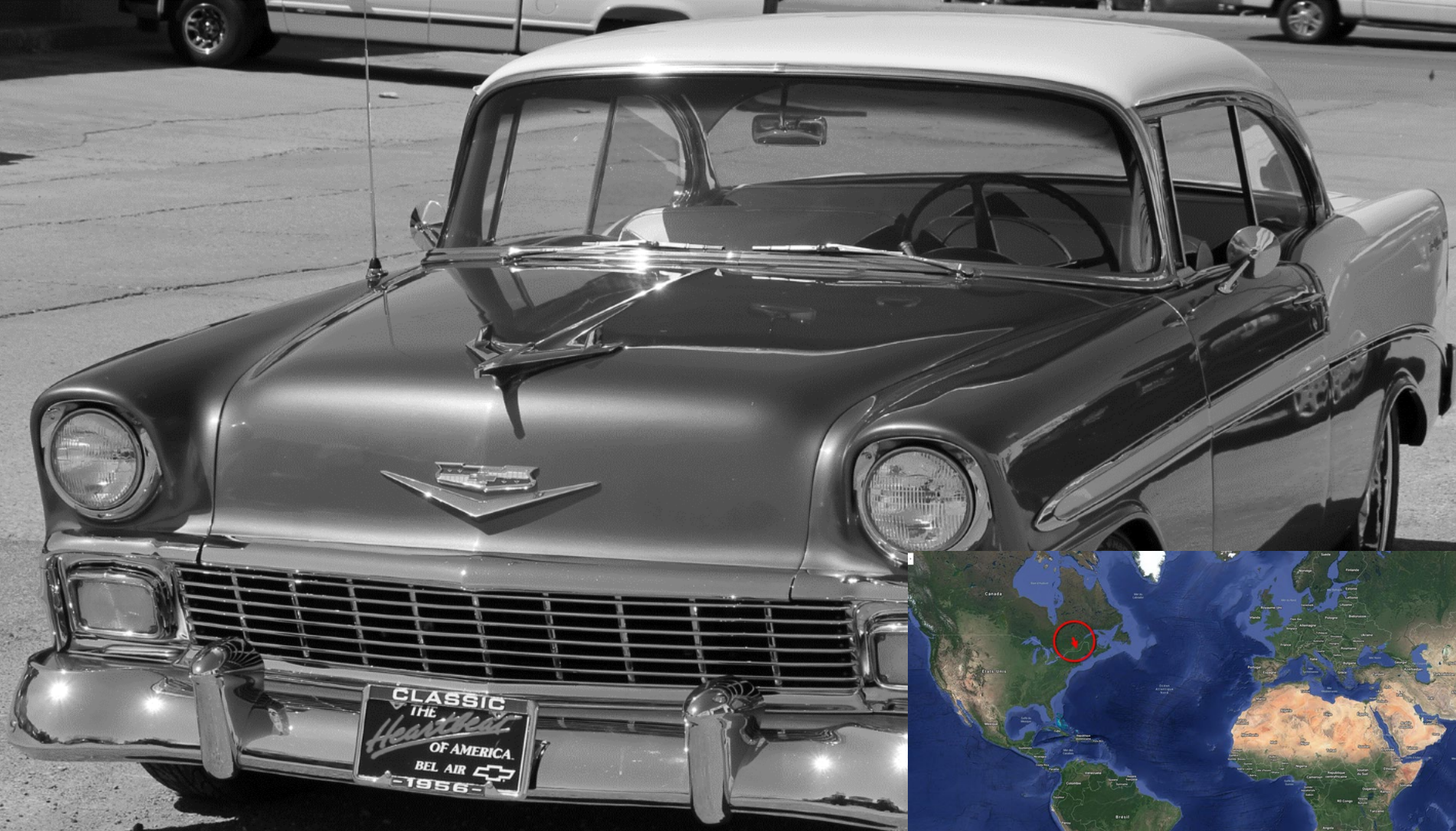




Schweizerische Evaluationsgesellschaft  
Société suisse d'évaluation  
Società svizzera di valutazione

# Professionalization of Evaluation – the Canadian Experience and beyond

Notes for a presentation by Benoît Gauthier, September 13, 2019  
gauthier@circum.com



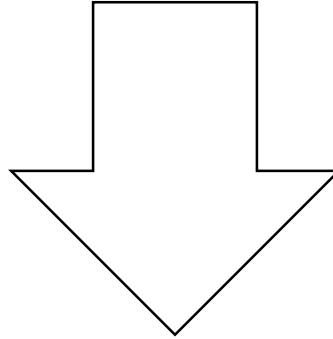




Société canadienne d'évaluation  
Canadian Evaluation Society



Social scientist



Evaluator

Profession

Professional

Professionalization

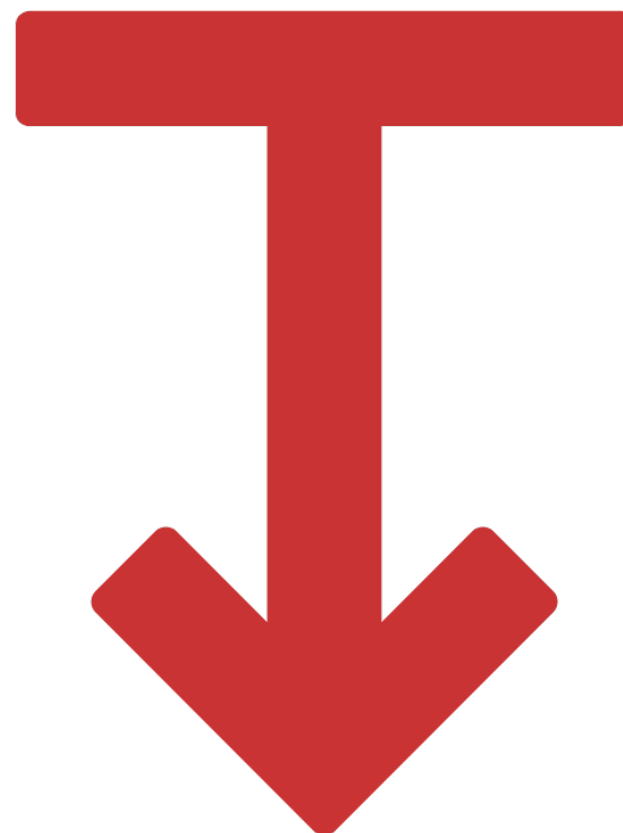
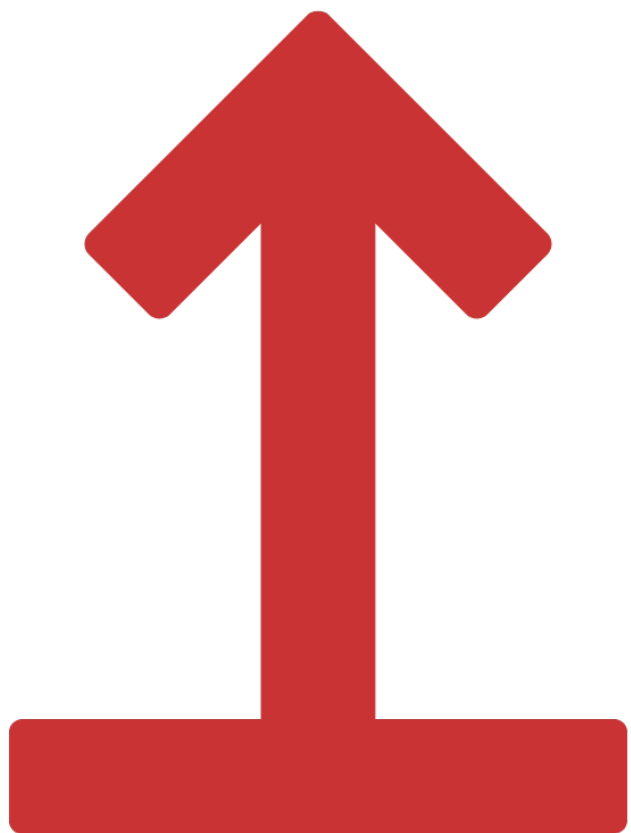
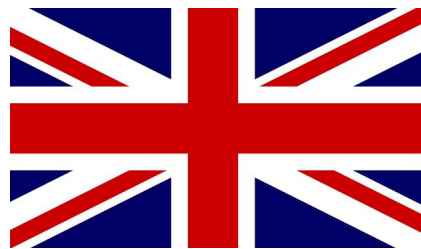


~~Bien-être~~

Full-time and full-time  
Ethical dispositions  
Expertise income  
Professional autonomy  
Specialized knowledge  
certification  
services to clients  
ethics

**Nefarious**

control the market  
limiting competition







# Plan

recognition = performance + protection



# Ingredients of professionalization

- 1 – Ecosystem review
- 2 – Mechanisms
- 3 – Change process
- 4 – Resources



Grounded plan

Ethics  
Standards  
Competencies  
Promotion  
Recognition



# Benefits

identity  
image  
training and knowledge  
post-graduate training  
homogeneous practice  
quality  
utilization  
prestige  
less problematic behavior  
protection

# Risks

few instead of consensus  
restricted methodological  
diversity  
narrowed field  
rigidly standardized training  
exclusion of talented  
practitioners  
interests of evaluators ahead

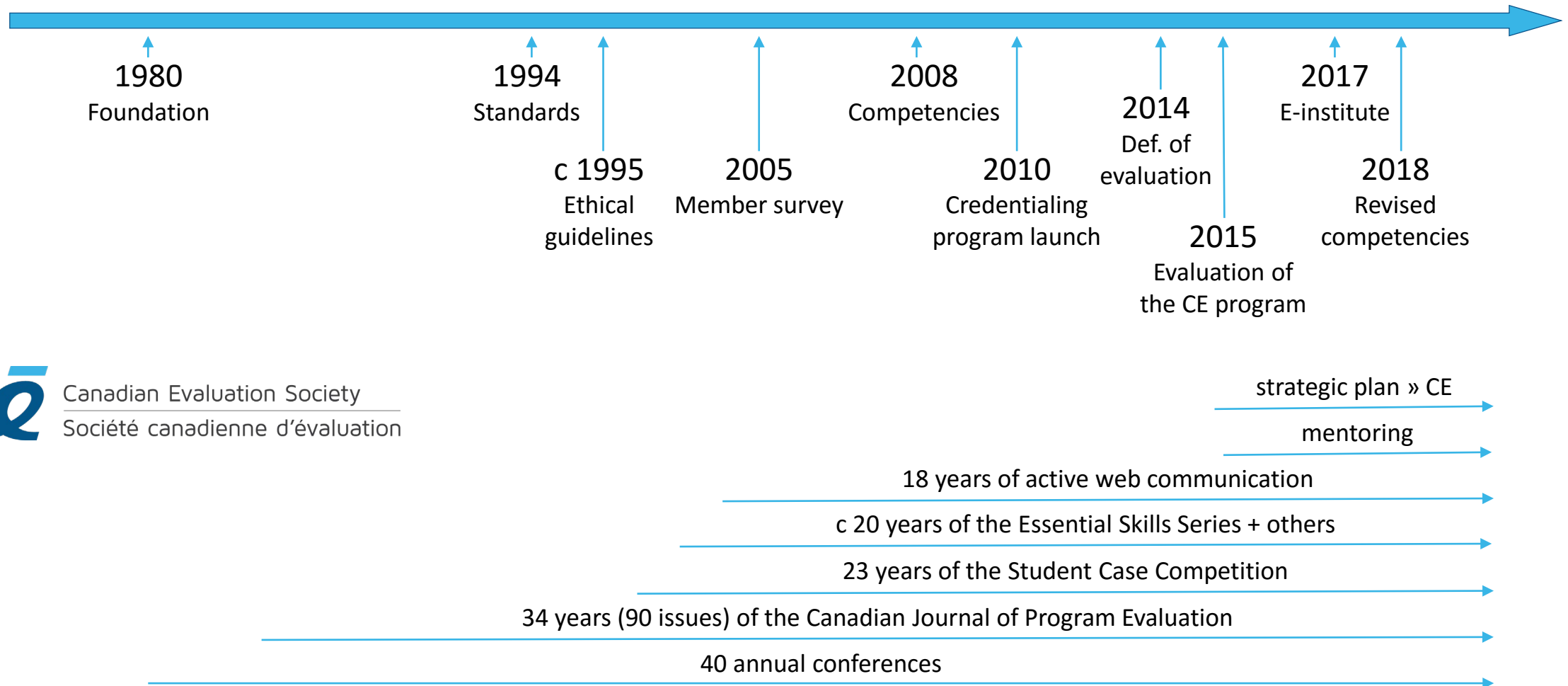


# Trade-offs

1. Quality vs. Quantity
2. Standardization vs. dynamism
3. Broad vs. niche needs
4. Better information for employers vs. false certainty
5. Worker capabilities vs. job requirements
6. Stimulation vs restriction of supply



# CES professionalization activities





Voluntary

441 CEs

Promotion of competence

Min 2 years of experience

Post-graduate degree

Demo against 36 competencies

Review by 2 CB members

40 hours of learning over 3 years





## Obstacles

1. Loud critical minority
2. Sufficient and varied training
3. Serves beginners
4. Strong organizational sub-cultures
5. Vicious circle
6. Less need among established professionals
7. Significant volunteering effort



# Toward the internationalization of the evaluation profession?