Metrics and Deliverables
Committee Meeting

May 28, 2019

AGENDA

✓ **Goals of the Committee**

✓ **Big Picture Strategy Discussion**

✓ **KY Collaborative Goals and Metrics**

✓ **Organizational Successes/Obstacle**

✓ **Existing Metrics Work Groups**

✓ **Next Steps**

✓ **Next Meeting**

X.   The local workforce boards shall work to ensure that the following operational outcomes are achieved within the local area: (1) the development of a comprehensive, fully integrated workforce development system that appropriately balances partner roles, responsibilities and accountability; (2) assurance that every employee, job seeker and employer is aware of and has universal access to utilize the full continuum of available workforce development programs and services in Kentucky; (3) increasing the supply of appropriately skilled workers for high demand industries; (4) the elimination of unnecessary duplication of services; and (5) a reduction in administrative costs. The local workforce boards will report quarterly to the KWIB on measured success and continuous improvement of each of the above listed outcomes to ensure fulfillment of WIOA requirements.

VIII.   The partners represented on the Collaborative shall work to establish cooperative and mutually beneficial relationships to successfully accomplish the following commitments: (1) support in streamlining statewide identification and sharing of common core services by function rather than by agency applicable to each partner's program at the local level; (2) effective blending of funds by function rather than by agency identified in the Funding Report allocated to the partner's program for workforce development to the extent not inconsistent with Federal law; (3) participation in a common referral system; (4) participation in a common case management information system; and (5) achievement of established performance goals grouped by function rather than by agency, as defined by the KWIB and the Education and Workforce Development Cabinet.

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Entity Name	Definition of Success	Obstacles	Popoulations Served	Metrics
Kentucky Cabinet of Economic Development	CED's primary client is the business community, and we do not work directly with jobseekers. We work with partners that serve job seekers, but are just facilitators for companies. From a business standpoint, I'd think they'd want to know how many applicants they were receiving from workforce partners, how many were they able to place, how long were those people retained, etc, so that they could determine if it was "worth their time" to work with a potential partner. These metrics should help them measure an "ROI" of a particular workforce partnership/program, so that they can determine if they should continue to leverage those resources. If companies don't find a service/program worthwhile, than the workforce partner should re-evaluate it's relevancy or make improvements. Success for CED is based around metrics like total capital investment and jobs created over any given year, as well as average hourly wage of the jobs announced. It's level of business engagement, for example, how many touch points do we have with KY companies each year? I like the "Service Outcomes" metrics that are currently listed on the KY STATS workforce dashboard. I want to know how many companies is our system working with and how happy are they with the services provided.	This question does not apply for CED.	This question does not apply for CED.	CED does administer training incentives through the Bluegrass State Skills Corporation. Companies can apply for either a tax credit or grant to support a variety of training costs. Through this program, we track information certain metrics like... Number of employers who apply and then receive funding; Amount of funding awarded; Average hourly wage for trainees; How many people were trained; Average cost of training per trainee; Counties where employers are located

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Job Corps Director (representing the 7)	o Due to working in Job Corps for the past 16 yrs., I define success by students (clients) obtaining the necessary credentials and training to obtain employment that offers sustainable wages and maintain employment. In Job corps we track initial placement, initial placement wage, full-time/ part-time placement status, Job Training Match placement, placement during the 2 quarter after separation, wages during 2nd quarter after separation, and placement during 4th quarter after separation	o One of the major obstacles we face is working with a high number of students with mental health and/ or drug related issues that create a barrier to employment. There has been a significant increase in these cases over the past several years o In Job Corps, we do not only serve KY students and therefore we have barriers when it comes to placing students from other states such as PA, GA, FL due to having to rely on Career Transition Specialist in those states that do not work for the same contractor as our Center.	o Disadvantaged youth ages 16-24 o Foreign-born workers o Individuals with disabilities	Job Corps Outcome Measurement System Program Year 2019 CENTER OMS REPORT CARD Direct Center Services Direct Center Services (35%); Credential Attainment Rating Rating based on weighted performance on three indicators relative to goals: (1) HSD/HSE attainment rate*, (2) CTT completion rate, and (3) Primary IRC attainment rate 100% 15%; Measurable Skill Gains Rating*Rating based on average performance of two indicators relative to goals: Average Literacy Gains* and Average Numeracy Gains* 100% 5%; Initial Placement Outcomes (30%); Placement Rate No. of graduates and former enrollees placed in a job, the military, an education/training program, or a job/college combination or who transfer to an approved AT program at another center; No. of graduates and former enrollees whose placement records are due or received or who transfer to an approved AT program at another center 83% 10%; Placement Quality Rating Rating based on weighted performance on two indicators relative to goals: (1) job-training match rate, and (2) quality placement rate (percentage of all initially placed graduates and former enrollees in apprenticeship programs, full-time jobs, the military, full-time college, full-time college/job combination, or full-time post-secondary training) 100% 12.5%; Average Hourly Wage* Sum of hourly wage rates of graduates and former enrollees No. of graduates and former enrollees placed in a job or the military $12.00 7.5%; Q2/Q4 Placement Outcomes (35%) Graduate and Former Enrollee Placement Rate in Q2 After Exit No. of graduates and former enrollees who report on the Q2 survey they are in a job, the military, an Education / training program or a job/collEge combination No. of graduates and former enrollees who complete the Q2 survey 80% 20%; Graduate and Former Enrollee Placement Rate in Q4 After Exit No. of graduates and former enrollees who report on the Q4 survey they are in a job, the military, an education/training program or a job/college combination No. of graduates and former enrollees who complete the Q4 survey 80% 20%; Graduate and Former; Enrollee Average Earnings in Q2 After Exit* Sum of Q2 earnings of graduates and former enrollees No. of graduates and former enrollees who complete the Q2 survey and are in a job or the military $5,500 10%; *Model-Based Goal 100%

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Kentucky Chamber Workforce Center	The Workforce Center is empowering employers to create and manage talent pipelines for their most critical jobs through its flagship initiative, Talent Pipeline Management (TPM). The ultimate goal: to build an employer-led and demand driven workforce for the state aligned to the needs of business for continued economic growth and prosperity. Through the TPM initiative, we are working to lift up at least 20 industry collaboratives for Kentucky's key sectors (i.e. manufacturing, business services/technology, construction, healthcare and logistics) and building talent pipelines for at least 60 critical jobs by July 2020	Obstacles that employers face are varied and specific to local communities though there are some similarities: 1. A shortage of talent to fill their open jobs 2. Skillsets within current workforce that don't match the needs for industry's most critical jobs 3. Misaligned/duplicative workforce development resources that are often difficult to navigate and take advantage of.	N/A	TPM's main goal is to empower employers to create and manage talent supply chains through clearly articulating talent needs and efficiently aligning those with education and workforce systems. This work is supported by the TPM web tool which helps provide the following data and metrics from employers: 1. Granular labor market information on how employers (a) define their most critical jobs, (b) project job openings (including the source of projections such as new, replacement, retirement, etc.), and (3) describe hiring requirements (including requirement and preferred credentials, competencies, skills, experience requirements, etc.) 2. Better information on talent in-flows and out-flows between institutions, programs, and employers. 3. Performance data around how education, workforce, and community partnerships are working to fill positions and close the skills gap.

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Green River WIOA Title I	Meeting and/or exceeding WIOA Title I Performance Indicators of Performance (Common Measures)	Accurate Reporting from KEE Suite	Adults, Dislocated Workers and Youth	A. Employment Rate - 2nd Quarter After Exit - The percentage of participants who are in unsubsidized during the second quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit). B. Employment Rate – 4th Quarter After Exit - The percentage of participants who are in unsubsidized during the fourth quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit). C. Median Earnings – 2nd Quarter After Exit – The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program. D. Credential Attainment – The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program. E. Measurable Skill Gains – The percentage of program participants who, during the program year, are in education or training program that leads to a recognized credential or