



Oregon Workforce System Workforce System Performance Measures *Skill Gain / Training Completion Work Group* Charter

Project Name	Workforce System Performance Measures: Skill Gain / Training Completion Work Group
Sponsors	Governor's Office, Oregon Workforce Investment Board, Oregon Employment Department
Work Group Lead	Brooke Jackson, Oregon Employment Department
Work Group Members	Oregon Employment Department: John Glen, Graham Slater, Dave Allen Department of Human Services: Belit Burke, Alma Estrada, Xochitl Esparza Department of Community Colleges and Workforce Development: Karen Humelbaugh, Shalee Hodgson Local Workforce Investment Boards: Janice Frater (WSI/WIA Workgroup), Jordana Barclay (OWP)
Problem Statement	<p>One of Oregon's new workforce system performance measures focuses on the degree to which individuals served by the state's workforce development system achieve measureable gain in skills. This may be measured by completion of a training program, Industry Recognized Certification, License, or Apprenticeship.</p> <p>While the basic concept of this measure is clear, there are significant challenges in terms of a) defining what might constitute a skill gain or a training completion and b) actually gathering the data once the concepts are defined.</p> <p>In addition, it is desirable that the definitions used for this measure are consistent with (though not necessarily identical to) the skills/training/"Middle 40" definitions used within Oregon's education system.</p>
Work Group Purpose & Scope	<p>The purpose of this work group is to:</p> <ol style="list-style-type: none">1. Review background/conceptual information as presented to the Oregon Workforce Investment Board, the Oregon Education Investment Board, and the Higher Education Coordinating Commission in recent months. Shalee Hodgson, a member of the work group, is a key resource on the relevant work of these various entities.2. Develop an initial, workable, acceptable definition of "skill gain", in the context of Oregon's workforce system and consistent with Oregon's education system.3. Identify ways to track and collect data based on this definition.4. Identify the data source(s) for the required "skill gain" data elements.5. Identify ways this skill gain/training completion can be incorporated into the broader performance measures system. (e.g. Can skill gain be a data element, with multiple levels/definitions, that is then submitted into the same data system as the four wage record-related measures?)



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6. Produce a final summary document, containing the above information.

Work Group Milestones

- Hold organizational meeting by April 25, 2014.
 - Produce draft report, for review by Graham Slater and Karen Humelbaugh, by June 13, 2014.
 - Produce final report by June 30, 2014.
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