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The OBCD Social Impact Assesment Toolkit

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Contents

The OBCD Social Impact Assessment Toolkit

1. Purpose and Audience

This toolkit provides comprehensive guidance tailored to support three primary user groups (1) The OBCD partners to perform an ex post social impact assessment of OBCD and track its long-term outcomes (2) individuals and organizations seeking to measure the social impact of specific initiatives using the ready-made OBCD (Outcome-Based Community Development) tool, and (3) those looking to adapt and customize the framework to fit their unique contexts or organizational needs. It offers a clear, step-by-step roadmap for implementing social impact measurement, supplemented by practical resources, real-world examples, and AI-generated prompts to facilitate learning and application. Whether users are new to social impact assessment or experienced practitioners aiming to refine their approach, the toolkit serves as a flexible and accessible resource to enhance effectiveness and drive meaningful outcomes.

This tool is grounded in a triple bottom line approach, evaluating social, environmental, and economic outcomes in an integrated manner. It is the result of a holistic and in-depth study, based on effective methodologies, and has been tested and proven to be highly effective. The tool follows established Social Impact Assessment (SIA) frameworks and is complemented by resources and guidance for integrating generative AI tools into the process. These tools help streamline key steps such as identifying goals, categories, and indicators.

2. Structure and logic

The tool **presents a step-by-step process** grounded in a Theory of Change framework, guiding users in evaluating and reporting on their impact. It supports the transition from goals to identifying relevant impact categories, indicators, calculating metrics, analysing data, reaching results and effectively reporting and communicating their social change—using solid methodologies and efficient practices throughout.

As an additional resource, the toolkit includes a tutorial on how to use AI as a tool to support the process. It also features a real-world example of the approach applied to the **OBCD project**.

These are the components included:

Step-by-step process

1.Defining the Mission and Goals: Users start by identifying the mission of their initiative and setting clear, measurable goals that align with the intended social impact. Aligning Outcomes with Social Impact: Once the mission and goals are defined, users map out the expected social, environmental, and economic outcomes that they aim to achieve.

2.Identifying Relevant Categories and Subcategories: This step helps users break down their impact areas into specific macro and subcategories (e.g., education, employment, community development).

3.Selecting Indicators and Metrics: Based on the categories, users choose indicators and metrics to measure their progress effectively. These could include quantitative data (e.g., employment rates) or qualitative measures (e.g., community feedback).

4.Collecting data: In this step, users gather data based on the selected indicators. This may involve surveys, interviews, focus groups, existing records, or digital tools. The toolkit provides guidance on appropriate methods for data collection, as well as ethical considerations such as privacy, inclusivity, and data quality.

5.Reporting the data: After data is collected, users move to analyze, interpret, and report the results. The toolkit supports users in generating clear and actionable reports.

The step-by-step offers a variety of resources, such as SIA platforms, resources, tools and links that are adapted to each of the users, providing clear guidance.

Using AI to Support Your Social Impact Assessment

To enhance the assessment process, generative AI tools prompts and links are integrated that help streamline various tasks. For example, in defining goals AI can assist in refining or suggesting relevant goals based on the user's mission, as well as selecting appropriate categories and indicators. It highlights the importance of creating effective prompts to get clear and effective results, an example of a prompt being: "*Act as a social impact strategist. Help me write a clear description of my organization's main goal. We are a nonprofit focused on improving access to digital literacy in rural communities. Our target audience is youth ages 12– 18. Please include the long-term impact we aim to achieve and how it aligns with broader social goals like SDG 4 (Quality Education)*".

OBCD: a practical example

To make the process more tangible, the toolkit includes a real-world example from the **OBCD project**— showing the full journey from defining goals to selecting indicators and measuring progress. This example illustrates the toolkit's practical application in a real-world context.

3. The tool

1.Identify your goal

Initiatives
Related to the goal of the initiative.
For example: in OBCD the goal is to promote social economic growth.

Businesses
Connected to the value/mission or purpose.
For example, the OBCD Local Hub: Empowering local social enterprises with support and global connections to grow their impact.

Use Theory of Change (ToC)

Refer to the SDGs and ESGs

Theory
of Change
Logic framework
to manage impact
Mission
Monitor
Vision
Activities
Objectives
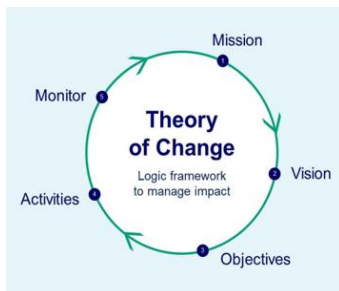
💼 Theory of change: A Theory of Change is a tool that helps link actions to a broader mission by outlining the steps needed to achieve desired outcomes. It can be a diagram or a written narrative showing the strategies, conditions, and resources required for change.
🖥️ Check out UNDAF guidelines on applying ToC: link

💼 Remember to align your goals with SDG indicators and ESG, here are some resources:
🖥️ SDG indicators: link 🖥️ GRI: link

💼 **Involve Stakeholders!**
Idea inspiration: In the OBCD Theory of Change process, project partners and experts collaborated in workshops to help define the initiative's goals. They linked these goals to the expected social changes and impacts, considering the anticipated timeframe for these changes and identifying the necessary activities to achieve them.
🖥️ Check out our material and conduct this workshop with your partners/stakeholders: link

2. Extract from your goal the impact category/ categories and subcategories

Initiatives
Categories and subcategories can define what kind of changes are being pursued, organizing impact into meaningful and manageable areas. Subcategories break down broad themes into more specific, measurable elements.
For example, under OBCD Macro Category: Collaboration capacity and systems building, include subcategories like "Increasing Cross Sector Collaboration" and "Co-creation and collaborative initiatives"

Businesses
Identify in the goal/mission a set of aspects that are fundamental to achieve the goal and can be described clearly. In a way that organizes the impact pursued into manageable areas. Subcategories break down broad themes into more specific and measurable elements.
For example, under OBCD Macro Category "Co-creation capacity and empowerment", a subcategory could be "Empowering Careers and Individuals".

💼 Consider this extensive list of social impact categories and indicators from main SIA frameworks/literature
🖥 Dataset: link

💼 Consider the OBCD Macro and Subcategories (link)
Remember to involve Stakeholders! In the OBCD process stakeholders, such as project partners, were involved through surveys. They were asked to review the definitions of the macro categories and subcategories,these were then adapted to their reviews.

3. Extract from your macro category and subcategories variables/metrics

Initiatives:

For each subcategory, define measurable variables— precise dimensions or constructs that capture the intended changes.

Example: Empowerment of young professionals and students

Determine indicators that show evidence of progress.

Example: Percentage of professionals/ students who feel empowered in their career.

Select clear metrics to quantify these indicators over time.

Example: Survey results measuring % of professionals/students who started new jobs, initiatives or projects six months after the training.

Businesses:

For each subcategory, define measurable variables— precise dimensions or constructs that capture the intended changes.

Measurable variables: Key factors the social enterprise aims to track connected to their goal, such as increased networking or community engagement.

Indicators: Observable signs of progress toward these variables, for example, the number of networking events attended in the past six months.

Metrics: concrete data points used to measure the indicators, such as the total number of events attended and new partnerships formed, or connections made because of these events.

💼 Consult this table of metrics: link
Inside check out to these resources: Iris+, GRI indicators

💼 Check out as well the OBCD indicators/metrics in this link

Remember to involve stakeholders! In the OBCD assesment stakeholders were asked to review indicator definitions and to choose their preferred metrics

💼 Consult the Impact Management Platform
That offers a wide range of indicators adaptable to businesses
💼 Consult this table of metrics : link

Inside check out the Iris+ and GRI indicators (these cover economic performance, environmental impact, labor practices, human rights, society, and product responsibility).

Remember to involve stakeholders! In the OBCD assesment stakeholders were asked to review indicator definitions and to choose their preferred metrics

4. Collect Data

Initiatives:

To measure indicators, data must be collected in a way that fits the specific context and goals of the initiative or business. When collecting data, it's important to follow simple, clear steps to ensure quality and fairness. This includes using consistent methods so data can be compared over time, gathering information from a diverse and relevant group of people, and respecting privacy by getting permission and keeping personal information confidential.

Businesses:

For businesses, data collection should align with existing processes but be adapted to capture social and environmental performance clearly. It's important to use reliable and consistent methods, gather information from relevant sources like employees, customers, or suppliers, and protect privacy by ensuring consent and confidentiality. This helps ensure the data accurately reflects the business's impact and supports transparent reporting to stakeholders.

💼 Tools include:
Surveys (Google forms can be used)
Interviews
Focus Groups
Observation studies

💼 link in the dataset there are tools for data collection

💼 check out this template used in OBCD to collect qualitative data with external stakeholders

💼 Tools include:
Employee surveys
Customer/ user/consumer feedback- surveys, interviews
Sustainability reporting systems
Third party assessment/Certifications

💼 : link in the dataset there are tools for data collection (for example: Tools like Net Promoter Score (NPS) surveys).

💼 check out this template used in OBCD to collect qualitative data with external stakeholders

💼 For examples of questions and tools used for data collection, check out the OBCD dashboard: link

Tip: Collection of data can be integrated into already existing surveys/data collection processes, for example: KPIs monitoring, semesters evaluations, etc.

5. Data analysis, reporting and communication

Monitor regularly: Track data consistently using your selected indicators and metrics to observe progress over time.

Analyze data: Compare before-and-after results, identify patterns or trends, and interpret both quantitative (e.g., % change) and qualitative insights (e.g., feedback themes).

Report findings: Summarize key outcomes using visuals (charts, graphs, case examples) linked clearly to goals and indicators.

Communicate effectively: Share results with stakeholders using accessible formats—briefs, community meetings, social media—ensuring clarity, transparency, and relevance.

Monitor performance: Integrate impact indicators into regular business monitoring systems (e.g., KPIs, dashboards) to track social and environmental progress alongside financial data.

Analyse results: Use tools like spreadsheets, ESG software, to compare targets and identify areas for improvement.

Report outcomes: Align reports with recognized frameworks (e.g., GRI, SASB) and include clear metrics, targets, and outcomes to support transparency and compliance.

Communicate strategically: Share findings with stakeholders—employees, investors, partners—through sustainability reports, internal briefings, and public disclosures to reinforce accountability and brand integrity.

💼 For analysis of data: Excel/Google Sheets can be used (Chatgpt can be of assistance)

NDivo for coding

R/Project (open) for statistical analysis of data

💼 For reporting: Graphs/Tables (Excel, Microsoft Word), Powerpoints, Canva.

💼 Communication: Website, Press Release, Linkedin

💼 For analysis of data: Excel + Pivot Tables / Python / R – For data processing, trend analysis, and forecasting.

NDivo for coding

R/Project (open) for statistical analysis of data

💼 For reporting: Graphs, Tables, Powerpoints, as well as GRI Standards Tool / B Impact Assessment (B Lab) that provide standardized reporting.

💼 Communication: Website, Press Release, Linkedin

💼 Bonus: Free Learning Resources!
R & SPSS Tutorials: Kaggle
Data Visualization: DataCamp (free intro courses)
NVivo Guides: YouTube

3. Using AI to Support Your Social Impact Assessment

ChatGPT can be a very resourceful tool, offering valuable support in the development of a social impact assessment (SIA) strategy. Its strength lies not only in generating information but in assisting users throughout the entire process—helping to structure the assessment, analyze data, and synthesize findings. The key to leveraging ChatGPT effectively is knowing what prompts to use and how to guide the AI's responses. Crafting clear, specific prompts ensures that the answers you receive are relevant and actionable. Moreover, by building prompts that reference previous outputs, you can create a layered dialogue where each response adds depth and refinement to your work. This iterative, human-centered use of AI allows you to develop a comprehensive SIA strategy step by step—whether it's defining your goals, refining your macro categories and subcategory definitions, or selecting indicators and appropriate methods for calculating your metrics.

By putting human expertise at the core and using ChatGPT as an intelligent assistant, you ensure that the process remains thoughtful, nuanced, and tailored to real-world social impact challenges. With thoughtful guidance, ChatGPT becomes not just a tool for generating ideas, but a collaborative partner that enhances clarity, thoroughness, and insight throughout the social impact assessment process.

There are already resources and specialized AI chat tools designed to help organizations use ChatGPT for Social Impact Assessment. For example, this resource explains how to use a specialized chat platform with settings specifically designed to guide you through the social impact assessment process, as well as Social Return on Investment (SROI) analysis. In the context of the OBCD approach, the following section outlines a step-by-step process, along with suggested AI prompts designed to further support and guide your social impact assessment efforts.

1. **Defining your goal**

Prompt Idea: Act as a social impact strategist

Objective: Help me write a clear and concise description of my organization's main goal.

Instructions for use:

- Describe your organization/initiative and target audience:

Example: "We are a nonprofit focused on improving access to digital literacy in rural communities. Our target audience is youth ages 12–18."

- Select the time frame and connect to a relevant global framework:

Example: "Please include the long-term impact we aim to achieve over the next 5 years and explain how this aligns with broader social goals, such as SDG 4 (Quality Education) or relevant GRI standards."

Sample full prompt to input into ChatGPT:

Act as a social impact strategist. Help me write a clear description of my organization's main goal. We are a nonprofit focused on improving access to digital literacy in rural communities. Our target audience is youth ages 12–18. Please include the long-term impact we aim to achieve over the next 5 years and explain how this aligns with broader social goals like SDG 4 (Quality Education).

Adjust the answers by guiding ChatGpt through specific requests and additional information, for example if you have followed the Theory of Change framework, give more details related to the stakeholders, mission and activities of your organisation/initiative.

2. Defining your macro categories and subcategories

Instructions for use

- Following on the same conversation, provide again your refined and definitive main goal
- Ask ChatGPT to act as a social impact strategist and identify the key social impact categories related to this goal.
- Request that ChatGPT breaks down each main category into relevant subcategories, providing brief explanations for each.
- Use this structured list to guide your social impact assessment framework.

Sample full prompt to input into ChatGPT:

Act as a social impact strategist. Based on the following organizational goal (insert goal), help me identify the main social impact categories and subcategories relevant to this goal. Please organize them clearly and provide brief explanations for each category and subcategory.

Remember to give clear instructions, provide reliable data and involve your stakeholders/partners as well in the elaboration and definition of categories and subcategories. For example, in OBCD we conducted several rounds of survey (following the Delphi method) asking for partners inputs on the definitions, refining and adapting those.

3. Define your indicators and metrics

Instructions for use

- Start with your list of social impact subcategories.

Make sure each subcategory is clearly defined and tied to your overall goal.

- Ask ChatGPT to act as a social impact measurement expert.

Example prompt:

Act as a social impact measurement expert. Based on the following subcategories, help me identify relevant qualitative and quantitative indicators to measure progress. For each indicator, suggest possible methods for data collection and, where applicable, how to calculate the metric. For the calculation of metrics, give me sounded references.

Attention! Please always check if the references truly exist or not.

- Paste your subcategories below the prompt.

Example format:

Subcategory: Digital Literacy Access

Definition: Availability of digital tools and internet in rural schools.

Subcategory: Youth Engagement in Digital Learning

Definition: Participation and retention rates in digital skills programs.

- Review the suggested indicators.

Ensure each one is specific, measurable, and aligned with your intended outcomes. Ask follow-up questions, if necessary, for example:

"Can you refine this indicator to make it more specific to youth aged 12–18 in rural areas?"

- Select indicators that are most feasible and meaningful for your context.

Consider the availability of data, relevance to your stakeholders, and alignment with frameworks like SDG or GRI.

4. Collecting Data

Instructions for use

- Start with your list of indicators and metrics.

 Make sure each one is connected to a specific subcategory of impact and includes a description.

- Ask ChatGPT to act as a social research and evaluation expert.

Example prompt:

"*Act as a social research and evaluation expert. Based on the following list of indicators, help me design practical data collection methods. For each indicator, suggest: (1) the type of data needed, (2) possible sources*

of data, (3) appropriate data collection methods (e.g. surveys, interviews, observation, administrative data), and (4) frequency of data collection. Give me sounded references".

Attention! Always verify if the references truly exist.

- Include context where needed.

Provide background on your project, population, or geography to make the suggestions more relevant.

Example: "We work with rural schools and community centers, mostly in areas with limited internet access."

- Use follow-up prompts to refine recommendations.

Ask questions like:

"Can you adapt these methods for low-resource settings?"

"Which tools could I use to collect this data digitally or offline?"

"What are sample survey questions I could include for this indicator considering X is my target?"

- Align the data collection plan with your evaluation timeline.

Ask ChatGPT to help you structure a timeline or calendar based on the frequency of data collection and available resources.

5. Data analysis, reporting and communicating

Instructions for use:

- **Prepare your data summary or key findings.**

Before asking ChatGPT for help, organize your collected data—either as raw numbers, summarized results, or qualitative insights (e.g. quotes from interviews or survey themes).

- **Ask ChatGPT to help you identify any trends or gaps that might have gone unnoticed**

Use a prompt like:

Act as a social impact analyst. Based on the following data, help me analyze the results in relation to our indicators and long-term impact goals. Identify trends, gaps, and key takeaways.

Review the suggestions to ensure they are appropriate, and provide additional instructions or data as needed to obtain more accurate and relevant insights.

- **Paste your data or a summary of your findings.**

You can include bullet points, charts, tables, or narrative descriptions of what you've collected.

- **Request specific types of analysis or insights.**

Ask ChatGPT to help with:

- Identifying key patterns or unexpected results.
- Comparing baseline vs. follow-up data.
- Highlighting differences across demographics or regions.
- Suggesting implications or actions based on the findings.
- Use it as support for report writing.

Attention! When writing your report, it's recommended that you draft it yourself and use AI only to refine the language. Make sure to use only your own collected data—AI may sometimes generate or suggest information that wasn't part of your original dataset. Always double-check for accuracy and consistency.

You can also request:

- Visualizations or suggestions for charts.
- Clear summaries tailored for different audiences.
- Headings and structure for your full report.
- Review and refine.

Check that the language, tone, and interpretations reflect your context accurately. Ask ChatGPT to revise sections to be more formal, accessible, or action-oriented depending on your needs.

Note: When it comes to data analysis and reporting, it is essential that you remain in control of the process, with a clear understanding of what insights you are seeking. **ChatGPT should be used as a supportive tool to enhance your analysis, not as a substitute for your own critical evaluation**. Use it to refine your findings, explore alternative interpretations, or identify any gaps you may have missed.

Conclusion

Integrating AI tools like ChatGPT into your social impact assessment process can significantly enhance clarity, structure, and efficiency—from defining goals to selecting indicators, planning data collection, and shaping reports. However, it is crucial to approach this support critically and strategically. AI should not replace human expertise but rather serve as a complementary tool that strengthens your work, surfaces blind spots, and accelerates analysis. Ultimately, the effectiveness of using AI in social impact assessment depends on how well you guide it—with clear prompts, thoughtful inputs, and contextual understanding. When used intentionally and responsibly, ChatGPT can become a powerful ally in designing more rigorous, inclusive, and actionable impact strategies.

*While AI offers valuable opportunities to streamline data collection, analysis, and visualization in social impact assessment, it also has important limitations. These include potential bias in data and algorithms,

ethical concerns around transparency and privacy, and the risk of overlooking qualitative insights—especially in participatory, community-based projects like OBCD. To ensure a balanced approach, AI should be used cautiously and always alongside strong, human-centered methodologies.

4.OBCD: A Practical Example

In the OBCD case, the process of defining and measuring impact was fully implemented, using the framework of goals, macro and subcategories, indicators, and metrics. The following section presents one detailed example out of the 21 indicators identified in the project. This example illustrates the complete logic of the process—from the initial goal, through the breakdown into macro and subcategories, to the selection of a relevant indicator. It then explains how data was collected and analyzed to assess progress. This helps demonstrate how the theoretical framework translates into practical applications, offering a clear model for tracking and evaluating impact.

1. **Defining your goal**

The OBCD project has as one of its **goals** to develop education, skills development and employment, particularly within the social economy context. The **target** are students, young professionals, social entrepreneurs, young people in the European Union. The **activities** to do so is developing curricula for VET and HE level and offer open-source training, in various languages such as Greek, finish, Italian and English. The **social changes** and **impacts** expected are improved access to inclusive and multilingual learning opportunities, enhanced employability and skills development among young people, increased engagement in the social economy, and greater career mobility across the EU. In the long term, the project aims to contribute to a more skilled, empowered, and socially conscious workforce, strengthening the resilience and innovation capacity of the social economy sector across Europe.

2. **Defining Macro and Subcategories**

Macro Category: Co-creation capacity and empowerment

Definition: Co-creation Capacity and Empowerment refers to the collective ability of social enterprises and their stakeholders to collaboratively design, develop, and implement solutions that foster innovation, sustainability, and systemic change within the sector. This macro category focuses on strengthening the capacity of social enterprises to co-create tools, educational resources, frameworks, and strategies that address complex challenges and drive positive social impact. It emphasizes the importance of inclusive, collaborative processes in building scalable solutions that are accessible, adaptable, and aligned with the diverse needs of organizations, communities, and individuals.

Key areas of focus within this category include scaling access to open tools that improve operational efficiency, co-creating educational resources that promote innovation and skill development, building capacity for sustainability and leadership, and empowering individuals by aligning learning opportunities with career growth and employability. By promoting shared access to resources, encouraging collaboration, and fostering continuous learning, this category aims to create a self-sustaining ecosystem where social enterprises and individuals are empowered to contribute to long-term systemic change, driving both social and economic development.

Subcategory: Empowering Careers and Individuals

Definition: This subcategory focuses on fostering professional growth and employability within the social economy sector by aligning learning opportunities with both individual and organizational needs. It emphasizes the development of co-created learning objectives, competency-based assessments, and personalized development pathways that empower individuals to take on greater responsibilities within their organizations. Actions include needs assessments, participatory learning design, and continuous feedback mechanisms to ensure professional growth is targeted and effective. Tools such as competency assessment frameworks, mentorship programs, skill certification pathways, and adaptive learning models support these efforts, tailoring education to individual and sector-wide demands. In the short term, the social impact includes enhanced professional growth, increased employability, and improved skill proficiency. In the long term, it aims to build a more skilled, adaptable workforce within the social economy sector, promoting sustained career mobility for individuals**.**

3. **Establishing Variables and Metrics**

Variable: Increased Professional Growth Opportunities

Definition: Measures the progressive enhancement of professional skills, experiences, qualifications, and the expansion of professional networks, enabling individuals to advance in their occupational trajectories.

Metrics: Track the percentage of participants who have received promotions, moved into more complex roles, or experienced career advancement (e.g., increased responsibility or new job placements) over a set period (Kirkpatrick's Four-Level Evaluation Model, 1998).

4. **Data Collection**

For the data collection of this Indicator a Google Forms survey was sent out to all those that have completed the OBCD training, here are the questions asked:

1. What is your current background or role?

(Select one)

☐ University student ☐ Recent graduate ☐ Early-career professional ☐ Experienced professional ☐ Entrepreneur or self-employed

☐ Other (please specify): _____

(Optional: What motivated you to join the OBCD training program?)- Open field

2. Which part of the training program did you find most interesting or relevant to your goals?

(Select up to two) ☐ multi-stakeholder collaboration ☐ Social entrepreneurship ☐ Digital innovation ☐ Sustainability practices ☐ Innovation/Business Management ☐ Networking ☐ Other (please specify): _____

3. Since completing the training, have you taken on any of the following?

(You may select more than one) ☐ A new job or internship ☐ A new role or responsibility in your current job ☐ Started a new project or initiative ☐ Launched a business idea ☐ None of the above (Optional: Briefly describe one example)- Open field

4. Do you feel more confident about your skills or career direction after completing the program?

☐ Not at all ☐ Slightly ☐ Moderately ☐ Significantly ☐ Very significantly (Optional: Please explain your answer)- Open field

5. Did the program help you expand your professional network?

☐ Yes ☐ No (If yes, how? e.g., peer collaboration, mentorship, industry contact, etc.)- Open field

6. Has the training influenced your career path, employability, or entrepreneurial ambitions?

☐ No impact ☐ Minor influence ☐ Moderate influence ☐ Strong influence ☐ It directly helped me find work or launch an idea

(Optional: Can you give an example?)- Open field

Additionally, OBCD partners were asked, via an Excel form, to report whether workers in their organization had taken new responsibilities/ new positions due to OBCD activities (yes/no). This approach allowed for data collection from multiple perspectives, capturing both direct feedback from participants of the OBCD training and input from project partners.

5.Data Analysis, Reporting and Communicating

For the data analysis, responses from the questionnaire were taken into consideration. For example, Question 3 asked: "Since completing the training, have you taken on any of the following?" with multiple-choice options including: ☐ A new job or internship, ☐ A new role or responsibility in your current job, ☐ Started a new project or initiative, ☐ Launched a business idea, and ☐ None of the above. An optional open field was also provided for respondents to briefly describe an example. The number of participants who reported obtaining a new job or internship, assuming new responsibilities, starting a new project, or launching a business idea was calculated and expressed as a percentage of the total number of respondents, providing the metric value for the related indicator. Qualitative insights from the open-ended responses were also reviewed and incorporated into the analysis.

In addition to the questionnaire, project partners were asked via an Excel form whether workers in their organization had taken new responsibilities/ new positions due to OBCD activities (yes/no). These responses were also analysed and integrated into the final indicator value.

Considering the responses and calculations, this was the final value reported for the Indicator Increased Professional Growth Opportunities: Out of the respondents of the OBCD training participants: 29% have started a new project/ initiative. "*I was able to continue the development of social entrepreneurship with*

another initiative"- survey respondent. Related to the OBCD partners 7 out of the 13 partners (more than 50%) report that workers in their organizations have taken new positions/ new responsibilities due to the OBCD project.

The results, along with other indicators, were compiled into a table and summarized in the final report. Each entry included a clear description of the indicator, its macro category, subcategory, target, data collection tools used, and final value. These findings were further disseminated through OBCD communication channels, including social media, to ensure transparency and visibility of the project's social impact.

5.Conclusion

This toolkit offers a clear, structured approach to social impact assessment, presenting users with a step-by-step framework to move from goal setting to reporting measurable outcomes. It provides practical tools, guidance, and real-world examples to support this process, including the integration of AI to enhance efficiency.

However, the effectiveness of the toolkit depends on active engagement from users. This includes a deeper exploration of the accompanying resources, meaningful involvement of stakeholders, and a strong commitment to collecting and analyzing high-quality data. The toolkit is a foundation—but it is through thoughtful application, critical reflection, and human-centered practice that its full potential is realized.

By embracing this toolkit and the responsibilities it entails, organizations can strengthen their impact measurement, improve transparency, and ultimately contribute to lasting social change. With dedication and collaboration, this toolkit becomes more than just an assessment resource—it becomes a catalyst for positive transformation.

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