

# Industry Workforce Alliances Outcomes Template



Governor's Office of  
Workforce Transformation

John R. Kasich, Governor  
Dawn Larzelere, Director

Industry Workforce Alliances work to better focus and align resources and programs on the workforce needs of an industry. Successful alliances can advance regional, industry-focused approaches to workforce and economic development that improve access to jobs and a qualified workforce.

With thoughtful organization of key stakeholders, an Industry Workforce Alliance will identify occupational demand and can track its effectiveness with this simple template identifying the number of individuals who get and keep a job.

The following template is critical to measure the performance of an Industry Workforce Alliance. The template time frame can be adjusted to accommodate a specific project.

## Measuring Occupational Demand

Year 1 (Duplicate Reporting Table for Subsequent Years)					
Occupation	Job Need in 1st Yr	Total Jobs Filled after 1 Yr	% of Jobs Filled	Total Jobs Retained 2 Qtrs after Hire	Total Jobs Retained 4 Qtrs after Hire
<i>(Example Data)</i>					
<i>Welders</i>	<i>100</i>	<i>50</i>	<i>50%</i>	<i>15</i>	<i>10</i>
<i>Machinists</i>	<i>75</i>	<i>25</i>	<i>33%</i>	<i>20</i>	<i>18</i>

Occupation (cont.)	% of Jobs Retained	Avg. Earnings 2 Qtrs after Hire	Avg. Earnings 4 Qtrs after Hire	% Increase in Earnings
<i>(Example Data)</i>				
<i>Welders</i>	<i>75%</i>	<i>\$20,200</i>	<i>\$21,210</i>	<i>5%</i>
<i>Machinists</i>	<i>90%</i>	<i>\$22,400</i>	<i>\$24,192</i>	<i>8%</i>

## Measuring Alliance Success

- What percentage of employers in the region within the identified industry is represented on the alliance?
- Are all partners (workforce development agency, post-secondary education, and economic development) represented on the alliance?

	# in Region	# on Alliance	% Represented
Employers within the Industry			
Partners			

## Measuring Program Success

- Are there ample training programs available in the region to meet the specific knowledge, skills and abilities (KSAs) needed for employment in the industry sector?
- Were training programs developed specifically to meet the KSAs for the industry sector?
- Did the number of internships/ co-ops/ and apprenticeship programs increase within the industry sector?
- Is completion of a training program a required pre-requisite to employment at alliance member employers?

	# in Region	# Created	% Increase
Post-Secondary Training Programs			
Internships			
Co-ops			
Apprenticeship Programs			

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## Measuring Participant Success

- How many individuals were screened for the program and not enrolled or referred to other programs?
- Of those individuals screened and enrolled, how many were referred to training?
- How many individuals were screened and referred directly to employment?
- If referred to training, how many individuals successfully completed training?
- Of the individuals who successfully completed training, how many received a degree or industry-recognized credential?
- Of the individuals who successfully completed training, how many were employed at alliance member employers?

Individuals screened for the program	Total # Screened	# Referred to Other Programs	% of Total	# Enrolled in Program	% of Total
	# Referred to Training	% of Total	# Referred to Employment	% of Total	

Individuals enrolled in training	Total # Enrolled	# Successfully Complete	% of Completers	# of Degrees/Certificates Awarded
	# Employed	% Employed		

## Measuring Employer Success

- Was there a decrease in the time to hire individuals compared to normal hiring practices?
- Was there a decrease in training time and costs for individuals who participated in the program compared to individuals hired via normal hiring practices?

Individuals hired as a result of the work of the alliance	Previous Length of Time Taken to Hire	Current Length of Time Taken to Hire	% Change
	Previous Length of Time to Train	Current Length of Time to Train	% Change
	Previous Cost to Train Individuals	Current Cost to Train Individuals	% Change