Priority	Performance Measure	Draft Definition 2014/15
Helping People to Develop Employment Skills and find Work (ages 25+)	PC-PM.1.1 Completing Employment Related Courses	The client has satisfied the attendance requirements of any training or other activity which is primarily intended to better equip the client to gain or undertake locally available employment.
	PC-PM.1.2 Gaining an Employment related qualification	The client has attained a recognised qualification which is primarily intended to better equip the client to gain or undertake locally available employment. This includes CQFW qualifications and related awards (e.g. Agored Units, NOCN).
	PC-PM.1.3 More Positive and improved confidence about seeking work	The client reports and/or demonstrates increased confidence and enthusiasm for seeking employment.
	PC-PM.1.4 Actively accessing advice and support.	Client accessed structured advice and support on employment issues on at least two occasions. Examples could include contact with the Citizens Advice Bureau, Job Centre advice and careers guidance.
	PC-PM.1.5 Regular Volunteering as route to work	The client undertakes at least one hour of volunteering per week for a period of at least 4 weeks which is primarily intended to better equip the client to gain or undertake locally available employment. Clients may also be counted who undertake at least one hour volunteering per week for less than 4 weeks, where volunteering has ended as a result of them securing employment.
	PC-PM.1.6 Completing a work experience placement	The client completes a work experience placement. This should be for at least 16 hours per week for 2 weeks. It could include Intermediate Labour Market (ILM) programme placements.
	PC-PM.1.7 Actively seeking work	The client undertakes at least 3 activities every week, with the support of CF, to find work or improve their chances of getting work. These actvities could include using Universal Jobmatch to search and apply for jobs, contacting employers or looking for jobs in newspapers.
	PC-PM.1.8 Entering Employment	Client has secured a paid employment position. Employment includes self-employment and can be full-time or part-time. However, employment must involve a minimum of 16 hours work a week and must be paid employment. It is acceptable for the 16 hours of work to be the cumulative total from multiple jobs for any given individual.

	PC-PM.1.9 Known to be in Employment after six months	Client remains in a paid employment position after 6 months. Employment includes self-employment and can be full-time or part-time. However, employment must involve a minimum of 16 hours work a week and must be paid employment. It is acceptable for the 16 hours of work to be the cumulative total from multiple jobs for any given individual.
Reducing Youth Unemployment and disengagement (ages 16-24)	PC-PM.2.1 Entering Further Education	Client has enrolled and been accepted to study on an accredited course in further education (full-time and part-time education suitable to the requirements of persons who are over compulsory school age (including vocational, social, physical and recreational training) and organised leisure-time occupation provided in connection with the provision of such education). It does not include secondary education or higher education.
	PC-PM.2.2 Gaining an Employment related qualification	The client has attained a recognised qualification which is primarily intended to better equip the client to gain or undertake locally available employment. This includes CQFW qualifications and related awards (e.g. Agored Units, NOCN).
	PC-PM.2.3 More Positive and improved confidence about seeking work	The client reports and/or demonstrates increased confidence and enthusiasm for seeking employment.
	PC-PM.2.4 Regular Volunteering as route to work	The client undertakes at least one hour of volunteering per week for a period of at least 4 weeks which is primarily intended to better equip the client to gain or undertake locally available employment.

Clients may also be counted who undertake at least one hour volunteering per week for less than 4 weeks, where volunteering has ended as a result of them securing employment. |
	PC-PM.2.5 Completing a work experience placement	The client completes a work experience placement. This should be at least 2 weeks at 16 hours per week. It could include Intermediate Labour Market (ILM) programme placements.
	PC-PM.2.6 Actively seeking work	The client undertakes at least 3 activities every week, with the support of CF, to find work or improve their chances of getting work. These actvities could include using Universal Jobmatch to search and apply for jobs, contacting employers or looking for jobs in newspapers.
	PC-PM.2.7 Securing a JGW Employment Opportunity	The client is offered and starts a Jobs Growth Wales opportunity. This is any JGW opportunity not just CF specific.
	PC-PM.2.8 Completing a JGW Employment Opportunity	The client has satisfied the attendance requirments (and any other requirements) to complete a Jobs Growth Wales opportunity. This is any JGW opportunity not just CF specific.

	PC-PM.2.9 Entering Employment	Client has secured a paid employment position. Employment includes self-employment and can be full-time or part-time. However, employment must involve a minimum of 16 hours work a week and must be paid employment. It is acceptable for the 16 hours of work to be the cumulative total from multiple jobs for any given individual.
	PC-PM.2.10 Known to be in Employment after six months	Client remains in a continuous paid employment position after 6 months. Employment includes self-employment and can be full-time or part-time. However, employment must involve a minimum of 16 hours work a week and must be paid employment. It is acceptable for the 16 hours of work to be the cumulative total from multiple jobs for any given individual.
Promoting Digital Inclusion	PC-PM.3.1 Gaining Basic IT Skills	The client demonstrates an understanding of and ability to carry out basic IT skills. Skills include using a mouse/keyboard, using menus/icons and ability to open/edit/save/print documents.
	PC-PM.3.2 More confident using a computer	The client reports and/or demonstrates increased confidence in using computers.
	PC-PM.3.3 Able to use the Internet for Online services	The client demonstrates the ability to use the internet to find, select and exchange information. The client has started to use an online service such as internet banking, council tax payment and benefit claims.
	PC-PM.3.4 Are able to access IT services	The client reports that they know where IT services are available and that they are able to access them.
	PC-PM.3.5 Progressing beyond basic IT skills, to a recognised IT qualification.	The client has completed a recognised IT or software course such as ECDL.
Financial Inclusion - Improving Financial Capability, managing debt and raising income	PC-PM 4.1 Improved Financial Literacy/Capability	The client demonstrates improved financial literacy/capability. This could include: - Understanding features of a household budget (list income/expenditure, identify essential/non-essential expenditure). - Understanding how to shop for food on a budget (identify how savings can be made, record food items within budget). - Be able to use ways to manage personal finance (set targets, list prganisations that can provide support, provide personal info to organisations in formal situations when necessary).

	PC-PM.4.2 Developed a weekly budget	The client demonstrates the ability to produce an accurate weekly household budget, including accurately listing household income and household expenditure.
	PC-PM.4.3 More confident managing finances	The client reports improved confidence in managing household finances.
	PC-PM.4.4 People saving regularly	The client reports and/or demonstrates that they are putting money into a savings account (an account separate to their current account) at least once a month for a minimum of 6 months.
	PC-PM.4.5 Reducing/Managing debt	The client reports and/or demonstrates that they have reduced and/or are managing their debt levels by making required minimum payments.
	PC-PM.4.6 Supported to Access the Benefits they are entitled to	The client receives an additional benefit, or an increase in existing benefits, as a result of being supported to access the benefits they are entitled to.
	PC-PM.4.7 Opening a credit union account	Client has opened a credit union account.
	PC-PM.4.8 Accessing a credit union loan	Client has taken out a credit union loan (for any amount).
	PC-PM.4.9 Accessing food banks	Client has accessed a food bank.
Supporting Enterprise and Timebanking Building Social Capital	PC-PM.5.1 Better Knowledge for running a SE	The client demonstrates improved understanding of running a social enterprise as defined. This could include: - Knowing about different types of enterprises. - Knowing the services/products that enterprises offer. - Knowing the features of a successful enterprise.
	PC-PM.5.2 Better Knowledge for running a business	The client demonstrates improved understanding of running a business as defined. This could include: - Knowing about different types of business. - Knowing the services/products that businesses offer. - Knowing the features of a successful business.
	PC-PM.5.3 More Involved in Community through regular volunteering	Client is engaged in structured activity either through a timebanking, local community group or Social Enterprise project which is making a contribution to the improvement of/services for their local community. These activities should be for at least one hour per week for 4 weeks.
	PC-PM.5.4 Timebanking Hours Banked	The client has timebanked at least X hours in the last X months. This measure is distinct in that you should measure the cumulative total of timebanking hours banked by your local community rather than any given individual.

	PC-PM.5.5 Social Enterprises Established	The number of social enterprises (a business with primarily social objectives whose surpluses are principally reinvested for that purpose) established by clients, alone or with others.
	PC-PM.5.6 Social Enterprises still running 1 year later	The number of Social Enterprises (a business with primarily social objectives whose surpluses are principally reinvested for that purpose) established by clients, alone or with others, still trading after the first full year.
	PC-PM.5.7 Number of people commencing self employment	The client has started up a business or self employment.
Reducing the Risk of Youth Offending	PC-PM.6.1 Gaining an extracurricular qualification	The client has attained a recoginsed qualification which is not part of the National Curriculum.
	PC-PM.6.2 Participating in a personal and social development opportuity	The client has taken part in a personal and social development opportuinity lasting at least 10 hours with a recorded outcome.
	PC-PM.6.3 Engaged in regular Positive activity	The client participates at least twice per week in an activity, or activities, which have a beneficial impact on the client's physical, mental or emotional health and well-being.
	PC-PM.6.4 Cease offending	The client has not been convicted, arrested or cautioned in the 6 months since the start of the intervention.

Priority	Performance Measure	Draft Definition 2014/15
Promoting Family Learning in the Early Years	LC-PM.1.1 Parents with better understanding of parenting including the importance of early learning.	The client demonstrates understanding of key aspects of parenting, including healthy diet, regular excersise and reading with their child. The client also demontsrates an understanding of the importance of early learning, including the effect on later attainment, the importance of the home environment, parental interest and good pre-school provision.
	LC-PM.1.2 Parents with improved ability to support their childs learning and development needs.	The client reports using new parenting skills to better support the learning and development needs of their child.
	LC-PM.1.3 Parents reading regularly with child	The client reads with their child three or more times in a typical week.
	LC-PM.1.4 Parents who complete a parenting course	The client succesfully completes a recognised parenting or family learning course.
Supporting Young People to Do Well at School	LC-PM.2.1 Children and YP who know where to get help if they have a problem at school	The client reports that know where to get help if they have a problem at school.
	LC-PM.2.2 Children and YP with a better understanding of the importance of school	The client understands the importance of school and education and demonstrates a more positive attitude towards this.
	LC-PM.2.3 Improved behaviour in School	The client's behaviour in school has demonstrably improved as a result of the Communities First intervention, including reduced disruptive behaviour or increased engagement.
	LC-PM.2.4 Increased school attendance	The client has reduced incidence of unauthorised absence.
	LC-PM.2.5 Improved academic performance	The client demonstrates an improvement in academic performance,for example, submitting homework and paying attention in class.
	LC-PM.2.6 Client is aware of the risk of bullying.	The client is aware of the risks of bullying, including cyber bullying. They demonstrate an understanding of what bullying is, its effects, and what help and advice services are available.
	LC-PM.2.7 Participating in a personal and social development opportunity	The client has taken part in a peronal and social development opportunity lasting at least 10 hours with a recorded outcome.
Supporting Families to be Engaged in their Childrens Education	LC-PM.3.1Parents Gaining a Qualification	The client successfully attains an accredited qualification as defined within the CQFW.
	LC-PM.3.2 Parents feel more confident supporting their children	The client reports feeling more confident about supporting their child's learning, including knowledge of the curriculum or improved basic skills. This could include being better able to assist with their childs homework.
	LC-PM.3.3 Parents who feel their child is coping better at school	Definition in development.

	LC-PM.3.4 Parents are more engaged with school	Client is more engaged and involved with their childs school. This could include increased involvent in PTA meetings, attending parents evenings and school events such as plays and sports days.
	LC-PM.3.5 Parents who know where to get help if their child has a problem at school.	The client reports that know where to get help if their child has a problem at school.
Lifelong Learning in Communities	LC-PM.4.1People gaining a qualification	The client successfully attains an accredited qualification as defined within the CQFW.
	LC-PM.4.2 People more positive about learning	The client feels more positve about their own learning.
	LC-PM.4.3 Progressing to a higher qualification	Client is undertaking an accredited course that advances on their previous qualifications (a level higher).
	LC-PM.4.4 People who participate in regular volunteering to learn	Client undertakes formal volunteering at least once a month with the aim to learn. Formal volunteering is defined as giving unpaid help through groups, clubs or organisations which support social, environmental, cultural or sporting objectives.
	LC-PM.4.5 Clients who enrol in further or higher education	Client undertakes a part time or full time course in further or higher education. This would include courses in Colleges or Universities
Improving Adult Basic Skills	LC-PM.5.1Improved Literacy Skills	The client demonstrates improved literacy. This could include the ability to read and understand a range of appropriate texts to obtain information and to use written words and phrases to record and present information.
	LC-PM.5.2Improved Skills Numeracy Skills	The client demonstrates improved numeracy. This could include improved ability to perform calculations and work with measurements, basic statistics and probability.
	LC-PM.5.3 Gaining a qualification	The client successfully attains an accredited qualification as defined within the CQFW.
	LC-PM.5.4 People are more positive about learning	The client feels more positve about their own learning.
	LC-PM.5.5 Progressing to further learning	Client is undertaking further learning. This can include formal academic or vocational education and less formal skills development training (including soft outcomes).

Priority	Performance Measure	Draft Definition 2014/15
Supporting a Flying Start in the Early Years (Ages 0-7)	HC-PM.1.1 Mothers with better understanding of importance of health during pregnancy and the Early Years.	The client demonstrates understanding of key aspects of health during pregnancy and the Early Years, including diet (and vitamins such as folic acid), alcohol and smoking.
	HC-PM.1.2 Parents who feel better able to cope	The client reports that as a result of the Communities First intervention they feel better able to cope with the demands of parenting.
	HC-PM.1.3 Expectant mothers making a positive health change during pregnancy	Client has made a positive health change such as lowering alcohol intake, smoking cessation or beginning to take folic acid.
	HC-PM.1.4 Expectant mothers who stop smoking	The client has stopped smoking for the period of their pregancy. Clients can be counted if they have not smoked for at least 4 weeks.
Promoting Physical Well Being (Ages 7 and above)	HC-PM.2.1 People are aware of the risk of obesity	Clients are more aware of the negative health consequences of obesity, including increased risk of diabetes, cancer and cardiovascular disease.
	HC-PM.2.2 People with a positive attitude to improving their physical health	Clients feel more positive about improving their physical health.
	HC-PM.2.3 Increased Physical Activity	The client undertakes increased physcial activity as a result of the Communinties First intervention.
	HC-PM.2.4 Regular Participation in sport	The client participates in sport at least once a week. Appropriate sport activities can be found listed in the Sports England Active People Survey Activities Database.
	HC-PM.2.5 Meeting physical activity guidelines	Clients report that they undertake a minimum of 30 minutes of moderate intensity activity at least 5 days a week. Examples of moderate excercise are heavy housework (eg spring cleaning, walking with heavy shopping), fast walking, dancing, gentle swimming or heavy gardening (eg digging). Other examples of moderate excercise, by age groups, can be found in Start active, stay active - UK Chief Medical Officer guidelines for physical activity.
	HC-PM.2.6 Reduced BMI	Client has reduced their BMI to within (or towards) the healthy range. BMI can be calculated using the tool available at http://www.nhs.uk/Tools/Pages/Healthyweightcalculator.aspx.
Promoting Mental Well Being	HC-PM.3.1 Increased knowledge of available support	The client has improved knowledge of the mental health support that is available and how to access it.
	HC-PM.3.2 Feel more positive about their mental well being	The client feels more positive about the outlook for their mental well being.
	HC-PM.3.3 Participating in a positive activity twice a week	The client has participated in an activity(ies) at least twice a week for 4 weeks with the primary purpose of helping them to feel more positive about their mental well being. An example could be activities that contribute to the 'Five ways to wellbeing' (New Economics Foundation).

	HC-PM.3.4 Better able to manage their well being	Clients report having better management strategies for their mental well being.
Encouraging Healthy Eating	HC-PM.4.1 Ability to budget for a healthy diet for a week	Clients demonstrates the ability to create a healthy meal plan for a week within their household budget.
	HC-PM.4.2 More confident cooking a fresh meal	Clients are more confident and have the necessary skills to prepare a fresh, healthy meal using fresh produce (such as eggs, milk, meat, vegetables etc).
	HC-PM.4.3 Eat fruit or veg daily	The client eats fruit/vegetables every day (on a normal day).
	HC-PM.4.4 Cooking a fresh meal at least once a week	Clients prepare a fresh, healthy meal using fresh produce (such as eggs, milk, meat, vegetables etc) at least once a week. This could be a meal that uses the healthy food group proportions as specified by the 'eatwell' plate (http://www.nhs.uk/Livewell/Goodfood/Pages/eatwell-plate.aspx).
	HC-PM.4.5 Accessing fruit and veg via a food co-op.	The client acquires fruit and vegetables from a food co-op on a weekly basis for at least 6 consecutive weeks.
Reducing Risks - **please indicate clearly which of the following risks you are addressing - you are strongly advised to use the specific measures rather than the general measure:** **Smoking,** **Alcohol,** **Drugs,** **Sexual Health,** **General.**	HC-PM.5.1 Better knowledge of risks (Note: The risk catagories will be reported on seperately. These are smoking, alcohol, drugs, sexual health and general (general to be used for projects which cover more than one category of risk)).	The client demonstrates knowledge and understanding of what constitutes risky behaviour and the possible consequences of key risks. The catagrories of risky behaviour are smoking, alcohol, drugs, sexual health and general.
	HC-PM.5.2 Increased knowledge of available support	The client has improved knowledge of the support that is available and how to access it.
	HC-PM.5.3 Reducing risky behaviour (Note: The risk catagories will be reported on seperately. These are smoking, alcohol, drugs, sexual health and general (general to be used for projects which cover more than one category of risk)).	The client has reduced at least one defined risky behaviour. The catagrories of risky behaviour are smoking, alcohol, drugs, sexual health and general.
	HC-PM.5.4 Ceasing a risky behaviour (Note: The risk catagories will be reported on seperately. These are smoking, alcohol, drugs, sexual health and general (general to be used for projects which cover more than one category of risk)).	The client has stopped engaging in at least one risky behaviour. The catagrories of risky behaviour are smoking, alcohol, drugs, sexual health and general.
Supporting People (with additional needs) to Live in the Community	HC-PM.6.1 Know how to access help and support	The client reports that they know what support is available to them and how to access it.
	HC-PM.6.2 Feel safer	The client feels less vulnerable to accidental harm or crime.

	HC-PM.6.3 Engaged in more community activity	The client has increased their engagement in community activities. These could include organised social activities such as lunch clubs, volunteering programmes and supoort groups. An activity should be attended at least once a week for 4 weeks.
	HC-PM.6.4 Supported to manage at home	The client is supported to manage at home through direct home interventions such as volunteer home visits, assistance with their shopping and assistance around the home.
	HC-PM.6.5 Reduced social isolation	The client reports reduced social isolation and have a sense of belonging.
	HC-PM. 6.6 People supported to manage their chronic health condition(s)	The client receives support to help them manage their chronic health conditions.
	HC-PM. 6.7 People supported to access community based health services	Client is accessing help and support, including community based health services provided by the third sector, NHS or local authority, to live a healthy life at home.