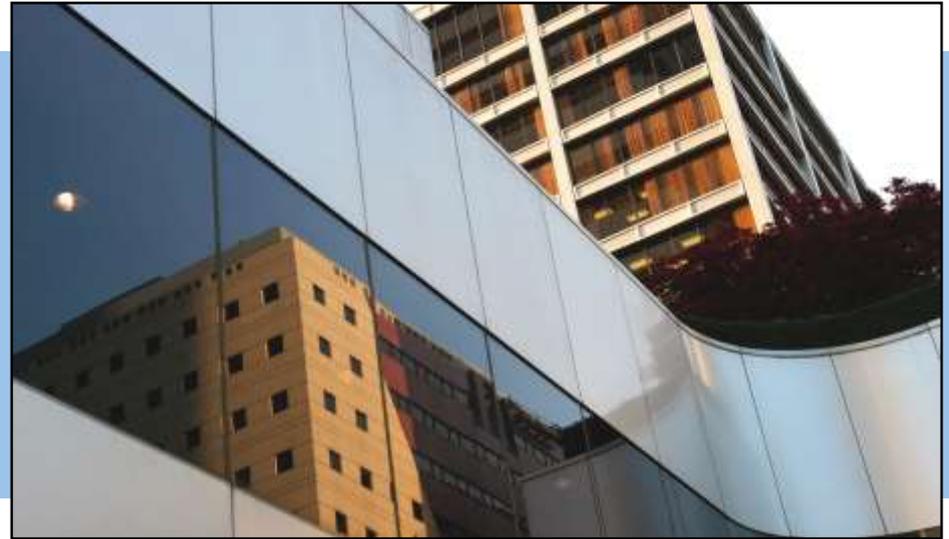


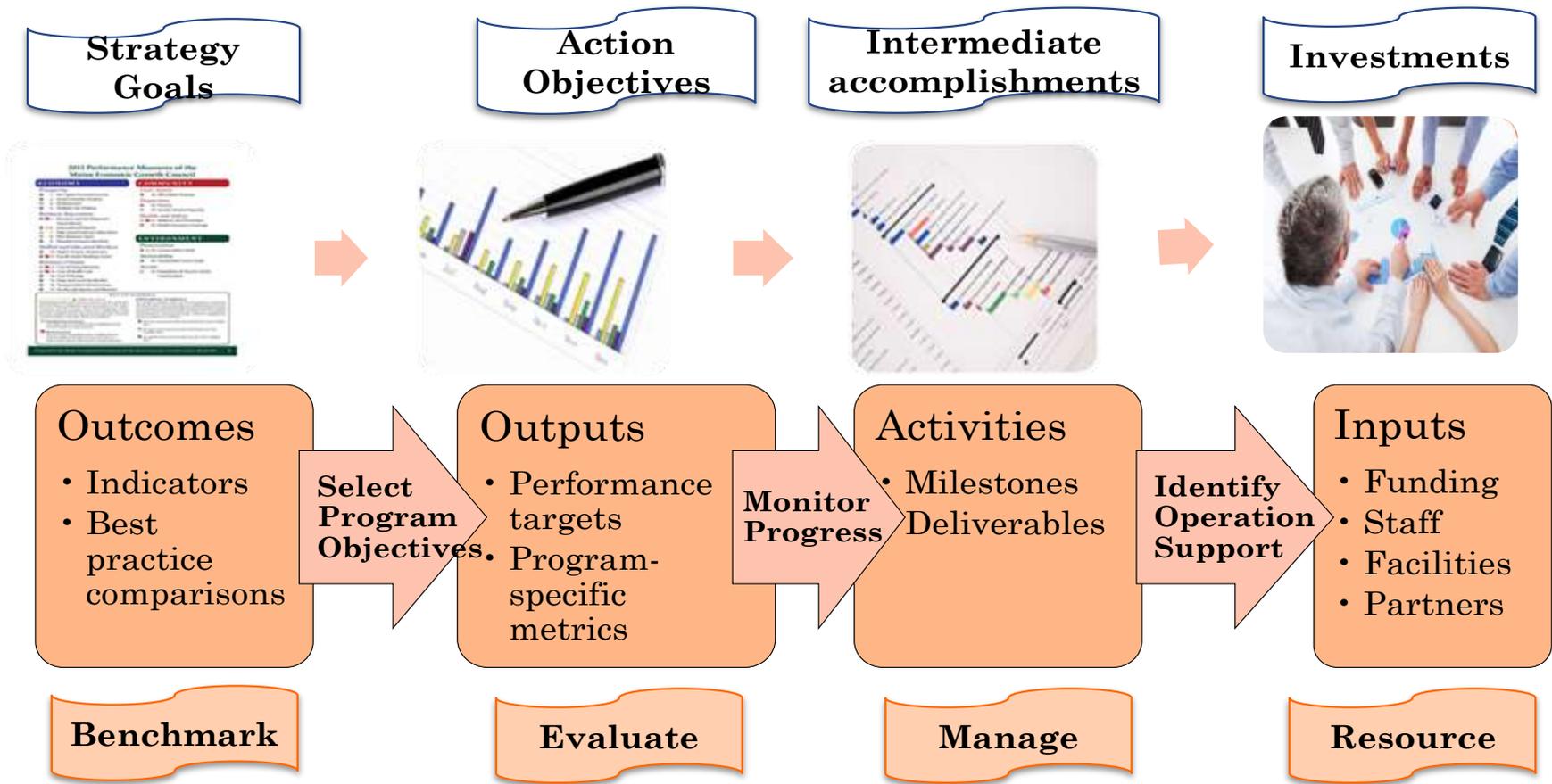
Ken Poole, Ph.D



TPM Metrics: Achieving Results

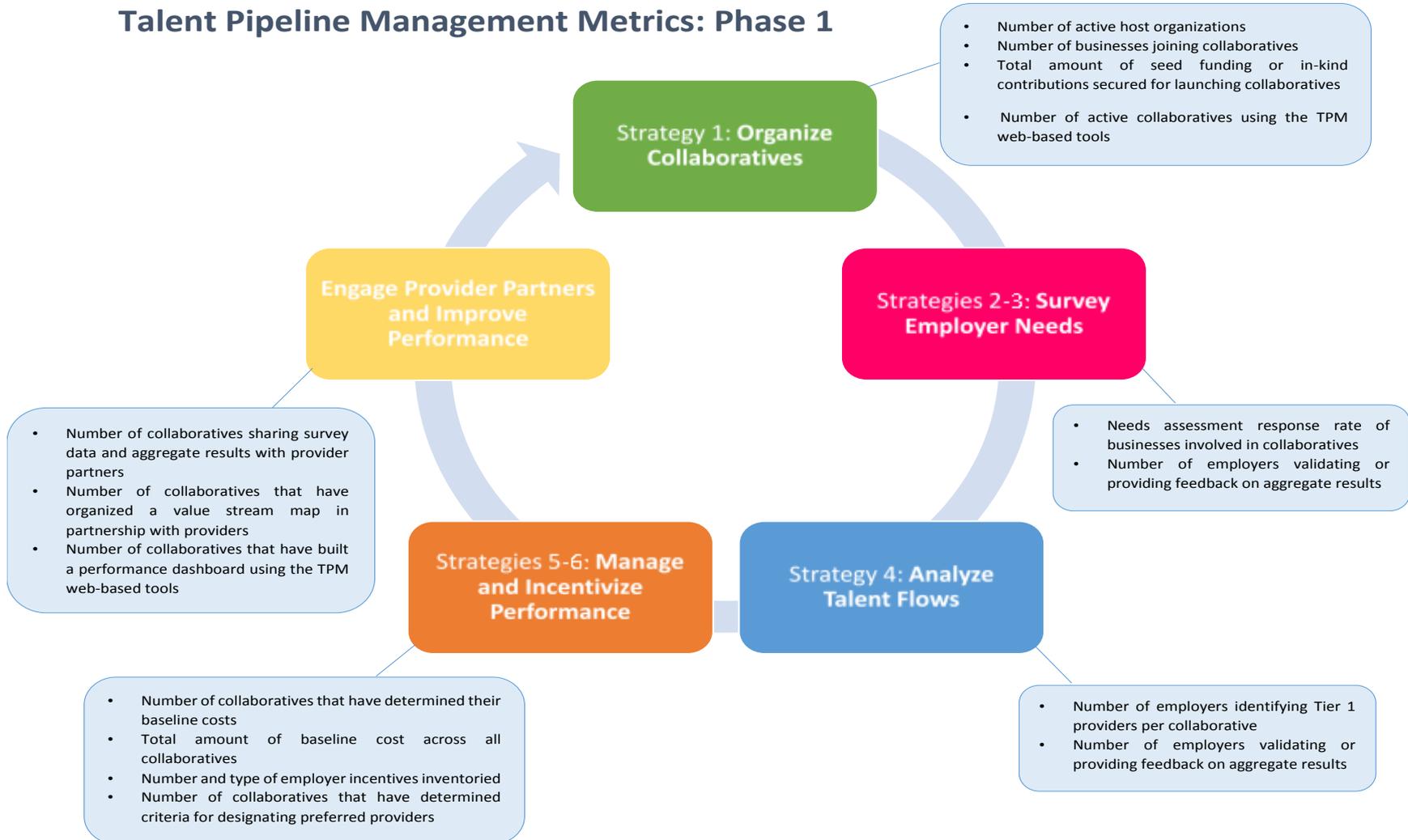
October 6, 2016

Linking Evaluation to Strategy



TPM Metric Models

Talent Pipeline Management Metrics: Phase 1



TPM Metric Model – Phase 2

Outcome Measures

- Total ROI achieved across all collaboratives
- Total benefits achieved through continuous improvement activities (e.g., time, productivity)

- Number of retained and new host organizations
- Number of businesses retained in collaboratives and new businesses added
- Number of businesses with skin-in-the-game for sustaining collaboratives (i.e., funding)
- Number of new collaboratives launched using the TPM web-based tools
- Number of active collaboratives using the TPM web-based tools

Strategy 1: Organize Collaboratives

- Number of new critical functions or occupations surveyed by collaborative
- Number assessment surveys curated in the TPM tool library

Strategies 2-3: Survey Employer Needs

- Number of employers identifying Tier 2 providers and higher per collaborative
- Number of collaboratives connecting talent flow data to public data systems

Engage Provider Partners and Improve Performance

- Number of collaboratives that have generated and shared dashboard results
- Number of collaboratives that have undertaken a continuous improvement project

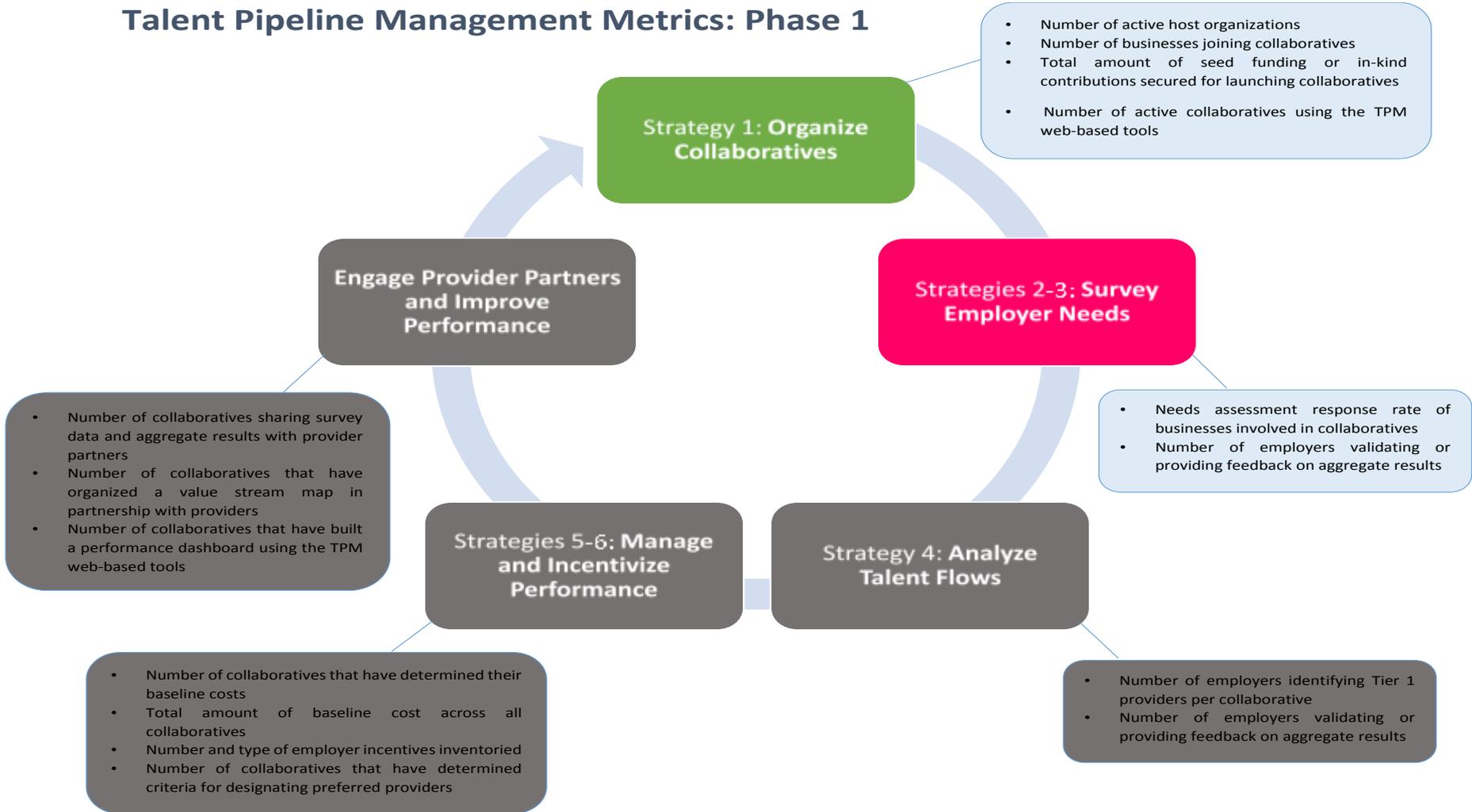
Strategies 5-6: Manage and Incentivize Performance

- Number of collaboratives able to perform an ROI calculation
- Number and type of employer incentives given
- Number of providers identified as preferred across all collaboratives

Strategy 4: Analyze Talent Flows

TPM Metric Models

Talent Pipeline Management Metrics: Phase 1



Discussion

- Additions?
- How to best engage industry for Strategies 1-3?
- What are you currently collecting?
- What do you need to begin tracking?
- Timeline
- CREC/Cohort participant calls (5-6)

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