Outcomes Evaluation – draft questions for MIS
Comments and tweaks welcome…

Intro for advisors/case workers: This should be seen as an opportunity to discuss participants perceptions, needs, barriers, aspirations etc and should help to set the groundwork for identifying personal goals.

Project outcome	Indicator of change	Timescale	Self-assessment characteristics and scales
People have increased confidence and skills resulting in greater employability	25% of people report increased overall self-confidence 50% of people report increased overall self-confidence 25% of people report increased confidence relating to applying for learning, volunteering or work 50% of people report increased confidence relating to applying for learning, volunteering or work 15% of people report increased skills levels using information and communication technology 25% of people report increased skills levels using information and communication technology	Baseline established with each new participant at start Assessment repeated at end of intervention or after activity undertaken, eg 3-6 months on	**Characteristic: Self-confidence** G: I am happy to go to new places by myself, and am comfortable meeting new people. A: I prefer to go to new places with someone I know. I sometimes worry about what other people are thinking. R: I am not always confident to try new things. The idea of going somewhere new or meeting new people sometimes makes me anxious. **Characteristic: Applying for courses, jobs or voluntary roles** G: I adapt each application depending on the job, and can talk about my experience and strengths relevant to the job or course. A: I can fill in forms but I'm not sure how to talk about what I'm good at or what I'd like to do. R: I find it hard to know what to say when applying for jobs or training. I have found forms off-putting. **Characteristic: Using ICT** G: I frequently use computers, the internet and email. I can do things like create, edit and format reports or spreadsheets using Word or Excel. A: I can do things like send emails, use the internet,

			write letters or enter information into spreadsheets. R: I don't often use computers and am not confident about doing things like sending emails or using the internet.
People have improved ability to self manage health and wellbeing, as a result of engaging in the project	25% of people report an increased sense of optimism about the future 50% of people report an increased sense of optimism about the future 20% of people report an increased sense of personal wellbeing 35% of people report an increased sense of personal wellbeing 20% of people report increased participation in social activity/society 35% of people report increased participation in social activity/society		**Characteristic: Feelings about the future** G: Most days I feel optimistic about my chances of getting a job. A: I sometimes feel optimistic that I will get a job, but I think it might take a long time. R: I often think it's going to be hard for me to get a job. **Characteristic: Personal wellbeing** G: I generally keep myself healthy and feel able to cope with day to day problems. A: I can look after my health with support from other people, or I know where to get help when I need it. R: I don't always look after myself properly. I don't know much about what help and support is available. **Characteristic: Taking part** G: I often take part in social activities, or attend clubs or events regularly. A: I sometimes go along to social activities, clubs, events or other things I'm interested in. R: I rarely do things like join a club or social activity, and don't often go to events.
People have more positive attitudes to work, learning and/ or volunteering as a result of engaging in the project	20% of people are interested in trying something new 30% of people are interested in trying something new 25% of people initiate positive actions/steps towards their goals 35% of people initiate positive actions/steps		**Characteristic: Trying new things** G: I am usually keen to try something new and I'm happy to give most things a go. A: Sometimes I feel like I would like to try something new but I'm not really sure how to get started. R: I am not usually interested in trying new things, I prefer to stick to what I know.

	towards their goals 15% of people report improved attitudes to work, learning and volunteering 25% of people report improved attitudes to work, learning and volunteering		**Positive actions/steps** *Measure this through the quarterly reports? - eg asking partner organisations to note down any actions/steps that the participant themselves initiated. For example, the person makes a phone call to find out about a voluntary role, or books themselves onto a training course. And/or on exiting the project – it could be a feedback question?* **Characteristic: Feelings about work, learning and volunteering** G: I am keen to get a job. I like learning new things and think that volunteering can be a good way to develop skills. A: I want to get a job but I'm not too sure how training or volunteering would help me. R: I find it difficult to see myself in a job or studying. I don't see the point of volunteering – it's just working for no pay.
Local communities are more resilient as a result of the project's activities through the personal development of participants and increased use of local facilities	10% increase in use of community facilities/venues by project partners 15% increase in use of community facilities/venues by project partners 10% increase in levels of volunteering for local community/voluntary organisations amongst project participants 20% increase in levels of volunteering for local community/voluntary organisations amongst project participants 10 % increase in the level of awareness of local community groups, societies, clubs and other provision amongst participants and delivery		

	partners 15 % increase in the level of awareness of local community groups, societies, clubs and other provision amongst participants and delivery partners		