



# Certification for Evaluators in the Government of Canada – *The Way Ahead*

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## Outline of Presentation

- Rationale for Evaluator Certification in the Government of Canada
- Proposed Professional Development and Certification Program
  - Expected Results
  - Key Components
- Phased Implementation
  - A three-year plan



## Why Certification for Evaluators?

- The credibility of the evaluation function is directly linked to the competence of heads of evaluation and evaluators
  - Deputies identified the lack of qualified evaluators as a contributor to the lack of quality and use of evaluation
  - Current evaluation policy does not include any specific expectations on competencies for evaluators and for those who lead the function
- Evaluation in the context of the Canadian Federal government requires a consistently competent evaluation workforce in order to:
  - Support credibility and quality of evaluations
  - Promote the appropriate use of evaluation in decision-making, particularly expenditure management





## Why Certification for Evaluators? (Con't)

- A shortage of trained evaluation specialists exists across Canada and most notably in the federal government
  - Clear competencies can support recruitment
- Other functional communities in the Canadian government are already moving in this direction
  - various communities (e.g. procurement) in the Federal government are establishing certificates for their functions





# Proposed Professional Development and Certification Program – Overview and Expected Results

- The Professional Development and Certification program would:
  - be competency-based
  - target both heads of evaluation and evaluators (at varying levels)
  - be customized to the needs of the Government of Canada
- The proposed Policy on Evaluation will call for certification of heads of evaluation

## Expected Results

### Main objective:

- Improve the credibility and quality of evaluations in order to increase use in decision-making.

### Expected Results

- Enhanced professionalism of the evaluation function across government
- Increased evaluation capacity, with consistent and standardized competencies
- High-quality and credible evaluations that inform decision-making



# Proposed Professional Development and Certification Program – Governance and Delivery Partners

## Technical Advisory Committee

Composed of evaluation experts (departments, evaluation associations etc.)  
Certification Program Development

## Treasury Board Secretariat Centre of Excellence for Evaluation

- Act as a champion
- Provide expertise
- Liaise with the evaluation community

## Canadian General Standards Board

- Accredited as a certification organization
- Develop standard on competencies for evaluators
- Coordinate Development and administration of program



## Canada School for Public Service

- Develop and deliver curriculum for evaluators

## Independent Review Panel

Composed of evaluation experts (departments, evaluation associations etc.)  
Certification Program Administration





## Proposed Professional Development and Certification Program – Key Components

1. Clear competencies
2. Certification Program
3. Supporting training program





## Core Competency Profiles

- Establish core competency profiles for heads of evaluation and evaluators (at varying levels)
  - Knowledge, skills and attributes required for heads of evaluation and evaluators
  - Standardized competencies for the evaluation function across government
- Competency profiles will be critical for the training and certification programs
- Develop a web-based assessment tool to enable evaluators to assess knowledge and skills gap against the competency profiles







## Certification Program

- Create a common government-wide standard on competencies for heads of evaluation and evaluators
  - to be developed by the Canadian General Standards Board – a body accredited by the Standards Council of Canada as a certification organization
  - Will include specific requirements for each competency
    - Knowledge, skills, abilities, and experience required for heads of evaluation and evaluators at varying levels (junior, intermediate, senior)
      - based on competency profiles
- Establish and administer certification program based on the standard
  - Develop a certification manual (certification requirements, required training, maintenance, recertification etc.)
  - Assessment tools – knowledge test





# Professional Development Program

Develop a curriculum to support certification:

- Based on core competency profiles
- Web-based assessment tool will be useful to identify learning needs
- Anticipate 5 learning modules for heads of evaluation and 5 modules for evaluators
- Provide evaluators with a solid knowledge of evaluation theory, methods and practice
- Will build on courses already available
- Will customize modules to the Canadian federal environment



# A Phased Approach: a three-year plan

