Monitoring and Evaluation for Labour Programmes Training Course

Professional Development Training Course Outline

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

Course Introduction

Monitoring and Evaluation (M&E) for Labour Programmes is a critical capacity-building training designed to strengthen evidence-based decision-making, accountability, and performance optimization in labour market interventions. Monitoring and Evaluation for Labour Programmes Training Course participants with advanced tools, frameworks, and practical methodologies to design, implement, and manage high-impact M&E systems aligned with global standards. such as Results-Based Management (RBM), Sustainable Development Goals (SDGs), and Decent Work Agenda.

The training emphasizes real-world application in labour-focused initiatives including employment services, skills development programmes, wage subsidies, public works, and entrepreneurship support schemes. Participants will gain hands-on expertise in data-driven performance tracking, impact evaluation, labour market analytics, and digital M&E systems. The course is structured to build institutional capacity for governments, NGOs, development partners, and private sector actors to improve labour programme efficiency, transparency, and long-term employment outcomes using modern data analytics, impact assessment tools, and KPI frameworks.

Programme Curriculum

Monitoring and Evaluation for Labour Programmes Training Course

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Course Duration

5 days

Course Objectives

1. Understand core principles of Monitoring & Evaluation systems for labour programmes
2. Develop effective Results-Based M&E frameworks
3. Design SMART indicators and performance metrics
4. Apply labour market data analysis techniques
5. Strengthen impact evaluation and causal analysis skills
6. Build competency in data collection methodologies
7. Use digital tools for real-time programme monitoring
8. Improve labour programme performance tracking systems
9. Conduct cost-benefit and efficiency analysis
10. Integrate SDGs and Decent Work indicators into M&E systems
11. Enhance reporting using data visualization and dashboards
12. Identify and manage labour programme risks and bottlenecks
13. Strengthen policy feedback and adaptive management systems

Target Audience

1. Government labour and employment officers
2. M&E specialists and data analysts
3. NGO programme managers in labour initiatives
4. HR and workforce development professionals
5. Development partners and donor agency staff
6. Project managers in skills and employment programmes
7. Labour economists and policy researchers
8. Private sector CSR and workforce development teams

Course Modules

Module 1: Foundations of M&E in Labour Programmes

- Principles of Monitoring vs Evaluation
- Labour market systems overview
- Role of M&E in employment creation
- Key global frameworks (SDGs, ILO standards)
- **Case Study:** Youth employment programme evaluation in a developing economy

Module 2: Results-Based Management (RBM) Framework

- Logical frameworks (Logframe design)
- Theory of Change development
- Outcome vs output mapping
- Performance indicators alignment
- **Case Study:** National skills development programme RBM design

Module 3: Labour Market Data & Indicators

- Labour force surveys and datasets
- Employment rate and productivity indicators
- Informal sector measurement tools
- Indicator selection techniques
- **Case Study:** Informal labour sector measurement in urban economies

Module 4: Data Collection & Management Systems

- Quantitative and qualitative methods
- Digital data collection tools (mobile-based systems)
- Survey design and sampling methods
- Data quality assurance techniques
- **Case Study:** Mobile-based employment tracking system implementation

Module 5: Impact Evaluation Techniques

- Experimental and quasi-experimental designs
- Counterfactual analysis
- Attribution vs contribution analysis
- Baseline and endline studies
- **Case Study:** Impact evaluation of public works employment programme

Module 6: Performance Monitoring & Dashboards

- KPI tracking systems
- Real-time monitoring tools
- Dashboard design and visualization
- Automated reporting systems
- **Case Study:** Labour ministry digital dashboard for employment tracking

Module 7: Data Analysis & Interpretation

- Statistical analysis for M&E
- Trend and regression analysis
- Labour market forecasting techniques
- Data storytelling for policy decisions
- **Case Study:** Youth unemployment trend analysis and policy response

Module 8: Reporting, Learning & Adaptive Management

- M&E reporting frameworks
- Stakeholder communication strategies
- Learning loops and feedback systems
- Adaptive programme management

- **Case Study:** Adaptive redesign of national apprenticeship programme

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

Start Date	End Date	Location	Price
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:

Register Online Now

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