Template – Outcomes Framework

Stakeholder	Domain	Outcome	Indicator	Measure	Survey method	Responsibility
Who is experiencing the change?	*What areas will change take place in?*	*What has changed?*	*How do we know change has occurred?*	*What data will be collected?*	*Where will data be collected from and with what frequency?*	*Who does data collection and analysis?*
Be clear about who is experiencing the change	Specify the broad focus areas where change will take place	Outcomes can be expressed in the past tense e.g. increased work readiness They can be short, medium or long-term in nature and can include behaviours, attitudes or mindsets Avoid use of the word 'and' as this generally indicates two outcomes	May be expressed as • % • number • the extent or degree to which something has changed Consider the mix of subjective indicators e.g. a stakeholders feeling or viewpoint and objective indicators (# or % or external data source)	This references: • The specific wording of an evaluation question • Type of scale • Established method for measuring the indicator	• Identify the data source and how regularly it is measured	Allocate responsibility for the collection of data to specific individuals – this will ensure measurement happens

WORKED EXAMPLE

Stakeholder	Domain	Outcome	Indicator	Measure	Survey method	Responsibility
Ex-offenders	Employment	Increased work readiness	No. of ex-offenders who gain permanent employment No. of ex-offenders who report they feel better prepared for the world of work	# of ex-offenders in permanent employment 5-point scale –'As a result of your work with X organisation, to what extent do you agree or disagree with the following statement: "I feel more prepared for the world of work"	People & Culture employment records Targeted staff survey	People & Culture Social Impact lead

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