

**Common Metrics and Accountability Measures  
Applicable to RFAs of the Division of Workforce & Economic Development**

**Background**

In 2015, the Task Force on Workforce and a Strong Economy recommended that the Chancellor’s Office develop, streamline, and align common outcome metrics for all state-funded CTE programs and ensure that they are compatible with federal reporting requirements. Therefore, during 2015-16, the Chancellor’s Office developed a revised set of common metrics that were vetted extensively by researchers, CTE practitioners, and current grantees.

The revised common metrics for grants and activities administered through CCCCO’s Workforce and Economic Development Division are based on measurements associated with the Workforce Innovation and Opportunity Act (WIOA), as well as measures in use in other Chancellor’s Office initiatives. Measures focus on four system-wide goals:

- Increase the number of community college CTE students who earn a certificate or degree that prepares them for the workforce
- Increase the number of community college CTE students who attain multiple credentials that prepare them for advancement within the workforce
- Secure employment, job retention, economic mobility, and living-wage earnings for community college CTE students in both short-term and long-term educational pathways
- Support economic development

Three types of metrics have been identified in relationship to these goals:

- Outcomes - determine whether the goal has been met
- Milestones - track intermediate progress toward the goal
- Leading indicators - determine whether grantees are establishing the necessary infrastructure and adopting effective practices to support the attainment of these goals

Each grant will specify which goals (and associated outcome and milestones metrics) are relevant based on the intent of the funding. Outcomes and milestones metrics for the first three goals will be automatically calculated using statewide data sources and will be displayed in the LaunchBoard. Grantees will be expected to reference these figures in both grant applications and annual reports. Leading indicators will be individually determined for each grant and included in the RFA. Grantees will be expected to reference these priorities in their grant proposals and to report on these outcomes in quarterly and annual reports. They will also be required to report on economic development outcomes in quarterly and annual reports, if this goal relates to the grant purpose.

In the future, additional metrics will be added to address K-12 to community college alignment and to capture workforce development outcomes more comprehensively.

With this unified framework of common metrics and accountability measures, funding and program decisions can be more data-driven and evidence-based given what works in moving students towards success.

**2016-17 Common Metrics**

**Goal 1: Increase the number of community college CTE students who earn a certificate or degree that prepares them for the workforce**

OUTCOMES:

- A. Total community college CTE awards
- B. Community college completion rate for students who participate in CTE programs

MILESTONES:

- C. Total completers of more than eight CTE units in community college

**Goal 2: Increase the number of community college CTE students who attain multiple credentials that prepare them for advancement within the workforce**

OUTCOMES:

- A. Total transfers to four-year institutions among community college students who participated in CTE programs
- B. Transfer rate among community college CTE students
- C. Total community college CTE students who earned multiple community college awards

MILESTONES:

- D. Total number of students who attain transfer-prepared status in community college

**Goal 3: Secure employment, job retention, economic mobility, and living-wage earnings for community college CTE students in both short-term and long-term educational pathways**

OUTCOMES:

- A. Second and fourth quarter employment rates for community college CTE degree-holders, certificate-holders, and skills-builders
- B. Initial earnings for community college CTE degree-holders, certificate-holders, and skills-builders
- C. Earnings gains for community college CTE degree-holders, certificate-holders, and skills-builders
- D. Earnings above the regional living wage for community college CTE degree-holders, certificate-holders, and skills-builders

MILESTONES:

- E. Total not-for-credit participants
- F. Total noncredit community college CTE participants
- G. Total skills-builder community college participants
- H. Employment in the same or a similar field as community college course-work

**Goal 4: Support economic development**

OUTCOMES:

- A. Total number of employers served by community colleges