GRÓ Results Framework 2023-2027

Impact: Progress towards the SDGs through capable individuals and organisations				
Performance indicator, contribution	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P1. SDG N°5: targets		Official /UN documents	TBD	NA
P2. SDG N°7: targets		Official /UN documents	TBD	
P3. SDG N°14: targets		Official /UN documents	TBD	
P4. SDG N°15: targets		Official /UN documents	TBD	

Outcome: GRÓ fellows, trainees and respective organisations promote and implement changes needed to achieve SDGs relevant to their field of work				
Performance indicator	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P1. Management in partner organisations assess the training to be valuable for the organisation	82.5% (average 2018-2023)[i]	**Source:** Coordinated survey of partner organisations by GRÓ 3 years after graduation. **Means of verification:** Survey feedback.	70% of survey respondents assess the training to be valuable for the organisation.	Partner organisations recognise new knowledge, skills and competencies acquired by GRÓ fellows and trainees. Partner organisations will encourage returning staff members to practice and spread what they have learnt in GRÓ supported trainings. GRÓ fellows become leaders in their field. They use increased capacity to promote sustainability within their organisations and home countries.
P2. Graduates have used their training to share with colleagues and other experts in their respective field of expertise	78.9% (average 2018-2023)[i]	**Source:** Coordinated status survey of fellows by GRÓ 3 years after graduation. **Means of verification:** Survey feedback.	70% of survey respondents report they have used the training to share with colleagues and other experts.	
P3. Graduates have advanced professionally	73.5% (average 2018-2023)[i]	**Source:** Coordinated status survey of fellows by GRÓ 3 years after graduation. **Means of verification**: Survey feedback.	70% of survey respondents report they have advanced professionally.	Professional advancement of alumni will allow them to have greater impact through work as they will be better placed to shape policy and provide leadership in their respective fields.
P4. Graduates have used the training to increase the impact of their work in their field/sector	89.5% (average 2018-2023)[i]	**Source:** Coordinated status survey of fellows by GRÓ 3 years after graduation. **Means of verification:** Survey feedback.	70% of survey respondents report the training has advanced their contribution in their field/sector.	Graduates can increase impact of their work through various means, both at work and elsewhere.

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Output N°1: Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields				
Performance indicator	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P1. A: Number of experts trained in the GRÓ 5–6-month training programmes B: Gender ratio of experts trained C: Income category of countries of origine of experts trained	Annual # from 2021-2023 (by gender and income level of country)[i] A: 90 fellows B: 55% female C: 84% LDC+LMI	**Source**: Graduation documents provided by GRÓ programmes. **Means of verification**: Graduations documents.	A: 100 fellows (25 each TP) B: Gender ratio: 40/60 C: LDC and LMI $\geq$80%	Candidates for GRÓ training activities have basic working knowledge, skills, and some experience in their fields but benefit from applied training to further improve their skills, knowledge, and leadership abilities. Partner organisations recognize the need for developing these capacities and competencies and are willing to utilise GRÓ training opportunities for their staff. Partner organisations are willing and able to work with the GRÓ Programmes to establish priorities for training. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Quality of the 5–6-month training	63.5% (average 2018-2023 cohort)[i]	**Source:** Coordinated self-assessment survey at the end of training on knowledge, skills, and mindset. **Means of verification:** Survey feedback.	80% assess quality of training $\geq$8 on a scale of 1-10	Coordinated measures will be implemented across GRÓ programmes.

Output N°1 *(continued)*:				
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields				
Performance indicator	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P3. A: Number of teaching days of short courses in/for partner countries[ii] B: Number of participants C: Gender ratio of experts trained D: Income category of countries of origine of experts trained	Average 2017-2023[i]: A: 7 weeks annually[iii] B: 188 participants C: 36% female D: 87% of experts trained from LDCs+LMIs	**Source and means of verification:** Completion of training documents provided by course organisers (GRÓ programmes and partner organisations).	A: Annual target: $\geq$50 training days B: $\geq$207 participants trained by year (baseline + 10%) C: Gender ratio 40/60 D: LDCs+LMIs $\geq$80%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P4. Quality of short course training	Average from previous assessments. While limited statistical data is available the trainee feedback is positive.[i]	**Source**: Coordinated self-assessment survey at the end of training on knowledge and skills. **Means of verification**: Survey feedback.	$\geq$8 on a scale from 1 - 10 80% of course participants assess the course to be useful for enhancing skills and knowledge in the respective field.	Coordinated measures will be applied across GRÓ programmes.
P5. Number of live streaming/hybrid training courses	Average annual # from 2017-2023: 0.9 courses per year[i]	**Source and means of verification:** Completion of training documents provided by course organisers *(GRÓ programmes and partner organisation).*	1 course per year (Baseline + 10%)	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.

Output N°1 (continued):
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P6. Quality live streaming/hybrid training courses	% of participants assess course useful for enhancing skills & knowledge (relevant and helpful for job). Range 94-97% (2020-2022)	**Source:** Coordinated self-assessment survey at the end of training on knowledge and skills. **Means of verification:** Survey feedback.	≥8 on a scale from 1 - 10	Limited statistical data is available for measuring the quality of live streaming training courses. This is based on optional input from participants, and the reliability of data is therefore limited, however positive feedback from trainees gives an indication of the quality of live streaming training courses.
P7. Number of courses available online and number of participants newly enrolled in online courses	Average annual # online courses from 2018-2023[i]: 1 MOOC[iv] Annual # of participants newly enrolled. Limited data exists for baseline period: Total # of viewers of MOOCs as of end 2023: 36,264	**Source:** Course software data. **Means of verification:** GRÓ Programmes documents.	A new course launched every other year on average ≥ 600 new enrolments per year	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P8. A: Number of new GRÓ postgraduate studies scholarships provided annually. B: Gender ratio of recipients of new scholarships C: Income category of countries of origine of new scholarship recipients	Average annual # from 2017-2023:[v] A: 9,7 B: 49% female C: % of scholarship recipients from LDCs+LMIs: 91%	**Source and means of verification:** Admission confirmation to Icelandic or partner universities provided by universities. Recipients' progress reports.	A: Scholarships representing a total of 552 months pledged per year[vi] B: Gender ratio 40/60. C: ≥80% LDCs and LMI	The total number of months of support for each scholarship is counted at the time of provision, i.e. during the year. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.

Output N°1 *(continued)*:
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P9. Retention rate for master's and PhD students	Percentage of master's students who complete successive two years of study and graduate (2023-2024[vii]): 67% Percentage of PhD students who complete successive four years of study and graduate (2023-2024[viii]): 25%	**Source and means of verification:** Enrolment two years prior (master's) or four years prior (PhD) and graduation documents of those scholarship recipients.	Master's: $\geq$85% PhD: $\geq$80%	**Retention rate:** Percentage of master's students who complete successive two years of study and graduate. Percentage of PhD students who complete successive four years of study and graduate. There can be various reasons for scholarship recipients not completing their degrees within the given time frame. A low retention rate lowers the efficiency of the scholarship programme and signifies that graduates contribute less to development outcomes in their respective fields.
P10. A: Number of GRÓ postgraduate studies scholarship graduations B: Gender ratio of graduates	Average annual # of graduations from 2017-2023 A: 7,6 B: Gender ratio: 43% female	**Source and means of verification:** Graduations reported on GRÓ website, verified by GRÓ Training Programmes.	20 graduations per year Gender ratio 40/60	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.

Activities
1. GRÓ programmes run a 5–6-month training course annually in Iceland.
2. GRÓ programmes provide financial and technical support to develop and deliver short courses in partner countries.
3. GRÓ programmes develop and deliver online content and courses
4. GRÓ programmes offer scholarships to alumni to pursue graduate studies at Icelandic universities in their respective fields of study.

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Output N°2: Production and dissemination of new or increased knowledge by GRÓ training participants and scholarship recipients				
Performance indicator	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P1. Number of individual final project reports annually by GRÓ fellows	Average annual # from 2017-2023[i]: 88	**Source and means of verification:** Project reports approved by GRÓ Programmes.	≥95% of # of fellows each year	GRÓ training participants and scholarship recipients develop an understanding of the main issues in their fields. They learn about and develop innovative solutions applicable to issues in their home contexts to reduce poverty.
P2. Number of articles published in peer reviewed journals by postgraduate scholarship recipients and number of completed PhD theses *(research outputs)*	Average annual # from 2017-2023[i]: 4	**Source and means of verification:** Publication in peer reviewed journals.	4-5 (Baseline +10%)	GRÓ training participants and scholarship recipients undertake research that is relevant to address challenges in their home countries. Knowledge, techniques, policies, and strategies can be adapted and applied in a variety of contexts.

Activities
1. Applied final projects are part of the training curriculum in the GRÓ 5–6-month training programmes.
2. GRÓ offers scholarships for postgraduate programmes in GRÓ's areas of work.

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Output N°3: Professional empowerment of GRÓ training participants and scholarship recipients is increased through GRÓ community building and networking				
Performance indicator	**Baseline (B)**	**Source and means of verification**	**Target (T)**	**Assumptions**
P1. Number of alumni events organised and/or funded by GRÓ annually	Average annual # from 2017-2023 [i]: 4.6	**Source and means of verification:** Seminar documents and GRÓ website.	≥10	Participants in GRÓ training activities, teachers and fellows alike, have valuable knowledge and experience and learn from one another during the training and follow-up activities. GRÓ alumni interact and collaborate within their home countries, regions and beyond. As such, GRÓ alumni networks serve as mechanisms for south/south cooperation. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Number of GRÓ funded alumni participating in regional and international conferences	Average annual # from 2017-2023 [i]: 37.6	**Source and means of verification:** conference documents and GRÓ programmes' documents.	41 (Baseline # +10%)	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P3. % of short courses involving alumni in teaching and/or organisation of short courses in partner countries	Average annual # from 2017-2023 [i]: 73%	**Source and means of verification:** Course documents and verification from programme directors.	100%	

Activities
1. A GRÓ community is created across countries, regions, and the thematic fields of GRÓ by hosting alumni seminars and network events.
2. GRÓ alumni are supported to participate in regional and international conferences
3. GRÓ alumni are involved in teaching and organisation of short courses in partner countries.

[i] GOPA 2024 External Evaluation of GRÓ International Centre for Capacity Development, Sustainability and Societal Change, 2018-2023.

[ii] On-site training or a mixture of on-site and online training (hybrid).

[iii] Baseline data only available in weeks, but number of training days deemed more appropriate for measuring output.

[iv] GRÓ FTP produced videos on UNSDG14 that are available online. They are not included in the baseline as not a formal course.

[v] Average # of scholarshipmonths pledged annually during 2017-2023: 269 months (total 1.884 months)

[vi] 552 months refers the number of months pledged for 14 scholarships for master's and 6 scholarships for PhDs. In the previous result framework, the target was set at 20 new scholarships annually. As the ratio of master's to PhD scholarships may vary each year, it was decided to measure the number of pledged months instead and 552 months set as target.

[vii] Master's scholarship recipients receiving scholarships in 2021 and 2022.

[viii] PhD scholarship recipients receiving scholarships in 2019 and 2020.