



INVESTING IN COMMUNITIES



Outcomes

BIG and many other funders use an outcomes based approach to their funding. This means we fund projects on the basis of the difference they can make, rather than the activities they carry out.

What are outcomes?

Outcomes are the changes that come about as a direct result of your work.

Why are outcomes important?

Your project outcomes are central to your application – we assess how well your outcomes meet an identified need, how likely you are to achieve them and their fit with the aims of our funding. If you are awarded funding, we will monitor the progress your project is making in achieving them.

Identifying your outcomes

Powerful outcomes reflect the meeting of people’s needs. We have found that the more organisations understand about the needs of their beneficiaries, the more easily their project outcomes emerge.

Your outcomes should be able to answer the following questions:

- ▶ Who will benefit
- ▶ How will it benefit them and
- ▶ What will be the change at the end?

For example, your organisation identifies that for some young people in your area, school is not working and your research reveals there is little else locally to re-engage them.

Who – people or organisations who will benefit	How – should relate to change or difference	What – what is changing
Young people	Improve	Knowledge
Lone parents	Decrease	Skills
People with learning disabilities	Reduce	Environment
	Expand	Ability
Older people experiencing a loss of mobility	Develop	Relationships
	Sustain	Opportunities
		Condition

Your project outcomes then might be to “Improve opportunities for young people currently excluded from mainstream provision to move into employment, training, alternative education or volunteering”.

Some projects working with young people with complex or multiple needs tell us that before their beneficiaries could consider employment or even mainstream training support, they need support improving their “softer” skills – their confidence, their ability to work with others, achieving a more stable lifestyle. Their project outcomes might focus on increasing young people’s skills and confidence, or in enhancing the proportion of this group able to move into mainstream programmes.

You will also need to consider how you will demonstrate your project is achieving its outcomes or making progress towards them. This will include ensuring you have good baseline information about your beneficiaries relevant to the kind of change you want to support them make.

Measuring Outcomes

Indicators are the key measures that tell you and us that your project is making progress towards achieving its outcomes. Some indicators are relatively straightforward to identify where they relate to 'hard' outcomes – numbers of people into jobs, homes, training. In those cases, your indicators will be whether (and how many) people have moved into employment, sustainable tenancies or training.

For many projects (or for projects at earlier stages) 'soft' indicators capturing changes to, for example,

participants' confidence, knowledge, skills and behaviour, will be a critical part of demonstrating progress. For some projects, the indicators they choose will mirror the changes their beneficiaries experience as they benefit from the project; in other projects, annual targets are more appropriate.

Within each indicator, we ask you to tell us the number of people you think will participate in or achieve this and give a date by which the indicator will be achieved.

OUTCOME

To support clients furthest from the labour market improve their employability and increase numbers accessing mainstream employment programmes

Indicator One	80 out of 100 clients regularly attending pre-employment support, by the end of year 1
Indicator Two	75 out of 100 clients successfully addressing their barriers to employment, by the end of years 2 and 3
Indicator Three	60 out of 100 clients accessing mainstream employability programmes, by the end of year 3

OUTCOME

Young carers feel better supported and report an improved experience at school

Indicator one	60 young carers are identified and receive a comprehensive 'full family needs assessment' by the end of year 1
Indicator two	50 out of 60 young carers demonstrate improved performance at school from their baseline position (attendance, grades, accessing support) by the end of year 1, 2 and 3
Indicator three	40 out of 60 young carers experience improved social interaction (with school peers, ability to participate in sports/ leisure activities) at the end of years 2 and 3
Indicator four	50 young carers report feeling better supported (from teachers, reduction in caring responsibilities, greater leisure time, less concern about person they care for)

OUTCOME

Communities will have greater access to improved local services through the acquisition and development of a new community centre

Indicator one	150 residents (new users) access existing services delivered locally by end of year 1
Indicator two	300 residents access at least one new service by the end of year 2
Indicator three	225 residents report that local service provision has improved and better meets their needs, by the end of year 3