# Project Outcome Measures

**OGMS-Assigned Grant Number:** Click or tap here to enter text.

**College:** Click or tap here to enter text.

**Company:** Click or tap here to enter text.

**Training Subcontractors:** Click or tap here to enter text.

This document identifies the desired outcomes and performance for the JSP project.

## Instructions

1. In the table below, delete all rows for “Outcomes” that you do not check.
2. Add rows for any “other” outcomes that may not be listed.
3. Complete the “Measured by,” “Current Status/Benchmark,” and “General Goal” for each of your planned outcomes. Information *in italics* is provided as examples, but if an example does not fit the circumstance, please change it.
4. Submit this document with your application.
5. This worksheet will be completed and submitted as part of the final report, so be sure to save it for later access.

**Note:** JSP projects should be outcome-based. By identifying the outcomes and means for measuring performance at the beginning of the project, the training will be more targeted and likely to achieve these goals. Goals will be reviewed by the Workforce Training and Customer Advisory Committee (CAC) to determine project’s alignment with funding priorities and program intent.

| Outcomes | Measured by | Current Status / Benchmark | General Goal  Application Date: | Final Report  Date Reported: |
| --- | --- | --- | --- | --- |
| Employment Outcomes |  |  |  |  |
| New hires | *Count* |  |  |  |
| Time to hire | *Days* | *# days* | *Reduce time to hire by …* |  |
| Time to promote | *Months* | *# months* | *Promote # by …* |  |
| Vacancies | *Count* | *# vacancies* | *Fill # vacancies* |  |
| Turnover rate | *% annually* | *#% turnover/year* | *Reduce to #%* |  |
| Retention rate | *% annually* | *#% retention/year* | *Increase to #%* |  |
| Employee Outcomes |  |  |  |  |
| Promotions | *Headcount* |  | *Promote # to …* |  |
| Cross trained | *Headcount* |  | *Cross train to # …* |  |
| Skill expansions | *Training* | *Describe current situation* | *Higher level skills in …* |  |
| Skill improvements | *Proficiency* | *Describe current situation* | *Improve skills in …* |  |
| Transferable skills | *Training* | *Describe current situation* | *Up-skill the trainees to …* |  |
| Wage increases | *Wages* | *Current wages* | *Raise wages …* |  |
| Productivity Outcomes |  |  |  |  |
| Scrap or rework | *Count or $* |  | *Reduce …* |  |
| Work in process (WIP) | *Count or $* |  |  |  |
| Inventory | *Count or $* |  |  |  |
| Throughput | *Count or $* |  |  |  |
| Bottlenecks | *Count or $* |  |  |  |
| Steps in the process | *Count* |  |  |  |
| Timeliness | *Time or $* |  |  |  |
| Business Impact Outcomes |  |  |  |  |
| Quality | *Defects* | *# of defects by lot* | *Improve …* |  |
| Delivery times | *Time/On time* |  |  |  |
| Costs | *$* |  |  |  |
| Safety | *Accidents* | *# per year* |  |  |
| Market share | *%* | *% per quarter* |  |  |
| Sales | *$* | *$ per quarter* |  |  |
| Customer satisfaction | *Reports* |  |  |  |
| Educational Institution Outcomes |  |  |  |  |
| Existing business/educational institution relationships | *# of contacts* | *# per year* | *Enhance …* |  |
| New business/ educational institution relationships | *# of contacts* | *# per year* |  |  |
| New curriculum | *Yes/No* |  |  |  |
| New e-training | *Yes/No* |  |  |  |
| Shared resources | *Yes/No* |  |  |  |
| Shared knowledge | *Yes/No* |  |  |  |
| Equipment donated | *Yes/No* |  |  |  |
| Enhanced programs | *Yes/No* |  |  |  |
| Future enrollments | *Count* | *Annual* |  |  |
| Student internships | *Count* | *# per year* |  |  |
| Faculty development | *Yes/No* |  |  |  |
| Staff development | *Yes/No* |  |  |  |
| Regional & Economic Outcomes |  |  |  |  |
| Jobs | *Count* | *# of current employees* | *# of new hires* |  |
| Living wages | *Wages* | *Range* |  |  |
| Local tax base | *Yes/No* |  |  |  |
| Local expertise | *Yes/No* |  |  |  |
| Local infrastructure | *Yes/No* |  |  |  |
| Industry cluster | *Yes/No* |  |  |  |