



Metrics and Accountability Committee Metrics Draft #4

Primary Questions	Measure(s)	Sources
1. What are the <u>open positions</u> in the targeted industries identified by Ohio and	<ul style="list-style-type: none"> # of positions currently open in targeted industries across Ohio 	<ul style="list-style-type: none"> Jobs Web site
2. Does Ohio <u>have</u> career pathways established (pathways = new dynamic definition which includes EVERYTHING from customized training for job seeker/customized training for company/ies to stackable certificates to 2+2 degree programs to advanced degree programs)	<ul style="list-style-type: none"> Number of implemented career pathway programs per quarter/semester in targeted industries? Number of graduates from career pathway programs per quarter/semester in targeted industries? Educational attainment measures (% with postsecondary training; % with associate's degree or higher) 	<ul style="list-style-type: none"> ODOD Regents programs Unions and trades training
3. Based on <u>current</u> accurate reliable workforce industry sector data by region and	<ul style="list-style-type: none"> # of positions open in regions today 	<ul style="list-style-type: none"> Jobs Web site
4. Reasonably adequate reliable <u>future</u> predictive workforce industry sector data by region and	<ul style="list-style-type: none"> Growth/churn in number of positions within targeted industry sectors forecast 	<ul style="list-style-type: none"> LMI data
5. <u>Are the skill gaps being closed quick</u>	<ul style="list-style-type: none"> % of job orders filled in 6 months 	<ul style="list-style-type: none">

<p><u>enough</u> to fill current open positions to produce competent globally competitive workforce in Ohio and</p>	<ul style="list-style-type: none"> • % of workers retained for 6 months 	
<p>6. Are employers <u>hiring</u> those workers and</p>	<ul style="list-style-type: none"> • # of placements 	<ul style="list-style-type: none"> •
<p>7. Are employers both <u>accessing and satisfied</u> with the new workforce system structure</p>	<ul style="list-style-type: none"> • # of businesses served through any State program • Employer satisfaction 	<ul style="list-style-type: none"> • ODOD/Regents • Employer survey in targeted industries
<p>8. To meet their industry sector workforce needs (i.e. competent and ample number to fill jobs today and tomorrow) and</p>	<ul style="list-style-type: none"> • % of vacancies still open after 60 days 	<ul style="list-style-type: none"> •
<p>9. Their specific training needs (i.e. are customized training programs available, timely, accessible?) and</p>	<ul style="list-style-type: none"> • # of Training agreements developed with employers • # of workers trained through industry partnerships for initial placements 	<ul style="list-style-type: none"> • • Unions and trades training •
<p>10. Are workers also continuing to be trained and advanced within their careers</p>	<ul style="list-style-type: none"> • # of workers trained through industry partnerships for advancement • % of workforce receiving at least 20 hours of training in past year? • Average wages of trained workers, before and 6 months after training 	<ul style="list-style-type: none"> • • Unions and trades training
<p>11. And do the results of this new structure meet both regional and state economic development goals (i.e. Turn Around</p>		<ul style="list-style-type: none"> •

Ohio)?		
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Notes:

- **Role of Higher Education:** There were many suggestions for additional metrics that relate directly to the higher education system’s ability to provide qualified and trained workers to targeted industry sector employers; these suggestions have been incorporated into metrics being developed by the Board of Regents to measure the University System of Ohio (which includes community colleges as well)
- **Data Sources and Quality:** All of the above requires access to high-quality and timely data. The data sources need to be identified by State agencies for review by the Board. It is recognized that in some cases, the best data available may be incomplete or partial information for the question being addressed.