

## Metrics for Sector Grants

To be eligible for reimbursement for a Sector Grant, Grantees must provide the following:

The following outcomes will be measured on an individual participant level for the entire grant AND will also be measured on a company level for each consortium partner:

**For current employees of the project's business partners (incumbent workers):**

- Number of incumbent workers who receive classroom training
- Number of incumbent workers who complete classroom training
- Number of incumbent workers who receive structured on-the-job training
- Number of incumbent workers who complete structured on-the-job training
- Average wage prior to training/average wage after training
- Number attaining recognized credential/skill badge

**For other individuals:**

- Number of individuals who receive training
- Number of individuals entering training-related employment within 30 days of training completion
- Number of individuals entering training-related employment with one of the project's business partners
- Anticipated average hourly wage of new hires (minimum of \$12/hour)
- Number attaining recognized credential/skill badge

Are these the most appropriate metrics to define success with Sector Grants?

Ideas from the Investment Group during the July meeting:

- Include a "satisfaction" survey of participants/employers that could be conducted by WDC staff
- Evaluate based on retention in Idaho, not retention by a particular business partner (i.e. if someone changes jobs don't consider that a failure for that business)
- Consider having the training provider report for 5 years even though the grant funding ends after 2 (discuss whether this would be at the individual level or in aggregate)
  - This would provide a better sense of the cost per participant since programs developed with sector grants typically extend beyond the grant. During the grant period, only a small number of people may complete the training if it included course development and other start-up activities.