

## Telling Your Story: 25 Success Metrics of Next Generation Industry Partnerships

This document is intended to spur ideas about how you can better tell the story of your Next Generation Industry Partnerships. These are examples of outcomes you can expect from robust, broad-based Next Generational sector partnerships. The 25 ways to demonstrate your success are intended to also spur your thinking around unique metrics that will best reflect the successes of your partnership.

### Impact on Industry

1. The company-to-company interactions as a result of our sector partnership are directly contributing to new ideas, new products, expanded markets and new contracts for our member employer partners.
  - a. 12 new products lines were created across our 40 company partners;
  - b. 65 new jobs were added;
  - c. 8 new contracts totaling \$3.7 million in new revenue were won based on company collaboration.
2. Our private sector partners saw an immediate opportunity to work together to share costs related to transportation and logistics. Trucks never leave our region half empty anymore.
  - a. Last year alone, our manufacturers saved \$475,000 in transportation costs compared to the previous year as a result.
3. Our hospital partners reduced turnover costs for their cardiovascular and pharmacy technicians by 90 percent last year as a result of new technician training that came out of our sector partnership.
4. A new “integrated care model” was a major outcome of our Healthcare sector partnership. In the first year, we are seeing improved outcomes in patient care, and reduced costs of care for each service provider.
5. Our employer partners report on average reductions in time-to-hire by 7.5 months for their most critical occupations, saving them millions every year in downtime and overtime.
6. (Your example?) \_\_\_\_\_
7. (Your example?) \_\_\_\_\_

### Impact on Jobseekers & Workers

8. As a result of training programs developed directly out of our sector partnership, 130 jobseekers last year received assessments and training that earned them an industry-approved credential.
9. Since 2012, our Job Center has placed 68 jobseekers who received training and a credential designed in our sector partnership into jobs across 22 of our member companies. 100% of them are still in those jobs two years later.
10. As a result of our sector partnership, 4 top critical occupations were identified by our 40+ member companies as their most critical, defined by highest turnover costs and highest recruitment costs. We realized that the job descriptions for these occupations were not up to date, and that the programs at our local college were not teaching the

right skills and competencies. Our sector partnership conducted “skill panel” focus groups with the HR directors and actual employees for these occupations. We used the resulting occupations profiles to redesign the job descriptions, and our college curriculum and credentials. Now we’re repeating the process with 4 new critical occupations.

- 11. Our sector partnership training initiatives trained 90 incumbent (currently employed) workers across 22 of our member employers. As a result, 80 percent of these employees advanced to a new position with a higher wage, and a total of 40 new entry-level jobs were opened up as a result. So far, we have placed 32 new workers in those jobs.
- 12. (Your example?) \_\_\_\_\_
- 13. (Your example?) \_\_\_\_\_

### Impact on Public Resources/Programs

- 14. Our Manufacturing sector partnership is a collaboration of 4 local workforce investment areas, 3 community colleges, United Way, Goodwill, 3 Chambers of Commerce and one regional economic development organization. In its first 2 years, the partnership leveraged staff time from each of these organizations in order to create the equivalent of 1.8 FTE to coordinate and manage the partnership.
- 15. Our Healthcare sector partnership helped our four participating local workforce areas blend training dollars to support healthcare training programs driven by our employer members. We are now designing our manufacturing sector partnership to do the same.
- 16. In the first 2 years of our partnership, we leveraged \$780,000 in in-kind investments from employer partners for equipment, industry expertise in the classroom, and shared facilities for trainings. Last year, employer members invested \$280,000 in financial contributions to a new training program, and this year we have commitments from 12 employers to host paid internships for 27 college students.
- 17. As a result of participation in our region’s 3 sector partnerships (healthcare, manufacturing and energy), our local job center has experienced a 30% increase in utilization of services by employers in those sectors.
- 18. (Your example?) \_\_\_\_\_
- 19. (Your example?) \_\_\_\_\_

### Impact on Community

- 20. After just one meeting of our new Tourism/Hospitality sector partnership, our private sector partners agreed to a Main Street Clean-up campaign, with each partner committing to a unique contribution like flower planting, street light repair, new signage and litter pick up.
- 21. Last summer one of our companies lost a life to a heart attack on-the-job. Our community EMTs could not get to the facility fast enough. We are rural, and don’t have enough first responders to meet our needs. Because of our sector partnership, member manufacturers developed a community solution. We are now identifying ready and willing employees (machinists, engineers, managers) who will be trained and certified as EMTs. Never again will we lose a life because an EMT couldn’t be onsite quickly enough. Our EMT employees will be first responders to our workforce, as well as our community.
- 22. (Your example?) \_\_\_\_\_

## Impact on Policy

23. Our manufacturing sector partnership, like all sector partnerships, is regional. But by bringing together manufacturers in our region, we identified an important statewide policy barrier to their competitive success related to product and supply transportation. Regulations related to weight limits on our state's roads and bridges come out of seven different agencies and programs, and they all differ. And sometimes a bridge on one road has a different weight limit than the road it's on! Our manufacturers wrote a letter to their legislators and the Governor. As a result, the Governor issued a request to our State's economic development agency to conduct a scan of weight limit variations, and an order to align weight limits where they are conflicting.
24. Our healthcare sector partnership uncovered a huge barrier to recruitment of students into our local community college Certified nursing assistant-to-Licensed Practitioner Nurse pathway program. Because of an outdated college policy, students living outside the city limits were not eligible for certain financial aid! All it took was our employers talking with the College president to remove this stipulation. Now all students living in or outside of the city are eligible for the same financial aid.
25. (Your example?) \_\_\_\_\_