Kiribati Threshold Program

Monitoring and Evaluation Plan

November 2024
Version 1

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PREAMBLE

This Monitoring and Evaluation (M&E) Plan:

- is an extension of the Preliminary M&E Plan included in the Kiribati Threshold Program Grant Agreement signed on September 25, 2023, between the United States of America, acting through the Millennium Challenge Corporation (MCC) and the Republic of Kiribati, acting through the Ministry of Employment and Human Resource;
- will support provisions described in the Kiribati Threshold Program Grant Agreement; and
- is governed by and follows the principles stipulated in MCC's Policy for Monitoring and Evaluation (MCC M&E Policy).

This M&E Plan is considered a binding document, and failure to comply with its stipulations could result in suspension of disbursements. It may be modified or amended as necessary following the MCC M&E Policy, and if it is consistent with the requirements of the program agreement and any other relevant supplemental legal documents.

LIST OF ACRONYMS

CCPS	Cross Cutting Program Support
DQR	Data Quality Review
FGR	Facilitated Governance Reform
GoK	Government of Kiribati
ICT	Information and Communications Technology
IRD	In-Country Recruitment Database
ITT	Indicator Tracking Table
KIT	Kiribati Institute of Technology
M&E	Monitoring and Evaluation
MANIM	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi
MARI	Mwakuri Aika a Raraoi Ibukimi
MEE	Monitoring, Evaluation and Economic Analysis
MEHR	Ministry of Employment and Human Resource
MEL	Monitoring, Evaluation and Learning
MCC	Millennium Challenge Corporation
OWRC	Overseas Workers Resource Centre
PDIA	Problem Driven Iterative Adaptation
PLF	Pacific Labour Mobility
POC	Point of Contact
QDRP	Quarterly Disbursement Request Package
SPC	Pacific Community
UUTI	Uaiakinan ao Uarokoan Toronibwaia I-Kiribati

INTRODUCTION

This Monitoring and Evaluation Plan (M&E Plan) serves as a detailed framework for assessing progress towards and achievement of the Kiribati Threshold Program's project objectives. The M&E Plan is used in conjunction with other documents such as work plans, Procurement and Grant Plan Packages, and financial plans to provide oversight for program implementation and to strive to ensure the program is on track to achieve its intended results. The M&E Plan also serves as a communications tool, so that the Government of Kiribati (GoK), acting through the Ministry of Employment and Human Resource (MEHR) staff and other stakeholders clearly understand the results the GoK acting through MEHR is responsible for achieving.

This M&E Plan provides the following functions:

- *Describes the expected results.* The plan presents the program description, project logics, and economic analysis, including the results that need to be measured under the M&E Plan.

- *Establishes a monitoring framework.* The plan identifies the monitoring and data quality assessment strategies and documents the reporting plan to monitor progress against targets during program implementation.

- *Describes the evaluation plan.* The plan identifies evaluations that will be conducted and presents the plan for each including the evaluation questions, methodologies, and data collection strategies that will be employed.

- *Documents all M&E indicators to measure expected results.* The plan documents all indicators, including their baselines, targets, and data sources to assess program progress, and changes to indicators over time.

- *Includes roles and responsibilities.* The plan includes a description of the roles and responsibilities for the implementation and management of M&E activities.

PROGRAM AND OBJECTIVE OVERVIEW

Program Background

There are limited domestic employment opportunities in Kiribati, and many Kiribati people are either unemployed or underemployed. As a result, there has historically been a need for people from Kiribati to work overseas, typically on a seasonal or periodic basis, in countries such as Australia and New Zealand. While this offers significant opportunities for I-Kiribati, women are underrepresented in overseas employment and alongside outer island residents, face distinct challenges in pursuing such employment. Further, workers and their families can face significant vulnerabilities during migration which impact the "decency"[1] of their employment opportunities. At the same time, Kiribati has experienced a chronic mismatch between the work readiness skills and standards and expectations of employers abroad, which has contributed to Kiribati workers being less competitive and hence underrepresented in international markets.

The Kiribati Threshold Program therefore aims to address the binding constraint of disproportionately low participation of Kiribati people in the international labor economy by facilitating decent and inclusive employment opportunities for Kiribati workers. Specifically, MCC will provide (i) 'facilitated governance reform' support to the MEHR to enhance its ability to promote decent and inclusive employment for the people of Kiribati; (ii) work with MEHR to address worker protection risks and related family resilience for I-Kiribati working overseas; and (iii) provide experiential growth opportunities for Kiribati high school students to improve fundamental employment-related skills.

The Mwakuri Aika Nakoraoi Ibukin Maeuraoimi Project (MANIM) is a US$29,100,000 four-year Threshold Program funded by the MCC and implemented by the GoK and implementing partners. The Kiribati Threshold Program Grant Agreement was signed on September 25, 2023, between the United States of America, acting through the MCC, and the Republic of Kiribati, acting through MEHR.

Project Logics

The project logic diagram illustrates how the project's interventions work together to achieve the Project Objective, detailing all expected intermediate results along the way.

MANIM Project Description and Logic

As depicted in the Project Logic Model (Figure 1), the objective of the MANIM Project is to facilitate decent and inclusive employment for I-Kiribati. The MANIM Project seeks to achieve this objective by developing the capacity of MEHR; designing systems, processes, and programs to protect workers and support the resilience of their families; and building youth skills through camps and scholarships.

The MANIM Project consists of three activities:

- Mwakuri Aika a Raraoi Ibukimi 1 Activity (*MARI 1 Activity*): MEHR Capability Building.
- Mwakuri Aika a Raraoi Ibukimi 2 Activity (*MARI 2 Activity*): Worker Protection and Family Resilience.
- Uaiakinan ao Uarokoan Toronibwaia I-Kiribati Activity (*UUTI Activity*): Youth Skills Camps and Scholarships.

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[1] The International Labour Organization defines decent work as "productive work for women and men in conditions of freedom, equity, security and human dignity." In the context of this program, the team is operationalizing the dimension of job decency by looking at the change in share of jobs that are skilled or semi-skilled over time. Skilled jobs are defined as those with a contract of one year or more.

Figure 1. MANIM Project Logic

Kiribati Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project Logic
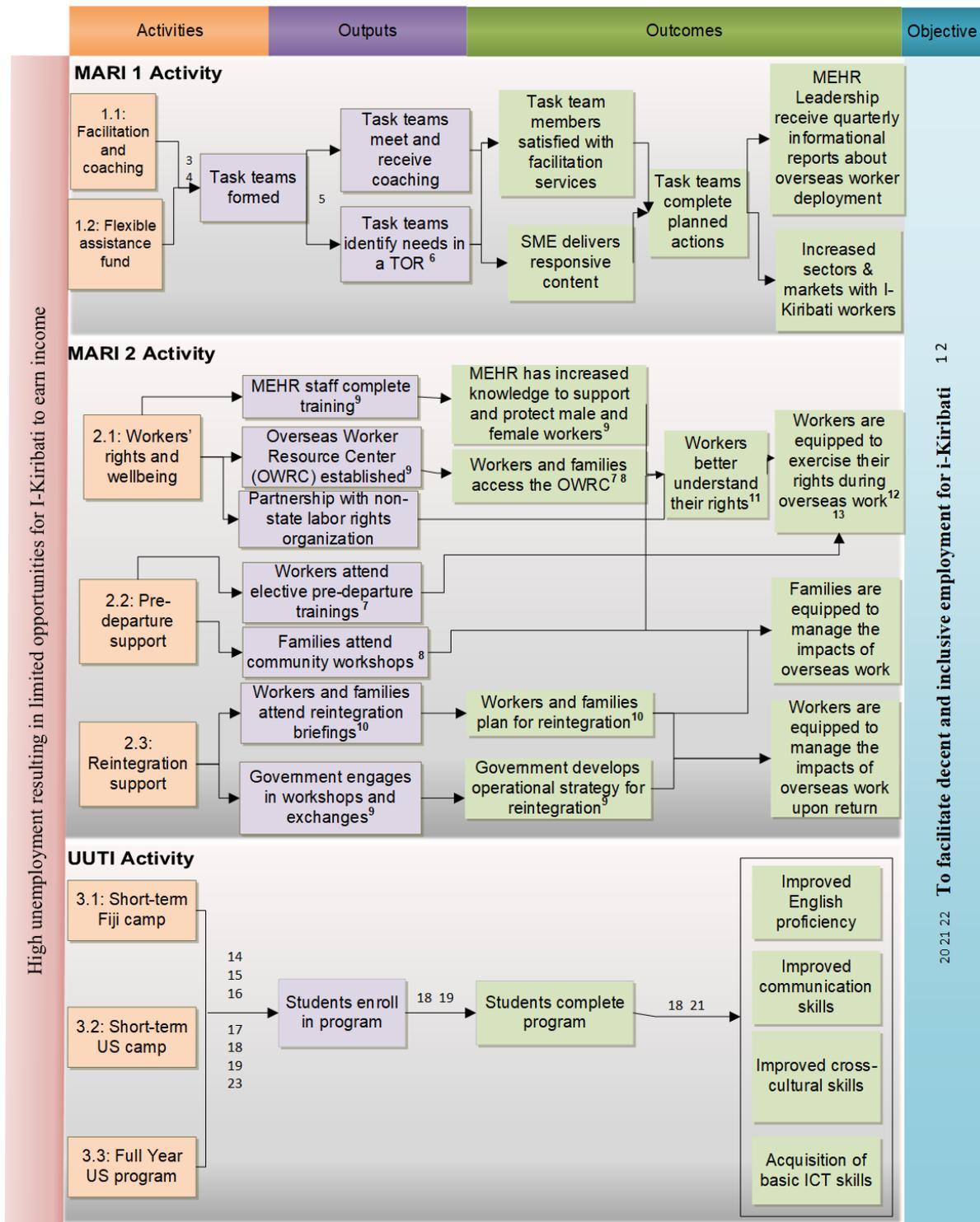
Key Assumptions

Project Overall:

1. Demand in labor receiving countries is strong, and the labor market is able to absorb additional workers.
2. Transaction costs for recruiting and hiring from Kiribati do not limit employer interest in hiring I-Kiribati.

MARI 1 Activity:

3. MEHR, other Government officials, and other relevant stakeholders have sufficient interest to form and participate in task teams.
4. Task team members have sufficient support from their primary workplace to actively engage in task teams.
5. Task teams can agree to team charters, including articulating task team goals that align with the Project Objective and MCC requirements.
6. MCC is aligned with TORs such that they are approved and external support can be brought onboard.

MARI 2 Activity:

7. Workers are interested in pre-departure training, including supplemental electives.
8. Families are interested in pre-departure support, including family workshops and services offered by the Overseas Worker Resource Center.
9. MEHR and other Government counterparts seek to play an active role in worker protection and family resilience.
10. Workers and families are interested in reintegration support, including planning for worker return.
11. Workers join the unions or otherwise gain representation from a workers' rights organization.
12. Unions (or other workers' rights organization) effectively advocate for workers' rights.
13. Workers and families have sufficient agency to advocate for their rights.

UUTI Activity:

14. A diverse group of students are encouraged to apply for the programs.
15. A diverse group of students qualify for the programs.
16. The activity's implementer effectively engages stakeholders, including schools and families.
17. Teachers and school administrators promote the programs.
18. Tests are culturally appropriate and accurately measure students' readiness and skills.
19. Students are prepared to succeed in the programs.
20. Students have continued opportunities to build their skills and work readiness upon return.
21. Targeted work-readiness skills are appropriate and sufficient for available jobs.
22. Decent jobs are available for I-Kiribati workers with requisite skills.
23. The activity's implementor effectively communicates and promotes the program to prospective students, parents, and the wider community.

MARI 1 Activity

The MARI 1 Activity provides support to MEHR to enhance its ability to promote decent and inclusive employment for I-Kiribati, in addition to improving government knowledge, skills, and capabilities, and developing capacity. Grant funding supports MCC Service Providers to assist MEHR by employing:

- An FGR approach – known as Problem Driven Iterative Adaptation (PDIA) – to identify and respond to challenges as they arise.
- Technical Assistance (TA) in the form of Subject Matter Experts (SMEs) in labor mobility, and other areas of interest, to assist in developing solutions.

To comply with MCC requirements, the MARI 1 task teams must address at least one of the four following outcomes:

(i)   Improved effectiveness of MEHR business processes;
(ii)   Increased markets and sectors with I-Kiribati workers;
(iii)   Increased employment of under-represented groups; or
(iv)   Strengthened link between skills acquisition and employment.

MARI 1 conforms with several guardrails, including not supporting labor mobility to countries without strong worker protections or the maritime occupations of seafarers and fishers. MCC's Gender and Inclusion Policy requires that project initiatives are inclusive of, and proactively seek to mitigate barriers of access to opportunities among, historically excluded groups, which have included women and outer islanders.

The FGR process will begin with an MCC Service Provider helping senior leadership of MEHR identify challenges or initiatives that MEHR wants to prioritize and that are also consistent with the outcomes and guardrails described above. For priority initiatives that are consistent with the outcomes and guardrails, MEHR shall establish a task team that shall take the lead role in addressing the problem, making progress towards goals, and implementing potential solutions (with the guidance of an MCC Service Provider). MEHR, with the assistance of an MCC Service Provider, shall develop a terms of reference ("ToR") for each task team that shall outline: (i) The goals of the task team, and how the goals address decent and inclusive employment through one or more of the four outcomes identified above; (ii) Indicators of success, both qualitative and quantitative; (iii) MEHR, other Government officials, and other relevant stakeholders (as needed) that shall work on the task team, and the share of their time that shall be devoted to the team; (iv) Measures to be employed to promote gender and social inclusion; and (v) Frequency and duration of team meetings. Each initial ToR shall be reviewed and approved by MEHR and MCC. Some priority initiatives may require additional resources beyond those available within MEHR. In these cases, task teams shall be able to access a portion of Grant funding (the "Flexible Assistance Funds") through an MCC Service Provider as necessary, appropriate, and available.

MARI 2 Activity

The MARI 2 Activity supports MEHR, overseas workers, their families, and their advocates in addressing worker rights and family needs before, during, and after deployment to overseas opportunities. It aims to achieve three outcomes:

- workers being equipped to exercise their rights during overseas work;
- families being equipped to manage the impacts of overseas work; and
- workers and their families being equipped to manage the impacts of overseas work upon return.

MARI 2 consists of three sub-activities:

- **Workers' Rights and Well-Being Sub-Activity**. This sub-activity supports institution building for the purpose of creating a sustainable framework for the protection of worker rights and well-being, and the rights and well-being of family members. This support occurs through three mechanisms.

  First, an overseas workers' resource center ("OWRC") will be established to deliver services to aspiring, existing, and returnee overseas I-Kiribati workers, and members of their families. Once the OWRC is established, it aims to take the lead on providing services to overseas workers and their families, including through community outreach beyond Tarawa.

  Services will be grouped using aspects of the "CLIENTS" system, which may include:
    – Counselling
    – legal assistance
    – information, education and training
    – networking
    – trade union or association membership
    – skills certification.

  Second, support will be provided to a non-state workers' organization to enable it to better respond to the needs of migrant workers.

  Third, the institutional capacity of the Government aims to be strengthened to protect men and women overseas workers and members of their families across the migration cycle. MEHR staff will receive training on labor mobility with a focus on topics such as fair recruitment facilitation, memoranda of understanding and bilateral labor agreements, standard terms of employment in destination countries, and complaints mechanisms. Curriculum and content will be developed, based on consultation with MEHR and an assessment of gaps in existing knowledge, skills, and capacity.

- **Pre-Departure Support Sub-Activity** This sub-activity provides elective pre-departure training courses to aspiring overseas workers and existing overseas workers, such as those who have obtained a contract but have yet to depart and those who are on a seasonal break, to promote rights-based information and relevant skills to enhance the benefits of labor migration to overseas workers and their families. Activities include the design, development, and piloting of training curricula in different thematic areas, and if required, tailored to specific migration channels. The training will be designed to complement and not duplicate, compulsory pre-departure training.

  Potential topics may include safe driving, first aid, financial literacy, and business awareness, which has the potential to link to entrepreneurship activities for return and reintegration, which fall under the Reintegration Support Sub-Activity.

  Second, this sub-Activity will provide community workshops to family members of existing and aspiring overseas workers. The purpose of these workshops is to support families to navigate the challenges and opportunities they might face as a result of a family member going abroad for employment, and to foster healthy family relationships while family members are away.

- **Reintegration Support Sub-Activity** This sub-activity improves reintegration through services directed at overseas workers and their families and support for the Government in the development of policies, tools, and resources for guiding reintegration.

Reintegration briefings and services will be conducted for returnee overseas workers and their families. New reintegration activities will be introduced to promote labor market reintegration for returnee workers, including entrepreneurship, business development services training and support, and jobs matching, in close coordination with the OWRC.

This sub-activity also promotes family inclusive reintegration. Government representatives will participate in study tours and regional dialogue to strengthen policy development and implementation related to reintegration. This sub-Activity supports Kiribati's participation in national, regional, and/or international mechanisms and dialogues, and could promote peer-to-peer learning and exchange by supporting study tours. This sub-Activity includes supporting the Government to develop and operationalize its first comprehensive reintegration framework aligned with regional good practices. It also involves leveraging existing platforms to enhance labor migration governance, outcomes, and opportunities for I-Kiribati workers.

UUTI Activity

To equip I-Kiribati youth aged 15 to 17 with improved work-readiness skills, UUTI, supported by the Ministry of Education, provides youth skills camps and academic year scholarships for I-Kiribati high school students. Through their experience abroad, I-Kiribati students receive language immersion and a cultural experience that is designed to build self-confidence and work readiness in ways that are unique to student exchange programs. Selection of students will promote inclusion by actively identifying outer islanders and other underprivileged or marginalized groups to create a diverse mix of students. Diverse inclusion will be supported by mechanisms that facilitate their successful participation in the program. UUTI emphasizes oral speaking and comprehension in English and reading and writing skills in English, as well as communication, cross-cultural, and information and communications technology (ICT) skills. These skills are necessary to help youth succeed in higher education and further education, as well as post-high school employment, including overseas job opportunities, the vast majority of which require strong English and work-readiness skills for succeess.

UUTI consists of three sub-activities catered to different skill sets as set forth below:

- **Short-Term Skills Camp in Fiji Sub-Activity.** This sub-activity supports a three-week overnight camp program to take place in Fiji. It is intended to provide a diverse group of I-Kiribati students who have limited international experience, lower English language proficiency, and demonstrate fewer social-emotional resilience skills than those in the Short-Term Skills Camp in the United States Sub-Activity with the opportunity to participate in a well-supported scholarship program that develops their English language, ICT, communication and cross-cultural workplace behavior skills. Participants in this sub-Activity will attend a pre-departure orientation to prepare them for the program in Fiji, as well as a closure and re-entry program. Grant funding may also be available to support opportunities for continued engagement by participants following the camp program. Youth aged 15 to 17 at the time of application to the program are the general target of this sub-Activity.

- **Short-Term Skills Camp in the United States Sub-Activity.** This sub-activity supports a four-week U.S.-based camp program which aims to provide a diverse group of I-Kiribati students with the opportunity to participate in a scholarship program to the United States that develops their English language, ICT, and cross-cultural workplace behavior skills. Participants in this sub-Activity will attend a pre-departure orientation to prepare them for the program in the United States, as well as a closure and re-entry

program. Grant funding will be available to support opportunities for continued engagement by participants following the camp program. Students participating in this sub-Activity are aiming to demonstrate higher levels of English language proficiency and more social-emotional resilience skills required to successfully participate in an international exchange than those in the Short-Term Skills Camp in Fiji Sub-Activity, but less than those required to participate in the Full Academic Year High School Scholarship in the United States Sub-Activity. Youth aged 15 to 17 at the time of application to the program are the general target of this sub-Activity.

- **Full Academic Year High School Scholarship in the United States Sub-Activity.** This sub-activity supports a 10-month scholarship program in the United States, intended to provide a diverse group of I-Kiribati students with the opportunity to spend an academic year in the United States living with a host family and attending high school and prepare them to become future leaders in their community or elsewhere. This sub-Activity aims to also develop students' English language, ICT, and cross-cultural workplace behavior skills. Students participating in the scholarship program will participate in a pre-departure orientation in Fiji to prepare them to succeed in the United States, as well as a closure and re-entry program. Grant funding will be available to support opportunities for continued engagement by participants following the scholarship program. The factors required to participate in this sub-Activity include higher levels of English language proficiency and stronger social emotional resilience skills than students who qualify for the Short-Term Skills Camp in the United States Sub-Activity. Youth aged 16 to 17 at the time of application to the program are the general target of this sub-Activity. Youth who would be 18 years 6 months or older on August 1 of the academic year of enrolment in the United States are not eligible to participate in this sub-Activity.

Economic Analysis

Economic rate of return analysis is not a requirement for Threshold Programs, and MCC has not undertaken such for the Kiribati Program.

Projected Beneficiaries

According to the MCC *Guidelines for Economic and Beneficiary Analysis*, beneficiaries of projects are considered individuals that are expected to experience increased welfare due to program activities. In general, such increased welfare can be realized as financial gains or improvements in other social outcomes. For the Kiribati Threshold Program, MCC expects increases in real incomes to accrue to workers participating in managed international labor mobility schemes.

Projected Program Beneficiaries

The expected beneficiaries for the Kiribati Threshold Program are presented in the table below by level of intervention. The table includes a definition of beneficiaries, the estimated number of beneficiaries, and a note on how that estimate was calculated.

Activities/Sub-Activities	Definition of Beneficiaries	Description of Beneficiary Calculations	Number of Beneficiaries (estimate)

MANIM Project total	See Activities below	See Activities below	**8,400**[2]
MARI 1 Activity	I-Kiribati workers who get jobs through managed international labor mobility schemes	Based on a 15% annual growth rate in the number of beneficiaries during the period 2023 to 2031, the analytical horizon for this Activity	8,400
MARI 2 Activity	Same as for MARI 1 beneficiaries above	Same as for MARI 1 beneficiaries above	8,400
UUTI Activity	Not applicable	Not applicable	0

The student participants in the UUTI Activity are *not* considered beneficiaries since the current evidence base is insufficient to support attributable increases in their welfare due to this Activity. Hence, the UUTI Activity is currently deemed to have no beneficiaries.

MONITORING COMPONENT

Summary of Monitoring Strategy

The program will be monitored systematically through indicators and progress will be reported regularly during implementation. Monitoring data will be analyzed to allow project managers, acting through MEHR and the implementing partners, to make programmatic adjustments as necessary with a view towards improving the overall implementation and results of the program.

An indicator is mapped to each result in the project logic diagram to track the project logic over time. MCC M&E distinguishes between four indicator levels: outcome, output, process, and risk/assumption. They are defined below:

Outcome Indicator - An indicator that measures a targeted result of an intervention's outputs. Often many outcome indicators are not monitored during the life of the program, but rather are reported through evaluations after the program is complete.

Output Indicator - An indicator that measures the goods or services produced as the direct result of the expenditure of program funds.

Process Indicator - An indicator that measures progress toward the completion of an activity, a step toward the achievement of project outputs and serves as a way to ensure the work plan is proceeding on time.

Risk/Assumption Indicator – An indicator that measures a risk or assumption in the project logic.

To ensure that the program is on track to meet its objectives, the indicators will be measured against established baselines and targets, derived from ex-ante cost-benefit analysis, other types of analysis, and project design documents. The baseline is the value of an indicator prior to a development intervention, against which progress can be assessed or comparisons made. The target is the expected

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[2]The MARI 2 expected beneficiaries are the same individuals as those expected to benefit from MARI 1. Thus, it is not appropriate to add beneficiaries across these two Activities.

value for a particular indicator at a particular time and reflects the underlying assumptions made in project design about what the project will likely achieve.

MCC uses common indicators to consistently measure progress across programs in key sectors and report those results to internal and external stakeholders. MCC's relevant common indicators are included in this M&E Plan.

The Indicator Documentation Table defines each indicator by project and can be found in Annex I. Baselines and targets for each indicator are defined in Annex II.

The MCC M&E Unit commenced consultation and assisted implementing partners in defining the project logics and indicators and in setting up their data collection plans. The Cross Cutting Program Support (CCPS) M&E Manager has drafted this M&E Plan on that basis and will further iterate the M&E Plan through relationship development and a Pacific-informed approach utilising methods such as *maroro*[3] to refine the MARI 1 project logic and indicators and assist MEHR in setting up their data collection plan and additionally work with all three implementing partners in developing reporting templates to report on the relevant indicators included in this plan. This work will be grounded in relationality and built on Pacific values of knowledge sharing, mentoring, advising, and learning through reciprocity for whole-of-community benefit. The monitoring strategy leverages lessons and recent publications on Pacific methodologies in M&E such as the journey of regional Pacific M&E capacity strengthening *rebbilib*[4].

This *rebbilib* is a collective way forward, informed by individual insight and experience across the M&E system and mindful of the level of M&E capacity maturity. By taking a systems approach and assessing the maturity of M&E capacity across implementing partners, this *rebbilib* holds true to each M&E stakeholder navigating this MANIM journey through both charted and uncharted Pacific waters.

Standard Reporting Requirements

Reporting to MCC: Quarterly Reporting

Performance reports serve as a vehicle by which implementing partners inform MCC of implementation progress. Currently, MCC requires that each implementing partner submit a report each quarter, which must contain an Indicator Tracking Table (ITT). A complete ITT presents the preceding quarters' indicator actuals and current quarter indicator progress against targets set forth in this M&E Plan.

The ITT is the main source for internal and external reporting on indicator progress during implementation. Additional guidance on reporting is contained in MCC's Indicator Tracking Table Guidance.

Prior to the first ITT, the CCPS Contractor will develop a program-specific process for managing the quarterly ITT submissions. This document should describe how data will be collected from the responsible parties and the MCC review and approval process.

Data Quality Reviews

As a data-driven agency, MCC is committed to ensuring all data used in the development, implementation, and evaluation of a project are of good quality. Data quality is essential for

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[3] Maroro is an I-Kiribati approach to storytelling.

[4] This *rebbilib* is based on the metaphor of the Marshall Islands navigational stick chart that shows islands, swells and wave patterns. Like a road map, it outlines where we currently are with respect to M&E in the Pacific region, it shows where we want to get to (the islands), the challenges and opportunities on the way (swells and waves) and how we plan to get there. The term has been used as a metaphor for the capacity of regional Pacific M&E Practitioners in the 2020 "Pacific Monitoring, Evaluation and Learning Capacity strengthening *Rebbilib* by Pacific MEL, Strategy Performance and Leaning (SPL) Unit, Office of the Director-General, Pacific Community (SPC).

maintaining a high level of confidence in MCC's decision making as well as for transparent reporting of MCC's results.

The quality of ITT data is the primary responsibility of the CCPS M&E Manager. The CCPS M&E Manager and implementing partners should regularly check data quality. The CCPS M&E Manager should verify that all reported data has appropriate source documentation and that calculations have been done correctly. The CCPS M&E Manager will conduct site visits on a regular basis or whenever requested by MCC, to review the quality of the data gathered through this M&E Plan.

In addition to regular data quality checks by CCPS M&E Manager staff, Data Quality Reviews (DQRs) will be conducted in accordance with the requirements of the MCC M&E Policy, this will include a pre-implementation DQR. The objectives of DQRs are to assess the extent to which data meets the standards defined in the MCC M&E Policy in the areas of accuracy, consistency, timeliness, and transparency (Section 6.5.2 Data Quality Standards).

Note that evaluators are expected to conduct assessments of the quality of all data that will be used as part of the evaluation. Additional MEHR-driven data quality reviews are not required.

Each internal or independent DQR will be thoroughly documented in a report that describes any noted gaps or weaknesses with respect to the data quality standards. The report should also make recommendations for remedying these issues, where possible. Where a remedy is not possible or cost-effective, the report should identify replacement indicators or data sources that will address the noted weakness.

The CCPS M&E Manager together with MEHR is responsible for ensuring that recommendations produced by DQRs and approved by MCC are implemented. After the data quality report is finalized, The CCPS M&E Manager, in concert with MEHR, must create an action plan that clearly identifies which of the DQR recommendations MEHR will implement, as well as an associated timeline and next steps for implementing them. This action plan must be submitted in English and reviewed by MCC. Once cleared by MCC, the implementation DQR action plan will be made publicly available, either as an addendum to the M&E Plan or as an independent document.

A pre-implementation DQR was conducted from August 8-15, 2024, which reviewed MEHR's employment databases, including the newly established In-Country Recruitment Database (IRD). Review of the IRD revealed incomplete data for some entries and fields. The team managing the database notes significant ongoing data cleaning work, which is expected to stretch well into 2025. Worker profiles – particularly for those in the Work Ready Pool - contract start and end dates for overseas workers are among the fields with incomplete data, which could directly impact worker counts. The lack of reliable, basic data on the scope and scale of labor mobility undermines MEHR's ability to report accurate data on the number of overseas workers. Significant additional work is needed to validate basic data. This work is underway, through the support of the Pacific Labor Facility, but the timeline to completion is not yet known.

The IRD database is new and will, over time, become a very valuable tool. However, at this stage, MEHR's lack of confidence in the completeness and accuracy of the data means M&E will need to caveat data reported for each of the employment indicators for some time. Supplemental efforts to validate reported data may also be warranted.

MCC M&E plans to commission DQRs for MEHR's employment data in 12-month intervals to review the status of data cleaning activities and re-assess data quality. Other DQRs are expected to cover the quality of data sources and systems used for other indicators under the MCC Kiribati Threshold Program. This section will be updated once the DQR Action Plan is complete to reflect the actual dates the DQR was completed, the materials covered, major findings, and key action steps.

EVALUATION COMPONENT

Summary of Evaluation Strategy

While good monitoring is essential for program management, it is not sufficient for assessing whether the expected results of an intervention are achieved. Therefore, MCC uses evaluation to understand the effectiveness of its programs. Evaluation is the systematic collection and analysis of information about the characteristics and outcomes of a project. Detailed guidelines and standards for the preparation, review, and dissemination of evaluations are set forth in MCC's Evaluation Management Guidance.

According to the MCC M&E Policy, every project in a program must undergo an *independent* evaluation to assess whether it achieved its stated objective. For each of these evaluations, an evaluation firm is contracted by MCC. MCC is committed to ensuring that the independent evaluations are rigorously designed to measure the expected results of each project. Each evaluation must answer the following questions:

1. To what extent was the project implemented according to plan (in terms of quantity and quality of outputs)?
2. Did the project achieve its stated objective in the timeframe and magnitude expected, as documented in the M&E Plan? Why or why not?

MCC's evaluation review process will follow the guidelines outlined in the MCC M&E Policy.

For the independent evaluation, the GoK and all implementing partners are responsible for building local ownership and commitment to the evaluation, oversight of the data collection firm (if primary data collection is not managed by the evaluator), quality control of evaluation activities and materials, and local dissemination of evaluation results.

In accordance with the MCC M&E Policy, the results of the evaluation will be disseminated through stakeholder report reviews and presentations. The associated reports, data collection materials, and datasets will be made publicly available on MCC's website.

Independent Evaluation Plans

The following table summarizes the planned independent evaluation for this program. More detail on the evaluation follows.

Evaluation Name	Evaluation Type	Evaluator	Primary/ Secondary Methodology	Final Report Date
MANIM Evaluation	Performance	TBD	TBD	Mid 2030

MANIM EVALUATION

Scope

This evaluation will answer the following core question:

Did the MANIM Project achieve its targeted objective of facilitating decent and inclusive employment of I-Kiribati, reaching 6,315 overseas jobs by 2030? Why or why not?

The answer to the first part of the question will be based on the objective level indicators described in Annex I and II. The second part of the question will be answered by analyzing the remaining indicators in the project logic, as also described in Annex I and II. The rationale for setting the objective target of 6,315 jobs from international labor mobility schemes in 2030 is documented in Annex II. The rationale for setting the objective target of 60% of jobs from international labor mobility schemes that are skilled or semi-skilled in 2030 is documented in Annex II.

Methodology

This evaluation is expected to be a performance evaluation relying on primary and secondary data. Secondary data will consist of longitudinal overseas employment data provided by MEHR, monitoring data from each of the three activities, and, to the extent relevant, data from the World Bank's Pacific Labor Mobility Survey. Primary data will include tracer surveys with students who participated in the UUTI camps and scholarship activity, and current, former and prospective overseas workers and their families. Additional primary data will be collected with MEHR, using participatory methods, complemented by key informant interviews with MEHR staff, the Kiribati Department of Education staff, implementing partners, and other relevant stakeholders.

Data Sources and Timelines

The timing of the interim evaluation is planned to coincide with close of the Threshold Program, expected in September 2027, while the final evaluation is expected to take place three years later (2030). At the interim period, we will be able to report results related to some medium-term and long-term outcomes across all three activities, including further education and labor market outcomes among students from the earlier cohorts under the UUTI Activity. The timing of the final evaluation will allow the evaluator to assess the same outcomes from the later cohorts of UUTI participants as well as outcomes among workers returning from overseas work (and their families) following the close of the Kiribati Threshold Program.

The necessary exposure period[5] for observing the outcomes in the MANIM Project Logic varies across activities. The exposure period also varies between project participants, who will be engaging with the project activities at different times. MEHR capability strengthening under Mari 1 will be continuous over the life of the threshold program with expected immediate effects on organizational functions that affect labor sending and oversight. Under Mari 2, worker, family and community outcomes will manifest in short order from time of engagement with project activities (OWRC, trainings, workshops, community meetings). The UUTI Activity has the longest anticipated exposure period, anticipated at between 1 and 5 years or more after having completed a camp or overseas scholarship. This wide range comes from the varied possible trajectories of graduates (further education vs. employment), but the assumption that the vast majority of graduates will return to complete at least one more year of secondary education following completion of the camp or overseas scholarship. While the objective-level indicator is limited to overseas jobs in managed labor mobility schemes, the evaluation design plans for tracking students wherever their path may take them (i.e. further education or skills building, domestic employment or overseas employment outside of a managed labor mobility scheme). Our interim evaluation in 2027 will observe outcomes among UUTI participants between 1 and 3 years after completion of camps and overseas scholarships whereas the final evaluation in 2030 will observe outcomes between 3 and 6 years after completion of camps and overseas scholarships.

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[5] The period of time a participant needs to be exposed to an intervention to reasonably expect to observe the intended impact on outcomes.

The evaluation will collect and/or analyze data from the following sources and produce the following reports:

Name of Data Source	Data Collection Timing	Report Name	Report Publication Timing
MEHR Employment Databases (incl. IRD) (secondary)	Continuous	Interim Report	Mid 2027
Overseas worker and family survey (primary)	Early 2025		
Pacific Labor Mobility Survey (PLMS) data (secondary)	2023 and 2025		
Monitoring data (secondary)	Continuous		
Student Tracer Survey (primary)	October 2026		
MEHR participatory data collection and stakeholder interviews (primary)	Early 2027		
MEHR Employment Databases (incl. IRD) (secondary)	Continuous	Final Report	Mid 2030
Overseas worker and family survey	Early 2028		
Pacific Labor Mobility Survey (PLMS) data (secondary)	TBD		
Student Tracer Study (Primary)	October 2029		
MEHR and stakeholder interviews (primary)	Late 2029		

More detail on the design of this evaluation will be provided in the independent evaluator's Evaluation Design Report (EDR) after the evaluator is hired and the EDR is finalized.

IMPLEMENTATION AND MANAGEMENT OF M&E

Responsibilities

This section describes the M&E responsibilities of the accountable entity, MCC, and the government after the program has ended.

Accountable Entity: Alternative Modality – CCPS Contractor
The program uses an alternative implementation modality that does not involve an Accountable Entity. Instead, funding is administered directly by MCC. MCC has contracted a private firm, MSI/Tetra Tech, to provide Cross Cutting Program Support (CCPS) services for the program. These services include an M&E Manager who will have the key responsibility of leading and managing all

M&E activities. The CCPS M&E Manager will work closely with MCC and the M&E Staff from all three implementing partners in performing the M&E activities.

The CCPS M&E Manager will carry out the following and other related activities:

- Lead the development and periodic updates of the Kiribati Threshold Program M&E Plan, in accordance with MCC policies and guidelines and in coordination with MCC and relevant stakeholders.
- Lead the implementation of the monitoring component of the Kiribati Threshold Program M&E Plan to provide timely and relevant input to project management and external reporting, including:
    o Define the performance indicators to be monitored along with their baselines and targets in collaboration with project teams.
    o Identify critical data gaps or data quality issues related to the M&E Plan indicators and design and implement a plan to resolve these issues and build capacity with the party that produces the data (e.g., government entities or project implementers).
    o Work with implementers to ensure that there is a shared understanding of relevant indicators and other requirements.
    o Produce the ITT. This should include reviewing all of the ITT data on a quarterly basis, checking inconsistent values with project leads and reporting entities, and submitting supporting documentation for all data that is reported.
    o Conduct a Data Quality Review of monitoring data reported by MEHR and/or other implementing partners as well as likely sources of future monitoring data (i.e. data sources identified in the M&E Plan) and implement a plan to address any identified weaknesses.
    o Design and implement field assessments of progress towards the achievement of outputs and intermediate outcomes, especially in situations where concerns have been raised regarding data quality or validity.
    o Disseminate information from the approved ITT to relevant stakeholders in Kiribati Threshold Program and to MCC.
- Support the design and implementation of the evaluation component of the Kiribati Threshold Program M&E Plan to promote accountability and learning, including:
    o Provide data and documentation required to inform the design and implementation of evaluations to MCC and independent evaluators.
    o Monitor adherence to the project design and implementation plans and report any deviations to the independent evaluator.
    o Review evaluation reports, survey instruments, and other materials produced by each of the evaluators hired by MCC to conduct independent evaluations.
    o Manage local stakeholder reviews of evaluation reports and materials if these occur during Threshold Program Implementation.
    o Review survey firms' scopes of work and deliverables for independent evaluations.
    o Organize meetings/events for the dissemination of evaluation findings for each evaluation report if these occur during Threshold Program Implementation.
- Maintain close collaboration and integration between the CCPS Contractor and project teams to ensure that M&E data and analysis is accurate, up-to-date, and supports evidence-based project design and management.
- Maintain regular communication with MEHR leadership, MCC M&E and Economic Analysis staff to provide updates on the status of M&E activities and to communicate risks related to the progress of implementation or the achievement of results.
- Manage the CCPS M&E budget and provide updates to MCC on contract spend.

- The CCPS M&E Manager will be a part of the CCPS's Contractor's internal management, composed from MSI/Tetra Tech leadership, Technical Director and Project Managers.

Seminars, workshops, elaboration and distribution and dissemination of M&E materials shall be conducted in close cooperation with the MEHR and the CCPS Communications Coordinator.

Millennium Challenge Corporation
MCC will carry out the following aspects of M&E:

- Support the CCPS M&E Manager and MEHR by providing technical assistance on the above-mentioned tasks, notably:
  - Support in the development and updating of the M&E Plan, including facilitating discussions with the MCC country team, and drafting and maintaining the following sections: Economic Analysis, Participants and Projected Beneficiaries, and the Evaluation Component.
  - Participate in all Data Quality Reviews, including attending associated workshops and providing technical expertise on all deliverables.
- Manage high-quality independent evaluations
  - Develop the scope of work and procure one or more independent evaluators.
  - Fund and manage evaluator contract(s).
  - Convene MCC's Evaluation Management Committee to review key evaluation deliverables and make decisions about the evaluation design and implementation.
  - Facilitate evaluation coordination with the CCPS, implementers, and other local stakeholders.
- Review and clear on ITTs, plus flag for the MCC country team any risks to results found in ITT data.
- Maintain close collaboration and integration between CCPS M&E Manager and the MCC country team to ensure that M&E's data and analysis is accurate, up-to-date, and supports evidence-based project design and management.

  - Package ITT data and evaluation results for learning and lead dissemination efforts to inform MCC decisions.

- Manage the procurements and contracts funded by the M&E budget.

Government Post-Program: MEHR
To prepare for post-program evaluation, MEHR should identify a post-program point of contact (POC) for MCC at least one year before the program ends and work with that POC to build understanding of the MCC program and evaluation process. This POC should be part of the Government of Kiribati entity that will support post-program evaluation.

Specifically, post-program the Government will:

- support the collection of primary data or efforts to obtain secondary data from other stakeholders
- commit to reviewing evaluation deliverables that are submitted post-program
- facilitate review of post-program evaluation deliverables by relevant project stakeholders
- support dissemination of evaluation results.

This section will be updated with Government commitments related to dissemination (such a providing venues for and organizing dissemination presentations) before closure.

Review and Revision of the M&E Plan

The M&E Plan is designed to evolve over time, to ensure the plan remains up to date and consistent with design documents and project work plans, and to incorporate lessons learned for improved performance monitoring and measurement. The M&E Plan must be kept as current as possible, including conducting revisions as needed and feasible. At a minimum, one comprehensive review of the M&E Plan, with related updates and revisions, must take place during the life of the program. M&E Plans must be reviewed and amended, if appropriate, after a modification to the program's scope has been approved by MCC. MCC may withhold disbursements of program funding if the M&E Plan is not being kept up to date.

MCC M&E distinguishes between major and minor changes to the M&E Plan (i.e., modifications) and major and minor M&E Plan revisions. Major modifications are limited to changes to the project logics, baselines, targets, and indicator definitions, adding new indicators and retiring existing indicators. All other modifications are considered minor. Those major modifications, as well as a justification for why the change was made (for changes to indicators only), must be documented in Annex III of this M&E Plan. This Annex summarizes all major modifications between program signing and the current version of the M&E Plan. Minor modifications are not required to be tracked in Annex III.

The revision and approval process must follow the MCC M&E Policy.

It is anticipated that this plan will be updated at least once, mid-way through implementation of the Threshold Program.

M&E BUDGET

The budget for the implementation of the proposed M&E activities for the term of the Kiribati Threshold Program is $1,432,000, inclusive of the CCPS M&E Manager role in the MSI/Tetra Tech Contract.

During the life of the program, surveys will be funded through the M&E budget in Kiribati Threshold Program. However, evaluation design, post-program data collection, and analysis are funded directly by MCC. MCC will commit additional funds for the external evaluators and post-program data collection. Future versions of the M&E Plan will include an estimate of this figure.

ANNEX I: INDICATOR DOCUMENTATION TABLE

Project Logic Result	Indicator Level	Indicator Name	Definition	Unit of Measure	Disaggregation Type	Primary Data Source	Responsible Party	Frequency of Reporting	Additional Information
Objective: To facilitate decent and inclusive employment for I-Kiribati	Outcome	Jobs from international labor mobility schemes	Number of annual jobs filled through managed international labor mobility schemes, excluding offshore jobs.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	MEHR IRD and supplemental databases	MEHR	Annual	Data for this number come from various employment databases maintained by MEHR, including the In-Country Recruitment Database (IRD). The South Tarawa disaggregation includes Betio and South Tarawa. Managed international labor mobility
Objective: To facilitate decent and inclusive employment for I-Kiribati	Outcome	Jobs from international labor mobility schemes that are semi-skilled	Percentage of annual jobs filled through managed international labor mobility schemes that are classified as semi-skilled. Semi-skilled is defined as a job with a contract greater than or equal to 1 year. (Number of semi-skilled jobs / total number of jobs) x 100.	Percentage	Sex (Female/Male), Home Island (South Tarawa/Outer Island)	MEHR IRD and supplemental databases	MEHR	Annual	
1.1 MARI 1 Activity									
Increased sectors & markets with Kiribati workers	Outcome	Markets with overseas worker placements	Number of markets (i.e. countries or territories) with at least one Kiribati worker engaged in full-time work overseas through a managed international labor mobility scheme in a given calendar year.	Number	None	MEHR IRD and supplemental databases	MEHR	Annual	
Increased sectors & markets with Kiribati workers	Outcome	Sectors with overseas worker placements	Number of sectors (i.e., trades) with at least one Kiribati worker engaged in full-time work overseas through a managed international labor mobility scheme in a given calendar year.	Number	None	MEHR IRD and supplemental databases	MEHR	Annual	Clarification has been sought on sectors with MEHR via email, conference call, and in-person but do not yet have a precise classifaction system to use for this indicator.

MEHR Leadership receive quarterly informational reports about overseas worker deployment	Outcome	Overseas worker reports	The number of informational reports provided to Ministry of Employment and Human Resources (MEHR) Leadership on the number and composition of overseas workers annually.	Number	None	Overseas Worker Reports	Team Facilitators / Ministry of Employment and Human Resources (MEHR)	Quarterly	Results like this one are to be added for each task team as it is created. This result comes from the LABKIT task team charter. Accordingly, new results and accompanying indicators are expected to be added to the logic in M&E Plan revisions.
Task teams complete planned actions	Outcome	Task team action completion rate	This indicator is calculated by adding the completion status scores for each action and dividing by the total number of actions and multiplying by 100. Actions would have the following scores: 0 = no progress, 0.25 = minimal progress, 0.50 = moderate progress, 0.75 = significant progress, and 1 = complete. Task teams determine scores with facilitator support. An action is something a task team member commits to doing. Numerator: A summation of the completion status scores for each action. Denominator: The total number of actions.	Percentage	Task team (LABKIT/Swift Explorers/Tobwaraoi/Task Team 4/Task Team 5/Task Team 6)	Action tracker: An excel spreadsheet listing all task team actions with their status (not started, minimal progress, moderate progress, mostly complete, complete)	Team Faciliators	Quarterly	Task team planned actions for LABKIT will be intermediate steps for creating the quarterly report reference above, for example. Task Team 4, Task Team 5, and Task Team 6 disaggregations have been added to this indicator as a placeholder for task teams that may be created in the future. We would expect the same completion rates for any future task teams. Task team completion rates will be averaged across all active teams that quarter using a simple average.
Task team members are satisfied with facilitation services	Outcome	Satisfaction with facilitation services	The percentage of task team members who are satisfied or very satisfied with the facilitation services. Calculated by (participants rating a 4 or 5 on a five-point likert scale) / (Number of total respondents) x 100. Numerator: Participants rating a 4 or 5 on a five-point likert scale. Denominator: Number of total respondents.	Percentage	Task team (LABKIT/Swift Explorers/Tobwaraoi/Task Team 4/Task Team 5/Task Team 6)	Survey by team facilitator	Team Faciliators	Quarterly	Task Team 4, Task Team 5, and Task Team 6 disaggregations have been added to this indicator as a placeholder for task teams that may be created in the future. We would expect the same satisfaction rates for any future task teams. Task team satisfaction rates will be averaged across all active teams that quarter using a simple average.

Task teams meet and receive coaching	Output	Team coaching hours	The number of hours of team coaching provided by the facilitator.	Hours	Task team (LABKIT/Swift Explorers/Tobwaraoi/Task Team 4/Task Team 5/Task Team 6)	Team facilitator timesheets or invoices	Team Faciliators	Quarterly	Task Team 4, Task Team 5, and Task Team 6 disaggregations have been added to this indicator as a placeholder for task teams that may be created in the future. We would expect the same level of engagement for any future task teams. Task team coaching hours will be summed across all active task teams that quarter for an aggregate total.
Task teams identify needs in a TOR	Output	Task team facilitator TOR	The number of task teams that develop a terms of reference (TOR) for an external consultant's expertise.	Number	None	Copy of TOR	Project Lead	Other	A subset of task teams will opt for expertise from an external consultant. Task team TORs will be submitted by the facilitator when they are approved by MEHR. This will happen on an ad hoc basis.
Task teams formed	Output	Task team charters	Number of task team ToRs approved by facilitator, resident threshold director (MCC), and authorizing agent (GoK).	Number	None	Copy of team charter with written approval from facilitator, MCC, and GoK	Team Faciliators	Quarterly	
Task teams formed	Output	Task teams formed	Total number of task teams formed as evidenced by a team name and at least one team member.	Number	None	Team facilitator records	Team Faciliators	Annual	
1.2 MARI 2 Activity									
Workers are equipped to exercise their rights during overseas work	Outcome	Returning workers who felt equipped to exercise their rights during overseas work	Percentage of returning workers who felt equipped to exercise their rights during overseas work, as calculated by (Workers scoring a 4 or 5 on a five-point likert scale) / (Number of total respondents) x 100.	Percentage	Sex (Female/Male), Home Island (South Tarawa/Outer Island)	KAP survey	ILO	Once	The frequency of reporting is once; endline Knowledge, Attitudes and Practices (KAP) survey is planned for 2027. The South Tarawa disaggregation includes Betio. Outer Island refers to all other islands.

Families are equipped to manage the impacts of overseas work	Outcome	Families who felt equipped to manage the impacts of overseas work	Percentage of families who felt equipped to manage the impacts of overseas work, as calculated by (Families scoring a 4 or 5 on a five-point likert scale) / (Number of total respondents) x 100. Families are defined as the main kinship units, mwenga ("household"). Membership in mwenga is determined by residence but can include others beyond just the nuclear family. One family member per household is expected to complete the survey. Results will be recorded under the gender and home island of the respondent.	Percentage	Sex (Female/Male), Home Island (South Tarawa/Outer Island)	KAP survey	ILO	Once	The frequency of reporting is once; endline KAP survey is planned for 2027.
Workers are equipped to manage the impacts of overseas work upon return	Outcome	Workers who felt equipped to manage the impacts of overseas work	Percentage of workers who felt equipped to manage the impacts of overseas work, as calculated by (Workers scoring a 4 or 5 on a five-point likert scale) / (Number of total respondents) x 100. Impacts of overseas work that will be assessed include impact on relationships, childcare, household work, among others.	Percentage	Sex (Female/Male), Home Island (South Tarawa/Outer Island)	KAP survey	ILO	Once	The frequency of reporting is once; endline KAP survey is planned for 2027.
Workers better understand their rights	Outcome	Workers who pass basic test on worker rights	Percentage of workers who pass basic test on worker rights, as calculated by (Workers scoring a 4 or 5 on a five-point likert scale) / (Number of total respondents) x 100.	Percentage	Sex (Female/Male), Home Island (South Tarawa/Outer Island)	KAP survey	ILO	Once	The frequency of reporting is once; endline KAP survey is planned for 2027.
MEHR has increased knowledge to support and protect male and female workers	Outcome	Trained MEHR staff who pass knowledge test on worker rights	Percentage of Ministry of Employment and Human Resources (MEHR) staff who pass knowledge test on worker rights after completion of training, as calcuated by (Trainees with a passing score) / (Number of total trainees) x 100.	Percentage	None	Knowledge test administered during training	ILO	Annual	Post-training test tests will be administered following each training and reported annually.

Workers and families access the Overseas Worker Resource Center	Outcome	Family members who have ever visited the Overseas Worker Resource Center	Number of family members who have ever visited the Overseas Worker Resource Center. Families are defined as the main kinship units, mwenga ("household"). Membership in mwenga is determined by residence but can include others beyond just the nuclear family. Each family member is to be counted only once even if that individual visits multiple times. However, if a worker has multiple family members who visit, each will be counted.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	ILO standard client contact card	ILO	Quarterly	
Workers and families access the Overseas Worker Resource Center	Outcome	Workers who have ever visited the Overseas Worker Resource Center	Number of workers who have ever visited the Overseas Worker Resource Center. Each worker will only be counted once, even if that individual visits multiple times.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	ILO standard client contact card	ILO	Quarterly	
Workers and families plan for reintegration	Outcome	Families who report having planned for reintegration	Families who report having planned for reintegration. Families are defined as the main kinship units, mwenga ("household"). Membership in mwenga is determined by residence but can include others beyond just the nuclear family. One family member per household is expected to complete the survey. Results will be recorded under the gender and home island of the respondent.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	KAP survey	ILO	Once	The frequency of reporting is once; endline KAP survey is planned for 2027.
Government develops operational strategy for reintegration	Outcome	MEHR has an operational strategy for reintegration in place	Date at which MEHR has an operational strategy for reintegration in place, including a staffing and resourcing plan, as evidenced by a finalized document ready for use.	Date	None	Finalized operational strategy	ILO	Once	

Overseas Worker Resource Center (OWRC) established	Output	Overseas Worker Resource Center is open to serve the community	Date at which Overseas Worker Resource Center is open to serve the community. The OWRC will be considered opened to serve the community on the first day that a member of the community visits the center, as evidenced by the signed registration log.	Date	None	Registration log	ILO	Once
Partnership with non-state labor rights organization	Output	Memorandum of Understanding with non-state labor rights organization signed	Date at which memorandum of Understanding with non-state labor rights organization signed.	Date	None	Project documentation of Memorandum	ILO	Once
Workers attend elective pre-departure trainings	Output	Workers who receive training certificate for one or more elective pre-departure trainings	Number of workers who receive training certificate for one or more elective pre-departure trainings.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	Registration log	ILO	Quarterly
Families attend community workshops	Output	Family members who attend community workshops	Number of family members who attend community workshops. Families are defined as the main kinship units, mwenga ("household"). Membership in mwenga is determined by residence but can include others beyond just the nuclear family. Any family member attending can be counted here (including multiple members of the same family).	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	Registration log	ILO	Quarterly
MEHR staff complete training	Output	MEHR staff members trained	Number of MEHR staff who complete training, as evidenced by receiving a training certificate.	Number	Sex (Female/Male/Unspecified)	Signed training certificate	ILO	Quarterly
Workers and families attend reintegration briefings	Output	Workers who attend reintegration workshops	Number of workers who attend reintegration workshops.	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	Registration log	ILO	Quarterly

Workers and families attend reintegration briefings	Output	Family members who attend reintegration workshops	Family members who attend reintegration workshops. Families are defined as the main kinship units, mwenga ("household"). Membership in mwenga is determined by residence but can include others beyond just the nuclear family. Any family member attending can be counted here (including multiple members of the same family).	Number	Sex (Female/Male/Unspecified), Home Island (South Tarawa/Outer Island)	Registration log	ILO	Quarterly	
Government engages in workshops and exchanges	Output	Peer learning (regional/global) meetings with MEHR representation	Peer learning (regional/global) meetings with MEHR representation.	Number	None	Attendance sheet	ILO	Annual	ILO utilizes these exchanges between governments in similar contexts to learn from each other.
1.3 UUTI Activity									
Improved English proficiency	Outcome	Change in score on English proficiency exam	Moving average change in score on iTEP English proficiency exam; calculated as post-program test score minus pre-program test score for each student then averaged across all completed students to-date since the start of the Threshold Program. The score ranges from 0 to 6.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	Sub-activities 1, 2, and 3 refer to three different overseas education interventions. The Home Island disaggregation includes students who are originally from any location apart from South Tarawa, according to primary school location. The South Tarawa disaggregation includes Betio and South Tarawa. This indicator requires pre- and post-tests for calcuation.
Improved communication skills	Outcome	Change in score on communication skills module	Moving average change in score on communication skills test; calculated as post-program test score minus baseline test score for each student then averaged across all completed students to-date.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	This indicator requires pre- and post-tests for calcuation. Baseline derived as the average of each participant's post-program retrospective pre-test score and their pre-program test score. 'Post-program retrospective pre-test' refers to a skills test administered after the program that asks the student to reflect on their pre-program skills.

Improved cross-cultural skills	Outcome	Change in score on cross-cultural skill module	Moving average change in score on cross-cultural workplace skills test; calculated as post-program test score minus baseline score for each student then averaged across all completed students to-date.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	This indicator requires pre- and post-tests for calcluation. Baseline derived as the average of each participant's post-program retrospective pre-test score and their pre-program test score.
Acquisition of basic ICT skills	Outcome	Change in score on basic ICT skill module	Moving average change in score on ICT skills test; calculated as post-program test score minus pre-program test score for each student then averaged across all completed students to-date.	Percentage point	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	This indicator requires pre- and post-tests for calcluation. Baseline derived as the average of each participant's post-program retrospective pre-test score and their pre-program test score.
Students complete program	Outcome	Students who graduate from their program	The number of students who graduate from their program.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male/Unspecified) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	Students who completed all pre- and post-program tests; Estimated at 92% of all enrolled students for Sub-activity 1 and 2 and 80% for Sub-activity 3 based on previous American Councils experience.
Students enroll in program	Outcome	Students participating in MCC-supported education activities	The number of students enrolled or participating in MCC-supported educational schooling programs.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3) Sex (Female/Male/Unspecified) Home Island (South Tarawa/Outer Island)	American Councils Database	American Councils	Quarterly	Students who completed medical review and obtained all necessary paperwork. This indicator corresponds to an output in the project logic but we are using the outcome-level Common Indicator to measure that output.
Students enroll in program	Output	Cohorts of students participating in the UUTI activity	The number of cohorts of students participating in the UUTI activity.	Number	Kiribati Threshold Sub-activity (Sub-activity 1/Sub-activity 2/Sub-activity 3)	American Councils Database	American Councils	Quarterly	American Councils undertakes recruitment for each planned cohort of students under each Sub-activity.

ANNEX II: TABLE OF INDICATOR BASELINES AND TARGETS

Indicator Level	Indicator Name	Unit of Measure	Classification	Baseline (2023)	Year 1 Sept 2023-Sept 2024	Year 2 Oct 2024-Sept 2025	Year 3 Oct 2025-Sept 2026	Year 4 Oct 2026-Sept 2027	Post-Program Target (2030)	Baseline Documentation	Target Documentation
Outcome	Jobs from international labor mobility schemes	Number	Level	2,374 (2023)		3,140	3,611	4,152	6,315 (Year 7, 2030)	Total number of jobs, excluding seafaring/fishing, from Jan 1 to December 31, 2023 as updated from the January numbers. Latest numbers from MEHR from June 10, 2024. These data likely come from several sources, including the newly launched IRD.	MEHR proposed a 15 percent increase in the number of jobs each year of the program and into the post-program period up to 2030. From MEHR via email on February 22, 2024. The MCC CT, including the economist, agreed on the appropriateness of the target based on trends of the regional labor market and scale of the MANIM project. MEHR has not yet been able to provide baseline data on worker origin (South Tarawa vs. outer islands) but these data are expected to be available for the first M&E Plan revision. MEHR does not intend to set targets for gender or worker origin though these data will be tracked and trends over time will be reported. The post-program target year of 2030 is set to coincide
	Female			579 (2023)							
	Male			1,795 (2023)							
	Unspecified										
	South Tarawa										
	Outer Island										
Outcome	Jobs from international labor mobility schemes that are semi-skilled	Percentage	Level	46 (2023)		50	52	54	60 (Year 7, 2030)	Total share of jobs considered semi-skilled, which is defined as being a long-term job, which has a contract of greater than or equal to 1 year. From MEHR on February 22, 2024.	MEHR proposed a 2 percentage point annual increase in the share of jobs that are semi-skilled each year of the program on into the post-program period up to 2030. From MEHR via email of February 22, 2024. The MCC CT, including the economist, reviewed and agreed on the apprpriateness of the target. MEHR cannot yet provide baseline data further disaggregated by gender or worker origin but these data are expected to be available for the first M&E Plan revision. MEHR does not intend to set targets for gender or worker origin though these data will be tracked and trends over time will be reported.
	Female										
	Male										
	South Tarawa										
	Outer Island										

1.1 MARI 1 Activity

Indicator Level	Indicator Name	Unit of Measure	Classification	Baseline (2023)	Year 1	Year 2	Year 3	Year 4	Post-Program Target (2030)	Baseline Documentation	Target Documentation
Outcome	Markets with overseas worker placements	Number	Level	2 (2023)		4	5	6	9 (Year 7, 2030)	Verbal and written correspondence with MEHR in May 2024	Verbal and written correspondence with MEHR in May 2024
Outcome	Sectors with overseas worker placements	Number	Level	TBD		TBD	TBD	TBD	TBD (TBD)	From KIT and MEHR on June 10, 2023.	MCC and MEHR will need to select a sector classification list to track the number of sectors in which overseas workers are engaged over time.
Outcome	Overseas worker reports	Number	Level (Cumulative)	0 (2023)		4	4	4	4 (Year 7, 2030)	N/A	Email from PDIA Facilitator 26/08/2024 documenting LabKit team work plan.
Outcome	Task team action completion rate	Percentage	Level							N/A	Active teams will be completing their planned actions. However, iterative and adaptive implementation requires teams to drop actions because they are unfeasible or assumptions don't hold true. The 75% target balances the two realities. Meeting with MCC Project Lead on Dec. 19, 2023.
	LABKIT					75	75	75			
	LABKIT (Numerator)										
	LABKIT (Denominator)										
	Swift Explorers					75	75	75			
	Swift Explorers (Numerator)										
	Swift Explorers (Denominator)										
	Tobwaraoi					75	75	75			
	Tobwaraoi (Numerator)										
	Tobwaraoi (Denominator)										
	Task Team 4					75	75	75			
	Task Team 4 (Numerator)										
	Task Team 4 (Denominator)										
	Task Team 5					75	75	75			
	Task Team 5 (Numerator)										
	Task Team 5 (Denominator)										
	Task Team 6					75	75	75			
	Task Team 6 (Numerator)										
	Task Team 6 (Denominator)										
Outcome	Satisfaction with facilitation services	Percentage	Level							N/A	Meeting with MCC Project Lead on Dec. 19, 2023; further confirmed in questionnaire provided by PDIA Facilitator on September 5. Question #5 in the questionnaire will be used for this item.
	LABKIT					90	90	90			
	LABKIT (Numerator)										
	LABKIT (Denominator)										
	Swift Explorers					90	90	90			
	Swift Explorers (Numerator)										
	Swift Explorers (Denominator)										
	Tobwaraoi					90	90	90			
	Tobwaraoi (Numerator)										
	Tobwaraoi (Denominator)										
	Task Team 4					90	90	90			
	Task Team 4 (Numerator)										
	Task Team 4 (Denominator)										
	Task Team 5					90	90	90			
	Task Team 5 (Numerator)										
	Task Team 5 (Denominator)										
	Task Team 6					90	90	90			
	Task Team 6 (Numerator)										
	Task Team 6 (Denominator)										
Output	Team coaching hours	Hours	Cumulative	0 (2023)						N/A	Target calculated for maximum hours for 3 teams working for a full year: involving in country trips: 3 trips, 3 days (assume 8 contact hours per day with the team) = 72 hours. Remote engagement: 7 hours per month * 12 months per year = 84 hours. Total of 156 hours per year.
	LABKIT			0 (2023)		111	156	156			
	Swift Explorers			0 (2023)		123	156	156			
	Tobwaraoi			0 (2023)		123	156	156			
	Task Team 4			0 (2023)			156	156			
	Task Team 5			0 (2023)			156	156			
	Task Team 6			0 (2023)			156	156			
Output	Task team facilitator TOR	Number	Cumulative	0 (2023)						N/A	No target expected for this indicator. There is no way to predict how many task teams will develop a TOR for an external consultant's expertise.
Output	Task team charters	Number	Cumulative	0 (2023)		4	5	5		N/A	Meeting with MCC Project Lead on Dec. 19, 2023.
Output	Task teams formed	Number	Cumulative	0 (2023)		4	5	5		N/A	Meeting with MCC Project Lead on Dec. 19, 2023.

1.2 MARI 2 Activity

Indicator Level	Indicator Name	Unit of Measure	Classification	Baseline (2023)	Year 1	Year 2	Year 3	Year 4	Post-Program Target (2030)	Baseline Documentation	Target Documentation
Outcome	Returning workers who felt equipped to exercise their rights during overseas work	Percentage	Level	TBD				TBD		KAP Survey expected January 2025	KAP Survey expected January 2025. Once the KAP survey is completed, the project team will review and agree on appropriate targets for this indicator.
	Female			TBD				TBD			
	Male			TBD				TBD			
	South Tarawa			TBD				TBD			
	Outer Island			TBD				TBD			
	Families who felt equipped to manage the impacts of overseas work			TBD				TBD			

Type	Indicator	Unit	Measure	Baseline		Col1	Col2	Col3		Notes	Source
Outcome	Female	Percentage	Level	TBD				TBD		KAP Survey expected January 2025	KAP Survey expected January 2025. Once the KAP survey is completed, the project team will review and agree on appropriate targets for this indicator.
	Male			TBD				TBD			
	South Tarawa			TBD				TBD			
	Outer Island			TBD				TBD			
Outcome	Workers who felt equipped to manage the impacts of overseas work	Percentage	Level	TBD				TBD		KAP Survey expected January 2025	KAP Survey expected January 2025. Once the KAP survey is completed, the project team will review and agree on appropriate targets for this indicator.
	Female			TBD				TBD			
	Male			TBD				TBD			
	South Tarawa			TBD				TBD			
	Outer Island			TBD				TBD			
Outcome	Workers who pass basic test on worker rights	Percentage	Level	TBD				70		KAP Survey expected January 2025	ILO SOW June 5, 2023
	Female			TBD				70			
	Male			TBD				70			
	South Tarawa			TBD				70			
	Outer Island			TBD				70			
Outcome	Trained MEHR staff who pass knowledge test on worker rights	Percentage	Level			80	80	80		N/A	ILO SOW June 5, 2023
Outcome	Family members who have ever visited the Overseas Worker Resource Center	Number	Cumulative			575	1582	2879		OWRC does not currently exist as of September 2023	ILO SOW June 5, 2023 and ILO email from Sept 10, 2024.
	Female										
	Male										
	Unspecified										
	South Tarawa										
	Outer Island										
Outcome	Workers who have ever visited the Overseas Worker Resource Center	Number	Cumulative			384	1055	1918		OWRC does not currently exist as of September 2023	ILO SOW June 5, 2023 and ILO email from Sept 10, 2024.
	Female										
	Male										
	Unspecified										
	South Tarawa										
	Outer Island										
Outcome	Families who report having planned for reintegration	Number	Level	0 (2023)		972	947	960		N/A	KAP Survey expected January 2025. Once the KAP survey is completed, the project team will review and agree on appropriate targets for this indicator.
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
	South Tarawa			0 (2023)							
	Outer Island			0 (2023)							
Outcome	MEHR has an operational strategy for reintegration in place	Date	Date			1-Jan-2025				A reintegration plan exists as of March 2023; ILO and MEHR discussed the priority to develop an operational strategy for implementing that existing plan	ILO SOW June 5, 2023
Output	Overseas Worker Resource Center is open to the community	Date	Date			1-Jan-2025				OWRC does not currently exist as of September 2023	From ILO via email on March 7, 2023
Output	Memorandum of Understanding with non-state labor rights organization signed	Date	Date				1-Jan-2026			N/A	ILO SOW June 5, 2023
Output	Workers who receive training certificate for one or more elective pre-departure trainings	Number	Cumulative	0 (2023)		231	634	1153		Training has not yet occurred	From ILO via email on March 7, 2023
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
	South Tarawa			0 (2023)							
	Outer Island			0 (2023)							
Output	Family members who attend community workshops	Number	Cumulative	0 (2023)		515	1417	2576		Training has not yet occurred	From ILO via email on March 7, 2023
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
	South Tarawa			0 (2023)							
	Outer Island			0 (2023)							
Output	MEHR staff members trained	Number	Level	0 (2023)		10	15	15		Training has not yet occurred	From ILO via email on March 7, 2023
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
Output	Workers who attend reintegration workshops	Number	Cumulative	0 (2023)		277	761	1384		Training has not yet occurred	From ILO via email on March 7, 2023
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
	South Tarawa			0 (2023)							
	Outer Island			0 (2023)							
Output	Family members who attend reintegration workshops	Number	Cumulative	0 (2023)		554	1522	2768		Training has not yet occurred	From ILO via email on March 7, 2023
	Female			0 (2023)							
	Male			0 (2023)							
	Unspecified			0 (2023)							
	South Tarawa			0 (2023)							
	Outer Island			0 (2023)							
Output	Peer learning (regional/global) meetings with MEHR representation	Number	Cumulative	0 (2023)		3	6	7		Meetings have not yet occurred	From Angelica at ILO via email on March 7, 2023
	1.3 UUTI Activity										
	Change in score on English proficiency exam										
	Sub-activity 1			2 (2023)	0.3	0.3	0.3	0.3			
	Sub-activity 1 - Female										
	Sub-activity 1 - Male										

				Baseline	Y1	Y2	Y3	Y4		Source	Source (detail)
Outcome	Sub-activity 1 - South Tarawa	Number	Level							American Councils' English proficiency testing pilot report submitted to MCC on Jan. 11, 2024. Pages 4-5.	American Councils' English proficiency testing pilot report submitted to MCC on Jan. 11, 2024. Pages 4-5.
	Sub-activity 1 -Outer Island										
	Sub-activity 2			2.3 (2023)	0.3	0.3	0.3	0.3			
	Sub-activity 2 - Female										
	Sub-activity 2 - Male										
	Sub-activity 2 - South Tarawa										
	Sub-activity 2 - Outer Island										
	Sub-activity 3			3.7 (2023)		1.5	1.5	1.5			
	Sub-activity 3 - Female										
	Sub-activity 3 - Male										
	Sub-activity 3 - South Tarawa										
	Sub-activity 3 - Outer Island										
Outcome	Change in score on communication skills module	Number	Level							American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 1.	American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 1.
	Sub-activity 1			5 (2024)	0.25	0.25	0.25	0.25			
	Sub-activity 1 - Female										
	Sub-activity 1 - Male										
	Sub-activity 1 - South Tarawa										
	Sub-activity 1 - Outer Island										
	Sub-activity 2			5.25 (2024)	0.25	0.25	0.25	0.25			
	Sub-activity 2 - Female										
	Sub-activity 2 - Male										
	Sub-activity 2 - South Tarawa										
	Sub-activity 2 - Outer Island										
	Sub-activity 3			5.5 (2024)		0.25	0.25	0.25			
	Sub-activity 3 - Female										
	Sub-activity 3 - Male										
	Sub-activity 3 - South Tarawa										
	Sub-activity 3 - Outer Island										
Outcome	Change in score on cross-cultural skill module	Number	Level							American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 1.	American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 1.
	Sub-activity 1			4.75 (2024)	0.35	0.35	0.35	0.35			
	Sub-activity 1 - Female										
	Sub-activity 1 - Male										
	Sub-activity 1 - South Tarawa										
	Sub-activity 1 - Outer Island										
	Sub-activity 2			4.9 (2024)	0.35	0.35	0.35	0.35			
	Sub-activity 2 - Female										
	Sub-activity 2 - Male										
	Sub-activity 2 - South Tarawa										
	Sub-activity 2 - Outer Island										
	Sub-activity 3			5.5 (2024)		0.5	0.5	0.5			
	Sub-activity 3 - Female										
	Sub-activity 3 - Male										
	Sub-activity 3 - South Tarawa										
	Sub-activity 3 - Outer Island										
Outcome	Change in score on basic ICT skill module	Percentage point	Level							American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 2.	American Councils' monitoring tools pilot report submitted to MCC on June 3, 2024. Page 2.
	Sub-activity 1			35 (2024)		35	35	35			
	Sub-activity 1 - Female										
	Sub-activity 1 - Male										
	Sub-activity 1 - South Tarawa										
	Sub-activity 1 - Outer Island										
	Sub-activity 2			45 (2024)		35	35	35			
	Sub-activity 2 - Female										
	Sub-activity 2 - Male										
	Sub-activity 2 - South Tarawa										
	Sub-activity 2 - Outer Island										
	Sub-activity 3			60 (2024)		25	25	25			
	Sub-activity 3 - Female										
	Sub-activity 3 - Male										
	Sub-activity 3 - South Tarawa										
	Sub-activity 3 - Outer Island										
Outcome	Students who graduate from their program	Number	Cumulative	0 (2023)	92	328	574	774		Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.	Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.
	Sub-activity 1			0 (2023)	46	138	184	230			
	Sub-activity 1 - Female			0 (2023)							
	Sub-activity 1 - Male			0 (2023)							
	Sub-activity 1 - Unspecified			0 (2023)							
	Sub-activity 1 - South Tarawa			0 (2023)							
	Sub-activity 1 - Outer Island			0 (2023)							
	Sub-activity 2			0 (2023)	46	184	368	506			
	Sub-activity 2 - Female			0 (2023)							
	Sub-activity 2 - Male			0 (2023)							
	Sub-activity 2 - Unspecified			0 (2023)							
	Sub-activity 2 - South Tarawa			0 (2023)							
	Sub-activity 2 - Outer Island			0 (2023)							
	Sub-activity 3			0 (2023)		6	22	38			
	Sub-activity 3 - Female			0 (2023)							

Type	Indicator	Unit	Type	Baseline	Y1	Y2	Y3	Y4		Notes	Source
	Sub-activity 3 - Male			0 (2023)							
	Sub-activity 3 - Unspecified			0 (2023)							
	Sub-activity 3 - South Tarawa			0 (2023)							
	Sub-activity 3 - Outer Island			0 (2023)							
	Female			0 (2023)							
	Male			0 (2023)							
Outcome	Students participating in MCC-supported education activities	Number	Cumulative	0 (2023)	108	379	650	850		Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.	Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.
	Sub-activity 1			0 (2023)	50	150	200	250			
	Sub-activity 1 - Female			0 (2023)							
	Sub-activity 1 - Male			0 (2023)							
	Sub-activity 1 - Unspecified			0 (2023)							
	Sub-activity 1 - South Tarawa			0 (2023)							
	Sub-activity 1 - Outer Island			0 (2023)							
	Sub-activity 2			0 (2023)	50	200	400	550			
	Sub-activity 2 - Female			0 (2023)							
	Sub-activity 2 - Male			0 (2023)							
	Sub-activity 2 - Unspecified			0 (2023)							
	Sub-activity 2 - South Tarawa			0 (2023)							
	Sub-activity 2 - Outer Island			0 (2023)							
	Sub-activity 3			0 (2023)	8	29	50	50			
	Sub-activity 3 - Female			0 (2023)							
	Sub-activity 3 - Male			0 (2023)							
	Sub-activity 3 - Unspecified			0 (2023)							
	Sub-activity 3 - South Tarawa			0 (2023)							
	Sub-activity 3 - Outer Island			0 (2023)							
	Female			0 (2023)							
	Male			0 (2023)							
Output	Cohorts of students participating in the UUTI activity	Number	Cumulative	0 (2023)	3	9	15	19		Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.	Program Grant Agreement signed by MCC and AC and effective on December 11, 2023. Pages 45-46.
	Sub-activity 1			0 (2023)	1	3	4	5			
	Sub-activity 2			0 (2023)	1	4	8	11			
	Sub-activity 3			0 (2023)	1	2	3	3			

ANNEX III: M&E PLAN MODIFICATIONS

Jobs from international labor mobility schemes						
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project					
Activity:	N/A					
Sub-Activity:	N/A					
M&E Plan Version 1	**Modification Description:**	Definition Modification				
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.				
	Justification Description:	Unit of measure added to the definition for clarity.				
M&E Plan Version 1	**Modification Description:**	Target Modification				
	Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				TBD	TBD
	Revised Targets	3,140	3,140	3,611	4,152	6,315 (Year 7, 2030)
	Justification:	Corrections to erroneous data				
	Justification Description:	MEHR's employment database has been undergoing data quality improvements.				
M&E Plan Version 1	**Modification Description:**	Baseline Modification				
	Modification:	Previous			Revised	
		1,337			2,374	
	Justification:	Corrections to erroneous data				

	Justification Description:	MEHR's employment database has been undergoing data quality improvements.

Jobs from international labor mobility schemes that are semi-skilled					
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project				
Activity:	N/A				
Sub-Activity:	N/A				

M&E Plan Version 1	Modification Description:	Definition Modification				
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.				
	Justification Description:	Team needed to define an operational definition for job decency.				

M&E Plan Version 1	Modification Description:	Target Modification				
	Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				TBD	TBD
	Revised Targets		50	52	54	60
	Justification:	TBD replaced with target				
	Justification Description:	Received information from MEHR to set this target.				

M&E Plan Version 1	Modification Description:	Baseline Modification

	Modification:	Previous	Revised
		5%	46
	Justification:	Corrections to erroneous data	
	Justification Description:	MEHR's employment database has been undergoing data quality improvements.	

Markets with overseas worker placements					
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project				
Activity:	MARI 1				
Sub-Activity:	N/A				

	Modification Description:	Target Modification				
M&E Plan Version 1	**Modification:**	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				TBD	TBD
	Revised Targets		4	5	6	9
	Justification:	TBD replaced with target				
	Justification Description:	Targets by MEHR and agreed by MCC in May 2024.				
M&E Plan Version 1	**Modification Description:**	Baseline Modification				
	Modification:	Previous		Revised		
		TBD		2		
	Justification:	Corrections to erroneous data				

	Justification Description:	Excluding fishing and seafaring, MEHR clarified there were only two markets in 2023: Australia and New Zealand.

Overseas worker reports	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 1
Sub-Activity:	N/A

	Modification Description:	Indicator Created
M&E Plan Version 1	Justification:	Existing indicators do not sufficiently measure project logic
	Justification Description:	Added result to the logic, as expected for the PDIA process.

Satisfaction with facilitation services	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	N/A
Sub-Activity:	N/A

M&E Plan Version 1	Modification Description:	Definition Modification				
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.				
	Justification Description:	The definition was expanded to include the percentage formula used to calculate the indicator.				

M&E Plan Version 1	Modification Description:	Target Modification				
	Modification:		Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets					100%	
	Revised Targets	LABKIT		90%	90%	90%	
		Swift Explorers		90%	90%	90%	
		Tobwaraoi		90%	90%	90%	

		Task Team 4		90%	90%	90%	
		Task Team 5		90%	90%	90%	
		Task Team 6		90%	90%	90%	
		Justification:	Corrections to erroneous data				
		Justification Description:	Received information from implementing partners to set this target.				

Task team facilitator TOR		
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 1	
Sub-Activity:	N/A	
M&E Plan Version 1	**Modification Description:**	Indicator Created
	Justification:	Existing indicators do not sufficiently measure project logic
	Justification Description:	Logic change due to implementation plan changes.

Task team charters						
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project					
Activity:	MARI 1					
Sub-Activity:	N/A					
M&E Plan Version 1	**Modification Description:**	Definition Modification				
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.				
	Justification Description:	Updated to reflect implementation plans.				
M&E Plan Version 1	**Modification Description:**	Target Modification				
	Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				TBD	TBD

	Revised Targets		4	5	5	
		Justification:	TBD replaced with target			
		Justification Description:	Consulted with project teams to set targets.			

Task teams formed	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 1
Sub-Activity:	N/A
M&E Plan Version 1	**Modification Description:** Indicator Created
	Justification: Existing indicators do not sufficiently measure project logic
	Justification Description: Added this indicator to reflect how implementing partners will first engage task teams.

Returning workers who felt equipped to exercise their rights during overseas work	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A
M&E Plan Version 1	**Modification Description:** Definition Modification
	Justification: Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description: The unit of measure and formula used to calculate the indicator were added to the definition for clarity.

Families who felt equipped to manage the impacts of overseas work	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	The unit of measure and formula used to calculate the indicator were added to the definition for clarity. Definitions for household and household member were also added.

Workers who felt equipped to manage the impacts of overseas work		
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	The unit of measure and formula used to calculate the indicator were added to the definition for clarity.

Workers who pass basic test on worker rights		
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	The unit of measure and formula used to calculate the indicator were added to the definition for clarity.

Trained MEHR staff who pass knowledge test on worker rights	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2

Sub-Activity:	N/A	
M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	The unit of measure and formula used to calculate the indicator were added to the definition for clarity.

Family members who have ever visited the Overseas Worker Resource Center					
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project				
Activity:	MARI 2				
Sub-Activity:	N/A				
M&E Plan Version 1	**Modification Description:**	Definition Modification			
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.			
	Justification Description:	The unit of measure was added to the definition for clarity. Definitions for household and household member were also added.			
M&E Plan Version 1	**Modification Description:**	Target Modification			
	Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				2,877	
	Revised Targets		575	1,582	2,879	
	Justification:	Corrections to erroneous data				
	Justification Description:	The definition update required rethinking the numbers and thus revising the target.				

Workers who have ever visited the Overseas Worker Resource Center	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	The unit of measure was added to the definition for clarity. Further detail provided on how to avoid double counting of workers.

Families who report having planned for reintegration

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

Modification Description:	Target Modification				
Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
Previous Targets				2,877	
Revised Targets		575	1,582	2,879	

Justification:	Corrections to erroneous data
Justification Description:	The definition update required rethinking the numbers and thus revising the target.

M&E Plan Version 1	Modification Description:	Baseline Modification	
	Modification:	Previous	Revised
			0 (2023)
	Justification:	Corrections to erroneous data	
	Justification Description:	Blank replaced with a zero baseline.	

MEHR has an operational strategy for reintegration in place

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A
M&E Plan Version 1	Modification Description:	Definition Modification

	Justification:	Additional clarity is required to accurately measure or interpret an indicator.
	Justification Description:	Minor addition to the definition to clarify when it will be considered complete.

Overseas Worker Resource Center is open to the community

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Correction of spelling or formatting error
	Justification Description:	Period added to align with M&E Plan guidance.

Memorandum of Understanding with non-state labor rights organization signed

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Unit of measure added to the definition for clarity.

Workers who receive training certificate for one or more elective pre-departure trainings

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	Modification Description:	Definition Modification

	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Unit of measure added to the definition for clarity.

Family members who attend community workshops

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Unit of measure added to the definition for clarity.

MEHR staff members trained

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Unit of measure added to the definition for clarity.

Workers who attend reintegration workshops

Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	MARI 2
Sub-Activity:	N/A

M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Unit of measure added to the definition for clarity.

Family members who attend reintegration workshops		
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	Definitions for household and household member were added.

Peer learning (regional/global) meetings with MEHR representation		
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project	
Activity:	MARI 2	
Sub-Activity:	N/A	
M&E Plan Version 1	Modification Description:	Definition Modification
	Justification:	Correction of spelling or formatting error
	Justification Description:	Period added to align with M&E Plan guidance.

Change in score on English proficiency exam	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	The formula used to calculate this indicator was added to the definition for clarity.

Change in score on cross-cultural skill module	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	The formula used to calculate this indicator was added to the definition for clarity.

Change in score on basic ICT skill module	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	Additional clarity is required to accurately measure or interpret an indicator
	Justification Description:	The formula used to calculate this indicator was added to the definition for clarity.

Students who graduate from their program	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI

Sub-Activity:	N/A					
M&E Plan Version 1	**Modification Description:**	Target Modification				
	Modification:	Year 1	Year 2	Year 3	Year 4	End of Compact
	Previous Targets				776	
	Revised Targets				774	
	Justification:	Corrections to erroneous data				
	Justification Description:	Target was erroneously recorded as 776 instead of 774.				

Students participating in MCC-supported education activities	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Definition Modification
	Justification:	MCC requires a new common indicator definition
	Justification Description:	Definition and level changed to match the common indicator guidance.

Cohorts of students participating in the UUTI activity	
Project:	Mwakuri Aika Nakoraoi Ibukin Maeuraoimi (MANIM) Project
Activity:	UUTI
Sub-Activity:	N/A

M&E Plan Version 1	**Modification Description:**	Indicator Created
	Justification:	MCC requires new common indicator be used for measurement across all projects of a certain type
	Justification Description:	Added this output indicator since common indicator E-6 is classified as an outcome indicator.