

CSO CAPACITY ASSESSMENT

UNDP Morocco

A practical case: PASC Programme - February 2008

The need & the logic

NGO Execution needs to be based on a strong & specific capacity assessment

The NGO suitability for partnership is tested through formal & interactive analysis tools

NGO engage in partnership and enhances its capacities on the base of the assessed needs and through an on-the-job training approach

The case

**PASC Programme support Moroccan NGOs
in project implementation & capacity building**

17 PROJECTS

**17
Moroccan
NGOs**

1,5 million \$

1 year

**17
Italian NGOs**

The assessment – *1st phase*

The application form

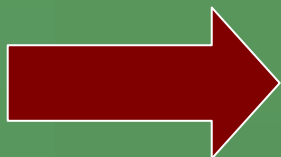
NGO presents basic information on 10 issues

Structure

- ✓ Vision & mission
- ✓ Responsibility & representation
- ✓ Internal governance
- ✓ Budget size & audit
- ✓ Equipment & logistics

Management

- ✓ Partnerships & financing
- ✓ Human resources & training
- ✓ Field coordination
- ✓ Project designing & implementation
- ✓ Monitoring & evaluation



NGO is retained if basic capacity requirements are met & the proposed Project is valuable

The assessment – *2nd phase*

A search for NGO's needs & expectations, through:

Punctual support to NGO

- ✓ to finalize Project documents (RBM compliant)
- ✓ to identify capacity weaknesses & needs

Brainstorming

30 NGOs (17 Moroccan & 13 Italian) engaged in discussion on their respective capacity needs



***Draft of a overall
capacity building strategy***



The assessment – *3rd phase*

Individual capacity assessment & enhancement strategy

For each of the 17 NGOs a Capacity File indicates:

- ✘ main capacity issues: strengths, weaknesses and needs**
- ✘ specific propositions for quality enhancement (charts, procedures) & capacity building (training, development)**

Afterwards: on-the-job training

While implementing projects NGOs shall be supported through:

**Punctual advice
& support on
adm/fin
management**

**Thematic
training
(communication)**

**Training on
RBM principles
& tools**

**Italian NGO
partner support**

**Field exchange,
mutual
initiatives**

Best practices

Afterwards: evaluation

Project implementation is over

**After this 12 months in-the-job training a
separate (auto) evaluation is done**

By the
Moroccan NGO

By the
Italian NGO

Thank you