Industry Skill Panel Standards

1. Focus on Solutions with Economic Impact. Panels work on skill shortages that have significant impact on the regional or state economy.	
Measures	• Department of Revenue employer units (as defined in the Department of Revenue's *Quarterly Business Review*) and industry total revenue calculations. • Results from "location quotient" calculations and vacancy studies.
2. Attract Industry Leaders. From chief executive officers to labor leaders and subject matter experts, panels attract a diverse blend of actively involved leaders. There is a shared understanding of each other's needs.	
Measures	• Review of panel agendas, minutes, and rosters. • Evidence of active participation of key business leaders, key labor leaders, and subject matter experts. • Demonstration that Industry Skill Panel members advocate for solutions before the Legislature and in other venues.
3. Operate Strategically. Panels capitalize on state and regional workforce and economic development plans. They adapt to the changing business environment by identifying their industry's biggest skill shortages and developing new strategies to close the gaps.	
Measures	• Evidence that panels take advantage of or capitalize on existing workforce and economic development plans. • Evidence that panel members reach consensus on priorities and revisit those priorities to adjust to changing market conditions. • Evidence that Industry Skill Panels and Center of Excellence (if applicable) goals and objectives support one another.
4. Improve the State's Workforce Development System. Panels can readily point to results. Panel involvement is a priority for businesses.	
Measures	• Expanded capacity in critical career areas. (Number of training slots.) • Evidence of skill panel influence or adoption of skill panel recommendations in training curriculum development, where applicable. • Employers learn about, and make use of, business services offered through the WorkSource system. (Number or percent of skill panel employer participants.) • Stronger industry connection to K-16 system. (Measures depend upon specific activity of skill panels and could include, number of youth career outreach programs established for a specific industry, number of pre-apprenticeship programs offered in skills centers, increased enrollments in career and technical education programs, number of at-risk students enrolling in skill centers or career and technical education programs, etc.)

	• Increased K-16 system connectivity demonstrated by 1) the number of successfully executed tech-prep articulation agreements between K-12 and the community and technical colleges and/or 2) articulation agreements executed between the two year and four year college systems. • Business investment in Industry Skill Panel solutions. (Value of investment.) • Increased use of workforce development programs by businesses serving on panels (e.g., Job Skills, incumbent worker training program, and Customized Employment Training programs).
5. Attract Funding and Resources for Industry Solutions. Panels successfully seek additional funding, such as grants, cash, and in-kind contributions for job training or to sustain their panels.	
Measure	• The value of funding and resources.
6. Promote Achievements. Panels increase awareness of needs and solutions for their industries.	
Measure	• Evidence that Industry Skill Panels disseminate products, results, and best practices to businesses, economic developers, labor, the media, the Legislature, and the Governor's office.
7. Manage Effectively. Panels maintain consistent and effective management.	
Measure	• Evidence of consistent and efficient management regardless of change in leadership or panel composition.
8. Satisfy Employers. Participating employers are satisfied with panel work.	
Measure	• Results of employer satisfaction survey.
9. Create Sustainability. Panels continue without financial support from the Workforce Board.	
Measure	• Number of panels that actively continue. • Number of skill panels whose functions and/or strategies are adopted by another organization (e.g. a trade association.)
10. Foster Relationships Among Partners. The panel succeeds as an industry "convener" enabling stakeholders to develop a common understanding of partners' cultures and human resource priorities.	
Measure	• Number of collaborative projects completed (e.g., curriculum development, grant applications and awards, conferences, and youth outreach efforts, etc.).