

Online Resource 1. Selected outcome and output indicators

Disclaimer

This resource is a working document. It is by no means intended to be comprehensive. In order to add new and improve existing content, we welcome your comments and suggestions. Please contact Kevin Hempel (khempel@worldbank.org) to submit feedback. We will try to regularly update the material. Thank you.

The below indicators can also be disaggregated by age, gender, level of education, wealth, etc.

a) OUTCOMES

Category	Sub-category (if applicable)	Indicators
General		
Satisfaction with service	n/a	<ul style="list-style-type: none"> Number and percentage of youth who are satisfied with the service provided Number and percentage of youth who report having benefited from the program
Skills & Education		
Improved basic skills	n/a	<ul style="list-style-type: none"> Number and percentage of youth demonstrating the ability to read basic sentences Number and percentage of youth reporting the ability to read a book or newspaper Number and percentage of youth reporting the ability to write a letter Number and percentage of youth demonstrating the ability to make simple calculations Number and percentage of youth who successfully pass training exam
Improved behavioral/ life skills	Decision making	<ul style="list-style-type: none"> Number and percentage of youth reporting to be considering alternative outcomes of their choices Number and percentage of youth reporting an improved ability to think critically and problem-solve Number and percentage of youth reporting ability to set long term goals for themselves
	Problem solving	<ul style="list-style-type: none"> Number and percentage of youth reporting to be looking for information to better understand the problem Number and percentage of youth reporting to be considering alternative solutions when faced with a problem Number and percentage of youth demonstrating creativity in addressing an issue
	Communication	<ul style="list-style-type: none"> Number and percentage of youth reporting ability to listen carefully to what other says Number and percentage of youth reporting confident to ask questions Number and percentage of youth reporting ability to state thoughts, feelings, and ideas to others Number and percentage of youth reporting ability to settle disagreement in ways that are not harmful
	Leadership	<ul style="list-style-type: none"> Number and percentage of youth reporting ability to take responsibility for their actions Number and percentage of youth reporting ability in organizing a group to reach a goal Number and percentage of youth reporting to take risk to accomplish a goal Number and percentage of youth reporting to be confident when handling challenges opportunities Number and percentage of of youth demonstrate an understanding of leadership

		principles
	Marketable skills	<ul style="list-style-type: none"> • Number and percentage of youth demonstrating that they can follow instruction when given to them • Number and percentage of youth reporting to accept responsibility for doing the job • Number and percentage of youth reporting an improved ability to work in a team
	Healthy lifestyle choices	<ul style="list-style-type: none"> • Number and percentage of youth reporting to avoid risky behavior • Number and percentage of youth reporting to choose activities that promote physical health and well being
	Self-responsibility	<ul style="list-style-type: none"> • Number and percentage of youth reporting to do what is right for themselves when with a group • Number and percentage of youth reporting to admit mistakes • Number and percentage of youth reporting to have control over personal goals and future • Number and percentage of youth reporting an increased confidence in their abilities
Improved financial literacy	Financial literacy	<ul style="list-style-type: none"> • Number and percentage of youth who can express their financial goals • Number and percentage of youth who succeeded in a basic financial arithmetic test • Number and percentage of youth understanding the importance of voluntary savings for retirement • Number and percentage of youth understanding the personal responsibility for covering individual losses in financial markets • Number and percentage of youth understanding the importance of having a financial cushion for life emergency and crisis situation • Number and percentage of youth comparing alternative financial services before obtaining a credit
	Banking Services	<ul style="list-style-type: none"> • Number and percentage of youth with knowledge about the functions of a bank, types of banks and financial institutions, types of services provided by banks (savings, loan and insurance services), how banks evaluate loan applications • Number and percentage of youth who compare financial services to meet a need; follow procedures for using bank products and services
	Savings	<ul style="list-style-type: none"> • Number and percentage of youth with knowledge about the purpose of savings; different ways to save; different places to save; what to consider in shopping around for a savings account (accessibility, safety, costs) • Number and percentage of youth who make a savings plan; apply to open a savings account
	Debt management	<ul style="list-style-type: none"> • Number and percentage of youth with knowledge about what a loan is; the advantages and disadvantages of credit; borrowing sources and options; the difference between principal and interest; elements of loans (interest rates, loan terms, fees, penalties, delinquency policies); commitments implied by taking a loan; consequences of delinquency and default • Number and percentage of youth who complete a loan application; read and understand a loan agreement; ask appropriate questions before taking a loan; assess repayment capacity; calculate the direct and indirect costs of taking a loan; calculate debt-to-income ratio; make a loan repayment plan
	Budgeting and cash-flow management	<ul style="list-style-type: none"> • Number and percentage of youth with knowledge about the purpose of a budget; the elements of a budget; the benefits of tracking cash flow; the benefits of a spending plan • Number and percentage of youth who track cash flow; construct a budget; make a spending plan

Employer perception	n/a	<ul style="list-style-type: none"> Percentage of employers rating youth hired after the program as meeting company needs Percentage of employers intending to employ youth for at least 12 months Percentage of employers intending to offer internships/apprenticeships/jobs to youth from the project in the future
Employment & labor market		
Improved employment	Employment status	<ul style="list-style-type: none"> Youth status in the labour market (employed, unemployed, jobless, underemployed), in percent Number and percentage of youth productively engaged (employment, part time job, formal and informal education, etc) Number and percentage of youth employed by sector (agriculture, manufacturing, services) Number and percentage of youth employed by type (employer, wage employment, own account, family and unpaid work) Days and hours worked per week (by type of activity)
	Employment Rate ; Job search time	<ul style="list-style-type: none"> Number and percentage of youth who find an internship X months after the intervention Number and percentage of youth who are employed X months after the intervention Number and percentage of youth who transitioned to formal employment within X months Number and percentage of youth who retain employment for at least X months Number and percentage of youth who remain unemployed after the intervention for 3 months or more
	Employment Options & Retention	<ul style="list-style-type: none"> Number of job interviews per beneficiary Number and percent of youth who accept a job offer Number and percent of youth receiving follow-up jobs after internship/apprenticeship Number and percent of youth in the same job X months after being placed
	Employment Quality	<ul style="list-style-type: none"> Average hourly/daily/monthly wage or earnings Number and percent of youth receiving non-wage benefits Number and percent of youth who have a contract Average length of contract Number and percent of youth who are formally employed Number and percent of youth who report decent workplace conditions
	Income/ Expenditure	<ul style="list-style-type: none"> Average hourly/daily/monthly wage or earnings Expenditure per week/month Monthly/Weekly expenditure per item Number and percent of youth who report being self-sufficient
	Enhanced business outcomes (for self-employed)	Business creation
Business characteristics		<ul style="list-style-type: none"> Number and percent of businesses still operating after 12/24 months Number of reported clients Number of employees Number of jobs created Total sales last week/month (in a good month, bad month) Total business profits per week/month Total exports Total taxes paid
Financing		<ul style="list-style-type: none"> Number and percentage of young self-employed who received loans by a MFI Number and percentage of youth who access commercial bank loan

		<ul style="list-style-type: none"> • Average loan size • Annual repayment rate • Number and percentage of loans fallen behind • Number and percentage of youth who access to 2nd, 3rd loan • Percentage of profits reinvested
Access and use of financial services		
Banking Services	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who have bank account • Number and percentage of youth who use bank services to support financial goals • Number and percentage of youth who have experience with multiple financial products (e.g., short-term savings account, fixed-deposit accounts, bank loans, ATM cards, debit cards, insurance product, money card, etc.) • Number and percentage of youth who have experience with multiple financial institutions (banks, insurance companies, burial societies, loan sharks, microfinance institutions, employers, retailers)
Savings	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who own an individual savings account • Number and percentage of youth in group savings program • Amount of current savings a) in bank account, b) with savings group, c) in all other locations • Number and percentage of youth who spend less than their income • Number and percentage of youth who have a realistic savings plan • Number and percentage of youth who put aside savings when money comes in • Number and percentage of youth who have an emergency fund
Debt management	n/a	<ul style="list-style-type: none"> • Perceived access to credit (could a loan of \$ xy be obtained?) • Reported sources of credit • Current level of outstanding loans • Number and percentage of youth who borrow with full understanding of terms • Number and percentage of youth who make loan payments on time • Number and percentage of youth who make a plan to reduce debt • Number and percentage of youth who avoid excessive debt • Number and percentage of youth who maintain a debt-to-income ratio below a specified amount (contextually defined—e.g., less than 33 percent)
Budgeting and cash-flow management	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who have identified a realistic financial goal • Number and percentage of youth who have made a written budget • Number and percentage of youth who follow a spending plan • Number and percentage of youth who have a plan for future expenditures
Financial negotiations	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who negotiate for what they want in business transactions • Number and percentage of youth who take an active role in decisions over own earnings
Financial well-being	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who report a reduction in financial stress • Number and percentage of youth who report greater satisfaction with financial situation • Number and percentage of youth who report reduced amount of time spent managing financial matters Reduction in number of times personal financial issues have interfered with work or other tasks • Number and percentage of youth who report financial stability (perception that financial situation is the same or better than a year ago; expectation that financial situation will be the same or better next year) • Number and percentage of youth who report reduced debt • Number and percentage of youth who report increased savings • Number and percentage of youth who report greater satisfaction with bank product or service

Risky behaviors		
Improved reproductive health	n/a	<ul style="list-style-type: none"> Number and percentage of youth who demonstrate correct knowledge of HIV/AIDS and contraception Number and percentage of youth who currently use contraceptive method Number and percentage of youth who report higher risk sex in the previous 3/6/12 months Number and percentage of youth who report being tested for HIV/AIDS in the last 3 months
Reduced substance abuse	n/a	<ul style="list-style-type: none"> Number and percentage of youth who report tobacco use, by frequency and amount Number and percentage of youth who report drug use (e.g. cannabis, cocaine, inhalants), by frequency and amount Number and percentage of youth who report alcohol use, by frequency and amount Number and percentage of youth who report binge drinking, by frequency
Reduced crime & Violence	n/a	<ul style="list-style-type: none"> Number and percentage of youth who report victimization in the previous week/month/year (by category of violence) Number and percentage of youth who report verbal/physical perpetration in the previous week/month/year Number and percentage of youth who perceive verbal/physical violence as acceptable behaviors Number and percentage of youth who report membership in gangs and rebel groups Number and percentage of youth who report to (re-)act aggressively in a given situation Number and percentage of youth who report regularly carry a weapon (e.g. knife, gun, etc.) Number of days spent in prison
Family formation		
Sexual initiation	n/a	<ul style="list-style-type: none"> Number and percentage of youth who report sexual initiation by age X Number and percentage of youth who report having several sexual partners Average number of sexual partners by age 18/24
Marriage patterns	n/a	<ul style="list-style-type: none"> Average age of first marriage Average desired age of marriage
Number of children	n/a	<ul style="list-style-type: none"> Number of biological children (currently; at age 18) Average desired total number of children
Citizenship		
Enhanced voting behavior	n/a	<ul style="list-style-type: none"> Number and percentage of youth who have voted in previous election (local, national, etc.) Number and percentage of youth who report intention to vote in upcoming election
Increased community engagement	n/a	<ul style="list-style-type: none"> Number and percentage of youth who participate / are members in youth organizations, councils, cultural committees, sports clubs, music/dancing group, church, etc. Number and percentage of youth who volunteer in community activities Number and percentage of youth who engage in community and political leadership roles Number and percentage of youth who demonstrate knowledge of local and regional politics
Increased empowerment	n/a	<ul style="list-style-type: none"> Number and percentage of youth who demonstrate knowledge and awareness of rights and procedures Number and percentage of youth who report confidence in accessing services and

		<p>exercising rights</p> <ul style="list-style-type: none"> • Number and percentage of youth who report having access to social networks (economic and political) • Number and percentage of youth who report assuming leadership role in class or community • Number and percentage of youth who report having making their own decisions on: whether to keep and how to use their money, when to get married, whether or not to have sex, condom use, leaving the house, visiting friends, etc.)
Mental health (Psycho-social development)		
Improved sense of self-worth / reduced depression	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who report they can achieve the same things as others • Number and percentage of youth who report feeling confident doing things on their own • Number and percentage of youth who report feeling satisfied with themselves • Number and percentage of youth who report high levels of self-esteem • Number and percentage of youth who report feeling unloved • Number and percentage of youth who express doubts about the whether it is worth to keep living
Improved sense of control / reduced anxiety	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who feel confident about the future • Number and percentage of youth who report that they have a good sense of where they are headed in their life • Number and percentage of youth who report feeling helpless • Number and percentage of youth who report worrying about many things • Number and percentage of youth who report they get angry easily
Improved sense of integration / pro-social behaviors	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who feel lonely • Number and percentage of youth who report they like spending time with others • Number and percentage of youth who prefer being alone rather than with family or friends • Number and percentage of youth who feel confident inviting others to play/go out/etc. • Number and percentage of youth who enjoy talking with their peers • Number and percentage of youth who report sharing with others • Number and percentage of youth who report helping others • Number and percentage of youth who report sharing feelings with others
Reduced hostility	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who report they threaten to hurt others • Number and percentage of youth who report they disobey parents /guardians or teachers • Number and percentage of youth who report they destroy their own belongings or things that belong to others • Number and percentage of youth who report they use abusive language
Human Capital Investment		
Enhanced education status	n/a	<ul style="list-style-type: none"> • Education level (highest level reached in school) • Number of years spent in education • Number and percentage of youth who are attending formal education • Number and percentage of youth who have dropped-out of formal education • Number and percentage of youth who would like to return to school • Number and percentage of youth who have taken actions to continue schooling/training within the next 3/6/12 months (e.g. gathered information, registered, etc.) • Number and percentage of youth who are enrolled in high-school / college within 3/6/12months of the program
Increased	n/a	<ul style="list-style-type: none"> • Amount spent on own education

education expenditure in past 12 months		<ul style="list-style-type: none"> • Amount spent on education of biological children • Amount spent on education of other family members • Amount spent on education of non-family members
Increased health expenditures in past 12 months	n/a	<ul style="list-style-type: none"> • Amount spent on own health • Amount spent on health of biological children • Amount spent on health of other family members • Amount spent on health of non-family members
Positive inter-generational effects	n/a	<ul style="list-style-type: none"> • Number and percentage of pregnant women receiving prenatal care • Number and percentage of young mothers whose biological children 0-5 receive complete immunizations for their age group • Number and percentage of young mothers whose biological children 0-5 participate in growth monitoring according to agreed protocols in the area of intervention
Other outcomes		
Improved consumption & nutrition	n/a	<ul style="list-style-type: none"> • Levels of individual/household total consumption and expenditures • Levels of individual/household food consumption (including fruit and vegetables) • Number and percentage of youth who report they have been worried in the past 1/3/6 months that their household would run out of food before new money came in • Number and percentage of youth who report cutting the size of or skipping meals because there wasn't enough money for food in the past 1/3/6 months
Improved perceptions & aspirations	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who report improvements in living standard • Number and percentage of youth who report being satisfaction with current life
Improved social networks and safe spaces	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who participate / are members in youth organizations, councils, cultural committees, sports clubs, music/dancing group, church, etc. • Number and percentage of youth who report having many friends in their neighborhood/community • Number and percentage of youth who report having made new friends in the past 6 months • Number and percentage of youth who report having discussed intimate topics with a friend (e.g. financial problems, HIV/AIDS, family planning, violence, marriage) • Number and percentage of youth who report having a safe place outside their home/school to meet non-family friends
Enhanced household and community relations (social cohesion)	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who feel safe in their neighborhood/community • Number and percentage of youth who report having trust in parents / other adults • Number and percentage of youth who report improved relationships with family and/or non-family members • Number and percentage of young people that report they have enough people they can count on for emotional support • Number and percentage of youth who report disputes/conflicts with family and non-family members, by frequency • Number and percentage of youth who report cases of domestic violence, by frequency • Number and percentage of youth who report having been teased/bullied in the past week
Improved	n/a	<ul style="list-style-type: none"> • Number and percentage of youth who report living without their parents to be

housing & shelter		<p>independent</p> <ul style="list-style-type: none"> • Number and percentage of youth who report owning/renting a place on their own • Number and percentage of youth who report that their house/apartment has basic infrastructure (running water, electricity, etc.)
Mobility / Migration	n/a	<ul style="list-style-type: none"> • Current place of residency • Residency 6/12/24 months ago • Number and percentage of youth who report intentions to migrate (within the country/outside the country)
Systemic & institutional outcomes		
Increased capacity of counterparts to deliver effective programming	n/a	<ul style="list-style-type: none"> • Number of key counterparts who report increased awareness about youth issues • Number of public officials who demonstrate increased competencies in effective youth programming • Number of NGOs served by the program that show expanded capacities to deliver youth development services that meet minimum standards (e.g. measured by evidence-based program design, use of results framework, etc.) • Number of public and private programs that integrate design features and/or lessons learned from demonstration project
Increased focus on youth issues by policymakers and CSOs	n/a	<ul style="list-style-type: none"> • Amount of public and private resources leveraged in support of the project (e.g. co-funding and/or follow-up funding) • Amount of public and private resources leveraged in support of other youth-focused activities • Extent of institutional changes to support youth employment (e.g. new departments, number of employees, budget, etc.) • Number of new youth livelihood programs informed by demonstration project • Number of new/expanded youth-friendly services available in targeted communities • Number of youth-focused events and campaigns organized by respective stakeholders • Number of youth-focused radio/TV, newspaper and other print articles
New alliances fostered	n/a	<ul style="list-style-type: none"> • Number of formal strategic alliances (nationally, regionally, locally) supporting comprehensive youth development programming • Number of projects sponsored by municipalities, private sector firms • Number of private sector, government and civil society partnerships formed through the program • Number of non-target institutions who requested to adopt the program's methodology, models, and tools as part of their activities
Improved policy climate for addressing existing youth	n/a	<ul style="list-style-type: none"> • Number of key policy changes related to youth following project implementation and/or advocacy efforts • Number of Ministry field directorates that support expanded programming in employment, entrepreneurship, youth-friendly service delivery, and civic engagement • Quality of implementation of national plans as assessed by key stakeholders • Number and functionality of coordination mechanisms on youth employment at national and local levels
Enhanced community involvement	n/a	<ul style="list-style-type: none"> • Number of projects with participation by other NGOs, community groups, etc. • Number of organizations involved in meetings/assemblies

Source: Compiled from various sources.

The section on “financial literacy” and “access and use of financial services” was informed by Sebstad, J., Cohen, M., Stack, K. 2006. *Assessing the outcomes of financial education*. Washington DC.

Hempel, Kevin and Nathan Fiala. 2011. *Measuring Success of Youth Livelihood Interventions: A Practical Guide to Monitoring and Evaluation*. Washington DC: Global Partnership for Youth Employment.

<http://microfinanceopportunities.org/docs/Assessing%20the%20Outcomes%20of%20Financial%20Education.pdf>

b) ACTIVITIES & OUTPUTS (by type of livelihoods program)

Category	Activity indicators	Output indicators
General	<ul style="list-style-type: none"> • Number of initiatives/sessions implemented • Number of service hours delivered • Date by which service was provided • Percentage of target population covered by services offered 	<ul style="list-style-type: none"> • Number of program participants • Share of participants by gender, age, level of education, employment status, household income, location, etc. • Enrollment rate (by individual characteristics) • Attendance rate (by individual characteristics) • Dropout rate (by individual characteristics) • Number of teachers, trainers, facilitators, counselors trained by the program
Training and skills development	<ul style="list-style-type: none"> • Number of training courses set up by the program (by type of institution, e.g. training at enterprises, in private training institutions, in public training institution) • Number and share of training centers/schools covered • Number of workshops/seminars offered • Number of training hours /cycles • Number of youth screened / enrolled • Number of employers offering internships • Number of internships provided • Number of visits made to youth during internship 	<ul style="list-style-type: none"> • Number and percentage of youth who complete at least 70%/80% of the training • Number and percentage of youth completing the basic/technical/life skills training • Number of youth placed in internships/apprenticeships • Average length of internships provided (in weeks) • Completion rate of internship • Number of completion certificates awarded
Public work/public services	<ul style="list-style-type: none"> • Number of workfare projects launched by type and location • Number of municipalities providing public work/services • Number of public service projects initiated • Total number of available spots in public work /public service projects 	<ul style="list-style-type: none"> • Number of beneficiaries employed in each activity • Number of temporary jobs created (by type and sector) • Average duration of jobs created (in weeks) • Share of youth participating in employment created by the program • Hours/days worked in employment created by the program (male/female) • Level of wages paid to workers (per day, per month, by location, etc.) • Average amount of benefits paid • Number and percentage of beneficiaries accessing (basic) services created by the program • Quality of projects completed
Job search assistance and placement support	<ul style="list-style-type: none"> • Number of career counseling services created (in labor offices, in schools, etc.) • Number of job counseling session offered • Number of CVs sent to employers • Number of job fairs organized • Number of hours the average beneficiary 	<ul style="list-style-type: none"> • Number of youth participating in job placement services • Number of companies and youth participating in local career/job fair • Number of youth who completed job placement services

	receives assistance	<ul style="list-style-type: none"> Number and percentage of youth matched with employers
Youth inclusive financial services (including microcredit)	<ul style="list-style-type: none"> Number of workshops organized for participating financial institutions Micro-loan scheme for young entrepreneurs launched Youth-targeted savings account created Percentage of district coverage for financial literacy campaign 	<ul style="list-style-type: none"> Number of staff trained in partner financial institutions Number of business loans issued to young people (by type of enterprise) Average loan size Total amount of credit disbursed Number of youth saving accounts opened Number of youth who are part of saving clubs or have accounts
Youth enterprise & entrepreneurship	<ul style="list-style-type: none"> Number of hours of business training offered Number of business plan competitions organized Number of hours of support services provided Number of grants/loans made available to young entrepreneurs Average number of hours mentors provide support per week/month 	<ul style="list-style-type: none"> Number and percentage of youth receiving business training Number of youth who submitted a complete business plan Number of youth enterprises supported annually Number and percentage of supported entrepreneurs assigned to a mentor Number and percentage of youth talking to their mentor at least once every 1/2/4 weeks Trainees to trainer (or mentor) ratio

Source: compiled from various sources