formal Training:152 (117 M,35F),Non Formal Training: 100 (58M, 42F)	Albertine Rwenzori 5 Partner VTIs. Overall in training: IRE SDC: 58 (42M, 16F, K) Nakapiripirit: 94 (75M, 19F, 12K) Non formal Nakapiripirit: 100 (58M, 42F, 100K)	15%	20%	30% Girls/women, 70% Karamojong	Number, % increase	Enrolment data of overall project beneficiaries	Annually	Start: End 30% 1000 trainees	VTI, Field team	M&E	