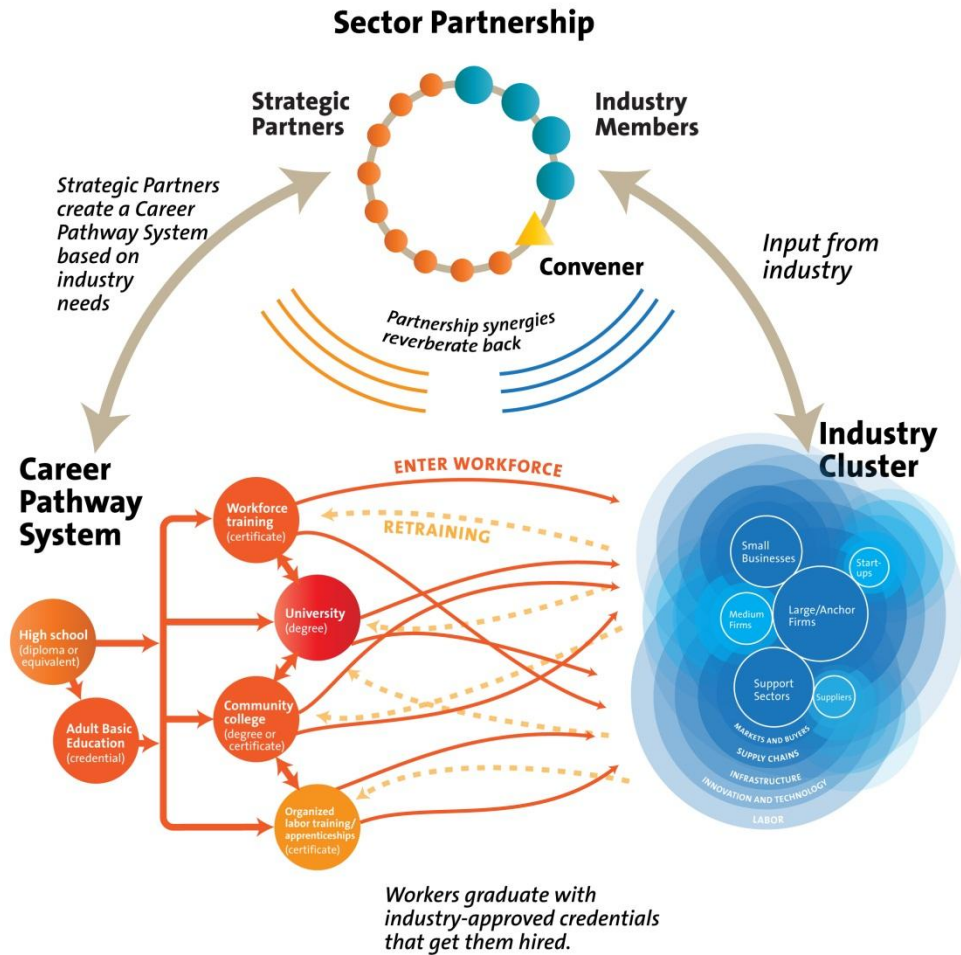


Sector Partnership Metrics: 5 Considerations

1. **The Audience:** Who cares about the outcomes of a sector partnership?
2. **The Need for Customization:** Sector partnerships are all different. How do we build in flexibility?
3. **Comparing Partnerships:** How do we *fairly* compare outcomes of sector partnerships?
4. **Phases of Maturity:** What *can* be measured at each stage of partnership development?
5. **Process vs. Impact:** Both types of metrics matter. What is the right balance in a “progress report”? Are there two progress reports, or “dashboards”/”scorecards”?

Sector Partnerships: The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily employable workers.



All Partners want to know the WIIFM

- **Employers** – shared cost, a place to solve major talent issues, a single table at which to work with public entities
- **Educators** – venue for faster understanding of changing industry needs; play out of educational career pathways
- **Workforce Developers** – strategic focusing of time and resources for high leverage with key industries while meeting worker needs
- **Economic Developers** – place for focused work with key industries on talent questions; can be major tool in retention and growth strategies
- **States and Governors** – more strategic use of public resources; improved services to industry and jobseekers

Across all categories we know that what we measure can change depending on . . .

- The Industry (its culture, size of companies, etc)
- The region (its culture, its geography, it's jobseekers)
- The original reasons a sector partnership came together, and why it stays together
- *Ideally sector partnerships solve one problem and move onto the next – it's goals therefore change regularly.*
- *Individual Sector Partnerships need flexibility to name and track outcomes that are right for them.*
- *States can offer guidance, tools and help aggregate data.*

Is There One Formula for Evaluation?

Can we fairly compare outcomes?
Consider . . .

- Over 1,000 entry-level healthcare service workers trained every year by a metropolitan sector partnership
- About 130 students per year trained and placed in solar installation employment by renewable energy sector partnership
- 3 Journeyman apprentices supplied to Grand Coulee Dam as a result of a Power Generation partnership

Do we assume training outcomes?
Consider . . .

- A small manufacturing sector partnership that focuses on career awareness
- Or an energy partnership that develops skills standards (that can be used to develop training) but that primarily is valuable to align titles and HR selection criteria across employers

No single formula, but there are templates to capture some consistent data across partnerships.

Phases of Performance

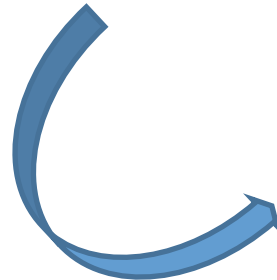
(Emerging) Early Evidence of Progress

- a workplan or roadmap
- employer engagement



(Active) Actual Outputs/Products

- skills standards
- career awareness campaigns
- training programs for groups of employers
- industry-driven networking
- tackling non-workforce issues together



(Advanced) Impact

- employment for job seekers
- advancement for workers
- reduced vacancy rates for employers
- reduced time to hire
- job creation
- savings to public programs

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