**THE LOGIC MODEL APPROACH**



The long-term consequences of the outcomes and outputs i.e. the fundamental change in the system or organisation.

The resources dedicated to, or consumed by, the project e.g. staff, facilities, money, time, etc.

What the project does, using the inputs, to achieve the objectives.

The volume of work accomplished by the project, e.g. number of people trained, number of participants, etc.

The benefits or changes observed on completion or implementation of the project activities e.g. increased skills/competences, increased opportunities for staff.

**LOGIC MODEL TEMPLATE**

Activities are the processes, techniques, events, technology, tools and actions of the planned programme.

**Example**

• Recruitment/matching of mentors and mentees

• Staff training and supervision

• Mentor/mentee training

• Supervision of matches

• Planning objectives

• Meetings

• Baseline data collection

• Survey distribution and collection

• Analysis of data

Outcomes are specific changes in attitudes, behaviours, knowledge, skills, status, or level of functioning expected to result from program activities and which are most often expressed at an individual level.

**Example**

* Increased employee growth and development
* Increased commitment to the organisation
* Improved motivation
* Greater job satisfaction
* Improved peer relationships

Outputs are the direct results of program activities. They are usually described in terms of the size and/or scope of the services and products delivered or produced by the program.

**Example**

* + # of successful mentor/mentee matches
	+ # of staff training sessions
	+ # mentor/mentee meetings
	+ # personal development plans created
	+ % of mentees/mentors satisfied with the activities
	+ % improvement in attitude/work performance

*Resources dedicated to the project, or used by the project e.g. money, time, staff resources*

**Example**

* Personnel
	+ Programme co-ordinator
	+ Mentors
	+ Mentees
	+ Trainers
	+ Evaluators
* Materials
	+ Training materials
	+ Handbooks (mentor/mentee)
	+ Evaluation materials
* Facilities
	+ For training
	+ For mentor/ mentee meetings
* Financial
	+ Staff
	+ Materials
	+ Time
	+ External consultants

*State the programme here.*

*You can include some of the key goals of the programme, for reference.*

**Example**

Programme

Mentoring programme within “permitting” department of an environmental consultancy firm

Goals

* Improve competency across newer staff members
* Improve opportunities for staff members
* Improve efficiency of the department

PLANNED WORK ACTIVITIES

Impacts are organizational, community, and/or system level changes expected to result from program activities, which might include improved conditions, increased capacity, and/or changes in the policy arena.

**Example**

* Creation of a more positive and efficient work environment

INTENDED RESULTS OF THE PROGRAMME