

Kappa Consulting Group

Program design, monitoring and evaluation

Medellín, Colombia — **global reach** · kappagroup.co · carlos@kappagroup.co · paola@kappagroup.co · Deliverables in Spanish and English

Who we are

Kappa Consulting Group is a design, monitoring and evaluation firm that does not separate the numbers from the people. We combine microdata econometrics and gender-responsive qualitative evaluation **within the same senior team**, not across two departments that exchange reports. We work with multilateral development banks, national and subnational governments, and corporate foundations.

The name comes from Cohen's kappa: the most reliable evidence is the evidence that holds up when looked at from two angles at once.

Why Kappa

One firm for both the quantitative and the qualitative. The client does not hire two providers or reconcile two reports that do not speak to each other.

Reproducible analysis as our delivery standard. Every deliverable comes with its code, its documentation and its version-controlled history, and can be audited, replicated and updated by the client's own team without depending on us.

Trained inside the system. Our partners have produced evaluations from within the Inter-American Development Bank and the World Bank Group: we know their formats, their timelines and their quality standards.

Gender and inclusion as method, not as a closing chapter. We design from the outset to measure differentiated effects, with ethical protocols for research with vulnerable populations.

Service lines

Program and policy evaluation	Results, process and impact evaluations, using experimental, quasi-experimental, qualitative and mixed designs.
Program design and MEL systems	Theories of change, results frameworks, indicators, baselines, monitoring plans and data quality protocols.
Data analytics for public policy	Survey and administrative microdata, distributional analysis, microsimulation and machine learning.
Economic conditions analysis	Our own indicators, bringing forward each month the poverty and inequality figures the country only learns once a year.
Custom indicators and dashboards	Indicators built to track the phenomenon a client cares about, using their own administrative records. Not program indicators.
Primary data collection	Sample design, instruments, field operations and ethical protocols.
Capacity strengthening	Technical assistance and training for governments, implementers and foundations.

Sectors. Employment, formalization and labor markets · Poverty, inequality and social protection · Gender and diversity.

Partners

Carlos Ospino Hernández, Ph.D. — Applied microeconomist and economics lecturer, with more than twelve years of experience, ten of them at the **World Bank Group** (2020–2026) and the **Inter-American Development Bank** (2016–2020). He led chapters of Poverty and Equity Assessments and Poverty and Social Impact Assessments, and built models to estimate the distributional impact of Bank operations; at the IDB he built occupational demand forecasting models from online job postings. Creator of TAPIL (labor income poverty rate) and IGIL (labor income Gini index), which bring forward each month Colombia's poverty and inequality figures. Ph.D. in Economics, Universidad de los Andes. Python, Stata, R, SQL. Spanish native, English fluent, French intermediate.

Paola Roldán Vásquez, Ph.D. — Economist and social researcher, professor of econometrics and impact evaluation at Universidad del Norte and Universidad de La Salle, with more than fifteen years of experience across **Latin America, the Caribbean and the United States**. For the IDB she led the qualitative evaluation of three Cash for Work projects in Haiti, using a multiple-case study design and a methodological proposal to scale it across a portfolio of 608 subprojects. She headed the Atlántico Socioeconomic Observatory at Universidad del Norte. Ph.D. in Social Work, Virginia Commonwealth University. NVivo, Dedoose, Stata, R. Spanish native, English fluent.

Selected partner experience

Kappa is a recently established firm. The experience below was carried out by its partners in their individual capacity or as staff of the institutions indicated.

- **IDB — Haiti (2026).** Qualitative evaluation of three Cash for Work projects in road paving, water infrastructure and public space, with nine focus groups and deliverables in Spanish and English. (*P. Roldán*)
- **World Bank Group (2020–2026).** Poverty and Equity Assessments, distributional impact of loans and projects, and effects of COVID-19 and price shocks on social protection. (*C. Ospino*)
- **IDB — Bolivia (2021).** Socioeconomic impact of COVID-19 on unemployment and household income, leading a multidisciplinary consulting team. (*P. Roldán*)
- **IDB (2016–2020).** Reports on the future of work in Latin America and the Caribbean, socioemotional skills and occupational taxonomies. (*C. Ospino*)
- **Vital Voices — Honduras (2018–2020).** Monitoring and evaluation plans for six partner organizations, with design and analysis of pre/post surveys. (*P. Roldán*)
- **Ministry of Labor, Colombia (2012–2014).** Family Compensation System policy and monitoring indicators for Family Compensation Funds. (*P. Roldán*)

Selected publications

- Morales, L.F., **Ospino, C.** and Amaral, N. (2024). *Online Vacancies and Their Role in Labor Market Performance*. Research in Labor Economics, Vol. 52A, Emerald.
- **Ospino, C.** (2023). *The persistent effects of COVID-19 on labour outcomes: evidence from Peru*. Applied Economics Letters.
- **Roldán, P.**, Matijczak, A. and Goffnett, J. (2024). *Negative associations between minority stressors and self-reported health status among sexual minority adults living in Colombia*. Healthcare, 12(4), 429.

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