

Draft---Indiana Sector Partnership Stages Matrix---Updated 12-6-17

	Exploring	Emerging	Operational	Sustainable
Employer Driven/Industry Engagement	Actively considering the “who, what, where, and why” of forming a partnership—determining if a partnership makes sense for their community or sector	Has engaged at least one employer champion to help drive the launch and implementation of a sector partnership;	Is led by industry as demonstrated by private sector members playing leadership roles (Chairperson, guiding team, etc);	Employers have seen value of the partnership
Organizational Capacity and Alignment	Working to identify partners who should be involved; may have been initiated by a couple employers who have acknowledged a shared workforce problem or need but still perceive themselves as competitors at this stage	Has the “right people at the table” -- includes industry sector employers with common challenges and individuals from workforce development, education, economic development and other programs or organizations in strategic partner roles who are able to address these challenges	Includes critical and engaged partners across programs from workforce development, economic development, education, community organizations and others;	
Neutral Convener		Has, at minimum, an interim convener and a guiding team or advisory group;	Has a strong facilitator, convener, or convening team;	
Shared Vision		Begin objectives	Operates under a shared strategic plan, road map, workplan, etc., with some form of document identifying roles, responsibilities, and partner investments (example: memo of understanding);	
Sector-Based Service Delivery			Can demonstrate clearly identified priorities and an action plan, and may be able to demonstrate recent or current activities, outputs, or products that are a direct outcome of the partnership (examples: career awareness campaigns for K-12, reduced vacancy rates or time to hire for employers, clear career pathways for job seekers, industry recognized/high demand certificates).	Have produced outcomes
Data-informed Decision Making			Uses data to inform decision making;	Have adopted a set of metrics and collected data that is reportable
Geographical Make-up			Operates in a true labor market region, not within the confines of a workforce area or other geopolitical boundaries;	
Sustainability and Continuous Improvement				Have a sustainability plan including how to financially sustain work over time