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## Deliverable 2.2 - Curriculum for impact management and measurement

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FINAL VERSION				
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## **Deliverable 2.2 Curriculum for impact management and measurement**

### **Introduction:**

This document represents 1<sup>st</sup> draft version of the Curriculum for impact management and measurement which we are developing as part of the WISEs4Youth project. Aim of this curriculum is to present material (theoretical and practical) that will empower representatives of the project partners so that they become SIMM (Social impact measurement and management) topic trainers for direct users (representatives of WISEs) in their countries. Through this curriculum which represents a 2-day SIMM training, participants will be able to increase their knowledge of the given topic and hear/share their own experiences and practically apply it, creating a SIMM framework, on their own example. In this way, representatives of project partners will be able to adopt the necessary SIMM theory and practically confirm it through their own example in order to be able to present it to the WISE representatives, in their specific environment/organizations.

### **Objectives:**

- Understand what a Social Impact Measurement and Management (SIMM) is
- Recognize the benefits, opportunities and challenges of implementing SIMM in your own environment (and WISE)
- Get to know new approaches/methodologies/tools
- Be able to develop a SIMM framework and implement it in your own environment - measure social/environmental outcomes and impact
- Be ready to transfer the acquired knowledge to others

### **Participants:**

25 participants from the following groups:

- Direct: Representatives of project partners – Trainers who will conduct training on SIMM in partner countries
- Indirect: Representatives of WISEs – Young people who have enabler or supporter role in WISEs and will participate in the SIMM training



#### Competences:

- Training/teaching competencies
- Speaking/Communication competencies
- Logical thinking

#### Learning content:

##### D1

- Introduction and presentation of the purpose of the training
- Purpose, context and concept of SIMM, SIMM cycle
- Basic SIMM logic - Value creation
- Key SIMM principles
- Key SIMM questions and challenges
- SIMM Trends, approaches and tools
- *Open questions and closure of the first day*

##### D2

- Key steps in developing your own SIMM framework
- Practical work (Theory to practice) - Developing your own SIMM framework and implementation plan
- Open questions – thematic (SIMM related) and technical (implementation of training with WISE representatives)
- *Closing of the training*

#### Duration:

- **Face to face training:** 2 days / up to 8 hours per day with breaks and lunch.

#### Training strategies:

To achieve the aforementioned objectives, the development of a training methodology based on the following premises is proposed:

- The training will be preceded by a short pre-assessment questionnaire in order to further determine the level of knowledge of the participants on the given topic and potential expectations
- The training is based on the theory concepts and learning in practice, based on the already known approaches and methodologies/tools; therefore, the training methodology will be mainly active and practical
- The estimated level of the subject matter (represented in the training and related materials) is an intermediate level



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- The training sessions will be carried out in presential context, therefore, materials will be created and training tools will be developed and shared
- The participation of the trainees will be necessary during the training (2 days) and they will be able to use the training materials/tools after the training
- The trainers will promote activities in which the trainees will be able to interact and exchange experiences and knowledge

#### Methodology:

- Active and participatory, led by a trainer
- Work in groups and independently
- Self-reflection on participants own experience

#### Training materials:

- **Face-to-face sessions:** The trainer will be in charge of each session an inclusive learning space, safeguarding the use of focus methodologies, very visual and practical materials. The language will be adapted to the level of understanding of the participants – estimated level of the subject matter (represented in the training and related materials) is an intermediate level
- Training materials will be developed based on the already known approaches and methodologies/tools and shared to the participants (some parts even before the training) – Representatives of project partners can use the same materials (in English or translated) when conducting the training in their own countries
- Training materials will consist of:
  - Presentations
  - Practical exercises
  - Step by step SIMM framework development methodology
  - Literature
- Training materials will be prepared in English language (each PP can translate it to the national language)



Time / Duration	DESCRIPTION / D1
8 hours	<p><b>D1</b></p> <ol style="list-style-type: none"> <li>1. Introduction and presentation of the purpose of the training</li> <li>2. Purpose, context and concept of SIMM, SIMM cycle</li> <li>3. Basic SIMM logic - Value creation</li> <li>4. Key SIMM principles</li> <li>5. Key SIMM questions and challenges</li> <li>6. SIMM Trends, approaches and tools</li> <li>7. <i>Open questions and closing of the first day</i></li> </ol> <p><b>* Lunch break (45 or 60 min around 12:00) and minor breaks included</b></p>
60 min	<p><b>Introduction and presentation of the purpose of the training</b></p> <p>The trainer has prepared and looked through all associated materials. She/He welcomes all attending participants and reviews the general goals of this curriculum and training, link to the SEB curriculum, reviews expectations and presents of the project itself.</p> <p>All participants will briefly introduce themselves.</p> <p>She/He briefly presents the training process and the content overview and all technical details</p> <p><b>*The trainer has all the participants sign the attendance sheets.</b></p>
90 min	<p><b>Purpose, context and concept of SIMM, SIMM cycle</b></p> <p>In this session, the trainer together with the participants tries to clarify and define purpose, context and concept of SIMM.</p> <p>Current trends related to SIMM, stakeholders involved, recognized benefits of SIMM are indicated (focus on business), stages of SIMM adoption in organizations, basic logic and 3M concept (Measurement, Management and Maximazing) are presented.</p> <p>Also, the general SIMM cycle framework development in an organization will be presented.</p> <p>This will help participants to have a common understanding of what SIMM is and why it is important.</p>



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120 min	<p><b>Basic SIMM logic - Value creation</b></p> <p>In this session, the basic logic of SIMM, the value (chain) creation, is presented.</p> <p>Value creation will be presented through examples. Basic logic: inputs/resources -&gt; activities -&gt; outputs/products -&gt; outcomes -&gt; impact and relation to the basic project logic which is familiar to most of the organizations will be presented.</p> <p>This will help the participants to understand how our interventions/activities create value to the stakeholders.</p>
60 min	<p><b>Key SIMM principles</b></p> <p>In this session, key principles will be presented, which organizations developing and implementing SIMM should adhere to</p> <p>This will help participants to have common general guidelines when they develop and implement their SIMM frameworks, regardless of the approaches, tools they use.</p>
40 min	<p><b>Key SIMM questions and challenges</b></p> <p>In this session, key SIMM questions and challenges from an organizational perspective as preparation for entering SIMM will be identified.</p> <p>This will help participants to make organizational SIMM scope and anticipate possible challenges in the development and implementation of the SIMM framework.</p>
30 min	<p><b>SIMM Trends, approaches and tools</b></p> <p>In this session, a brief overview of approaches and tools will be presented.</p> <p>This will help participants identify some of the more familiar SIMM tools/approaches and understand the key differences between them, in order to know which is more applicable depending on the organizational strategy and scope.</p>
20 min	<p><b><i>Open questions and closing of the first day</i></b></p> <p>Brief overview of the day, open questions and reflection of the participants</p>



Time / Duration	DESCRIPTION / D2
7 hours	<p><b>D2</b></p> <ol style="list-style-type: none"> <li>1. Key steps in developing your own SIMM framework</li> <li>2. Practical work (Theory to practice) - Developing your own SIMM framework and implementation plan</li> <li>3. Open questions – thematic (SIMM related) and technical (implementation of training with WISE representatives)</li> <li>4. <i>Closing of the training</i></li> </ol> <p><b>* Lunch break (45 or 60 min, around 12:00) and minor breaks included</b></p>
45 min	<p><b>Key steps in developing your own SIMM framework</b></p> <p>In this session a brief overview of the basic steps an organization must go through to develop its SIMM framework will be presented.</p> <p>This will help participants to understand what are the basic steps based to create a draft of their own SIMM framework regardless of the specifics of the organization.</p>
240 min	<p><b>Practical work (Theory to practice) - Developing your own SIMM framework and implementation plan</b></p> <p>In this session, participants will develop their SIMM framework (on an existing or fictional organization, project, program, etc.).</p> <p>This will help participants to confirm the knowledge gained from the first day in practice and also develop a SIMM framework draft that can be the base to start their own SIMM journey. This will help them to immerse themselves in the role of someone developing a SIMM framework and to recognize possible challenges on the way from planning to implementation of a SIMM framework.</p>
60 min	<p><b>Open questions – thematic (SIMM related) and technical (implementation of training with WISE representatives)</b></p> <p>In this session, the participants will discuss open thematic questions as well as more technical questions related to the very implementation of the training with future participants of the SIMM training in PP countries. Some plans/recommendations for the SIMM training preparation in the PP countries will be considered.</p>



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	This will help the participants to better prepare for the trainings that they will have to hold themselves in their countries.
15 min	<b><i>Closing of the training</i></b> Brief overview of the day/training, open questions and reflection of the participants.