UNITED NATIONS SYSTEM STAFF COLLEGE

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ONLINE

10 MAR 2025 - 27 JUN 2025

Theories of Change 2025

Data and Evaluation



LANGUAGE	DURATION	ENROLL BY	PRICE	LOCATION	TARGET
English	4 months	09 Mar 2025	Free	ONLINE	UN Only

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This course has been designed for evaluation staff at WFP interested in strengthening their knowledge of Theories of Change and how to effectively integrate the use of theories of change into their evaluation practice. The training is in line with the norms and standards of the United Nations Evaluation Group (UNEG) and tailored to evaluation within WFP context.

Introduction

In 2022, United Nations System Staff College and the WFP Office of Evaluation launched a collaboration to develop a certification scheme for evaluation, targeting WFP's evaluation cadre in the form of micro-credentials. To read more please click **here**. The Theories of Change micro-credential as part of this initiative, aims to enhance the abilities of evaluation managers to describe, (re)construct and review the quality of Theories of Change.

Objectives

Upon successful completion of the course, participants will be able to:

- Describe what Theories of Change (ToC) are and how they are used within intervention design, implementation, and evaluation;
- Iteratively construct and/or reconstruct a ToC, incorporating relevant theory, research, and/or stakeholder input;
- Review a ToC to check that it is (or remains) relevant and explicitly outlines the expected changes and assumptions along the causal pathways.

Course methodology

The course includes a range of synchronous and asynchronous activities. This approach ensures that participants not only gain solid knowledge and skills but also apply them.

Each module consists of:

- Selected readings, videos and discussion forums where participants consolidate and reflect on learning through the creation of micro-content (multimodal forum replies, etc.);
- Live instructor led thematic sessions;
- Mentoring sessions;
- On-the-job guided practice where participants apply the knowledge acquired in the micro-credential.

To view the study plan please click HERE.

Instructor-led webinars will be conducted on Zoom. Participants need a computer (or mobile device), a reliable internet connection and either a headset with a microphone to connect to the audio through a computer, or a telephone. We recommend accessing audio through your computer. No special software is required, but participants must be able to access Zoom. UNSSC will send access instructions to registered participants, and we recommend that you download the application and test your setup in advance.

The asynchronous component is designed and structured on UNKampus, one of UNSSC's online learning platforms.

Course contents

The micro-credential is composed of five thematic modules:

1. Introduction to Theories of Change
2. Key steps in constructing and reconstructing theories of change at different levels (strategy such as CSPs, programmes such as school feeding and intervention such as a single activity)
3. Visually depicting Theories of Change
4. Critically reviewing a Theory of Change
5. Reconstructing a Theory of Change

Target audience

Evaluation Staff at WFP.

The requirements to register for the TOC micro-credential are the following:

For M&E Officers working on decentralized evaluations

1. Completion of WFP Evaluation Foundations Course
2. Completion of the WFP How to Manage a Decentralized Evaluation or progress at least up to module 2 (preparation) if their evaluation has just started or about to start within 6 months from the time of registration
3. Experience as evaluation manager in at least one evaluation in WFP or another entity. If experience is only managing WFP evaluation, the planned evaluation should be starting in the next 6 months)

For Evaluation Officers and Research Analysts

1. Experience as evaluation manager (or experience as research analyst substantively engaging in and supporting the entire evaluation process) in at least one evaluation in WFP or another entity

Additional prerequisites

No additional prior knowledge or skills are needed for this micro credential. However, having had some exposure and level of familiarity using Theories of Change prior to the course may help participants get the most out of the course, as they will be able to bring their real-world work experience into the learning journey. Knowledge of results-based management will also be beneficial.

To apply

Applicants should have an evaluation that they will use for their on-the-job practice for the course. **Please include the title of the evaluation you will use for the course in your motivation statement and indicate in what phase it is in – planned, preparation, inception, reporting and analysis, or dissemination and follow-up.**

This course is offered to WFP staff only.

Applications will be carefully reviewed and only nominated participants will be contacted.

Cost of participation

Free