FAITH / COMMUNITY LEADERS' KNOWLEDGE AND SKILLS

Output indicator

Indicator Phrasing

INDICATOR PHRASING: number of faith / community leaders who gained the desired knowledge and skills

Français: to be added later

What is its purpose?

The indicator measures the number of faith / community leaders who gained the desired knowledge and skills. Not only can this indicator be used for a single activity (e.g. training), but also for the sum of different knowledge and skills-transfer activities (e.g. practical demonstrations, coaching, training, provision of learning materials, etc.).

How to Collect and Analyse the Required Data

Determine the indicator's value by using the following methodology:

1) **Define a limited number of the most important knowledge or/and skills** that the faith / community leaders should gain as a result of the provided support. Avoid having unrealistically high or unnecessarily low requirements by verifying the test's difficulty by **pre-testing** it with several respondents.

2) **Prepare simple tests** assessing whether the targeted faith / community leaders have the pre-defined, most important knowledge and/or skills.

3) **Decide the minimum result a person needs to reach** in order to pass the test (for example, answering correctly at least 7 out of 10 knowledge-related questions and performing correctly at least 3 out of 5 tested skills).

4) Administer the test to a [representative sample](#) of the faith / community leaders by using a combination of:

  > **a written test** (in the case of literate persons) or interview where the data collector asks knowledge-related questions and records whether the respondent provided correct answers (in the case of largely illiterate persons)

> **observations** where the faith / community leaders are asked to perform the tested skill and the data collector records whether it was performed correctly

5) **Count** the number of respondents that reached the minimum required result (see point 2 above).

6) To **calculate the indicator's value,** divide the number of faith / community leaders who attained the minimum required knowledge/skills by the total number of tested faith / community leaders and multiply the number by 100. For example, 160 people who passed the test divided by 200 people who took the test multiplied by 100 equals an 80% success rate.

For the next step, multiply this "success rate" by the total number of targeted faith / community leaders (e.g., 80% multiplied by 500 equals to 400 faith / community leaders who acquired the desired knowledge / skills).

Important Comments

1) Always **conduct both a "pre-test" and "post-test"** – otherwise you will not know the extent to which the faith / community leaders changed their knowledge and skills.

2) Decide whether to measure the direct effect of a one-off activity (e.g. a workshop) or the effect of a longer learning process (e.g. series of several trainings over a period of time).

3) If possible, **conduct the "post-test" twice** – once immediately after the "capacity building" activity is completed (showing you the immediate learning) and then 1-2 months later (showing you the knowledge and/or skills which people actually remember and might use). However, the **tests do not need to relate to a single activity only** (e.g. training) – they can be provided during the baseline and endline surveys, assessing the overall change in the target faith / community leaders' specific knowledge and/or skills.