

Doc 2.5. Criteria for selecting partner organizations

Partner organizations should have a soundtrack record in market-oriented skills training and the promotion of employment. As far as possible they should meet the following requirements.

1. Be a legal entity duly registered.
2. Have demonstrated technical experience and sustainable results in training and employment promotion for disadvantaged groups, with a minimum of seven years of practical experience in market-oriented skills training and employment (self and wage employment), micro- and small-enterprise development or income generating programmes.
3. Have a demonstrated active presence in the area that has been selected for the TREE programme, good knowledge of the local socio-economic situation and activities in the area, and rapport with local communities.
4. Have the requisite qualified personnel/staff with the technical skills and experience, infrastructure, and administrative and logistical support for undertaking specific activities in the TREE programme.
5. Proven competencies (human resources and skills) and experience in providing training and/or post training support (technical assistance and follow up, linkages with markets, credit, business counselling, and technology) as demonstrated by the number of self-reliant persons promoted by the organization in sustainable economic activities.
6. Demonstrated understanding of the local community and specific groups with a willingness to be truly inclusive of all and to practice non-discrimination in selecting trainees, hiring staff and providing support to specific groups as needed so the participants can successfully participate and complete the programme and be employed or self-employed.
7. A good understanding of the markets for products and services that poor rural people are likely to produce, including markets for less traditional products and services.
8. Have practical experience in, and the capacity to address gender issues/dimensions in training and employment.
9. Capacity to reach the target group (a minimum of persons) in the specified 10. Experience in group mobilization and organization, and group strategies, in particular for access to credit and savings services.
10. Good linkages and relationships with government and non-government institutions focusing on vocational training and employment promotion, business development services, savings and credit facilities, market information and marketing.
11. Demonstrated financial reliability and accountability.
12. An established and effective system of accounts/ audit.
13. Willingness to comply with the TREE reporting and evaluation systems.

Some organizations, while also wishing to assist the target group in increasing their income, may not be suitable partners for TREE for the following reasons:

- they are concerned only with agricultural development;
- their target group does not belong to the poorer households;
- they are not interested or ready to implement a livelihood component in their programmes;
- they are not willing to coordinate with other agencies, and particularly government organizations.

Cost-sharing

An important question in the application of the TREE methodology by a partner organization will be the funding of expenses. Evidently, a sharing of resources needed for the implementation of the TREE programme will depend on the financial and organizational capability of the selected organizations.

Some organizations have enough funds to finance an entire TREE “training cycle”: from training planning, through training delivery, as well as the provision of loans and other support for resulting employment activities, etc. Some also have sufficient skilled staff to carry out a training programme (if necessary, with the TREE team acting as advisers and back stoppers).