

## GRÓ Results Framework 2023-2027

Impact: Progress towards the SDGs through capable individuals and organisations				
Performance indicator	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.	Under collection	<b>Source:</b> Coordinated survey of partner organisations by GRÓ 3 years after graduation.  <b>Means of verification:</b> Survey feedback.	70% of survey respondents assess the training to be valuable for the organisation	<p>Partner organisations recognise the new knowledge, skills and competencies acquired by GRÓ fellows and other GRÓ trainees.</p> <p>Partner organisations will encourage returning staff members to practice and spread what they have learnt in GRÓ supported trainings.</p> <p>The GRÓ fellows become leaders in their field of expertise. They use the increased capacity gained through the GRÓ training to promote sustainability within their sphere of influence in their organisations and home countries.</p>
P2. Graduates have used the training to advance their contribution in their field/sector of work.	Under collection	<b>Source:</b> Coordinated status survey of fellows by GRÓ 3 years after graduation.  <b>Means of verification:</b> Survey feedback.	70% of survey respondents report the training has advanced their contribution in their field/sector.	
P3. Graduates have used their training to share with colleagues and other experts in their respective field of expertise.	Under collection	<b>Source:</b> Coordinated status survey of fellows by GRÓ 3 years after graduation.  <b>Means of verification:</b> Survey feedback.	70% of survey respondents report they have used the training to share with colleagues and other experts.	
P4. Graduates have advanced professionally (e.g. promotion or received scholarship for further studies).	Under collection	<b>Source:</b> Coordinated status survey of fellows by GRÓ 3 years after graduation.  <b>Means of verification:</b> Survey feedback.	70% of survey respondents report they have advanced professionally.	

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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
<b>P1.</b> Number of experts trained in the GRÓ 5-6-month training programmes	Annual # from 2017-2022 ( <i>by gender and income level of country</i> )	<b>Source:</b> Graduation documents provided by GRÓ programmes.  <b>Means of verification:</b> Graduations documents.	100 fellows ( <i>25 each programme</i> )  Gender ratio 40/60.  LDC and LMI+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 therefore willing to utilise GRÓ training opportunities for their staff members.  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.
<b>P2.</b> Quality of the 5-6 month training	( <i>No coordinated measures available</i> ) Average from previous assessments.	<b>Source:</b> Coordinated self-assessment survey at the start and end of training on knowledge, skills, and mindset.  <b>Means of verification:</b> Survey feedback.	>4 on a scale from 1 - 5	Coordinated measures will be implemented across GRÓ programmes.
<b>P3.</b> Number of graduates eligible for 30 ECTS credits/ Diploma degree at completion of 5-6 month training ( <i>ratio from enrolled fellows</i> ). Only applicable for GEST and LRT fellows.	Graduation ratio 9/10	<b>Source and means of verification:</b> Diploma certificates issued by University of Iceland and Agricultural University of Iceland.	Graduation ratio 9.5/10	

## GRÓ Results Framework 2023-2027

### 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
<b>P4.</b> Number of short courses (5-7 days) in partner countries	Annual # of weeks of on-site training from 2017-2022  # of participants in short courses (by gender)	<b>Source and means of verification:</b> Completion of training documents provided by course organisers (GRÓ programmes and partner organisation).	Annual target: 10 weeks of on-site training  # of participants trained by year (by gender): baseline + 10%  Gender ratio 40/60.	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
<b>P5.</b> Quality of short course training	Average from previous assessments.	<b>Source:</b> Coordinated self-assessment survey at the end of training on knowledge and skills.  <b>Means of verification:</b> Survey feedback.	>4 on a scale from 1 - 5 80% of course participants assess the course to be useful for enhancing skills and knowledge in the respective field.	Coordinated measures will be implemented across GRÓ programmes.
<b>P6.</b> Number of live streaming training courses	Annual # from 2017-2022	<b>Source and means of verification:</b> Completion of training documents provided by course organisers (GRÓ programmes and partner organisation).	Baseline + 10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
<b>P7.</b> Quality live streaming training courses	(No coordinated measures available)	<b>Source:</b> Coordinated self-assessment survey at the end of training on knowledge and skills.  <b>Means of verification:</b> Survey feedback.	>4 on a scale from 1 - 5	

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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
<b>P8.</b> Number of online courses and number of participants in the online courses.	Annual # from 2017-2022	<b>Source:</b> Course software data. <b>Means of verification:</b> Survey feedback.	Baseline +10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
<b>P9.</b> Quality of online training	<i>(No coordinated measures available)</i>	<b>Source:</b> Coordinated self-assessment survey at the start and end of training on knowledge and skills. <b>Means of verification:</b> Survey feedback.	>4 on a scale from 1 - 5	
<b>P10.</b> Number of GRÓ graduate studies scholarships provided annually	Annual # from 2017-2022: Master's and PhD <i>(by gender)</i>	<b>Source and means of verification:</b> Admission confirmation to Icelandic or partner universities provided by universities. Recipients' progress reports.	20  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.

## GRÓ Results Framework 2023-2027

Output N°2: Production and dissemination of new knowledge by GRÓ training participants and scholarship recipients				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
<b>P1.</b> Number of research outputs ( <i>research project reports</i> ) annually by GRÓ fellows.	Annual # from 2017-2022	<b>Source and means of verification:</b> Research projects papers confirmed on GRÓ's website.	100 ( <i>25 each programme</i> )	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.
<b>P2.</b> Number of master's thesis published annually by GRÓ scholarship recipients ( <i>research output</i> ).	Annual # from 2017-2022	<b>Source:</b> Published thesis at universities' websites <b>Means of verification:</b> Published master's thesis.	One thesis per master's scholarship recipient.	
<b>P3.</b> Number of PhD papers published annually by GRÓ scholarship recipients ( <i>research outputs</i> ).	Annual # from 2017-2022	<b>Source and means of verification:</b> Publication in research journals.	TBD	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.

## GRÓ Results Framework 2023-2027

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
<b>P1.</b> Number of alumni events organised by GRÓ annually	Annual # from 2017-2022	<b>Source and means of verification:</b> Seminar documents.	≥10	<p>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.</p> <p>GRÓ alumni interact and collaborate within their home countries, regions and beyond. As such, GRÓ alumni networks serve as mechanisms for south/south cooperation.</p> <p>In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.</p>
<b>P2.</b> Number of GRÓ funded alumni participating in regional and international conferences	Average annual # from 2017-2022	<b>Source and means of verification:</b> conference documents and GRÓ programmes' documents.	Baseline # + 10%	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
<b>P3.</b> % of short courses involving alumni in teaching and organisation of short courses in partner countries.	Annual # from 2017-2022	<b>Source and means of verification:</b> 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 international and regional conferences
3. GRÓ alumni are involved in teaching and organisation of short courses in partner countries.