How to best evaluate capacity development?

Challenges and questions

- How can we measure if the advocacy itself work?
- OCA may force in the predefined categories rather than focus on capacity
- Measuring the effect of capacity building on the short term might be complicated
- Is it possible to use capacity development with participatory tools?
- Lack of knowledge on methods to collect data on the changes in terms of problems solved. Simple Kits/FGDs? Storytelling? Anything else?
- How much can we reasonably ask volunteers?
- Lack of time/lack of money
- How can we make sure to apply the knowledge and not just teach it?
- Unbalance when it comes to hierarchy
- General hesitance
- How to measure the change?
- Lack of trust

Tips, tools and success stories

- Use real cases from the field to base the capacity building on
- Carefully tested design
- Knowledge sharing sessions, mentoring
- Outcome Harvesting to categorize the information gathered in various ways, to find out patterns in what types of changes those who had been through a capacity building intervention.
- There is no quick fix - we need to understand the situation before designing
- Regular needs assessments
- Mentoring is also really helpful and rewarding
- Moving from "capacity" to "performance" assessment (i.e. better processes vs more success in advocacy)
- ACR was designed to facilitate organization's self-reflection about their OWN priorities, not to set standards like the traditional organizational capacity assessment
- Use logframes as a sort of guidance
- Use real cases from the field to base the capacity building on
- Ask to hand in practical documents.
- Small forms of capacity review - foundational trainings.
- Include community of practice
- Include politicians at community level
- Local community advocacy rounds
- Important networking component
- Creating ownership
- Moving from "capacity" to "performance" assessment (i.e. better processes vs more success in advocacy)
- The process of working and including locals creates trust
- Based on training objectives, enable locals to improve internal governance and create more projects
- Ideation sessions can hope to create a safe space to talk
- Make sure there is no hierarchy - clear and open discussions
- Storytelling and use of CoP
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Solutions

- Tips, tools and success stories
- Incorporate regular and inclusive review session
- Creating ownership
- Moving from "capacity" to "performance" assessment (i.e. better processes vs more success in advocacy)
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