Outcome Indicator Design in M&E 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

Outcome Indicator Design is a core pillar of results-based Monitoring and Evaluation (RBM), enabling organizations to measure medium-term changes in behavior, performance, capacity, and systems attributable to interventions. Outcome Indicator Design in M&E Training Course equips participants with advanced, practical skills to design outcome indicators that are SMART, valid, reliable, gender-responsive, and aligned with theories of change, logframes, and results frameworks. Emphasis is placed on measuring outcomes rather than outputs, supporting evidence-based decision-making, adaptive management, and accountability to donors and stakeholders.

Through real-world development, humanitarian, governance, health, education, and private-sector case studies, participants will learn how to translate complex program objectives into measurable, meaningful outcome indicators. The course integrates international best practices, including OECD-DAC criteria, SDG alignment, equity-focused M&E, and learning-oriented approaches. By the end of the course, learners will confidently design outcome indicators that support impact measurement, program learning, performance improvement, and strategic reporting.

Programme Curriculum

Outcome Indicator Design in M&E Training Course

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Course Duration

5 days

Course Objectives

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

1. Apply results-based management (RBM) principles to outcome indicator design
2. Differentiate clearly between outputs, outcomes, and impacts
3. Develop SMART and SPICED outcome indicators
4. Align outcome indicators with theory of change and results frameworks
5. Design indicators that measure behavioral, institutional, and systemic change
6. Integrate gender, equity, and inclusion (GEI) into outcome indicators
7. Ensure validity, reliability, sensitivity, and feasibility of indicators
8. Select qualitative and quantitative outcome indicators appropriately
9. Avoid common indicator design pitfalls and measurement bias
10. Align outcome indicators with donor reporting requirements and SDGs
11. Use outcome indicators for adaptive management and learning
12. Link outcome indicators to baseline, target setting, and evaluation plans
13. Design outcome indicators suitable for complex and multi-stakeholder programs

Target Audience

1. Monitoring and Evaluation (M&E) Officers and Specialists
2. Program and Project Managers
3. Development Consultants and Evaluators
4. NGO and CSO Technical Staff
5. Government Planning and M&E Units
6. Donor-Funded Project Teams
7. Research, Policy, and Learning Officers
8. Graduate Students in Development, Public Policy, and Social Sciences

Course Modules

Module 1: Foundations of Outcome Measurement

- Understanding outcomes in the results chain
- Outcome vs output vs impact indicators
- Role of outcomes in RBM systems
- OECD-DAC and SDG perspectives
- **Case Study:** Education program outcome mapping

Module 2: Theory of Change & Outcome Indicators

- Translating ToC pathways into outcomes
- Assumptions and causal logic
- Identifying measurable change points
- Linking outcomes to program strategies
- **Case Study:** Health systems strengthening ToC

Module 3: Designing SMART Outcome Indicators

- SMART and SPICED criteria application
- Precision and clarity in indicator statements
- Units of measurement and direction of change
- Time-bound outcome measurement
- **Case Study:** Livelihoods and economic empowerment programs

Module 4: Qualitative & Quantitative Outcome Indicators

- When to use qualitative vs quantitative indicators
- Mixed-method outcome measurement
- Outcome scales and indices
- Proxy outcome indicators
- **Case Study:** Governance and accountability outcomes

Module 5: Validity, Reliability & Data Quality

- Construct and content validity
- Reliability and consistency testing
- Sensitivity to change
- Data quality assurance (DQA)
- **Case Study:** Social protection program evaluation

Module 6: Gender, Equity & Inclusion in Outcomes

- Gender-responsive outcome indicators
- Disaggregated outcome measurement
- Measuring empowerment and social norms
- Equity-focused indicator frameworks
- **Case Study:** Women and youth inclusion programs

Module 7: Outcome Indicators for Learning & Adaptation

- Outcome indicators for adaptive management
- Outcome harvesting and contribution analysis
- Using indicators for decision-making
- Learning-oriented M&E systems
- **Case Study:** Adaptive humanitarian programming

Module 8: Practical Design Workshop

- Reviewing poorly designed outcome indicators
- Designing indicators from real project scenarios

- Aligning indicators with donor logframes
- Peer review and refinement exercises
- **Case Study:** Multi-sector donor-funded project

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

Start Date	End Date	Location	Price
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:

Register Online Now

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