

## Pennsylvania Workforce Development Board Recommended Industry Partnership (IP) Metrics

	Indicators	Unit	Collection Method	Notes
<b>I. Workforce Development</b>	A. Increase in worker recruitment and retention	1. Reduction in worker turnover and time to hire	Partnership surveys	None
	B. Increase in workers attaining an industry- relevant credential as a result of participating in education and training via the IP	2. Number and percentage of participants; Number of new or modified programs aligning curriculum	Immediate: Partnership surveys  Long- term: Partnership surveys and Commonwealth Workforce Development System (CWDS) data	CWDS data entry is required within 30 days of finishing training if using state money, so surveys may provide additional data.
	C. Increase in total compensation as a result of participating in education and training via the IP	3. Number and percentage of participants; Amount and percentage of wage increase	Immediate: Partnership surveys  Long-term: Common measures reporting for WIOA programs through CWDS	Total compensation includes wages and benefits. Wage data lags, and compensation increases will not be seen in data until after the close of the fiscal year. Surveys can be used for initial collection. Other factors beyond the IP may impact results, e.g., performance of the overall economy.
<b>II. Economic Development</b>	A. Jobs created as a result of IP participation	1. Number of jobs created within an industry cluster by participating businesses	Immediate: Partnership surveys, Dept. of Community & Economic Development (DCED) data  Long term: Wage record data matching (similar to wage gain)	Demonstrates increased economic growth and improved competitiveness. As with wage gains, it could take up to a year after the close of the fiscal year to obtain the actual data. Factors other than IP participation may impact data. Distinguish actual job creation versus backfilling open jobs.
	B. Positions filled with qualified candidates	2. Number of new hires	Partnership surveys, New Hire data (limited)	Demonstrates increased ability to find qualified candidates by engaging with public partners. There are limitations on how many new hires

				get captured by the program due to the structure of how reporting occurs; however, this is probably an easier number to obtain and will show larger gains than “jobs created”.
	C. Jobs retained as a result of IP participation	3. Number of jobs retained within an industry cluster by participating businesses	Immediate: Partnership surveys, DCED data  Long term: Wage record data matching (similar to wage gain)	Demonstrates increased economic growth and improved competitiveness. As with wage gains, it could take up to a year after the close of the fiscal year to obtain the actual data. Factors other than IP participation may impact data.
	D. Economic Impact of jobs created and retained as a result of IP	4. “Labor Income”, “Value Added”, and “Output” of the total direct jobs created and retained	Partnership surveys, Center for Workforce Information and Analysis (CWIA) data	Demonstrates economic impact of IP. Could model after Strategic Early Warning Network (SEWN) program.
<b>III. Education</b>	A. Increase industry and career awareness	1. Number of students introduced/engaged in career awareness activities	Partnership surveys	Demonstrates building a talent pipeline. Could track various populations separately (youth, adults, educators, parents, etc.).
<b>IV. Partnership Engagement</b>	A. Increase in funding sources to promote sustainability (cash; in-kind; federal, state, and local grants; etc.)	1. Dollar amount and type of invested resources	Partnership surveys	Demonstrates return on investment and commitment of partners. Funding sources may include: cash, in-kind (should identify type and value of in-kind resource), etc.
	B. Ensure executive/c-level/ decision maker engagement	2. Number of participating executive-level, c-level, and decision maker business partners	Partnership surveys	Demonstrates commitment of partners, and shows IPs are moving beyond HR and training.
	C. Increase in public and community partner interaction	3. Number of public and community partners actively participating in the IP	Partnership surveys	Demonstrates increase in partner interaction and alignment. Partners include business champions, public, and community organizations.