M&E Frameworks for Public Sector Reform Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Effective public sector reform requires robust Monitoring and Evaluation (M&E) frameworks to drive accountability, transparency, and evidence-based decision-making. M&E Frameworks for Public Sector Reform Training Course equips participants with the knowledge and practical skills to design, implement, and utilize M&E frameworks that enhance government performance, policy effectiveness, and service delivery outcomes. Leveraging global best practices, data-driven insights, and innovative evaluation methodologies, participants will gain a comprehensive understanding of the tools necessary to monitor reform initiatives and measure public sector impact.

Through this course, learners will explore strategic planning, performance measurement, and impact assessment tailored to the public sector. Using real-world case studies, participants will develop competencies in data collection, indicator design, reporting, and policy feedback mechanisms, ensuring reforms are sustainable, scalable, and citizen-centered. This course fosters a practical, hands-on learning environment, empowering professionals to translate evaluation findings into actionable reforms, strengthen governance, and drive institutional transformation.

Programme Curriculum

M&E Frameworks for Public Sector Reform Training Course

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Learning Objectives

By the end of this course, participants will be able to:

1. Define M&E frameworks and their significance in public sector reform.
2. Apply results-based management (RBM) principles to monitor government programs.
3. Design SMART indicators for public sector performance measurement.
4. Implement data collection and analysis tools for evidence-based decision-making.
5. Conduct baseline studies and needs assessments for reform initiatives.
6. Integrate performance dashboards for real-time monitoring.
7. Evaluate policy impact using quantitative and qualitative methods.
8. Develop risk management strategies for M&E implementation.
9. Enhance accountability and transparency through effective reporting.
10. Use feedback loops to inform adaptive public sector strategies.
11. Incorporate stakeholder engagement and participatory approaches in M&E.
12. Utilize technology and digital solutions in public sector evaluation.
13. Translate evaluation findings into policy recommendations for sustainable reforms.

Target Audience

1. Public sector managers and reform leaders
2. Policy analysts and advisors
3. Monitoring and evaluation officers
4. Government program coordinators
5. Development partners and consultants
6. Non-governmental organization (NGO) staff
7. Researchers and academics in governance and public policy
8. Civil society representatives involved in public sector oversight

Course Modules

Module 1: Introduction to M&E in Public Sector Reform

- Overview of public sector reform and M&E relevance
- Key principles of effective M&E frameworks
- Historical case studies of successful reforms
- Challenges in public sector evaluation

- Role of M&E in achieving Sustainable Development Goals (SDGs)

Module 2: Designing M&E Frameworks

- Components of an M&E framework
- Developing **SMART indicators**
- Logic models and theory of change
- Case study: Kenya's performance contracting framework
- Aligning M&E with organizational strategy

Module 3: Data Collection Methods and Tools

- Quantitative vs. qualitative approaches
- Surveys, interviews, and focus groups
- Data quality assurance techniques
- Case study: Tanzania public service delivery assessment
- Ethical considerations in data collection

Module 4: Results-Based Management (RBM) for Public Sector Reform

- RBM principles and applications
- Monitoring program outputs and outcomes
- Performance measurement frameworks
- Case study: Rwanda's performance management system
- Linking RBM to national development plans

Module 5: Analysis and Reporting of M&E Data

- Data cleaning and validation
- Analytical tools and software
- Developing performance dashboards
- Case study: Uganda Health Sector Performance Report
- Communicating findings to stakeholders

Module 6: Policy Impact Evaluation

- Measuring short-term vs. long-term impact
- Cost-benefit and cost-effectiveness analysis
- Social and economic impact assessment
- Case study: South Africa local government reform evaluation
- Translating evaluation results into policy adjustments

Module 7: Stakeholder Engagement and Participatory M&E

- Identifying key stakeholders
- Participatory approaches to monitoring and evaluation
- Building trust and collaboration
- Case study: Ghana decentralized governance monitoring
- Feedback mechanisms for citizen-centered reform

Module 8: Digital M&E and Innovation in Public Sector Reform

- Leveraging technology for M&E

- Digital dashboards and mobile data collection
- AI and predictive analytics for performance monitoring
- Case study: e-Government initiatives in Kenya
- Future trends in M&E and public sector reform

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com