



MINISTRY OF LABOUR, INVALIDS AND SOCIAL AFFAIRS (MOLISA)
THE SOCIALIST REPUBLIC OF VIETNAM



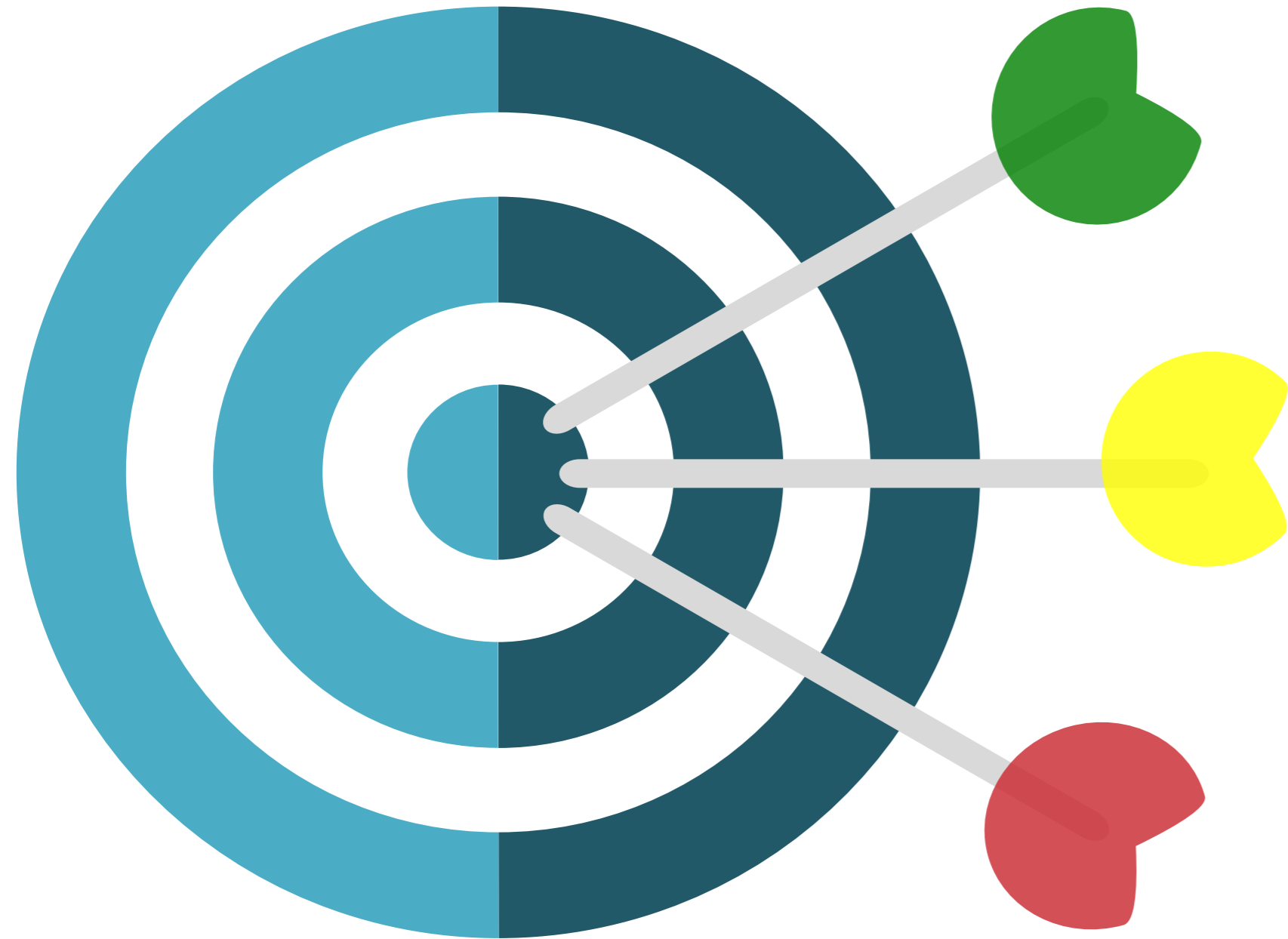
WORKSHOP ON THE MONITORING AND EVALUATION FRAMEWORK
OF THE ROADMAP OF ASEAN DECLARATION ON HUMAN RESOURCES
DEVELOPMENT FOR THE CHANGING WORLD OF WORK

Towards an HRD M&E Framework

Session 2: Development of an M&E framework for the ASEAN HRD Roadmap

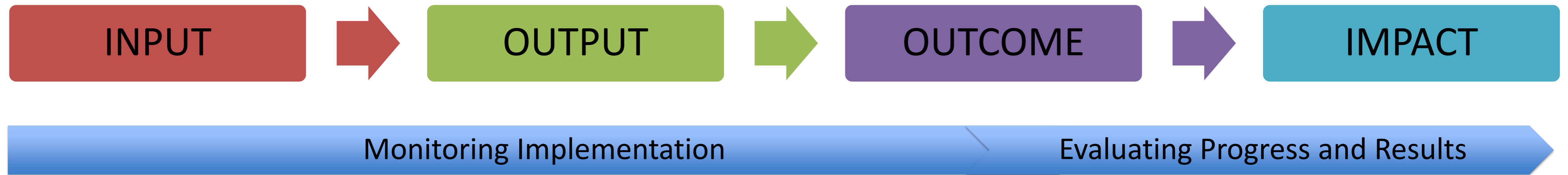
Pamela A. Grafilo, 27 April 2021

Towards an HRD M&E Framework



1. Setting-up an M&E System
1. Approach and Guiding Principles
2. Proposed Multi-stakeholder Process

Setting-up an M&E System



System that will provide evidence / data on:

- Are we able to mobilise resources and inputs needed?
- Are we able to produce the intended outputs efficiently and on time?
- What are the implementation challenges?
- How can they be addressed?
- Are the outputs contributing to the desired outcomes?
- How are we progressing towards desired outcome/s?
- Did we achieve our desired outcomes?
- What is the impact?
- What have we learned? How do we sustain and scale-up achievements?

Setting-up an M&E System: Components

Theory of Change / Results Framework

- Clarify the causal relationship between outputs, outcomes and impact

Key Performance Indicators

- Define how to measure success and performance

Baseline and Targets

- Establish starting point and set end goals

Data Collection and Quality

- Develop data collection tools and methodology

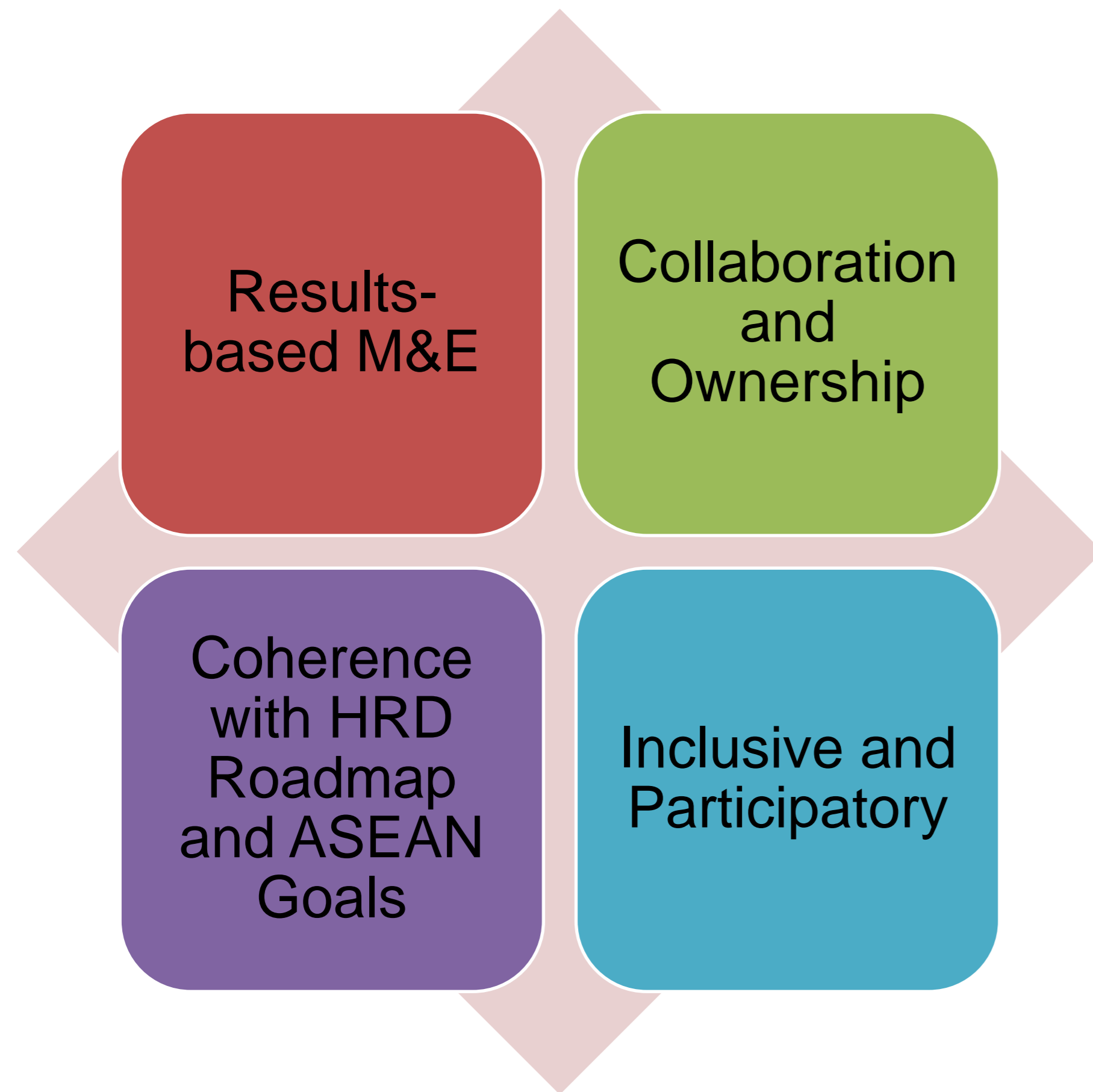
Reporting and Structure

- Agree on M&E Structure / Roles and Responsibilities
- Set Frequency of Reporting

Learning and Evaluation

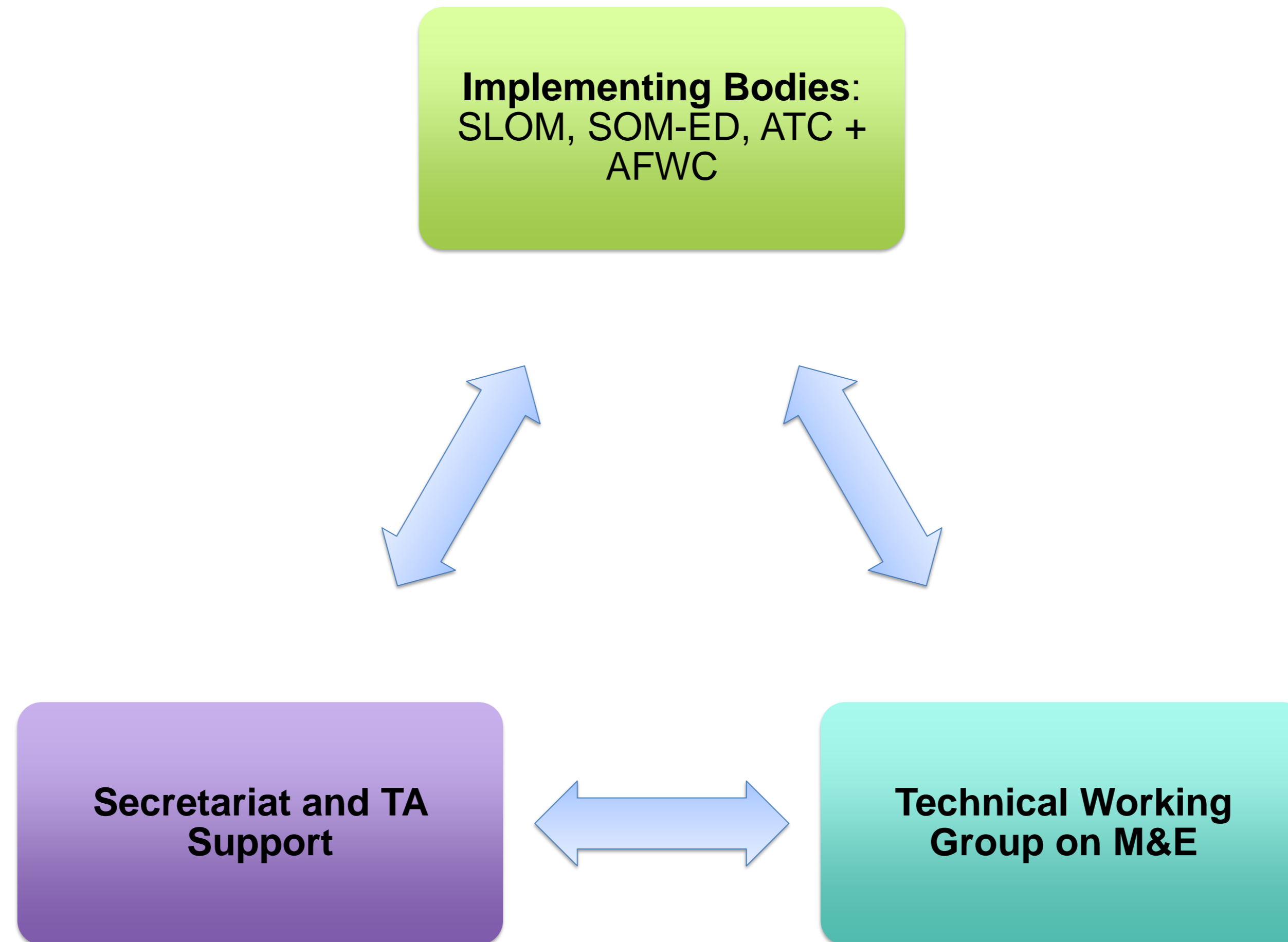
- Define review and evaluation process to assess outcomes and impact

Approach and Guiding Principles



- Tracks progress towards desired change and results
- Ensures coherence with the HRD Road Map
- Accounts contribution to ASCC Blueprint 2025 as well as regional and global commitments
- Fosters collaboration and ownership of outputs and desired outcomes
- Strengthens inclusive and participatory processes
- Builds on existing M&E processes and structure (i.e. ASCC M&E Results Framework and KPIs)

Proposed Multi-Sectoral Process



Proposed Multi-Sectoral Process: Roles

Implementing Bodies:
SLOM, SOM-ED, ATC + AFWC

- Overall policy guidance and strategic directions
- Key decision-making body

Technical Working Group on M&E

- Review and provide technical inputs / recommendations for a cohesive and coherent M&E system, (TOC, KPIs, data collection tools and methods, structure, reporting and evaluation process
- Endorse the proposed final draft M&E framework to the Implementing Bodies for inputs and adoption

Secretariat and TA support

- Provide technical support in the formulation of the M&E framework / system
- Revise and finalize the M&E framework / system based on inputs provided
- Coordinate and document agreements

Proposed Multi-Sectoral Process: Composition of the Technical Working Group

Co-Chairs:

- 3 from the Implementing Bodies (incumbent Chairs SLOM + SOM-ED + ATC)

Members:

- 10 Representatives from the AMS (combination of Labor, Education and TVET sectors)
- 2 Representatives from other relevant ASEAN bodies and stakeholders
- ASEAN Secretariat (relevant divisions)

Proposed Multi-Sectoral Process: Scope of Activities



**Develop the M&E
System in a 4-
Month Period**



**3 to 4 TWG
Meetings**



**2 Meetings with
Implementing
Bodies**



Maraming salamat po!

Pamela A. Grafilo
pamela.grafilo@gmail.com
pehm.grafilo (skype)
+63.917.823.7346