Training course on Theory of Change Development for Social Protection Programs

Professional Development Training Course Outline

Category	Social Protection	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Theory of Change (ToC) Development for Social Protection Programs is a foundational and indispensable skill for designing, implementing, and evaluating effective social protection interventions. A well-articulated ToC provides a clear roadmap, illustrating how and why a program is expected to achieve its intended outcomes, by mapping out the causal pathways from inputs to long-term impacts. In the complex and multi-faceted landscape of social protection, where interventions often address deep-rooted issues like poverty, vulnerability, and inequality, a robust ToC is crucial for ensuring logical coherence, identifying assumptions, guiding M&E efforts, and fostering shared understanding among all stakeholders. It moves beyond simply describing activities to explaining the underlying logic and assumptions of how change will occur. Training Course on Theory of Change Development for Social Protection Programs is meticulously designed to equip with the advanced theoretical insights and intensive practical tools necessary to excel in Theory of Change Development for Social Protection Programs. We will delve into the foundational concepts of causal logic and program pathways, master the intricacies of facilitating ToC workshops, and explore cutting-edge approaches to identifying assumptions, risks, and contextual factors. A significant focus will be placed on hands-on application, analyzing real-world complex social protection programs, and developing tailored ToCs that are both rigorous and practical. By integrating industry best practices, analyzing complex case studies, and engaging in intensive practical exercises, attendees will develop the strategic acumen to confidently champion and implement Theory of Change development, fostering unparalleled program clarity, strategic coherence, and evidence-based decision-making.

Programme Curriculum

Training Course on Theory of Change Development for Social Protection Programs

Introduction

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Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the fundamental concepts of **Theory of Change (ToC)** and its strategic importance in social protection.
2. Comprehend the **key components of a robust ToC** (e.g., inputs, activities, outputs, outcomes, impacts, assumptions).
3. Master various **facilitation techniques for developing a ToC** in a participatory manner.
4. Develop expertise in **mapping causal pathways** and identifying intermediate outcomes for social protection programs.
5. Formulate strategies for identifying and articulating **critical assumptions and risks** within a ToC.
6. Understand the crucial role of **contextual analysis** in informing ToC development.
7. Implement robust approaches to **linking the ToC to program design and implementation**.
8. Explore key strategies for utilizing the **ToC as a foundation for M&E frameworks** and impact evaluation.
9. Apply methodologies for **validating and refining a ToC** throughout the program lifecycle.
10. Develop preliminary skills in **visualizing and communicating a ToC** effectively.
11. Understand the conceptual difference between activities, outputs, outcomes, and impact.
12. Discuss methods for identifying and assessing potential risks to the ToC.
13. Address common challenges in facilitating ToC workshops.

Target Audience

This course is essential for professionals involved in designing, implementing, or evaluating social protection programs:

1. **Social Protection Policymakers:** Guiding policy formulation and program mandates.
2. **Program Managers & Coordinators:** Overseeing program design and implementation.
3. **M&E Specialists & Evaluators:** Designing M&E systems and impact evaluations.

4. **Program Designers:** Developing new social protection interventions.
5. **Government Officials:** From ministries responsible for social welfare and planning.
6. **Development Practitioners:** From NGOs and international organizations.
7. **Consultants:** Providing program design and evaluation services.
8. **Civil Society Organizations:** Engaged in program implementation and advocacy.

Course Duration: 5 Days

Course Modules

Module 1: Foundations of Theory of Change

- Define Theory of Change (ToC) and its distinction from other planning tools (e.g., logframes).
- Discuss the strategic importance of ToC for program clarity and coherence.
- Explore the core question a ToC answers: "How and why will change happen?"
- Understand the conceptual difference between activities, outputs, outcomes, and impact.
- Identify the benefits of a well-articulated ToC for stakeholders.

Module 2: Key Components of a Robust ToC

- Master the identification and articulation of all key ToC components.
- Define inputs, activities, and outputs in the context of social protection.
- Differentiate between short-term, medium-term, and long-term outcomes.
- Understand how to define the ultimate desired impact of a program.
- Explore the critical role of assumptions and external factors.

Module 3: Facilitating ToC Development Workshops

- Learn various participatory facilitation techniques for ToC workshops.
- Discuss strategies for engaging diverse stakeholders in ToC development.
- Understand how to elicit underlying assumptions and beliefs about change.
- Practice guiding group discussions and consensus-building.
- Address common challenges in facilitating ToC workshops.

Module 4: Mapping Causal Pathways

- Develop expertise in mapping logical causal pathways from activities to impact.
- Identify intermediate outcomes and their sequential relationships.
- Understand the concept of "pathways of change" in complex interventions.
- Explore how to visualize complex causal relationships clearly.
- Practice mapping a ToC for a multi-component social protection program.

Module 5: Identifying Assumptions and Risks

- Formulate strategies for systematically identifying critical assumptions.
- Differentiate between enabling assumptions and transformational assumptions.
- Understand how assumptions can be tested and monitored.
- Discuss methods for identifying and assessing potential risks to the ToC.
- Learn to develop mitigation strategies for identified risks.

Module 6: Contextual Analysis and ToC Development

- Understand the crucial role of contextual analysis in informing ToC.

- Explore how political, economic, social, technological, environmental, and legal (PESTEL) factors influence pathways.
- Discuss adapting ToCs to different cultural and socio-economic settings.
- Learn to integrate gender, equity, and inclusion considerations into the ToC.
- Analyze case studies where context significantly shaped the ToC.

Module 7: Linking ToC to Program Design and Implementation

- Implement robust approaches to using the ToC for program design refinement.
- Discuss how the ToC informs activity planning and resource allocation.
- Understand the ToC's role in guiding adaptive management during implementation.
- Explore how the ToC can be used for internal communication and team alignment.
- Practice aligning program activities with a developed ToC.

Module 8: ToC as a Foundation for M&E

- Explore key strategies for utilizing the ToC as the bedrock for M&E frameworks.
- Learn how the ToC informs indicator selection and data collection plans.
- Discuss its role in guiding process, outcome, and impact evaluations.
- Understand how the ToC helps attribute change and interpret findings.
- Develop preliminary M&E questions directly from a ToC.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.

- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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