

A Study on the Status of Existing
**VIRTUAL CAREER RESOURCE HUBS IN
MONITORING & EVALUATION**

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APEA



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The Report

A Study on the Status of Existing Virtual Career Resource Hubs in Monitoring and Evaluation (Literature Review)

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Abbreviations

M&E	Monitoring and Evaluation
APEA	Asia Pacific Evaluation Association
PHILDEV	Philippines Evaluators for Development
APC Hub	Asia Pacific Communication Hub
CDR	Career Development Resource
ER	Evaluation Resource
M&ER	Monitoring and Evaluation Resource
M&ECDR	Monitoring and Evaluation Career Development Resource
VOPE	Voluntary Organization for Professional Evaluation
UN	United Nations
USAID	United States Agency for International Development
YEEs	Young and Emerging Evaluators
IOCE	International Organization for Cooperation in Evaluation
INGO	International Non-Governmental Organization
NGO	Non- Governmental Organization

1. Introduction

This literature review aims to provide a summary of key findings of the existing generic and specialized virtual career development resource hubs for Monitoring and Evaluation(M&E). This report presents the various virtual hubs in terms of their functions, existing learning and career opportunities in M&E in the global context. Further, the main purpose of the study is to develop the basic understanding that is required to design and develop a virtual career resource hub specifically for 'Monitoring and Evaluation' using the key findings and knowledge gained by this study on the structure and function of existing virtual resource hubs.

2. Methodology

The study was carried out from August to September 2021. For this literature review, secondary research was conducted to gather information related to virtual career resource hubs for M&E. The free and open access virtual resources were explored to collect the information such as;

- Websites & web pages of public/ international/ academic institutions
- Web articles
- Journals & Journal articles by VOPEs and other academic institutions
- Blogs, Newsletters
- Career websites of international development organizations

All the regions from Global North to Global South were covered during the study by reviewing materials as much as possible from each Region. Based on the initial literature review, some categories/areas which are relevant to the study were identified. The further literature review was conducted, and information was gathered based on these categories. The total number of materials reviewed for each identified category are listed in the below Table 1.

Table 1: Summary of the Reviewed Materials for each Category

Category/ Area	Total Number of Materials Reviewed
Generalized Career development Resource Hubs	20
Evaluation Resource Hubs	9
Monitoring & Evaluation Resource Hubs	9
Monitoring & Evaluation Career Development Resource Hubs	2
Academic Institutions/Courses	40
M&E related courses by different organizations	19
Websites of Development Organizations, M&E Networks, VOPEs	38
Other (Blogs, Web articles)	10

3. Findings

This study reveals that there are many career development resource hubs existing attached to different institutions, especially in universities and other academic organizations. Most of the career resource hubs are generic resource hubs which aim to support the career development of graduates/ young professionals in any field. There have been identified other career resource hubs which focus on fields such as information technology and data science, logistic and transport management, business administration and management, policy and advocacy, environment, energy, and sustainability etc.

3.1. Existing Virtual Career Resource Hubs

The existing generalized virtual career resource hubs & resource hubs related to M&E are described below.

3.1.1. Generalized Career Development Resource (CDR) Hubs

The Generalized CDR Hubs which are found in this study are mainly attached to higher educational institutions such as universities, research institutions or institutions. The main purpose of these Generalized CDR Hubs is to provide career guidance to their students/ members. Further, assist them to develop their competencies and soft skills in order to match with the demand of the job market. Therefore, the services of a particular Generalized CDR Hub are free for students and members of respective institutions. The structure of such Generalized CDR Hubs can be identified under two main components.

a.) A centre where students can physically visit and get guidance .

b.) A website/ virtual platform where students can access resources and instructions virtually.

The websites and virtual platforms which are being maintained as a part of Generalized CDR Hubs provide free service for their students or members. But up to some extent, anyone interested can visit these virtual platforms and refer to relevant resource materials as most of them are open sources. But some functions and services are limited to the members or students who have been registered in these virtual platforms.

The services and resources which are mainly provided by such virtual platforms can be categorized as below.

Table 2: The Main Components in Generalized CDR Hubs

Category	Subcategory	Media Used
Self – reflection exercises	Career reflection	Short videos, featured articles, small exercises
	Skills inventory	
	Achievement stories	

Job application materials	CV, Resume and cover letter tips and guidelines (Different types of CVs / Resumes eg: Basic, executive, creative, professional, Modern)	Handouts, Tool kits, videos, free courses (interactive sessions), featured articles Templates
	Templates for different types of CVs	
	Templates for different types of Resumes	
	Templates for different types of cover letters, motivation letters	
Interview preparation resources	Interview preparations check lists	Mock interview videos, Videos with tips and guidelines Hand outs
	Key questions in interviews	
	How to face an interview (Virtual/ Physical)-tips (pre arrangement/ during interview)	
	Best methods and body language practices for virtual interviews	
Career resource materials	Competencies development / Skill development	Featured articles Blogs, e – books, tool kits, videos
	Career planning – skill gap analysis	
	Professional development tracking methods	
Job opportunities	Jobs/Internships/ trainings	Handouts, Links to the different job boards, tool kits
	Virtual and remote working support – tips and tricks	
	Job and internship search strategies	
	Online job boards and databases	
Connecting and Networking	LinkedIn guidelines and how to build up attractive LinkedIn profiles	Handouts, videos, articles
	Professional communities in Twitter, Yahoo, Facebook	
	Taking memberships in professional associations	

List of some Generalized CDR Hubs is available in [Annex 1](#).

Some key areas addressed under Generalized CDR Hubs can be described as below.

Self-Reflection Exercises

Most Generalized CDR Hubs mainly include small exercises and guidelines on how to discover the career preference, skills and values of an individual. Further includes how to understand the career needs and how to focus on a specific career path by doing self-exploring studies.

Job Application Materials

Under this category, some key components such as Curriculum Vitiate (CV)/ Resume preparation, cover letters, motivation letters preparation can be identified. This category is included in almost all the Generalized CDR Hubs and the above-mentioned components have been discussed generally and also for specific careers. In a CV or Resume, some key areas that should be included are;

- contact information
- clear and direct summary of career goals/inclinations towards field
- list of relevant qualifications
- list or brief explanation of relevant experience(s)
- publications and/or awards and achievements relevant to the field

In most Generalized CDR Hubs, tutorials, templates, guided videos and tips for preparing application materials are provided as open sources.

Interview Preparation

This is another major category in Generalized CDR Hubs and this includes details mainly on;

- how to prepare for a physical or virtual interview
- how to face and behave during an interview
- key questions that will be asked during interviews

In most Generalized CDR Hubs, creative videos, tutorials, and mock interview video clips are used to provide knowledge and good understanding to the users. Moreover, guidelines, tips and tutorials on how to face a virtual interview have become a popular component in Generalized CDR Hubs recently due to prevailing situations in the world.

Job Opportunities

In most Generalized CDR Hubs, this component is linked to some general and specific job boards and databases where the user of Generalized CDR Hubs finds available jobs in a particular field. Some key areas such as job finding strategies, guidelines and tips to find a good job and current trends in the job market are discussed under this component.

Connecting and Networking

This has become one of the most popular categories in most Generalized CDR Hubs in recent years. This might be due to the evolution of social media as a search engine for jobs in many

fields. Main focus has given on how to maintain and upgrade the LinkedIn profile and how to join professional networks in social media.

The different types of existing M&E specific virtual resource hubs are discussed under the subtopics 3.1.2, 3.1.3 & 3.1.4.

3.1.2. Evaluation Resource (ER) Hubs

Based on the literature review, some resource hubs specifically aim to share resources and knowledge related to ‘Evaluation’ have been identified. The main difference between these ER Hubs and Generalized CDR Hubs is that these are only consisting of resource materials, useful references, and course modules related to evaluation. But ER Hubs do not provide either any career guidance or assistance to develop soft skills/ competencies of the users. The sole purpose of ER Hubs is to support their users to enhance knowledge on evaluation by offering valuable information and resources. The ER Hubs found by this study are online platforms maintained by government ministries [eg: New Zealand Ministry of Education¹, New South Wales Ministry of Education² etc.] departments in different countries, universities, and organizations in the development sector. Most ER Hubs are open sources, and they mainly provide guidance on how to plan, design and conduct better project evaluations. The structure of most ER Hubs consists of components mentioned in Table 3.

Table 3: The Main Component in ER Hubs

Main Component	Subcomponents	Media Used
Basic introductions, definitions, theories, and terms in evaluation	Types of evaluation, Identifying criteria, Setting standards etc.	Videos Short articles
Resource documents	Evaluation planning toolkits, Evaluation readiness assessment tools, Evaluation report assessment tools/guidelines	Templates, checklists, Tools Articles, PDF documents, e-handbooks, developed apps Publications
News and events related evaluation	Webinars Virtual learning sessions Courses	Videos, Recordings PDF documents, Newsletters
Support/ Getting help	Connecting evaluation champions to get help to design project evaluations,	Web chats Mentorship programmes trainings and workshops

List of ER Hubs is available in [Annex 2](#)

¹

Evaluation Hub. (2021, November 03). Retrieved from: <https://evaluationhub.education.govt.nz/>

² A NSW Government Website – Education. (2021, November 03.). Retrieved from: <https://education.nsw.gov.au/>

3.1.3. M&E Resource(M&ER) Hubs

The basic structure and outline of existing M&ER Hubs are similar to the ER Hubs. But, M&ER Hubs consist of resources which cover evaluation as well as monitoring. The M&ER Hubs are mostly attached to the websites maintained by development organizations as initiatives or supportive components for the projects implemented by respective organizations. The career development component is not available in M&ER Hubs.

Similar to the ER Hubs, these aim to provide support to users to plan, design and conduct better monitoring and evaluations of projects.

List of some M&ER hubs is available in [Annex 3](#).

3.1.4. Evaluation Career Development Resource (CDR) Hubs

This study reveals that virtual resource hubs which integrate both areas; career development and resource materials related to M&E are nearly absent or hardly found.

According to the study, one website has been found which has integrated both areas mentioned above. The website named as EVALCAREERS³ which was established recently in 2020 exhibits the most components which can be identified as main components in Evaluation CDR Hubs. This website describes itself as a career website with the aim to support applicants, students and young professionals pursuing a career in M&E through dissemination of information and by promoting opportunities in this sector.

Following components can be identified in EVALCAREERS website.

- Resource materials in M&E (tabs: Magazine)
- Professional and academic qualification support (tabs: Certificate Courses, Bachelors, Masters, PhDs, Scholarships)
- Career opportunities (tabs: Internships, Jobs, Careers)

3.2. Existing Environment and Resources for M&E

M&E is a fast-growing field as a profession, with the increasing demand mostly from the development sector, non - profit and commercial organizations across the globe. The area of M&E includes a broad range from social sciences to a lot of other fields such as economics, environmental sciences, health, and education as this is an integrative field which is not limited into one specific area.

3.2.1. Types of Careers in M&E

Careers in M&E also can be identified in a broad area which includes different fields and also as an integration of different careers. Many careers are associated in the areas such as social

³ EVALCAREERS. (2021, November 03). Retrieved from <https://evalcareers.com/about-us/>

sciences, international development, policy and legislation, humanity, gender and equity, peace building, public health and community medicine. The benefit of a career in M&E is precisely as it is a cross sectoral career, which has a wide applicability across a range of areas of work and study. Thus, there is the opportunity to choose a specific sector such as education, agriculture, health etc. and become a M&E specialist in that particular area or specialize on a method or tools which are used in evaluation. Also, there is no guaranteed or standard path to this career. More related M&E career opportunities can be found in development sector organizations, academia, and research institutions. On the other hand, M&E careers in public sectors are relatively less in number in many countries. But this situation differs from one country to other and it highly depends on each country's governing and political structure. Some international organizations in the development sector which offer career opportunities related to M&E are listed below as examples.

Table 4: Names of Some International Organizations Which Offer Careers in M&E Field

Organization	Website
CARE International	https://www.care-international.org/
OXFAM International	https://www.oxfam.org/en
United Nation Agencies	https://unjobs.org/themes/monitoring-and-evaluation
United Nations Evaluation Group	http://uneval.org/
Master Card Foundation	https://mastercardfdn.org/
United States Agency for International Development (USAID)	https://www.usaid.gov/
Independent Evaluation Group World Bank	https://www.worldbank.org/en/home https://ieg.worldbankgroup.org/
Independent Evaluation Unit, Green Climate Fund	https://ieu.greenclimate.fund/
Bill and Melinda Gates Foundation	https://www.gatesfoundation.org/about/policies-and-resources/evaluation-policy
Abdul – Latif Jameel Poverty Action Lab (JPAL)	https://www.povertyactionlab.org/
International Initiative for Impact Evaluation[3ie]	https://www.3ieimpact.org/

Some popular M&E job titles⁴ which can be identified in different field can be listed as below.

Table 5: List of Job Titles in M&E Field

Job Title	Description
M&E Coordinator	Entry level job in M&E field. Includes tasks such as <ul style="list-style-type: none"> ● Coordinating between project staff, director, evaluation officers in one or multiple projects ● Visiting projects ● Implementing the project and ● Drafting report, ● Implementing M&E systems
M&E Officer/Field Staff	Entry level job in M&E field. Includes tasks such as <ul style="list-style-type: none"> ● Reviewing and revising M&E strategy ● Monitoring project activities ● Expenditures and progress ● Reviewing existing M&E systems Ideal position for YEEs or fresh graduates to develop their knowledge and skills in M&E field.
Evaluation consultant	Includes tasks such as <ul style="list-style-type: none"> ● Conducting different type of evaluations ● Writing up evaluation reports ● Verifying on going M&E activities This also categorised under consultancies as many organizations require evaluators from outside to conduct evaluations of different projects for short time periods. This requires extensive knowledge and experiences in working in the field/ different types of evaluations.
M&E Specialist (Advisory /Consulting)	This position requires extensive experience and exposure in M&E field as well as related educational qualifications.

⁴American University.(2021, November 03). Specific *Job Functions in M&E*. American University, Washington, DC: Retrieved from <https://programs.online.american.edu/online-graduate-certificates/project-monitoring/resources/careers-in-monitoring-and-evaluation>

<ul style="list-style-type: none"> - Junior Consultant - Senior Consultant 	<p>In many cases, consultancy positions are not permanent or attached to the organization. Consultant can work upon a contract and provide service to particular project.</p>
<p>Data and Information Management Specialist</p>	<p>This is an ideal career path for those who have skills in information technology, statistics, and analytics. Knowledge in M&E coupled with these skills will be a good specialization in M&E field. This requires educational qualifications in statistics, analytics related to M&E.</p>
<p>Researcher or professional in sector</p>	<p>This needs secondary educational qualifications such as Masters or PhD with experiences and skills in research and teaching in the fields related to M&E/social sciences.</p>
<p>Programme Manager in M&E</p>	<p>This is a managerial level position which has responsibilities including overall management of M&E activities of a project or multiple projects. This requires broad knowledge and extensive experience in similar capacities for years.</p>

3.2.2. What Competencies and Skills Needed for Professionals in M&E Field?

Professionals who have been engaged in careers in M&E exhibit a wide range of backgrounds such as statistics, mathematics, social sciences, or with programmatic experiences in specific areas as agriculture, environmental studies, education, health, governance. Although pathways into M&E careers are different, some key competencies and skills which are common to become successful in M&E careers can be identified.⁵A few main skills and competencies can be identified below.

⁵ Negandhi, H. , Negandhi, P., & Tiw, R. (2021,November 03). *Developing core competencies for monitoring and evaluation tracks in South Asian MPH programs*. Retrieved from National Library of Medicine: <https://pubmed.ncbi.nlm.nih.gov/26238573/>

Table 6: Key Competencies and Skills for M&E Professionals

Key skills /Competencies	Description (How to develop skills/ competencies)
Statistical and Analytical skills	Useful in designing a data collection method and in analysing the collected data of an evaluation. Having a mathematics or statistics related background is an added advantage and can be supplemented by trainings or academic courses, these skills can be nailed up.
Communication skills	Good communication and interpersonal skills are critical for M&E professionals working with diverse group of people who have different backgrounds. Further, as a part of communication skills, strong writing and presenting/ public speaking skills are important. These skills are very useful in presenting the finding of an evaluation as a report or an oral presentation in front of a team.
Project Management	This can be developed by getting experiences from working in the field with experts. Also investing in some form of project management trainings, courses to learn the theory behind different approaches, and how to effectively solve the problems and face the challenges are important.
Adaptation and Updated Knowledge	<p>Global development sector in which most M&E related careers can be identified, is constantly evolving. Thus, constantly update with related new knowledge and having the ability to adapt to different situations are important.</p> <p>These skills can be developed by joining global networks, volunteering in such networks and working with experts in the field.</p>
Technical Competency	Becoming rich with knowledge in new technologies is important in M&E, especially in some sectors that use different statistical software to analyse data. Further, having a good knowledge in new technologies is useful as some careers are designed as remote working positions.

Cultural Competency⁶

Evaluators often have to work with people who represent different customs, traditions, and beliefs. It is important to identify the cultural context of particular groups before conducting evaluations. A culturally competent evaluator should be ready to engage with various sections of communities to embrace cultural and contextual dimensions important to the evaluation.

3.2.3. Where to Look for Careers in M&E?

One of the best strategies to find careers in M&E is through M&E communities, professional organizations and Voluntary Organizations for Professional Evaluation (VOPEs). In their websites, details on new job opportunities and news about job openings are posted regularly. Joining with email groups, social media groups, especially LinkedIn are other effective ways to get new updates. Also subscribing and following social media handles of such communities, VOPEs are helpful. Further, following the career sites of some international development organizations such as United Nations⁷, some global professional communities such as DEVEX⁸, Dev Net Jobs⁹, EvalPartners¹⁰ will be useful for finding out some specific careers in M&E.

Participating in webinars, attending conferences, and reading related blogs are important to get updates about career opportunities as well as to update knowledge and refresh skills. Additionally, it is important to become a member of national or regional evaluation associations/VOPEs as that gives credibility and expands the network.

3.2.4. How to Begin a Career in M&E – Young and Emerging Evaluators (YEEs) / Without Prior Experiences?

There is no guaranteed path to entering and getting a job in the M&E field.¹¹This can be identified as one of the advantages as well as it can become a disadvantage in certain situations. This study

⁶Better Evaluation.(2021, November 03). *Cultural Competency*. Retrieved from https://www.betterevaluation.org/en/evaluation-options/cultural_competence_evaluation

⁷UN Jobs. (2021, November 02). *Monitoring & Evaluation*. (n.d.). Retrieved from <https://unjobs.org/themes/monitoring-and-evaluation>

⁸ Devex. (2021, November 02). *How to build your expertise: Monitoring and evaluation*. (n.d.). Retrieved from <https://www.devex.com/news/how-to-build-your-expertise-monitoring-and-evaluation-93724>

⁹ DevNetsJOBS. Org. (2021, November 02). Retrieved from <https://www.devnetjobs.org/PublicSearchView.aspx>

¹⁰ EvalPartners. (2021, November 03). *Job Opportunities*. Retrieved from <https://www.evalpartners.org/opportunities>

¹¹ Brown, A.M. (2021, November 01). *How to Have a Career in Monitoring and Evaluation (M&E) with No Prior Experience*. Retrieved from <https://www.annmurraybrown.com/single-post/2017/05/23/how-to-have-a-career-in-monitoring-and-evaluation-me-with-no-prior-experience>

highlighted that in the present there is lack of awareness about the M&E field among general public and especially in young communities. This is prominent in the Asia Pacific region. Thus, young evaluators in this region have to face common challenges such as limited opportunities for entry level jobs and the requirements of such opportunities are too steep for YEEs, limited opportunities to acquire related knowledge and experiences.

Therefore, below mentioned actions and activities will help YEEs or young graduates to get into the M&E field.

- Become an active member of a social media community, practice group in M&E (There are several dedicated groups in LinkedIn, Facebook, Yahoo).
- Join with a youth network dedicated for M&E – EvalYouth Global¹², EvalYouth Regional and Country Chapters.
- Self-study and develop the related knowledge - follow blogs, learn from free virtual courses, participating virtual webinars and workshops - Asia Pacific Winter School for YEEs¹³, Peer to Peer Webinars.
- Volunteer to assist experienced evaluators and support research and field works as volunteers..
- Active participation and provide volunteer contribution to local, regional or global level initiatives.

3.3. Opportunities for Getting Knowledge/ Professional Qualifications

3.3.1. Academic Courses

The demand for capable and highly skilled evaluation practitioners increases with the growing demand of the M&E field. Although there is a pool of specialists in this area, formal educational programmes for M&E are still relatively new and less in numbers. Academic courses in universities and other academic institutions can play the main role in producing capable professionals for M&E field. But there are relatively a few academic institutions and universities which offer such academic courses in the M&E field across the globe.

Distribution of such academic courses based on the geographical regions exhibits major differences as a comparatively higher number of academic courses existing in North America and Africa regions. The North America region, especially in the United States of America and Canada offer a number of bachelors and postgraduate courses in M&E field. This might be as a result of more demand for such courses because of the high awareness and opportunities of evaluation

¹² EvalYouth Global. (2021, November 01). Retrieved from <https://evalyouth.org/>

¹³ EvalYouth Asia. (2021, November 04). Retrieved from Asia Pacific Evaluation Association: <https://www.asiapacificeval.org/evalyouthasia>

related careers and as this is an established profession in these countries. Also, in the African region a considerable number of academic courses are available. This might be as a result of large number of humanitarian projects which are implemented in this region. Among all the regions, Asia and Pacific regions have a few established academic courses that might be as the result of low demand for such courses, because in this region, evaluation is not a well-established career with less opportunities.

The structure and the types of established academic courses can be identified under two main categories; undergraduate or Bachelor's level degrees and Postgraduate Degrees and Diplomas. This study reveals that Bachelor's level courses are comparatively low in numbers in all regions. But there are some short courses, and in some instances M&E is a course module in undergraduate courses. But in this study, only considered about established academic courses in Bachelor's level or above.

On the other hand, M&E has become fundamental to the broader study of social science, particularly with so many areas of application in M&E analytical skills such as health, education, economics etc. Thus, there are number of different Master's programmes in different disciplines including M&E as an integral part. Also, a number of M&E specific Masters are available for the interested groups who aim to study M&E in depth to specialize in their careers. In many universities, students are able to complete Masters Degrees as online or remote learning courses. This option has become more prominent due to the prevailing pandemic situation in the world. However, for some university courses, it is compulsory for students to attend lectures physically. Also, in some Master's degree programmes, students have the opportunity to extend their Masters into a PhD and continue further studies after successfully completing a Masters level degree.

Information of some established M&E specific academic courses offered by different universities in the world are listed in Table 7. The website links for each course are available in [Annex 4](#).

Table 7: List of Academic Courses in M&E offer by Different Academic Institutions

Name of the Course	Status	Name of the University / Academic Institution
North and South America		
Graduate Certificate in Project Monitoring and Evaluation	Online	American University, USA
Master of Science in Measurement & Evaluation	Online	American University, USA

Diploma Public Policy and Program Evaluation	Online	Carleton University, Canada
Masters in Evaluation Studies	Physical	University of Minnesota, USA
PhD. in Evaluation Studies	Physical	University of Minnesota, USA
Master's in Public Administration with major in Program Evaluation	(In French Language)	École nationale d'administration publique (ENAP)
Graduate specializing in evaluation of programs	(In French Language)	School of Management Sciences, Université du Québec à Montréal (UQAM)
Graduate Program of Measurement, Evaluation, and Data Science (MEDS)	Physical	University of Alberta, Canada
Master of Education (MEd) degree in Measurement, Evaluation, and Data Science (MEDS)	Physical	University of Alberta, Canada
Graduate Certificate in Program Evaluation	Online	University of the Fraser Valley, Canada
The Graduate Diploma in Program Evaluation	Not mentioned	University of Ottawa, Canada
M.A. Program in Applied Social Psychology [specialization in Evaluation]	Not mentioned	University of Saskatchewan, Canada
Graduate Certificate and Diploma Programs in Evaluation	Online	University of Victoria, Canada
Europe		
Monitoring and Evaluation Certification Programme	Distance Learning/ Online	International Training Centre [training arm of the International Labour Organization]
Advanced Master of Development Evaluation and Management	Online	University of Antwerp, Belgium
Master of Advance Studies in Evaluation		University of Bern, Switzerland

Master in Impact Evaluation for International Development	Physical	University of Anglia, UK
Master (Blended Learning) of Evaluation	Online	University of Kaiserslautern, Germany
Africa		
BSc in Monitoring and Evaluation	Distance Learning/ Online	ZCAS University, Zambia
Bachelor of Arts in Monitoring and Evaluation	Physical	Daystar University, Kenya
Master of Arts in Monitoring and Evaluation	Physical	Daystar University, Kenya
Master of Arts in Monitoring and Evaluation	Distance Learning/ Online	Africa Nazarene University, Kenya
Master of Arts in Monitoring and Evaluation of Population and Development Programmes	Physical	University of Nairobi
Master's in Programme Evaluation	Physical	University of Cape Town, South Africa
Masters in Monitoring and Evaluation	Physical	Ugandan Technology and Management University (UTAMU)
Master of Arts in Monitoring and Evaluation (MA M&E)	Online	The Open University of Tanzania
Postgraduate Diploma in Monitoring and Evaluation	Online	Capacity Africa Training Institute
Asia		
Postgraduate Diploma in Monitoring and Evaluation	Physical	University of Sri Jayewardenepura, Sri Lanka
Masters in Research Methods Measurement and Evaluation	Not mentioned	School of Education, Tel Aviv University, Israel

Masters in Program Evaluation and Measurement in Educational Systems	Not mentioned	Ben Gurion University of the Negev, Israel
Australia and Pacific region		
Graduate certificate of Evaluation	Online	The University of Melbourne
Master of Evaluation	Online	The University of Melbourne

3.3.2. Training Courses/ Workshops in Global Scale

The study also reveals that there are some virtual platforms, communities and organizations which provide some short-term training courses, workshops, certificate courses in M&E. The target group for such trainings and short-term courses are professionals who have already been engaged in M&E related careers in development sector organizations, public sector, INGOs and NGOs.

These courses can be categorized as online courses and in person courses (physical). Available courses are either free or paid. Learning structures of such courses are flexible and provide a supportive learning environment with many opportunities for networking and sharing knowledge. In some courses participants receive the opportunity to have a customized course by selecting some modules based on their preference. The participants of such courses will receive a certificate of completion upon successfully completing the course. But any academic credit will not be awarded for these courses.

Some established organizations and communities which offer such courses are listed in below. The website links for each course are available in [Annex 5](#).

Table 8: List of M&E Related Courses and Trainings offer by Different Organizations

Name of the Course	Learning Provider/ Learning Platform	Status(online/ physical/ free/ paid)
Core Course: A Solid Foundation In Evaluation	International Program for Development Evaluation Training (IPDET)	
101 On Meta-Evaluation, Or: How To Evaluate Evaluations – Approaches, Methods And Findings		

Monitoring And Evaluating The SDGs: Challenges And Proposed Solutions		Paid/ online short course (These courses are designed to be held during the 2021)
Essentials Of Theory-Based Evaluation		
Monitoring & Evaluation short courses	EnCompass Learning Center(ELC)	online free courses / customized courses
E- course programme in development evaluation	EvalPartners	Free, online Fixed courses/ Customized courses
Capacity building workshops and short courses in M & E	Measure Evaluation	Free online courses, Physical workshops
Evaluating Social Programs Measurement and Survey Design	Abdul Latif Jameel Poverty Action Lab (J-Pal)	Paid in person courses Online courses (includes certificate fee) Paid custom courses
Monitoring and Evaluation Courses	edX	Paid online courses
Monitoring and Evaluation Certificate Course	Galilee International Management Institute, Israel	Paid Online Course
Monitoring and Evaluation	Haas School of Business at the University of California, Berkeley (Berkeley Haas)	Free online course
Diploma in Evaluation	Sri Lanka Evaluation Association, National Institute of Labour Studies	Paid, Physical

3.3.3. Websites

Some websites and online platforms are very valuable sources to enhance knowledge in this field. These websites are maintained by development organizations, professional communities, VOPEs and provide an open space for any interested individual who wishes to engage in self-learning and upgrading the knowledge in M&E.

Some established websites are listed in Table 9. The website links for each course are available in [Annex 6](#).

Table 9: List of M&E Websites

Name of the Website/ Web Page	Description
P2P Website	The “Peer-to-Peer Career Advisory Sessions for YEEs” are online meetings where YEEs can discuss M&E career opportunities and technical challenges.
Better Evaluation	A not-for-profit organisation and registered charity that operates globally aiming to work collaboratively with global community to create, share and support use of knowledge about how to better plan, manage, conduct and use evaluation.
CLEAR (Centre for Learning on Evaluation and Results)	CLEAR is a global network dedicated to improving policy, planning, and implementation through strengthening monitoring and evaluation systems and capacities.
EvalCommunity	The world's largest Job Board and Network in Monitoring and Evaluation (M&E), Research, Impact Assessment, and Gender Equality in International Development.
reliefweb	ReliefWeb forms part of a suite of services offered by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), and is run from OCHA's information management office.
IEG, World bank	The Independent Evaluation Group (IEG) evaluates the development effectiveness of the World Bank Group. It's work provides evaluative evidence to help the World Bank Group deliver better services and results to its clients.
EvalPartners	Together with all partners strive to influence policymakers, public opinion, and other key stakeholders into recognizing the need on effective evaluation as necessary to any important decision.

3.3.4. Monitoring and Evaluation Journals

Journals which publish M&E related research works are available associated with different research institutes, NGOs, VOPEs around the world. These journals mainly publish the original, peer reviewed research articles, books, and papers. Most of these journals are open to users, hence, the content is freely available without charge to the users (E.g.: users are allowed to read, download, copy, distribute, print, and search from the published resources in the journal). Some of these journals are annual and some are biannual or publish more times within a year. These journals publish articles from public, private and developmental sectors which covers a broad area including methods, theory, ethics, politics, and practice of evaluation.

Table 10: List of M&E Journal

Name of the Journal	Organization
African Evaluation Journal	African Evaluation Association (AfrEA)
American Journal of Evaluation	American Evaluation Association
The Canadian Journal of Program Evaluation (CJPE)	The Canadian Evaluation Society
Evaluation Journal of Australasia	Australian Evaluation Society
Evaluation and Program Planning	ELSEVIER
Evaluation	The Tavistock Institute/ European Evaluation Society
The International Journal of Qualitative Methods	University of Alberta, Canada
The Journal of Multi-Disciplinary Evaluation	

The journal links are available in [Annex 7](#).

3.3.5. VOPEs

VOPEs¹⁴ play a critical role in promoting M&E and building a strong evaluation culture across the globe. There are well established regional, national and global level VOPEs. These provide voluntary services in capacity building, knowledge sharing, networking in M&E. Furthermore, VOPEs provide platforms to M&E professionals from academia, public sector, development sector to share their knowledge, best practices and experiences. In the present, there are many regional and national level VOPEs in all the regions of the world. Further, The International

¹⁴ Better Evaluation. (2021, November 04). *Voluntary Organizations for Professional Evaluation (VOPEs): Learning from Africa, Americas, Asia, Australasia, Europe and Middle East*. (n.d.). Retrieved from Better Evaluation: https://www.betterevaluation.org/en/resources/overview/Rugh_Voluntary_Organizations

Organization for Cooperation for Evaluation (IOCE)¹⁵ was formed in 2001 aiming to increase public awareness and globally validate evaluation, and support VOPEs in contributing to good governance, effective decision making and strengthening the role of civil society. IOCE represents international, national, sub-national and regional VOPEs worldwide. IOCE has a VOPE database¹⁶ and a directory which include the details of regional and national VOPEs across the globe.

Some of leading VOPEs are listed under [Annex 8](#).

4. Gap Identification

Some gaps and limitations in the available resource hubs have been identified by this study. The major limitation identified are:

1. Absence of resource hubs which cover all the areas related to M&E career development that enable an interested individual to access all the important resources under a single hub. Although there are a considerable number of resource hubs and other knowledge sharing platforms for M&E, most of them have targeted only one or few specific areas. Thus, there is a need of a resource hub which can address a broad area including,

- a. general career development
- b. career development in M&E
- c. M&E resources
- d. details of academic and professional institutions offer related academic courses
- e. career opportunities in M&E

2. Some existing resource hubs have included most of the above -mentioned areas, the details under most topics are insufficient and limited only to the key points. As an example, most virtual platforms have shared details about academic courses in M&E, but these are only confined to a few famous academic courses only in some western countries. Therefore, the probability of getting some information about such **courses available in other regions** is very low by using such platforms. This might be a disadvantage, especially for YEEs who wish to explore opportunities in some other parts of the world.

In some resource hubs, the career opportunities and different job roles have been mentioned. But information on the **career advice, pathways, strategies to start up a career in M&E field for**

¹⁵ IOCE. (2021, November 04). Retrieved from : <https://www.ioce.net/>

¹⁶ IOCE. (2021, November 04). *VOPE Members of IOCE* Retrieved from <https://www.ioce.net/vopes>

YEEs especially for fresh graduates who are keen about this field, are nearly absent in most virtual hubs. Therefore, it is essential to have a ‘YEEs friendly’ virtual Hub_for M&E.

5. Recommendations for proposed virtual M&E Career Resource Hub

Based on the literature review, it has been found that ‘YEEs friendly’ resource hubs are relatively less in number. Thus, the main purpose of this proposed virtual M&E Career Resource Hub is providing an open space to enhance related knowledge, build an awareness, and provide support to develop required skills and competencies for YEEs, especially those who are in Asia Pacific region. Therefore, main areas which will be addressed by the proposed virtual hub are as below.

- General career development resources
- Specific career development resources for M&E
- General resources in M&E
- Supportive information to upgrade professional and academic qualification for a career in M&E field
- Existing environment
- Latest career opportunities in M&E

Other than these main areas general information such as news and events, newsletters will be also included.

Table 11: Main Components of Proposed Virtual M&E Resource Hub

Areas to be addressed	Main categories/ Theme	Media, materials
General career development resources	Self-exploration/ reflection	Videos, stories, mini exercises, articles
	Job application preparation	Templates for CVs, Resumes, Cover letters, Motivation letters, Short videos, Guideline documents
	Job interview preparation	Videos, Guideline documents, mock videos
	General Career development advices/ tips	Videos,
	Career planning	Toolkits, featured articles
Specific career development resources for M&E	How to develop specific competencies/ skills	Articles
	Specific Strategies and pathways	Articles

	Networking /connecting	Videos for handling LinkedIn accounts, Articles
General resources in M&E	Guides for beginners	Glossary, toolkits
	Basic introductions and definitions	Articles, Tool kits
	Specific areas/ topics	Toolkits, handbooks
	Supporting/ Getting Help	Web chats, Webinars, Links/ references for suitable
Existing Environment	Available opportunities	Articles on different careers
	Professional Networks, Volunteer Organisation	Links, references, Short descriptions
Supportive information to upgrade professional and academic qualification for a career in M&E field	Academic courses	Links, Summary documents
	Virtual courses, trainings, workshops	News, Links
	Important websites, other knowledge hubs	Links
Career opportunities in M&E	Latest job openings	Links
	Related job boards	Links, Small write up
	Trends in global job market	Articles
General	Newsletter	
	News and events	

Annex 1: List of Generalized CDR Hubs

No	Name of the virtual resource hub/ Name of the attached institute	Link of the website
1.	Career Knowledge Hub, Central European University	https://careers.ceu.edu/career-development-materials
2.	Udacity Nanodegree Programme	https://career-resource-center.udacity.com/
3.	O'neill School of Public and Environmental Affairs, Indiana University	https://oneill-career-hub.github.io/#
4.	Ryerson Career & Co-op Center University	https://www.ryerson.ca/career-coop/students-alumni/career-resources/
5.	Career Development Resource Centre, TESL Ontario	https://www.teslontario.org/career-development-resource-centre
6.	THE resources HUB Careers Talent Recruitment Consultancy	https://www.linkedin.com/company/the-resources-hub/about/
7.	The Resource Hub, Perth Recruitment Consultancy	https://therh.com.au/
8.	The Heart of the South West Careers Hub	https://skillslaunchpad.org.uk/careers-hub/
9.	Career Resource Centre - Kelly Services	https://www.kellyservices.ca/ca/careers/career-resource-centre/
10.	CMI, Career Development Centre	https://www.managers.org.uk/membership/resources/career-development-centre/

Annex 2: List of ER Hubs

No	Name of the hub/ Name of the attached institute	Link of the website
1.	NSW government	https://education.nsw.gov.au/teaching-and-learning/professional-learning/pl-resources/evaluation-resource-hub/courses-resources
2.	Workforce GPS	https://evalhub.workforcegps.org/
3.	CLEAR Knowledge Hub	https://www.theclearinitiative.org/resources
4.	Evaluation Hub, Ministry of Education, New Zealand	https://evaluationhub.education.govt.nz/
5.	Inter- American Development Bank	https://www.iadb.org/en/evaluationhub
6.	Early Intervention Foundation	https://evaluationhub.eif.org.uk/
7.	Department of Family Medicine, University of Colorado	https://cufamilymedicine.org/evaluation_hub/
8.	Western Michigan University	https://evalu-ate.org/
9.	Implementation Science Evaluation Hub, Center for Global Health, Delivery, Diplomacy & Economics	https://www.implementationsciencehub.org/

Annex 3: List of M&ER Hubs

No	Name of the hub/ Name of the attached institute	Link of the website
1.	Evaluation C4D Resource Hub	https://www.betterevaluation.org/en/C4D-Hub
2.	Monitoring and Evaluation Resources Hub	https://indopacifichealthsecurity.dfat.gov.au/monitoring-and-evaluation-resources-hub
3.	Indo-Pacific Center for Health Security, Australian Government	https://indopacifichealthsecurity.dfat.gov.au/monitoring-and-evaluation-resources-hub
4.	London School of Hygiene and Tropical Medicine	https://resources.hygienehub.info/en/articles/4201627-what-other-resources-are-there-on-monitoring-and-evaluation
5.	Resilient Food Systems, Knowledge Centre	https://knowledgecentre.resilientfoodsystems.co/kc/project-themes-collection/monitoring-and-evaluation
6.	MEAL Hub, Joint Learning Initiative on Faith & Local Communities	https://jiliflc.com/about-meal-hub/
7.	ALNAP	https://www.alnap.org/our-topics/me-community-hub/remote-me-resources
8.	International Institute of Tropical Agriculture [IITA], Nigeria	https://www.iita.org/monitoring-evaluation-and-learning/
9.	Center for Analytical, Research in Development	https://www.cardke.org/monitoring-evaluation-learning-hub/

Annex 4: List of Academic Courses in M&E offer by Different Academic Institutions

Name of the Course	Status	Name of the University / Academic Institution	Link to the website
North and South America			
Graduate Certificate in Project Monitoring and Evaluation	Online	American University, USA	https://programs.online.american.edu/online-graduate-certificates/project-monitoring?cmgfrm=https%3A%2F%2Fwww.google.com%2F
Master of Science in Measurement & Evaluation	Online	American University, USA	https://programs.online.american.edu/msme/masters-in-measurement-and-evaluation
Diploma Public Policy and Program Evaluation	Online	Carleton University, Canada	https://carleton.ca/sppa/dpe/
Masters in Evaluation Studies	Physical	University of Minnesota, USA	https://www.cehd.umn.edu/olpd/graduate-programs/evaluation-studies/
PhD. in Evaluation Studies	Physical	University of Minnesota, USA	https://www.cehd.umn.edu/olpd/graduate-programs/evaluation-studies/phd/
Master's in Public Administration with major in Program Evaluation	[In French Language]	École nationale d'administration publique (ENAP)	https://web.archive.org/web/20190820040105/http://enap.ca:80/enap/fr/accueil.aspx
Graduate specializing in evaluation of programs	[In French Language]	School of Management Sciences, Université du Québec à Montréal (UQAM)	https://esg.uqam.ca/programmes/dess-en-evaluation-de-programmes-projets-et-services/
Graduate Program of Measurement, Evaluation, and Data Science (MEDS)	Physical	University of Alberta, Canada	https://www.ualberta.ca/educational-psychology/graduate-programs/measurement-evaluation-and-data-sciences/index.html

Master of Education (MEd) degree in Measurement, Evaluation, and Data Science (MEDS)	Physical	University of Alberta, Canada	https://www.ualberta.ca/educational-psychology/graduate-programs/measurement-evaluation-and-data-sciences/masters-program.html
Graduate Certificate in Program Evaluation	Online	University of the Fraser Valley, Canada	https://www.ufv.ca/program-evaluation/
The Graduate Diploma in Program Evaluation		University of Ottawa, Canada	https://education.uottawa.ca/en/programs/graduate-studies/graduate-diplomas/program-evaluation
M.A. Program in Applied Social Psychology [specialization in Evaluation]	Not mentioned	University of Saskatchewan, Canada	https://artsandscience.usask.ca/psychology/programs/applied-social-psychology.php
Graduate Certificate and Diploma Programs in Evaluation	Online	University of Victoria, Canada	https://www.uvic.ca/hsd/publicadmin/graduate/future-students/grad-programs/evaluation-program/index.php
Europe			
Monitoring and Evaluation Certification Programme	Distance Learning/ Online	International Training Centre [training arm of the International Labour Organization]	https://www.itcilo.org/courses/monitoring-and-evaluation-certification-programme-online-1
Advanced Master of Development Evaluation and Management	Online	University of Antwerp, Belgium	https://www.uantwerpen.be/en/study/programmes/all-programmes/master-development-evaluation/
Master of Advance Studies in Evaluation		University of Bern, Switzerland	https://www.evaluationsstudium.unibe.ch/studiengaenge/mas_evaluation
Master in Impact Evaluation for International Development	Physical	University of Anglia, UK	https://www.uea.ac.uk/course/postgraduate/msc-impact-evaluation-for-international-development

Master (Blended Learning) of Evaluation	Online	University of Kaiserslautern, Germany	https://www.zfuw.uni-kl.de/en/management-law/master-blended-learning-evaluation-mable
Africa			
BSc in Monitoring and Evaluation	Distance Learning/ Online	ZCAS University, Zambia	https://zcas.ac.zm/zcas-university/courses/bachelor-of-science-in-monitoring-and-evaluation/
Bachelor of Arts in Monitoring and Evaluation	Physical	Daystar University, Kenya	https://www.daystar.ac.ke/academic-programmes.html
Master of Arts in Monitoring and Evaluation	Physical	Daystar University, Kenya	https://www.daystar.ac.ke/academic-programmes.html
Master of Arts in Monitoring and Evaluation	Distance Learning/ Online	Africa Nazarene University, Kenya	https://www.anu.ac.ke/product/master-of-arts-monitoring-evaluation/
Master of Arts in Monitoring and Evaluation of Population and Development Programmes	Physical	University of Nairobi	https://economics.uonbi.ac.ke/index.php/programs-content-type/master-arts-monitoring-and-evaluation-population-and-development-programmes
Master's in Programme Evaluation	Physical	University of Cape Town, South Africa	http://www.organisationalpsychology.uct.ac.za/orgpsy/Masters-in-Programme-Evaluation
Masters in Monitoring and Evaluation	Physical	Ugandan Technology and Management University (UTAMU)	https://utamu.ac.ug/academics/masters-degree-programmes/masters-in-monitoring-and-evaluation-mme
Master Of Arts In Monitoring And Evaluation (MA M&E)	Online	The Open University of Tanzania	https://www.out.ac.tz/ma-me/
Postgraduate Diploma in Monitoring and Evaluation	Online	Capacity Africa Training Institute	https://www.capacityafrica.com/post-graduate-diploma-in-monitoring-and-evaluation/

Asia			
Postgraduate Diploma in Monitoring and Evaluation	Physical	University of Sri Jayewardenepura, Sri Lanka	https://www.sjp.ac.lk/courses/pgd-monitoring-evaluation-2019/
Masters in Research Methods Measurement and Evaluation	-	School of Education, Tel Aviv University, Israel	https://web.archive.org/web/20130723191106/https://education.tau.ac.il:80/manage.asp?siteID=42&lang=2
Masters in Program Evaluation and Measurement in Educational Systems	-	Ben Gurion University of the Negev,	https://web.archive.org/web/20141022175937/http://bgu.ac.il/
Australia and Pacific region			
Graduate certificate of Evaluation	Online	The University of Melbourne	https://online.unimelb.edu.au/business-and-management/evaluation?utm_source=eval.org&utm_medium=referral&utm_campaign=OGC_Evaluation_2018T3&utm_content=courselisting
Master of Evaluation	Online	The University of Melbourne	https://online.unimelb.edu.au/business-and-management/evaluation?utm_source=eval.org&utm_medium=referral&utm_campaign=OGC_Evaluation_2018T3&utm_content=courselisting

Annex 5: List of M&E Related Courses and Trainings offer by Different Organizations

Name of the Course	Learning Provider/ Learning Platform	Status[online/ physical/ free/ paid]	Website Link
Core Course: A Solid Foundation In Evaluation	International Program for Development Evaluation Training [IPDET]	Paid/ online short course [These courses are designed to be held during the 2021]	https://ipdet.org/
101 On Meta-Evaluation, Or: How To Evaluate Evaluations – Approaches, Methods And Findings			
Monitoring And Evaluating The SDGs: Challenges And Proposed Solutions			
Essentials Of Theory-Based Evaluation			
Monitoring & Evaluation short courses	EnCompass Learning Center[ELC]	online free courses / customized courses	https://encompassworld.com/elc/appreciative-evaluation/ [Appreciative Evaluation , Being an Evaluator: A Journey into the World of Evaluation Practice , Data Quality Fundamentals , Equity-Focused and Culturally Responsive Evaluation , Evaluating Training Programs , Evaluation Management etc.]

e- course programme in development evaluation	EvalPartners	Free, online Fixed courses/Customized courses	https://ecourses.evalpartners.org/ecourses
Capacity building workshops and short courses in M & E	Measure Evaluation	Free online courses, Physical workshops	https://www.measureevaluation.org/resources/training.html
Evaluating Social Programs Measurement and Survey Design	Abdul Latif Jameel Poverty Action Lab [J-Pal]	Paid in person courses Online courses[includes certificate fee] Paid custom courses	https://www.povertyactionlab.org/page/online-courses
Monitoring and Evaluation Courses	edX	Paid online courses	https://www.edx.org/search?q=MONITORING%20AND%20EVALUATION
Monitoring and Evaluation Certificate Course	Galilee International Management Institute, Israel	Paid Online Course	https://www.galilcol.ac.il/Courses/244/Monitoring_and_Evaluation_-_Online_Course
Monitoring and Evaluation	Haas School of Business at the University of California, Berkeley (Berkeley Haas)	Free online course	https://courses.philanthropy.org/courses/course-v1:FHI360+MonitoringEvaluation_101+1_1.0_20180416_20180527/about
Diploma in Evaluation	Sri Lanka Evaluation Association, National Institute of Labour Studies	Paid, Physical	

Annex 6: List of M&E Websites

Name of the Website/ Web Page	Website link
P2P Website	https://www.p2peval.com/
Better Evaluation	https://www.betterevaluation.org/en
CLEAR (Centre for Learning on Evaluation and Results)	https://www.theclearinitiative.org/
EvalCommunity	https://www.evalcommunity.com/
reliefweb	https://reliefweb.int/jobs
IEG, World bank	https://ieg.worldbankgroup.org/evaluations
EvalPartners	https://www.evalpartners.org/

Annex 7: List of M&E Journals

Name of the Journal	Link of the journal	Organization
African Evaluation Journal	https://aejonline.org/index.php/aej/index	African Evaluation Association [AfrEA]
American Journal of Evaluation	https://web.archive.org/web/20161127053532/http://aje.sagepub.com:80/	American Evaluation Association
The Canadian Journal of Program Evaluation (CJPE)	https://evaluationcanada.ca/canadian-journal-program-evaluation	The Canadian Evaluation Society
Evaluation Journal of Australasia	https://www.aes.asn.au/eja	Australian Evaluation Society
Evaluation and Program Planning	https://www.journals.elsevier.com/evaluation-and-program-planning	ELSEVIER
Evaluation	https://us.sagepub.com/en-us/nam/journal/evaluation	The Tavistock Institute/ European Evaluation Society
The International Journal of Qualitative Methods	https://ijq.sagepub.com/	University of Alberta, Canada
The Journal of Multi-Disciplinary Evaluation	https://web.archive.org/web/20200330110333/http://journals.sfu.ca/jmde/index.php/jmde_1/index	

Annex 8: List of Leading VOPEs in the World

Name of the VOPE	Link of the Website
American Evaluation Association(AEA)	https://www.eval.org/
European Evaluation Society(EES)	https://europeanevaluation.org/
Asia Pacific Evaluation Association(APEA)	https://www.asiapacificeval.org/
African Evaluation Association (AfrEA)	https://afrea.org/
Canadian Evaluation Association(CEA)	https://evaluationcanada.ca/
Australasian Evaluation Society (AES)	https://www.aes.asn.au/
UK Evaluation Society (UKES)	https://www.evaluation.org.uk/
New Zealand Evaluation Association (anzea)	https://www.anzea.org.nz/
Sri Lanka Evaluation Association (SLEvA)	https://www.sleva.lk/
South African Monitoring and Evaluation Association (SAMEA)	https://www.samea.org.za/home
Evaluation Society of Kenya (ESK)	https://evaluationkenya.org/



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Facebook: www.facebook.com/phildevevaluation



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LinkedIn: www.linkedin.com/company/APEAeval

Twitter: www.twitter.com/APEAeval

Facebook: www.facebook.com/APEAeval