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| **We can Work 2023 - 2030**  **Monitoring & Evaluation Framework** | | | | |
| **Main intermediary outcome(s)** | **Suggested Indicators** | **Target by the end of the period** | **Indicator definitions** | **Unit of Measure** |
| Goal: A more inclusive society where young women and men with disabilities thrive and access dignified and fulfilling work. | Number of young women and men with disabilities that engage in work through Young Africa Works programs | 65% of Young Africa Works programs reach target of 5% disability inclusion: 975,000 youth with disabilities  60% female | Participants with disabilities engaged in work by YAW partners after the start of the WCW intervention with them | Young men and women with disabilities engaged by YAW partners |
|  | Percentage of surveyed youths with disabilities that engaged in work through YAW programs defining their work as dignified and fulfilling | TBD after baseline | Number of youth with disabilities engaged by YAW who describe their work as “dignified and fulfilling work” out of all those engaged in work by YAW | Youth with disabilities engaged by YAW partners |
|  | Percentage of YAW programs that reach the target of at least 5% of their participants persons with disabilities | TBD after baseline | Percentage of YAW partners engaged in the WCW programme who have achieved the 5% participants as youth with disability in their programmes | YAW partners |
|  | Number of self-employed youths | 7,786 | Number of youth with disabilities who have started their own business after their engagement with WCW program through pillar 1, ESOs, as an individual or as a group | Youth with and without disabilities |
|  | Number of youths with disabilities in wage employment/internships | 700 | Number of youth with disabilities employed through work experience placements (internships) and direct placements as result of WCW Programme | Youth with disabilities |
|  | Percentage of youth that are of the view that they have the ability to influence their communities including their business communities | TBD after baseline | Percentage of youth that have participated in the WCW academy and are of the view that they have the ability to influence their communities including their business communities | Youth with and without disabilities |
|  | Percentage of youth that are of the view that they have the ability to access and participate in economic activities | TBD after baseline | Percentage of youth who have participated in the WCW academy and are of the view that they have the ability to access and participate in economic activities | Youth with and without disabilities |
| Strategic outcome 1: Young women and men with disabilities drive positive change around disability inclusion. | Percentage of ecosystem stakeholders who report a change in their mindset about the abilities of young women and men with disabilities to contribute to the economy | 70% | Percentage of stakeholders who participated in a DAT or any disability awareness sessions and report change in mindset about the abilities of youth with disabilities to contribute to the economy | Ecosystem stakeholders |
|  | Percentage of youth with disabilities who show a positive change in mindset about their ability to contribute to the economy | 80% | Percentage of youth with disabilities who have participated in the WCW academy or completed the WCW academy and have a change in mindset about their ability to contribute to the economy | youth with disabilities |
|  | Percentage of youth who report a positive change in how they relate to persons with disabilities | TBD after baseline | Percentage of youth without disability engaged in the WCW programme who have had a positive change in how they relate to persons with disability | Youth without disability |
|  | Percentage of organizations that report a positive change in how they relate to persons with disabilities | TBD after baseline | Percentage of YAW organization staff engaged in the WCW programme who have had a positive change in how they relate to persons with disability | YAW partner organization staff/leads |
|  | Percentage of youth with disabilities who report a positive change in how persons without disabilities relate to them | TBD after baseline | Percentage of youth with disability in the programme area who report a positive change in how persons without disability relate to them | youth with disability |
|  | Percentage of youth with disabilities who are empowered to make critical decisions and are in leadership roles | TBD after baseline | Percentage of youth engaged in the WCW academy who report being empowered enough to make critical decisions and are in leadership roles | youth with disability |
|  | Percentage of youth with disability who are able to actively advocate for their rights and inclusive economic empowerment | TBD after baseline | Percentage of youth engaged in youth led advocacy activities | youth with disability |
| Strategic outcome 2: Young women and men with disabilities have set up start-ups, agri-businesses or are growing their micro-enterprises or access waged jobs as a result of direct interventions. | Percentage of ecosystem actors that show improved scores on 3 out of 6 domains of the Disability Inclusion Scoring Card (policy, practices, finance, HR, accessibility and partnerships) | 70% | This percentage value is based on the respective maximum score achievable based on the sector-specific DISC tool used. | ecosystem stakeholders/actors |
|  | Percentage of youths who demonstrate improved learning outcomes | Young women and men with disabilities: 31,220  Young women and men without disabilities: 436,803 | Percentage of youth with disabilities who participated in the we can work academy and have higher scores in the post test after training (for increase in knowledge) | Youth with disabilities |
|  | Number of youths with disabilities who have participated in technical skills  trainings  Number of youths who demonstrate improvement is skills | 7,366 | Number of youth with disabilities who participated in the we can work academy skills trainingss  Number of youth with disabilities who have participated in we can work academy trainings and have higher scores (in skills acquisition) the post-test after training | Youth with disabilities |
|  | Number of youths with disabilities graduating from entrepreneurship skills training | 2,436 | Number of youth with disabilities who have participated in the we can work academy and graduated from the entrepreneurship track | youth with disabilities |
|  | Number of youths with disabilities with increased knowledge on Good Agricultural Practices | 10,920 | Number of youth with disabilities who have participated in the we can work academy and show increased knowledge on good agricultural practices  Number of youth with disabilities who have participated in the we can work academy and are utilizing good agricultural practices | youth with disabilities |
|  | Number of youths with disability who have secured contracts with corporate buyers or investors | 735 |  | youth with disabilities |
|  | Number of youths with disabilities in work experience placements | 2,450 | Number of youth with disabilities in work experience placements/internships as a result of the we can work academy | Youth with disabilities |
|  | Percentage of employers who report a positive change in their mindset about the abilities of young women and men with disabilities in workplaces | 1,715 |  | employers (Public and Private) |
| Strategic outcome 3: Young Africa Works program and other system actors intentionally and meaningfully reach out to young women and men with disabilities and ensure that they equally benefit from programs and services. | Number of organization staff that show improved Knowledge attitude and practices on disability inclusion   Number of organizations that show improved Knowledge attitude and practices on disability inclusion | 32,000 | Number of staff who have participated in the we can work programme and score higher in the KAP study after Disability Inclusion trainings | Staff of YAW partners |
|  | Number of organizations that are implementing the DISC actions plans | 3,200 | Number of organizations that are implementing action plans developed as a result of DISC, DAT and accessibility assessments | Organizations (YAW partners) |
|  | Percentage of Young Africa Works programs that have at least 5% of their participants as persons with disabilities | 65% | Percentage of Young Africa Works partners who have participated in the we can work academy and have at least 5% of their participants as persons with disabilities | YAW partners |
| Strategic outcome 4: Young women and men with disabilities enact agency through contributing to national and regional advocacy processes towards implementation of youth and disability-inclusive policies. | Number of OPDS (national & local) that have a youth wing | 21 | Number of OPDS (national & local) that participated in the we can work academy and have a youth wing | OPDs |
|  | Number of policy dialogues organized by the we can work programmes that have representation and meaningful participation of young women and men with disabilities | 50 | Number of policy dialogues organized by the we can work programmes that have representation and meaningful participation of young women and men with disabilities | Dialogues |