CADRE

Certification Syllabus

High-Level Exam Coverage

Certified Associate in Data, Research, and Evaluation

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Turn Data into Action. Research into Insight. Evaluation into Impact.

Purpose of this document

This high-level syllabus states what the CADRE certification covers. It is designed for candidates, partners, and stakeholders who need a clear overview of the competencies assessed by the credential.

Credential	CADRE — Certified Associate in Data, Research, and Evaluation
Credential Level	Professional-level foundation across data, research, and evaluation
Core Domains	Data for decision-making • Applied research • Evaluation practice
Assessment Focus	Knowledge, professional judgment, ethical reasoning, and practical application

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SYLLABUS OVERVIEW

CADRE certifies that a professional can work across the full evidence cycle: understanding a problem, gathering and appraising evidence, designing a methodologically sound approach, analyzing information, communicating findings, and supporting action. The certification is not limited to one software platform or one technical tool. It covers transferable competence across data, applied research, and evaluation, with ethics and professional judgment built into every domain.

Core competency statement

A CADRE-certified professional is expected to use evidence responsibly, design credible inquiry, evaluate programs or policies, and communicate findings in ways that support better decisions and measurable impact.

Intended audience

The certification is relevant for professionals who work with evidence in nonprofit, government, education, development, consulting, research, ESG, analytics, and program-management settings.

High-level coverage map

Coverage Area	What It Covers
1. Data for Decision-Making	Collecting, cleaning, structuring, analyzing, visualizing, and interpreting data for practical decisions.
2. Applied Research	Designing credible research, reviewing evidence, selecting methods, sampling, collecting data, and managing fieldwork.
3. Evaluation Practice	Assessing programs, policies, projects, systems, and interventions using appropriate evaluation questions, criteria, indicators, and methods.
4. The CADRE Model	Applying the five-phase framework: Contextualize, Analyze, Design, Realize, and Evaluate.
5. Ethics and Values	Applying the CADRE Compass values: Co-creation, Accountability, Diligence, Responsiveness, and Equity.
6. Communication and Use of Evidence	Presenting findings, limitations, uncertainty, and recommendations clearly to technical and non-technical audiences.
7. Practical Application	Using professional judgment in realistic cases, evidence tasks, and applied scenarios.

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ASSESSMENT APPROACH

The CADRE certification assesses knowledge, applied competence, ethical reasoning, and professional judgment. A detailed exam blueprint should specify final question counts, time limits, scoring rules, and weighting. At the high level, the assessment may include the following components:

Assessment Component	Purpose
Multiple-choice questions	Test core knowledge across data, research, evaluation, the CADRE Model, and professional values.
Case-based scenarios	Assess the ability to apply professional judgment to realistic situations.
Applied evidence task	Assess the ability to interpret data, identify quality issues, or make a defensible evidence-based recommendation.
Ethics and values scenarios	Assess whether candidates can apply the CADRE Compass in practical dilemmas.

Assessment principle

CADRE should test what a competent evidence professional can do, not only what a candidate can remember.

SPECIALIST PATHWAYS

The core CADRE credential provides breadth across all three domains. Specialist pathways may be used after the core credential to demonstrate deeper competence in one domain.

Pathway	Designation	High-Level Focus
CADRE-Data	CADRE-D	Data management, data modelling and analysis, visualization, statistics, data governance, and data-driven decision-making.
CADRE-Research	CADRE-R	Research design, sampling, instruments, literature review, methods, and applied research management.
CADRE-Evaluation	CADRE-E	Program, policy, process, and system evaluation; theory of change; logic models; evaluation frameworks; and impact assessment.

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EXPECTED CANDIDATE OUTCOMES

A successful CADRE candidate should be able to:

- Structure, clean, analyze, interpret, and visualize data for decision-making.
- Design and conduct applied research with appropriate methods and ethical safeguards.
- Plan and support evaluations using credible questions, indicators, evidence, and evaluative reasoning.
- Apply the CADRE Model to organize problem-solving and evidence work from context to action.
- Use the CADRE Compass to make responsible professional judgments.
- Communicate findings, limitations, and recommendations clearly to diverse audiences.
- Connect evidence to practical decisions, learning, accountability, and measurable impact.

SUMMARY STATEMENT

CADRE covers the full evidence cycle: understanding context, assessing what is known, designing credible inquiry, realizing evidence work in practice, evaluating meaning and results, and translating findings into action.

The certification gives professionals a common identity, a shared methodology, and a values-based standard for work across data, research, and evaluation.

Document note

This high-level syllabus is a summary document. The full candidate handbook and exam content outline should provide final weightings, sample questions, policies, and scoring details.

