



## HCD Activities, Outputs, Outcomes, and Indicators Bank: A Community Transformation Planning Resource

This document is intended to support you in developing your HCD Grant Action Plans. It includes examples of activities, outputs, outcomes, and indicators, many of which are based on the current and past efforts of HCD partners and communities. This is, by no means, an exhaustive list of the activities, outputs, and outcomes that you may be working on.

The document is organized into two sections. The first section, “Community Transformation,” includes two subsections: Community Development and Engaging Residents. Each subsection includes sample activities, outputs, and outcomes related to the community transformation process (i.e. forming community collaborations, assessing community needs, developing plans, implementing plans, engaging residents, etc.).

The second section, “Vital Conditions for Well-Being,” includes seven subsections, one for each vital condition. The vital conditions come from the [Vital Conditions for Well-Being Framework](#), which helps conceptualize holistic well-being and the conditions that give rise to it. It helps identify levels for community change and improvement and advances a collaborative, cross-community and cross-sector approach to improving community well-being and health. It helps to identify where and how to invest in communities to yield better results over time. Sample activities, outputs, and outcomes are listed for each of the vital conditions. Each vital conditions subsection also includes indicators. To understand the current state of each vital condition in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring these indicators. You can access indicator data and create custom reports for your community using the [IP3 Assess platform](#).

Please note that several activities, outputs, and output indicators are listed in more than one section because they contribute to more than one outcome.

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## I. Community Transformation

### Community Development

Forming or maintaining a place-based community coalition, community collaboration or civic association; assessing community needs and priorities; developing community-driven projects and plans; and implementing community-driven projects and plans.

#### SAMPLE ACTIVITIES AND OUTPUTS:

<b>FORMING &amp; MAINTAINING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Form a community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community collaboration infrastructure established	# of community collaboration infrastructures established
Provide backbone support to maintain community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community coalition infrastructure maintained	# of community collaboration infrastructure maintained # of active community collaboration resident members # of active community collaboration organizational or institutional members
Facilitate community coalition meetings (e.g. community coalition or civic association meetings)	Community collaboration meetings facilitated	# of community collaboration meetings facilitated
<b>ASSESSING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Facilitate resident-driven process to assess community needs	Resident-driven community needs assessment	# of community needs assessments



<b>PLANNING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Research best practices and effective strategies to address community needs and support the vital conditions	Research review of best practices and effective strategies conducted	# research reviews of best practices and effective strategies conducted
Facilitate the development of a shared vision and theory of change among residents, community organizations, and other stakeholders	Shared vision and theory of change	# of visions statements created # of theory of change documents developed
Facilitate development of a resident-driven, long-term, comprehensive community plan	Resident-driven, long-term, comprehensive community plan	# of resident-driven, long-term, comprehensive community plans
Co-develop a community-level project plan with residents (e.g. park plan)	Community-level project plan co-developed with residents	# of community-level project plans co-developed with residents
Co-design individual-level services or program with residents (e.g. resource navigation services, home-owner repair program)	Individual-level services or program plan co-designed with residents	# of plans for individual services or programs co-designed with residents
<b>IMPLEMENTING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Implement components of a resident-driven, long-term, comprehensive community plan	Components of a resident-driven, long-term, comprehensive community plan implemented	# of components of a resident-driven, long-term, comprehensive community plan implemented
Implement community-level project to support vital conditions	Community-level project implemented	# of community-level projects that support vital conditions implemented
Deliver individual-level services or programming that supports vital conditions	Residents or household received individual-level services or programming that supports the vital conditions	# of residents who received services or programming # of households that received of services or programming # services delivered



<b>EVALUATING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Develop or improve a community transformation output and outcome tracking system	New or improved output and outcome tracking system	# of new or improved output and outcome tracking systems
Develop or improve a performance management system	New or improved performance management system	# of new or improved performance management systems
<b>COMMUNICATION</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Develop or maintain mechanisms for communicating with residents and/or other stakeholders (e.g. social media platforms, websites, newsletter)	Communication mechanism developed or maintained	# of communication mechanisms developed or maintained
Communicate the impact of community transformation work (e.g. press release, report, article)	Communications on the impact of community transformation work	# of communications on the impact of community transformation work
<b>FUNDING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Develop plan for sustainable funding for community transformation work	Plan for sustainable funding	# of plans for sustainable funding
Obtain additional funding to expand or sustain community transformation work/leverage HCD funding	Additional funding to support community transformation work	\$ dollar amount of additional funding to expand or sustain community transformation work
<b>STAFFING</b>		
<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Hire or maintain community organizers and/or community engagement staff	Community organizers or community engagement staff hired or maintained	# of community organizers or community engagement staff hired or maintained
Hire or maintain staff to support community transformation goals	Staff hired or maintained	# of FTEs hired or maintained # of staff hired or maintained who live in the community/with lived experience
Provide community development training to staff	Staff trained in community development	# of staff who received community development training



**SAMPLE OUTCOMES:**

- Increased organizational capacity to co-lead community transformation work
- Increase organizational capacity to access and sustain funding for community transformation
- Increased organizational strategic focus on vital conditions vs urgent services
- Increased collaboration among shared stewards to advance community-level goals
- Increased organizational capacity to achieve resident-driven, long-term, comprehensive community plan goals
- Increased funding to expand and sustain community transformation work
- Improvements in the vital conditions for well-being (see below for more specific examples)
- Thriving People and Places. No exceptions!

## Engaging Residents

Ensuring active resident engagement and leadership—in which residents have a respected voice and real power in decision-making—is essential to effective cross-sector collaboration that will lead to transformation of the vital conditions in and across communities. Sustained resident engagement results in more effective and equitable practices and policies—and increases residents’ support for them. Additionally, resident engagement—especially when sustained over time—strengthens the regional networks that have direct, positive effects on residents’ physical and mental health. Sustained resident engagement also builds relationships between people, organizations, and sectors so that they can understand and support one another better.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicators
Share information with residents	Residents received information	# of residents who received information
Conduct surveys, interviews, or focus groups to get feedback and input from residents	Summary of resident feedback and input	# of residents who provided feedback via surveys, interviews, or focus groups
Conduct listening campaigns	Summary of resident feedback and input	# of residents who provided feedback via listening campaign
Invite resident feedback via social media	Summary of resident feedback and input	# of residents who provided feedback via social media
Invite resident representation on advisory committees and governing boards	Residents serving on advisory committees and governing boards	# of residents serving on advisory committee or governing board
Host community/town hall meetings	Community/town hall meetings	# of community/town hall meetings hosted
Organize public deliberation processes	Public deliberation process facilitated	# of public deliberation processes facilitated
Provide grants for resident-driven initiatives	Resident-driven initiatives	# of resident-driven initiatives implemented
Develop processes for shared decision making with residents	Shared decision making process	# of shared-decision making processes established
Offer physical space for community gatherings	Community gathering held in offered space	# of community gatherings held in offered space
Develop a plan to build resident leadership capacity	Resident leadership capacity building plan	# of resident leadership capacity building plans
Provide resident leadership training	Residents who received resident leadership training	# of residents who received resident leadership training



Engage volunteers from the community	Volunteers engaged to support community transformation goals	# of new volunteers from the community  # of new volunteers not from the community  # of volunteer hours served by new and returning volunteers
Hire or maintain community engagement staff	Community engagement staff hired or maintained	# of community engagement staff hired or maintained
Form a community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community collaboration infrastructure established	# of community collaboration infrastructures established
Provide backbone support to maintain community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community coalition infrastructure maintained	# of community collaboration infrastructure maintained  # of residents who are active in community collaboration  # of organizational members who are active in community collaboration
Facilitate community coalition meetings (e.g. community coalition or civic association meetings)	Community collaboration meetings facilitated	# of community collaboration meetings facilitated
Facilitate resident-driven process to assess community needs	Resident-driven community needs assessment	# of community needs assessments
Facilitate development of a resident-driven, long-term, comprehensive community plan	Resident-driven, long-term, comprehensive community plan	# of resident-driven, long-term, comprehensive community plans
Co-develop a community-level project plan with residents (e.g. park plan)	Community-level project plan co-developed with residents	# of community-level project plans co-developed with residents
Co-design individual-level services or program with residents (e.g. resource navigation services, home-owner repair program)	Individual-level services or program plan co-designed with residents	# of plans for individual services or programs co-designed with residents
Develop or maintain mechanisms for communicating with residents and/or other stakeholders (e.g. social media platforms, websites, newsletter)	Communication mechanism developed or maintained	# of communication mechanisms developed or maintained





**SAMPLE OUTCOMES:**

- Increased resident awareness and participation in community transformation work
- Increased resident feedback and input in community transformation work
- Increased active resident leadership in community transformation work
- Thriving People and Places. No exceptions!

## II. Vital Conditions for Well-Being

### Sense of Belonging and Civic Muscle

People need fulfilling relationships and social support to thrive. They need to feel part of a community, contributing to its vibrancy, and developing the power to co-create a common world. Social support from friends, family, and other networks helps us navigate challenges and reinforces healthy behaviors. People who feel connected tend to live healthier, happier lives.

At the community level, feeling like an important part of a larger community strengthens social ties, increasing trust and cooperation—making it easier to work together. This connection builds a virtuous cycle: When people feel valued and cared for within the community, they are more likely to contribute and participate in creating healthy, equitable places.

#### **SAMPLE ACTIVITIES AND OUTPUTS:**

<b>Activity</b>	<b>Output</b>	<b>Output Indicators</b>
Connect households with access to internet	Households with access to internet	# of households that received internet access
Hire or maintain community organizers	Community organizers hired or maintained	# of community organizers hired or maintained
Implement voter registration program	Residents registered to vote	# of residents registered to vote
Implement census participation program	Resident participation in census	# of residents % of population that participated in census
Form a community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community collaboration infrastructure established	# of community collaboration infrastructures established
Provide backbone support to maintain community collaboration among residents, organizations, and other stakeholders (e.g. community coalition, civic association)	Community coalition infrastructure maintained	# of community collaboration infrastructure maintained  # of residents who are active in community collaboration  # of organizational members who are active in community collaboration

\*See Engaging Residents Subsection for additional activities and outputs.

**SAMPLE OUTCOMES:**

- Increased access to high speed internet
- Increased rates of social support
- Increased access to opportunities for active civic engagement
- Increased access to arts & culture
- Increased rates of civic engagement
- Increased freedom from oppression
- Increased social capital/social cohesion
- Thriving People and Places. No exceptions!

**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of sense of belonging and civic muscle in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definitions</b>
Youth Not In School, Not Working	Percentage of the population aged 16-19 years who are not enrolled in school and not working
Limited English Proficiency	Percentage of the population aged 5 years and older who speak English less than "very well"
Population Change	Percentage change in population over a 5-year period
Computer and Internet Access	Percentage of the population in households with a computer and a broadband internet subscription
Social Associations	Number of membership associations per 10,000 population
Cultural, Arts and Entertainment Institutions	Number of cultural, arts, and entertainment institutions per 10,000 population
Inadequate Social and Emotional Support	Percentage of adults 18 years and over who report not receiving adequate social-emotional support
Libraries	Number of libraries per 1,000 population
Social Capital Index	Standardized index combining measures of voter turnout rates, the fraction of people who return their census forms, and measures of participation in community organizations
Census Engagement	Percentage of 2010 Census mail forms that were completed and returned
Voting Participation	Percentage of total voting age population who cast votes in the most recent presidential election

## Humane Housing

People are able to thrive when they have safe, stable places to live. That means we feel secure, our homes and neighborhoods are free from hazards, and our communities provide us what we need. Housing is the biggest expense in most family budgets, making housing affordability a significant factor in financial well-being. Homeownership has long been at the center of the American Dream, offering a way to build family wealth and stable, diverse communities.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicators
Conduct humane/affordable housing assessment (e.g. housing market analysis)	Humane housing assessment	# of affordable housing assessments
Develop human/affordable housing plan (e.g. architectural plans, housing development strategy)	Humane/affordable housing plan	# of humane/affordable housing plans
Develop new humane housing program (e.g. rental property management system)	Humane housing program	# of programs to support humane housing created
Deliver home improvement services (e.g. gutter cleaning, yard maintenance, trash removal, AC/Furnace tune ups, Ring Doorbell installation, Lighting Installation, etc.)	Households received home improvement services	# of households that received home improvement services
Develop new humane housing units	New humane housing units	# of new humane housing units
Renovate humane housing units	Renovated humane housing units	# of renovated humane housing units
Develop new transitional housing units	New transitional housing units	# of new transitional housing units
Renovate transitional housing units	Renovated transitional housing units	# of renovated transitional housing units

### SAMPLE OUTCOMES:

If humane housing is a goal for your community, you may be interested in these or similar long-term outcomes:

- Increased rates of homeownership
- Increased housing affordability
- Decreased residential segregation
- Improved housing conditions
- Thriving People and Places. No exceptions!



**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of housing in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definition</b>
High Housing Costs	Percentage of occupied housing units for which housing costs amount to 30% or more of household income
Multi-family Housing	Percentage of housing structures with two or more housing units per structure
Residential Mobility	Percentage of renter-occupied housing units for which the householder moved in within the past year
Overcrowded Households	Percentage of occupied housing units with more than one occupant per room
Residential Segregation - Black/White	Index of dissimilarity - between 0 (complete integration) and 100 (complete segregation) - representing residential segregation between black and white county residents
Vacant Housing	Percentage of residential addresses that are vacant
Housing with Incomplete Plumbing or Kitchen Facilities	Percentage of occupied housing units that lack complete plumbing or kitchen facilities

## Basic Needs for Health & Safety

People’s foundation for physical and mental well-being starts with access to fresh air, clean water, and nutritious food, as well as access to health care. Meeting these basic needs allows us to be healthier today by avoiding hunger, exhaustion, disease, and injury. It also means we are more likely to thrive tomorrow by supporting our ability to withstand adversity. Basic needs also encompass adequate physical activity, sleep, safe/satisfying sexuality, community safety, and more. When our basic needs are not met, negative health effects can be immediate or take decades to unfold.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicator
Conduct healthy food access assessment	Assessment of healthy food access	# of food access assessments completed
Develop healthy food access plan (e.g. business plan, strategy)	Plan for healthy food access	# of food access plans developed
Maintain community garden plots	Maintained community garden plots	# of community gardens maintained # of community garden plots maintained
Create new community garden plots	New community garden plots	# of new community gardens # of new community garden plots
Launch new farmers market	New farmers market	# of new farmers markets created
Maintain farmers market	Maintained farmers market	# of farmers markets maintained
Complete small neighborhood revitalization projects (e.g. lighting and security camera installation, small business repairs, etc.)	Neighborhood revitalization projects	# of neighborhood revitalization projects completed
Deliver home improvement services (e.g. gutter cleaning, yard maintenance, trash removal, AC/Furnace tune ups, Ring Doorbell installation, Lighting Installation, etc.)	Households received home improvement services	# of households that received home improvement services
Facilitate assessment of park/playground/greenspace	Assessment of park/playground/greenspace	# of assessments of park/playground/greenspace
Create plan to improve existing or develop new park/playground/greenspace (e.g. landscape design, playground design, stormwater management plan, etc.)	Plan for park/playground/greenspace improvement or development	# of plans to improve or develop park/playground/greenspace revitalization/development

Improve existing park/playground/greenspace	Improved park/playground/greenspace	# of improved parks/playgrounds/greenspace
Develop new park/playground/greenspace	New park/playground/greenspace developed	# of new parks/playgrounds/greenspaces developed
Commission community art (murals, electric box painting, etc.)	Community art	# of community art projects completed
Create plan to improve existing or develop new indoor community space that supports well-being/health (e.g. architectural plan)	Plan for indoor community space renovation or development	# of plans for indoor community spaces
Renovate existing indoor community space (e.g. community center, gym)	Renovated indoor community space	# of renovated indoor community spaces
Develop new indoor community space (e.g. community center, gym)	New indoor community space	# of new indoor community spaces
Develop policies and procedures for shared-use of community space that supports well-being/health (e.g. playground, community center, gym, commercial kitchen, etc.)	Policies and procedures for shared-use of community space that support well-being and health	# of policies and procedures for shared-use of indoor safe spaces that support well-being and health developed
Create community-based support group (e.g. AA/NA, mother's group, etc.)	Community-based support groups created	# of community-based support groups created
Connect households with access to high speed internet or smartphone	Households with access to high-speed internet or smartphone	# of households that received internet access or smartphone

**SAMPLE OUTCOMES:**

- Increased access to nutritious food
- Increased access to health care
- Increased community safety
- Decreased crime, injury, violence, traumatic stress and/or addiction
- Thriving People and Places. No exceptions!



**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of basic needs for health and safety in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definition</b>
Low Food Access	Percentage of population with low food access, defined as living beyond 1 mile (urban) or 10 miles (rural) of supermarket
Food Environment Index	Food Environment Index number - between 0 (worst) and 10 (best) - representing factors that contribute to a healthy food environment
Grocery Stores	Number of grocery stores per 1,000 population
Food Insecurity	Percentage of population who are food insecure
Exercise Opportunities	Percentage of population with access to locations for physical activity
Violent Crimes	Number of reported violent crime offenses per 100,000 population
High Blood Pressure Management	Percentage of adults aged 18 years and older with high blood pressure who report taking medicine for high blood pressure
Recent Primary Care Visit	Percentage of adults aged 18 years and older who report having been to a doctor for a routine checkup in the past year
Breast Cancer Screening	Percentage of females aged 50-74 years who report having had a mammogram within the previous 2 years
Binge Drinking	Percentage of adults aged 18 years and older who report binge drinking (five or more drinks for men, or four or more drinks for women) on a single occasion at least once in the past month
Insured Adults	Percentage of the civilian noninstitutionalized population aged 19 to 65 years who are insured
Population with any Disability	Percentage of the civilian noninstitutionalized population with a disability
Premature Death	Age-adjusted number Years of Potential Life Lost-YPLL (under age 75) per 100,000 population
Life Expectancy	Age-adjusted number of years a person can expect to live
Health Professional Shortage Area - Dental Health Care	Federally-designated area that indicates health provider shortages in dental health care; Indicator the percent of population that is underserved
Health Professional Shortage Area - Mental Health Care	Federally-designated area that indicates health provider shortages in mental health care; Indicator the percent of population that is underserved
Health Professional Shortage Area – Primary Care	Federally-designated area that indicates health provider shortages in primary care; Indicator displays the percent of population that is underserved

## Thriving Natural World

Everyone deserves to live in a clean, healthy environment—one that is free from hazards and emerging pathogens, resilient to future changes, and fulfills our need to connect with nature. Healthy environments provide clean air, water, land, and well-functioning ecosystems, ensuring people are able to adapt to the inevitable impacts of climate change. Individuals need thriving natural places to feel healthy today—and communities rely on natural systems to support health now and in the future.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicator
Co-develop community plan with residents to address stormwater management	Plan to address stormwater management	# of plans to address stormwater management
Facilitate assessment of park/playground/greenspace	Assessment of park/playground/greenspace	# of assessments of park/playground/greenspace
Create plan to improve existing or develop new park/playground/greenspace (e.g. landscape design, playground design, stormwater management plan, etc.)	Plan for park/playground/greenspace improvement or development	# of plans to improve or develop park/playground/greenspace revitalization/development
Improve existing park/playground/greenspace	Improved park/playground/greenspace	# of improved parks/playgrounds/greenspace
Develop new park/playground/greenspace	New park/playground/greenspace developed	# of new parks/playgrounds/greenspaces developed
Maintain community garden plots	Maintained community garden plots	# of community gardens maintained # of community garden plots maintained
Create new community garden plots	New community garden plots	# of new community gardens # of new community garden plots

### SAMPLE OUTCOMES:

- Increased access to natural/green spaces
- Increased quality of water, air, and soil
- Decreased flood vulnerability
- Thriving People and Places. No exceptions!

**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of transportation in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definition</b>
Climate-Related Mortality Impacts	Number of deaths due to climate impacts per 100,000 population
Respiratory Hazards	Respiratory Hazard Index number summarizing total noncancer respiratory hazard risk
Particulate Matter 2.5 Level	Average annual ambient concentrations of PM 2.5 in micrograms per cubic meter
Flood Vulnerability	Percentage of housing units that are within FEMA-designated flood hazard areas
Proximity to Highways	Percentage of the population living within 150m of a highway
Forested Land	Percentage of land cover that is forested
Extreme Heat	Percentage of days per year for which the daily maximum temperature is at or above the 90th percentile

## Reliable Transportation

Designing compact, accessible communities makes it easy and safe for people to walk, bike, roll, or use buses and trains. Everyone moves between home, work, school, stores—and more—in daily life. Reliable, sustainable transportation systems ensure people are able to get where they need to go. Transportation options influence access to jobs, social mobility, and our health. Active transportation—walking, biking, and transit use—helps us incorporate physical activity into our daily lives.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicator
Co-develop a Complete Streets Plan with residents	Complete streets plan	# of co-developed plans for complete streets
Co-develop plan for bike share program with residents	Plan for bike share program developed	# of plans for bike share programs developed
Co-develop plan for improving public transportation options with residents	Plan for improving public transportation options developed	# of plans for improving public transportation options developed
Co-develop a plan to increase walking/biking safety	Plan for increasing walking/biking safety	# of plans for improving walking/biking safety

### SAMPLE OUTCOMES:

- Increased pedestrian/biker safety
- Increased access to convenient and reliable public transportation
- Increased walkability
- Increased rates of active transportation
- Thriving People and Places. No exceptions.

### RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:

To understand the current state of transportation in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

Indicator	Indicator Definition
Active Commuting	Percentage of workers aged 16 years and older who commute to work by via public transportation, bicycle or walking
Commute Time	Mean travel time to work (in minutes) for workers aged 16 years and older who do not work from home
Driving Alone to Work	Percentage of workers aged 16 years and older who drive alone to work
Motor Vehicle Crash Deaths	Number of deaths due to traffic collisions involving a motor vehicle per 100,000 population

## Lifelong Learning

A good education ensures that young people are set up for success and can reach their full potential. Education starts at birth and continues into meaningful careers, with ongoing opportunities to learn and grow. Supportive learning environments maximize student learning and positively shape social and behavioral development. Education is also an engine of social mobility. Higher levels of education are linked with more income, better health, and increased opportunities.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicator
Co-develop plan for community-based career training program with residents	Plan for community-based career training program co-developed with residents	# of plans for community-based career training programs co-developed with residents
Deliver career training services to residents	Residents received career training services	# of residents who received career training services
Develop child care center	Child care center developed	# of new child care centers developed
Enroll students in child care center	Children enrolled in child care center	# of children enrolled in child care center
Provide supplemental youth learning opportunities	Youth enrolled in supplemental learning opportunities	# youth enrolled in supplemental learning opportunities

### SAMPLE OUTCOMES:

- Increased access to early childhood education,
- Increased access to supportive learning environments
- Increased access to opportunities for career training
- Increased access to opportunities for supplemental youth learning
- Increased access to opportunities for adult education
- Thriving People and Places. No exceptions!

**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of learning in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definition</b>
Adults with at Least Some College	Percentage of the population aged 25 years and older with at least some college
Preschool Enrollment	Percentage of the population aged 3-4 years who are enrolled in school
Adults with a High School Diploma	Percentage of the population aged 25 years and older who are high school graduates or higher
On-Time High School Graduation	Percentage of students who graduate high school within 4 years of entering 9th grade
Per-Pupil Spending	Amount spent per student in public K-12 schools
Reading Proficiency	Average Reading Language Arts test scores for students in grades 3-8 relative to the national average
Math Proficiency	Average math test scores for students in grades 3-8 relative to the national average

## Meaningful Work & Wealth

Personal, family, and community wealth provides the means for healthy, secure lives. That includes good-paying, fulfilling jobs and careers, and financial security that extends across the life span. People are happy when their work is productive and rewarding. Beyond the importance of earning a paycheck, meaningful work lifts up entire families and communities. Wealth shapes living standards not only for people today, but also for future generations. Being able to afford assets, like a home or a computer, allows people to participate more fully in work, school, and community life.

### SAMPLE ACTIVITIES AND OUTPUTS:

Activity	Output	Output Indicator
Develop new commercial space	New commercial space	sq. ft. of new commercial space
Renovate existing commercial space	Renovated commercial space	sq. ft. of renovated commercial space
Facilitate home purchase by people of low-income	Home purchase by people of low-income	# of persons of low-income who purchased a home
Co-develop plan for community-based career training program with residents	Plan for community-based career training program co-developed with residents	# of plans for community-based career training programs co-developed with residents
Deliver career training services to residents	Residents received career training services	# of residents who received career training services
Small business development training	People completing small business development training	# people completing small business development training

### SAMPLE OUTCOMES:

- Increased access to good-paying and fulfilling jobs and careers
- Increased rates of financial security
- Increased rates of home ownership
- Increased access to wealth-building opportunities
- Thriving People and Places. No exceptions!

**RELATED VITAL CONDITIONS FRAMEWORK INDICATORS:**

To understand the current state of meaningful work and wealth in your community and/or how your efforts may contribute to changes over the long-term, your community may be interested in exploring and/or monitoring the readily available indicators described in the table below:

<b>Indicator</b>	<b>Indicator Definition</b>
Children Living in Poverty	Percentage of the population under 18 years of age for whom poverty is determined who are below poverty level
Homeownership	Percentage of occupied housing units with owner-occupants
Income Inequality - Gini Coefficient	Gini Index of income inequality, a measure of statistical dispersion representing income distribution
Median Household Income	Median household income (in U.S. Dollars) for the population
Poverty - Below 100% FPL	Percentage of the population for whom poverty is determined who are below poverty level
Public Assistance	Percentage of families with cash public assistance income or households that received food stamps/SNAP benefits in the past 12 months
Unemployment	Average annual percentage of the labor force that is unemployed
Banking Institutions	Number of banking institutions per 10,000 population
Absolute Upward Mobility	Expected income by percentile rank for children whose parents are at the 25th percentile of the national income distribution
High Paying Jobs	Percent of jobs within 5 miles with earnings greater than \$3333 (2015 Dollars)
Segregation of Affluence	Rank-order segregation index of highest quartile incomes
Segregation of Poverty	Rank-order segregation index of lowest quartile incomes
Wage Growth	Difference in logarithms between high school graduate wages over a five-year period
Annualized Job Growth	Average annual percent job growth over a ten-year period