

# WORKFORCE SUCCESS MEASURES

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# WORKFORCE SUCCESS MEASURES

**Goal for Office of Workforce Transformation:** To create a unified workforce system that supports business in meeting its workforce needs. (OWT Strategic Plan, 2014)

- Phase II: Develop simple set of workforce-based performance measures to track program effectiveness
- Phase III: Create a dashboard to highlight aligned workforce performance metrics



**ALIGNED PERFORMANCE METRICS (as of 08/29/2013)**



**PERFORMANCE  
METRICS**

As presented to  
the Governor's  
Executive  
Workforce  
Board

“What gets  
measured gets  
better”

# WORKFORCE PROGRAMS

- **Workforce Investment Act**
  - Adult, Dislocated, Youth
- **Perkins Programs**
  - Ohio Technical Centers (Adult Workforce Education)
  - Career and Technical Education (High School)
- **Higher Education**
  - Only state scholarship and financial aid recipients
- **Adult Basic and Literacy Education**



# BUSINESS SUCCESS MEASURES

## Original Measures

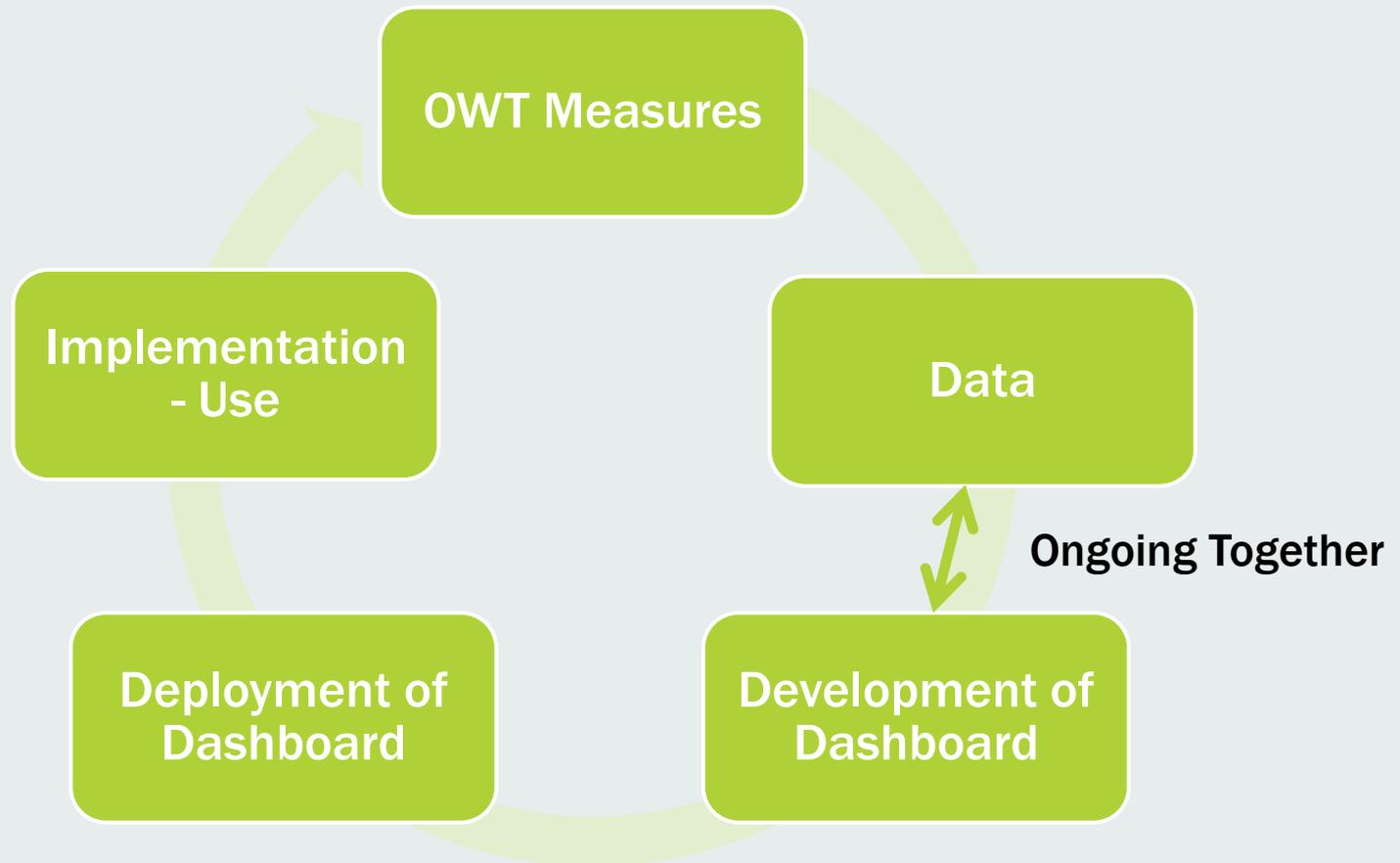
- Repeat employer customers
- Business penetration
- \*Defined using survey data

## Proposed Stopgap Measure

- Employment stability
  - Continuous employment of workers in firms benefiting from a workforce program across two time points.
- Long term
  - Survey data on employer involvement in workforce development



# PROCESS FOR CREATING WORKFORCE MEASURES



# Report Navigation

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13 Reporting

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- Jobs Secured Metrics
- Earnings Metrics
- Employment Stability Metrics
- Program Reports

2010-11 Program Year



Governor's Office of  
Workforce Transformation

# Stark County Summary Report

# OWT Dashboard



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## Workforce Transformation Reporting

2013 Report

1/1/13

Click on the County to View Reports



# WIA (Workforce Investment Act) Summary Report for Stark County

# OWT Stark County WIA Summary



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Workforce Transformation 2013 Reporting

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## Workforce Investment Act (WIA) Summary for Stark County

2010-11 Program Year

Stark County  
Size of Labor Force: 29,200

Rate of Unemployment: 5.2%

Median Income: \$24,000

% 2+ yrs College: 22%

Major Employers:  
100000, 100000, 100000, 100000

	Completed	Employed	Employed	% Employed	Difference to Region	State % Employed	Difference to State		
<b>WIA Get Jobs</b>	605	380	229	62.8%	59.7%	3.1%	55.9%	6.9%	
2nd Quarter Employment								Trend	
<b>WIA Keep Jobs</b>	605	373	221	61.7%	59.1%	2.6%	56.2%	5.5%	
4th Quarter Employment								Trend	
<b>WIA Earnings (2nd Qrt)</b>	605	\$ 6,578	\$ 6,323	\$ 255	\$ 5,658	\$ 920			
2nd Quarter Earnings								Trend	
<b>WIA Earnings (4th Qrt)</b>	605	\$ 7,508	\$ 6,323	\$ 1,185	\$ 6,165	***			
4th Quarter Earnings								Trend	
<b>WIA Attained Skills</b>	Completed	Program Credential	Non-Program Credential	Comparison: Program or Non-Program Credential	% Program Credential	% Non-Program Credential	Comparison: Program or Non-Program Credential	Regional Average (Combined)	State Average (Combined)
People who Attained Skill	605	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
								Trend	
<b>Business: WIA Employment Stability</b>	Retention %	Comparison Group	% Increase	Stability	Difference to Region	Stability Increase	Difference to State		
	10%	9%							
								Trend	

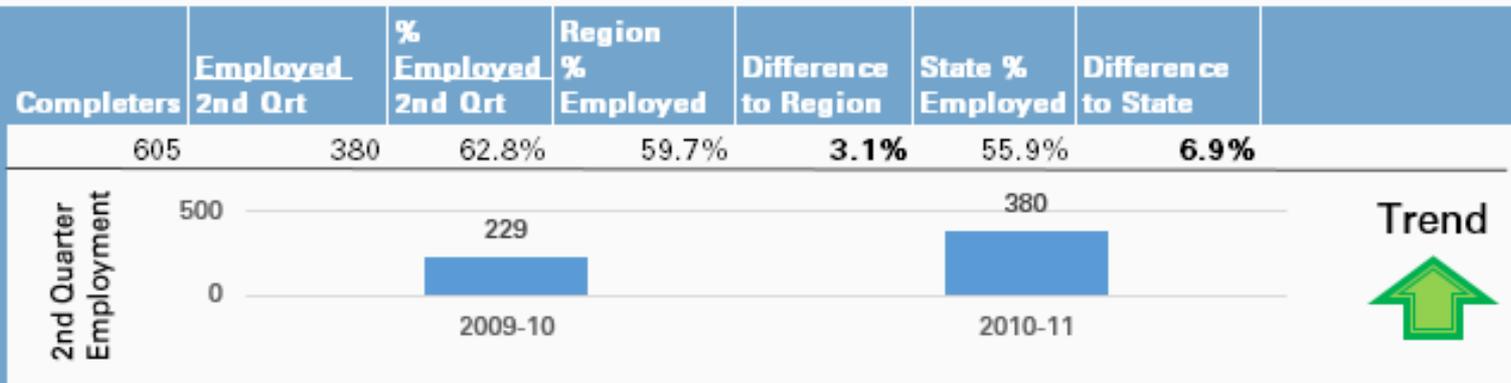
# OWT Stark County WIA Summary

## Enlargement of the “Get Jobs” Measures

### Workforce Investment Act (WIA) Summary for Stark County

2010-11 Program Year

WIA  
Get Jobs

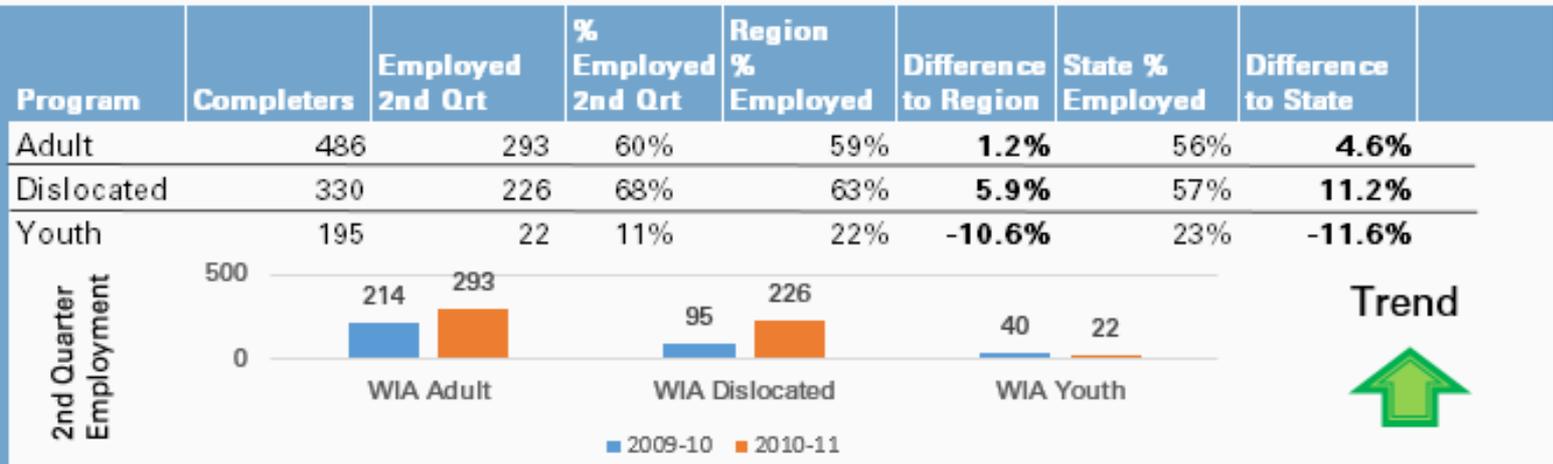


# OWT Stark County WIA Breakout

## Drill Down For Get Jobs

### Workforce Investment Act (WIA) Breakout for Stark County

WIA Get  
Jobs  
2010-11



# OWT Regional WIA Youth



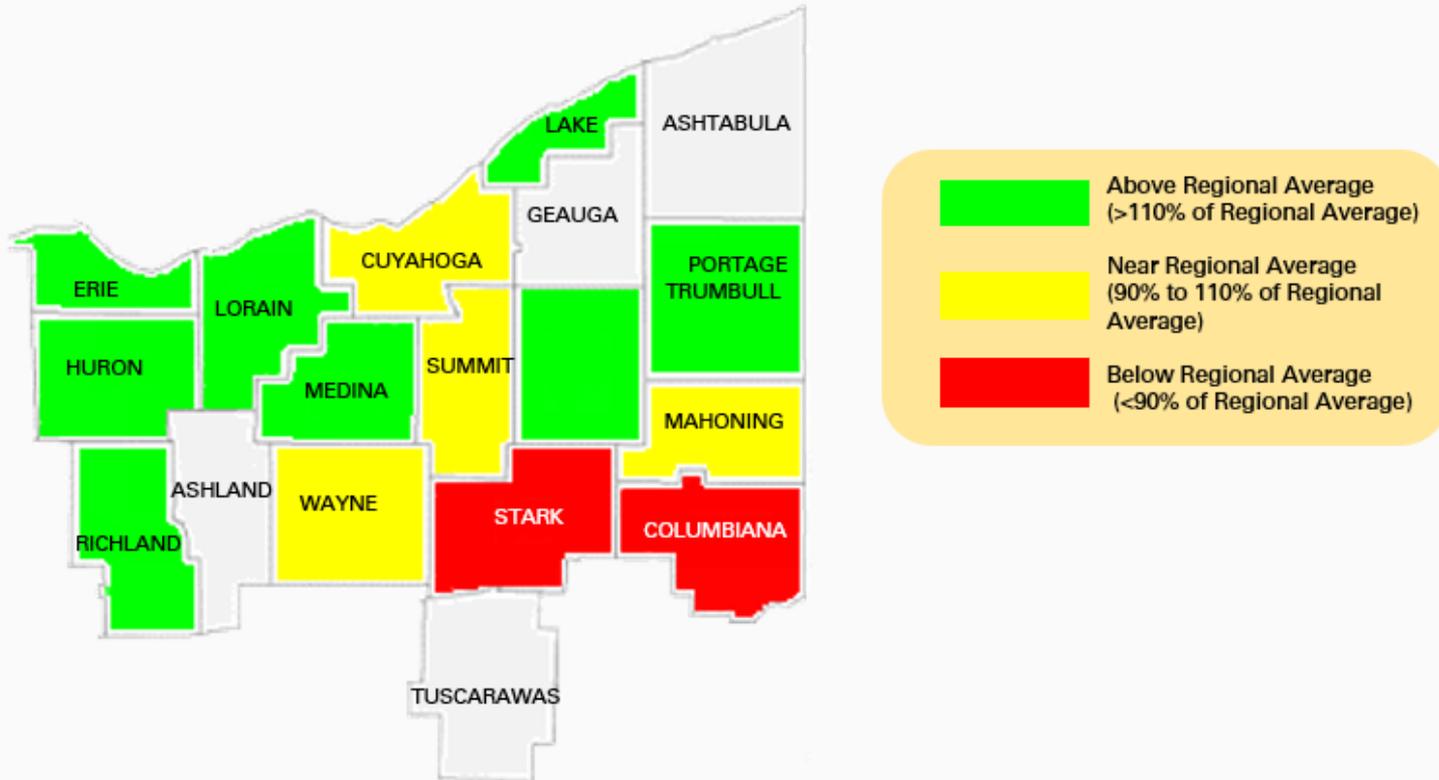
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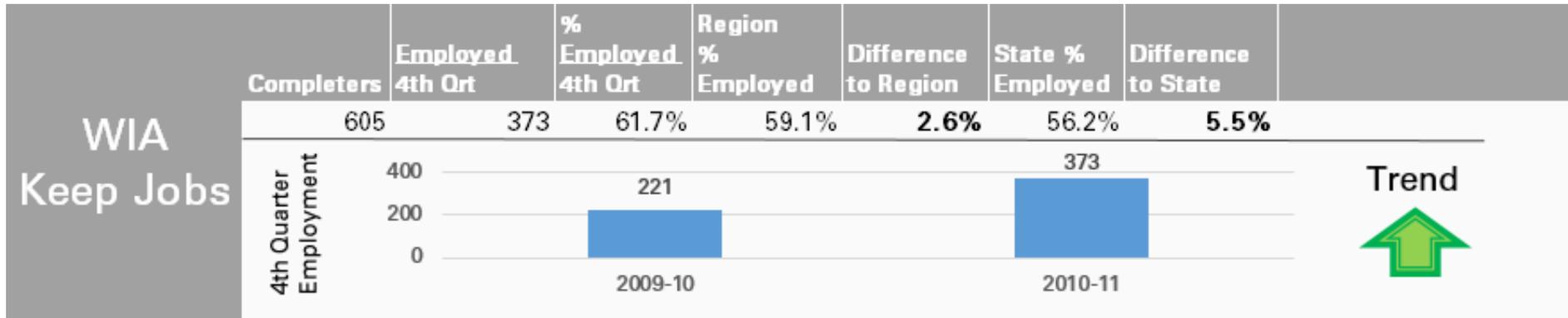
## Workforce Transformation 2013 Reporting Workforce Investment Act (WIA) Youth Program Northeast JobsOhio Region

2010-11 Program Year



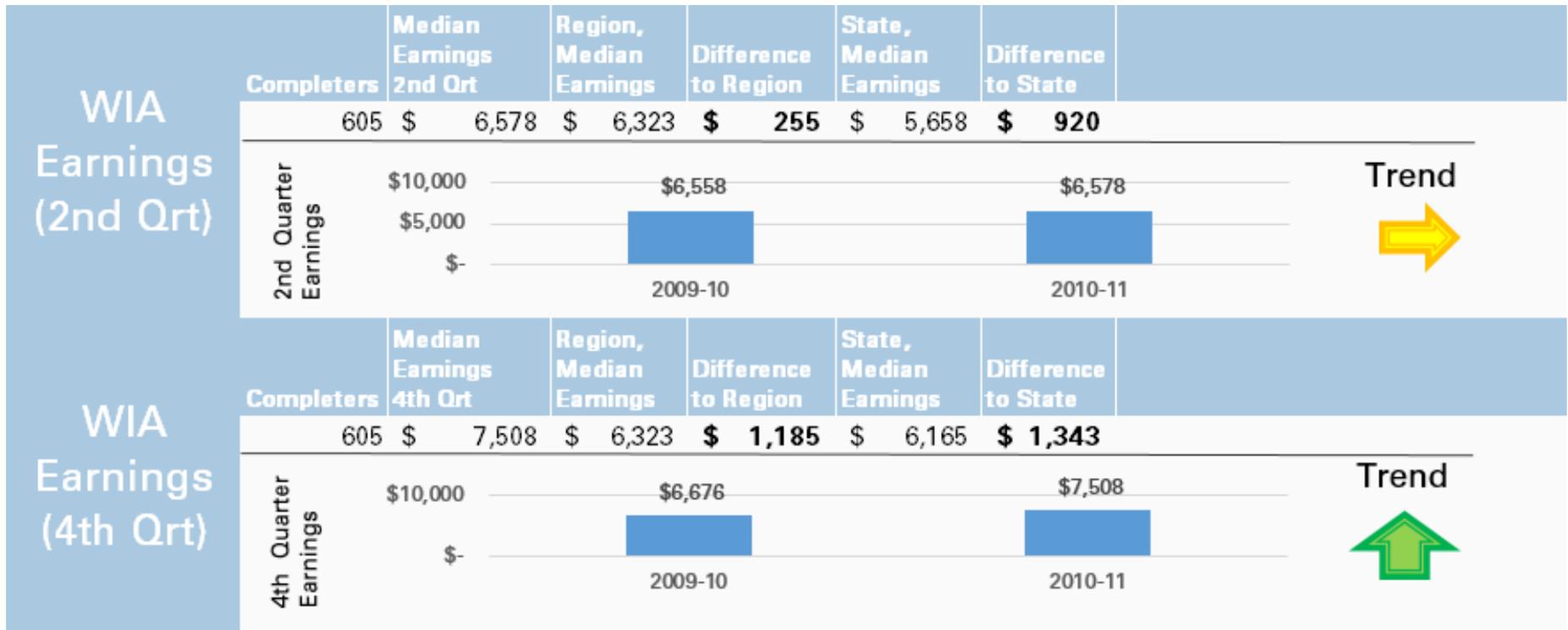
# OWT Stark County WIA Summary

## Keep Jobs



# OWT Stark County WIA Summary

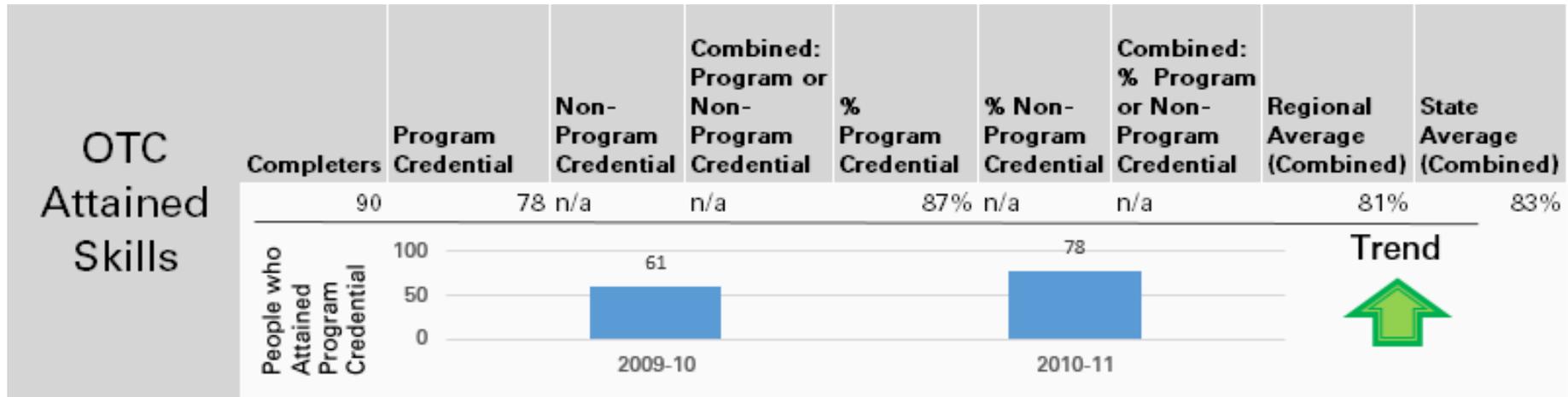
## Enlargement of the Earnings for 2<sup>nd</sup> Quarter & 4<sup>th</sup> Quarter Measures



# Ohio Technical Centers (OTC) Summary Report for Stark County

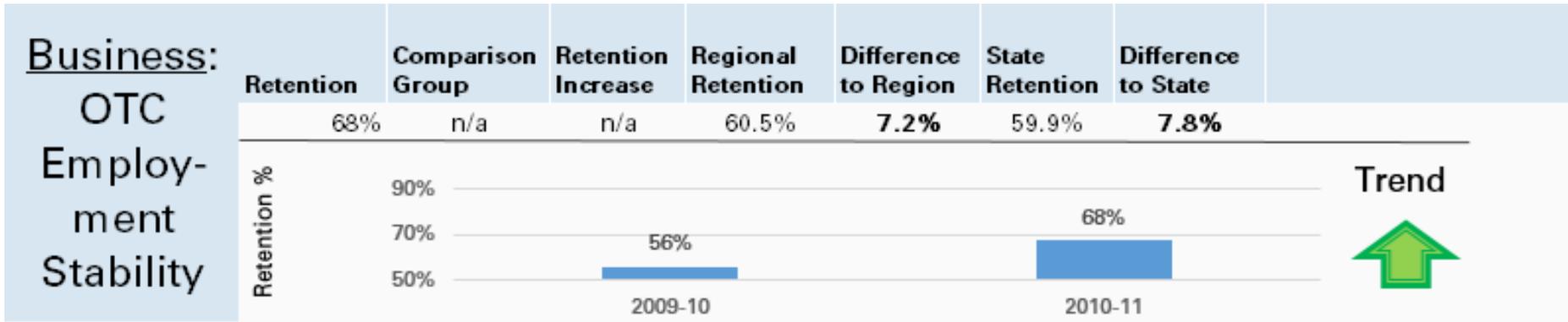
# OWT Stark County WIA Summary

## Enlargement of the Attained Skills Measures



# OWT Stark County WIA Summary

## Enlargement of Business Employment Stability



# QUESTIONS - CONSIDERATIONS

- **Criteria for defining trends (green, yellow, red).** Do we want to define a decision rule for classification of progress measures? (See following slide).
- **Timeline for roll out of dashboard.** The dashboard design and data analysis associated with it will need to be rolled out in stages to ensure that the analysis and technology are developed carefully.



# OWT DASHBOARD: TREND ARROWS

## 1) How many?

- Three Arrows: Simple 
- Five Arrows: More Detail 

## 2) Cutoff Criteria?

- Percent Change (usually 5-10%)
- Statistical Rule



THANK YOU

QUESTIONS?

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