**Key Performance Indicators (KPIs)**

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| Activity | Outputs | Outcomes | Impacts |
| Secondments, Placements, Visits (see above)Reporting must include information on the sector of the non-academic partner (and the size of corporate partners) | OP1- Number of secondment projects (inward/outward)OP2- Cash and in-kind contributions from non-academic partnersOP3- Joint publications with non-academic partners | OC1- Number of partners who go on to pursue further collaborations with RO following secondment/ placement/ visitOC2- Investment in further engagement following secondmentOC3- Future employment destination of secondee or others from the RO | IMP1- Jobs and/or increased turnover, profit and exports from/of new products and/or processesIMP2- Policy and/or practice changeIMP1- Increased R&D expenditure of non-academic partner |
| Early Stage Commercialisation This can include social enterprise, joint ventures and spin outs | OP4- Number of patents filed and disclosures received OP5- Number and value of licensing agreementsOP6- Number of Proof of Concept (PoC) projects OP7- Value of co-produced researchOP8- Number of market assessments completedOP9- Number of prototypes/ tool kits/ test beds/ beta software producedOP10- Number of CPD Programmes developed  | OC4- Investment gained in activityOC5- Number of spin-outs/ social enterprise/ joint ventures establishedOC6- External investment in spin-outs/ social enterprise/ joint venturesOC7- Number of PoC projects funded by othersOC8- Licenses completedOC9- Income generated (included through consultancy fully funded by non-academic organisation) OC10- Extent and reach of CPD Programmes | IMP3- Jobs and/or increased turnover, profit and exports from/of new products and/or processesIMP4- New business models in non-academic organisationsIMP5- Cost savings in non-academic organisationsIMP6- Policy and/or practice change |
| User EngagementReporting must include information on the sector of the non-academic partner (and the size of corporate partners) | OP11- Number of collaborative projects supported by IAA (and number not supported)OP12- Agility and rapidity of funding for time-bound activity OP13- Number of new partners participating in collaborative projects/ proposals OP14- Number of new collaborative projects/proposals following engagement through IAA fundingOP15- Cash and in-kind contributions from partnersOP16- Number of strategic events participated in (both ways)OP17- Joint publications (academic and other) with non-academics | OC11- Increase in range of research investors in the RO OC12- Increase in research investment and engagement with non-academic organisationsOC13- Increase in the number of projects that continue beyond initial engagementOC14- Increase in volume and value of collaborative activities (e.g. TSB, KTP etc) | IMP7- Jobs and/or increased turnover, profit and exports from/of new products and/or processesIMP8- Increased R&D expenditure of non-academic partner IMP9- New business models in non-academic organisationsIMP10- Cost savings in non-academic organisationsIMP11- Policy and/or practice change |
| Driving Culture Change Reporting must cover all research career stages and career types (including professional services) as well as all areas of knowledge exchange (from Public Engagement to engaging with the Private Sector). | OP18- Number of enquiries received from staffOP19- Value of joint investment in IAA activities from within the RO (financial and broader resources)OP20- Number of academics trainedOP21- Number of staff engaging (success rates for opportunities) OP22- Case studies developed OP23- Number of events and attendanceOP24- Number of people completing surveys/ interviewsOP25- Engagement with other institutions (with & without IAAs)OP26- Complementarity between multiple IAAs and other funding, including between structures and processes | OC15- Increase in number of researchers participating in KE/ Impact/ commercialisation activityOC16- Increased income from impact activitiesOC17- Increased number of engagementsOC18- Increase in resource requested from ESRC for Pathways to Impact  | IMP12- Increased number of secondmentsIMP13- Increased co-produced research IMP14- Increase in range of research investors in the IMP15- Increased commercialisation and business/stakeholder engagement  |