

# INTRODUCTION TO LOGIC MODELS: A PLANNING TOOL TO DEVELOP REDEVELOP SCALE



**TRANSITIONS ACADEMY**  
**Illinois Community College Board**  
Career and Technical Education and Adult Education and Literacy

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# HOW A LOGIC MODEL CAN HELP BUILD YOUR ICAPS/IET

- **Logic Model Definition**
  - A tool used most often by managers and evaluators of programs to evaluate the effectiveness of a program
  - Graphical depiction of the logical relationships between the resources, activities, outputs and outcomes of a program

# PROGRAM LOGIC MODEL DEFINED

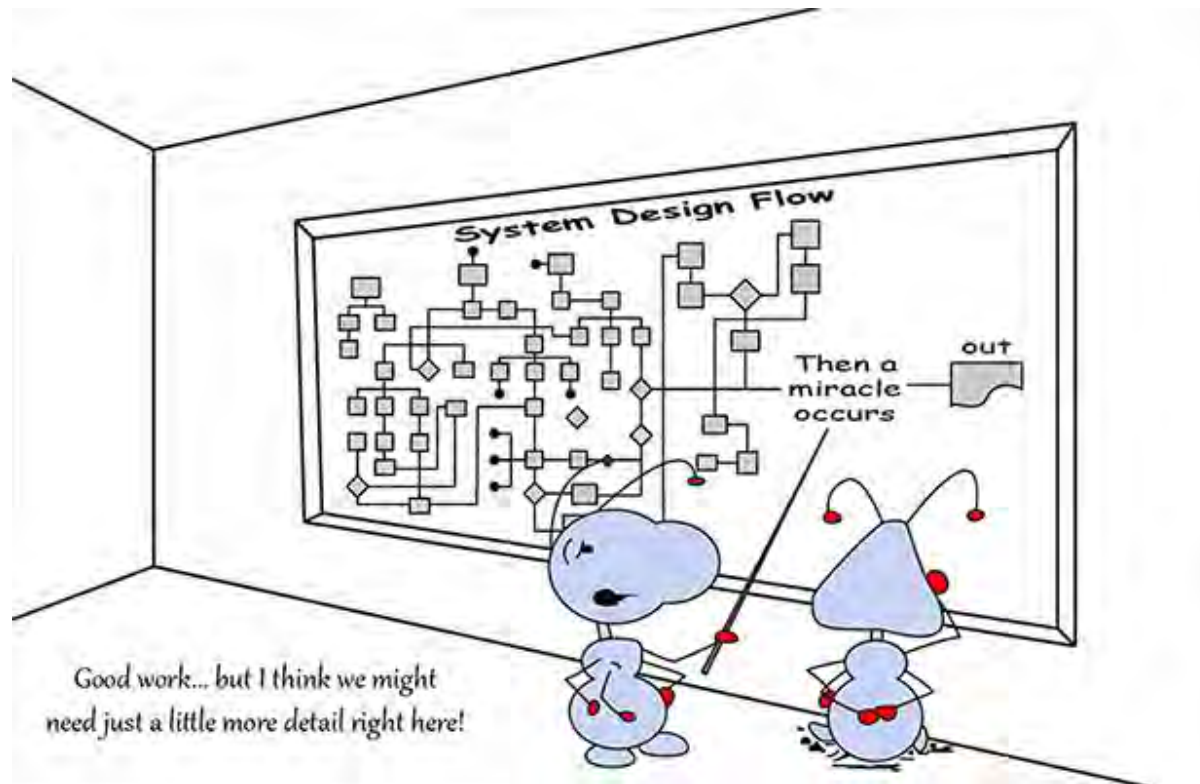
- A *description* of how your project is to work
  - ✓ the theory and assumptions underlying the program
- *Links* outcomes (both short- and long-term) with:
  - ✓ program activities/ processes
  - ✓ the theoretical assumptions/ principles of the program



# PURPOSE:

- To assess the “if-then” relationships between elements of the program, i.e., if the resources are available for a program, then the activities can be implemented. If the activities are implemented successfully, then certain outputs and outcomes can be expected.

# PURPOSE:



# COMPONENTS OF A LOGIC MODEL

Resources/ Inputs	Activities/ Goals	Outputs /Core Components	Outcomes	Impact
<p>Certain resources are needed to operate your program</p> <p><i>Your Planned Work</i></p>	<p>If you have access to them, then you can use them to accomplish your planned activities</p>	<p>If you accomplish your planned activities, then you will hopefully deliver the amount of product and/or service that you intended</p>	<p>If you accomplish your planned activities to the extent you intended, then your participants will benefit in certain ways</p> <p><i>Your Intended Results</i></p>	<p>If these benefits to participants are achieved, then certain changes in organizations, communities, or systems might be expected to occur</p>

# ADVANTAGES:

- Easier way to define work and measure it
- Performance measures drawn from any step
- Emphasis on measuring final outcomes or results so not spinning wheels on work activities or outputs without achieving desired outcomes

# USE OF THE LOGIC MODEL:

- Program Planning
  - ✓ helps to “plan with the end in mind”
  - ✓ with focus on ultimate outcomes, can think backwards to identify how best to achieve desired results
- Performance Evaluation
  - ✓ important to carefully specify desired results and how to monitor them over time



Program Elements	Criteria for Program Success	Benefits of Program Logic Models
Planning & Design Program	Program goals and objectives, and important side effects are well defined ahead of time.	Finds “gaps” in the theory or logic of a program and work to resolve them.
	Program goals and objectives are both plausible and possible.	Builds a shared understanding of what the program is all about and how the parts work together.
Implementation & Management	Relevant, credible, and useful performance data can be obtained.	Focuses attention of management on the most important connections between action and results.
Evaluation, Communication, & Marketing	The intended users of the evaluation results have agreed on how they will use the information.	Provides a way to involve and engage stakeholders in the design, processes, and use of evaluation.

# HOW LOGIC MODELS CAN POSITION PROGRAMS TOWARD SUCCESS

# READING LOGIC MODELS

- When “read” from left to right:
  - ✓ Logic Models describe program basics over time from planning through results.
  - ✓ Following the chain of reasoning or “If...then...” statements which connect the program’s parts.



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# EXAMPLE:

- Input: Money, staff, equipment
- Activities: Development of materials, training programs
- Output: Number of booklets produced, workshops held, people trained
- Outcomes/Impacts: Increased skills/knowledge/confidence leading in longer-term to promotion, new job, entry into post-secondary, etc.



# TOOLS FOR PLANNING

- **ICAPS Planning Notes**
- **ICAPS/IET Planning Template**
- **ICAPS Gap Analysis**
- **Logic Model**



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## ICAPS Planning Notes

### Employer Engagement

Possible Employers	Credential/Certificates Required by Employer	Service(s) Employer can Provide	Benefits to Employer	Contact, by whom? How?	Next Steps/ Person Responsible/ Due Date

Other sources of information on how to engage employers:

# ICAPS/IET Planning Template



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## ICAPS/IET Planning Template

### Demonstrate need/demand for career pathway

- Gather Labor Market Information
  - Available jobs
  - Desired skills by employers
  - Earning potential
  - Employment options
  - Opportunities for advancement
- Verify inclusion of Certification on LWIB Demand List
- Verify industry jobs from proposed certificate program is in alignment with Local and Regional Plans for Workforce Development
- Industry job is in the LWIB/LWIA Plan

### Create partnerships related to Career Pathway

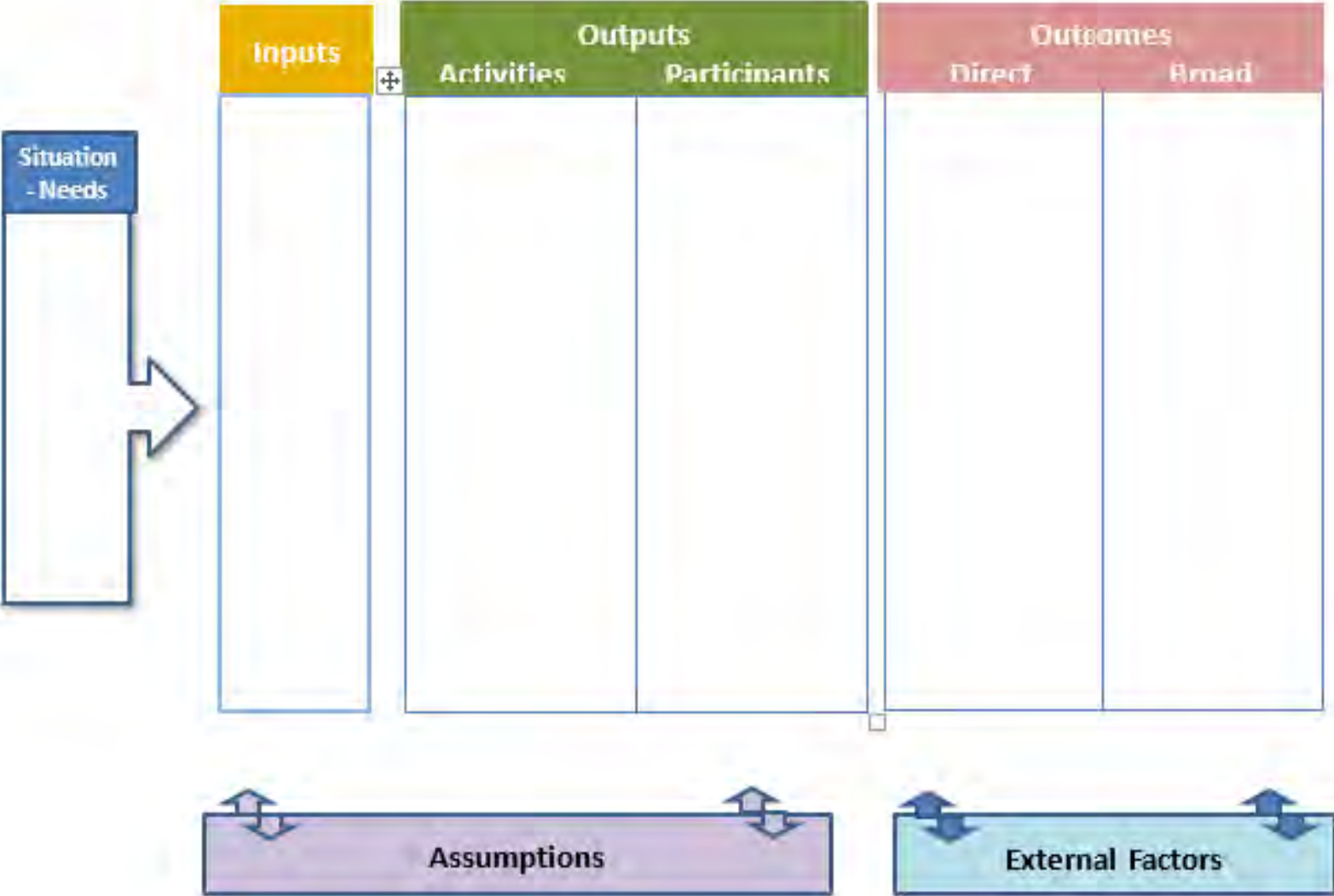
Partners include:

- Business and industry
- Career and Technical Education departments/training facilities
- LWIB/LWIA
- Institutional departments
- Obtain letters of commitment from ALL partners

### Pathway flowchart

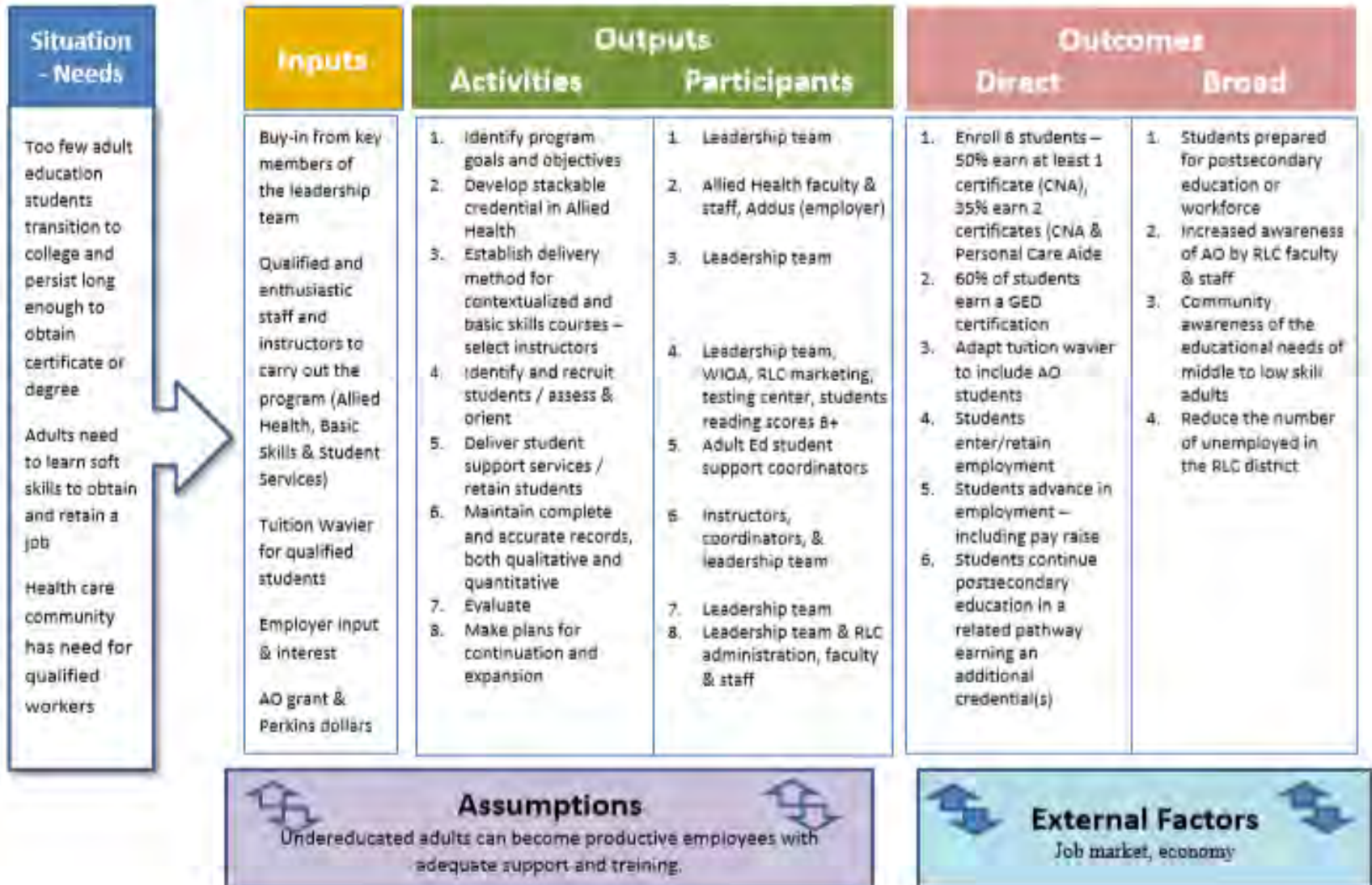
- Articulation of one or more educational pathways
- Progression of classes/training – starting point and possible paths
- Connection to Bridge program

# I-CAPS Logic Model





# Rend Lake College I-CAPS Logic Model





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**YOUR TURN!**

**WHAT ARE YOUR  
QUESTIONS?**

**HOW CAN WE HELP YOU  
SUCCEED?**



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