

Workforce System Executive Team - Brief

Date: February 15, 2017

From: Jordana Barclay, Project Manager

Issue: Sector Partnership Metrics

Summary: Oregon's local areas have been implementing sector partnerships over the last several years, creating many successful outcomes across the state. However, the state and Oregon Workforce Investment Board (OWIB) have not had a mechanism to evaluate what constitutes a successful sector partnership. The challenge in evaluating sector partnerships is they vary significantly across the state, reflecting their local economy, capacity of local board and partners, and stages of partnerships.

The proposed metrics (attached) enable flexibility in reviewing partnerships at different junctures. The **Indicators of a High Performing Sector Partnership** checklist allows for OWIB to evaluate local sector partnerships without comparing areas to one another, and to identify high-performing aspects of partnerships that are not always evident in traditional activity outcome measurements.

These indicators can be used as an evaluation and accountability tool for:

- OWIB in reviewing sector partnership components of local plans.
- State staff and Legislature in review of general fund investment (Sector Grants).
- Local sector partnerships to help better track outcomes and document their successes.

Options: These indicators are a combination of process and outcome measures focused primarily on successful *partnerships*, not outcome measurements related to *activity implementation* of sector partnerships (e.g. WorkSource filled job orders, training investments, etc.). Additional metrics related to WorkSource and/or Local Board outcomes in target sectors may need to be developed.

Status: Both the Workforce System Executive Team and Oregon Workforce Partnership have reviewed and approved Indicators of a High Performing Sector Partnership.

Recommendation: The indicators should be reviewed by OWIB's WIOA Implementation Committee to approve for final full Board adoption.

Indicators of a High Performing Sector Partnership Checklist- **PROPOSED**

	5 = outstanding 4 = very good 3 = meets 2 = insufficient 1 = poor	Examples of Demonstrated Indicator(s)					
A. Operates strategically and effectively. 1) Sector Partnership has a clear coordinator, convener, or convening team. 2) Sector Partnership operates under shared, up-to-date strategic plan, action plan or road map.	<table border="1" style="margin: auto;"> <tr> <td style="width: 20px;">1</td> <td style="width: 20px;">2</td> <td style="width: 20px;">3</td> <td style="width: 20px;">4</td> <td style="width: 20px;">5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> Current Action Plan/Roadmap Convener organization named
1	2	3	4	5			
B. Depth and Breadth of Industry Engagement 1) Sector partnership is led by industry and continually attracts, influential, engaged private sector leaders. 2) Private sector members have clear leadership roles (Chairperson, etc.), and has broad industry engagement as demonstrated by industry members attending meetings, partnering on activities, providing in-kind or financial resources, or similar.	<table border="1" style="margin: auto;"> <tr> <td style="width: 20px;">1</td> <td style="width: 20px;">2</td> <td style="width: 20px;">3</td> <td style="width: 20px;">4</td> <td style="width: 20px;">5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> Private Sector Chair Name Private Sector Member Name(s) Total number of employer partners
1	2	3	4	5			
C. Is supported by a real and comprehensive “regional support team” of non-employer partners. 1) Sector partnership includes critical and engaged partners across programs from workforce development, economic development, education, community organizations and others.	<table border="1" style="margin: auto;"> <tr> <td style="width: 20px;">1</td> <td style="width: 20px;">2</td> <td style="width: 20px;">3</td> <td style="width: 20px;">4</td> <td style="width: 20px;">5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> Regional Support Team: Names, Titles, Organizations. Clear roles delineated
1	2	3	4	5			
D. Focuses on solutions with economic impact. 1) Sector partnership can demonstrate priorities and actions within each of these areas that support the overall economic health of the target sector and region.	<table border="1" style="margin: auto;"> <tr> <td style="width: 20px;">1</td> <td style="width: 20px;">2</td> <td style="width: 20px;">3</td> <td style="width: 20px;">4</td> <td style="width: 20px;">5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> TBD
1	2	3	4	5			
E. Operates in a true labor market region. 1) Sector partnership defines its geographic scope based on locations of companies, commuter sheds, and other important labor market information, not limited to the boundaries of a workforce area, city, county or other geopolitical boundary. 2) Sector partnership is not too big, and not too small, and willing to adjust its scope as it evolves.	<table border="1" style="margin: auto;"> <tr> <td style="width: 20px;">1</td> <td style="width: 20px;">2</td> <td style="width: 20px;">3</td> <td style="width: 20px;">4</td> <td style="width: 20px;">5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> Data demonstrates labor market focus makes sense.
1	2	3	4	5			

Indicators of a High Performing Sector Partnership Checklist- **PROPOSED**

<p>F. Demonstrated action and achievements</p> <p>1) Sector partnership can demonstrate current actions, activities, services or products that are a direct outcome of the partnership’s priorities and agenda.</p> <p>2) Sector partnership regularly shares products and outcomes with employer members and there is a mechanism to document accomplishments of these actions.</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>	1	2	3	4	5	<p>List and/or narrative of current activities and accomplishments.</p>
1	2	3	4	5			
<p>G. Impacts decision makers and related industry efforts.</p> <p>1) Sector partnership input is considered before any decisions made related to target industry by legislators, state agencies and programs, career pathway efforts, industry associations, etc.</p> <p>2) Sector partnerships are the “go-to” when information is needed about an industry, at regional and statewide levels.</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> • Legislation • Advisory Committee • TBD
1	2	3	4	5			
<p>H. Fosters continuous improvement of Oregon’s education and training system.</p> <p>1) Sector partnership takes responsibility for sharing knowledge and products with other sector partnerships, education and training systems, and key industry partners that are marked improvements or best practices related to education and training efforts for their target industry.</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> • Best Practice
1	2	3	4	5			
<p>I. Sustains itself over time.</p> <p>1) Sector partnership continually attracts funding and resources from more than one source.</p> <p>2) It deliberately operates under a business model that blends and integrates funding streams and staff time from across public-private partners.</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </table>	1	2	3	4	5	<ul style="list-style-type: none"> • Documentation of additional funding • TBD
1	2	3	4	5			