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**Shenandoah Valley Workforce Investment Board, Inc.**

**Employer Expected Outcome Form**

**Employer Name: Date:**

**Employer Representative:**

**Phone Number:**

**Email:**

**Employer Goals and Expected Outcomes**

Employers that sponsor their workers must (1) have a reason for green related training that translates into application in the workplace and (2) results in an outcome to the company that can be measured in a quantifiable way translating into dollars. Documentation is required to identify goals, the method used to measure expected outcomes, the measurement timeframe, and expected results. Employers may work with the training provider and/or SVEP representative to assess training impact. Impact will be measured as originally documented on the Expected Outcome Form and reported to U.S. Department of Labor through quarterly SVEP reporting.

**Possible Employer Benefits to Employee Green Training** (Check all that apply.)

\_\_\_\_ Improve Competitive Position

\_\_\_\_ Open New markets

\_\_\_\_ Open new product markets

\_\_\_\_ Increase opportunities to bid

\_\_\_\_ Improve external perceptions

\_\_\_\_ Improve product quality

\_\_\_\_ Improve customer relations

\_\_\_\_ Reduce bottom line cost

\_\_\_\_ Improve profitability

\_\_\_\_ Increase return on investment

\_\_\_\_ Provide inventory cost savings

\_\_\_\_ Provide raw material cost savings

\_\_\_\_ Provide labor investment avoidance

\_\_\_\_ Provide capital investment avoidance

\_\_\_\_ Provide process improvements

\_\_\_\_ Increase employee engagement

\_\_\_\_ Improve internal perceptions

\_\_\_\_ Reduce waste

\_\_\_\_ Retain workers

\_\_\_\_ Reduce rework/recall

\_\_\_\_ Create new jobs

\_\_\_\_ Improve incumbent worker skills

\_\_\_\_ Provide new technology skills

\_\_\_\_ Provide new soft skills

\_\_\_\_ Improve worker credentials

\_\_\_\_ Reduce business energy costs

\_\_\_\_ Reduce client energy costs

\_\_\_\_ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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\_\_\_\_ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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\_\_\_\_ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Expected Outcomes** (Identify at least one goal.)

Goal 1 Defined: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 2 Defined: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 3 Defined: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Listed below are some goal examples

1. Within \_\_ timeframe the company will achieve a \_\_% increase in business profits and orders related directly to green workforce training.
2. Within \_\_ timeframe the company will demonstrate significantly improved workforce morale and retention as shown by a \_\_ day attrition rate of \_\_% or less.
3. Within \_\_ timeframe the company will demonstrate a \_\_% decrease in unnecessary static inventory (i.e. more than 60 days) and increased flow through of desired dynamic inventory (i.e. less than 30 days)
4. Within \_\_ timeframe the business will realize an increase in customer base (returning and new) of \_\_ %.
5. Within \_\_ timeframe the company will demonstrate a 5% increase in profit as defined by project ROI parameters (i.e. bid/estimate supposes a 35% profit margin and the project actual revenue returns +/\_ % of that amount).
6. Within \_\_ timeframe the quality of work products or service will be improved as demonstrated by customer satisfaction or supervisor inspection. (i.e. construction installation, customer service, and lessened rework/recall metric of zero).

**Outcome Measurement Method**

Goal 1 Measurement Method: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 2 Measurement Method: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 3 Measurement Method: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Estimated Outcome**

Goal 1 Estimated Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Goal 2 Estimated Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Goal 3 Estimated Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Actual Outcome**

Goal 1 Actual Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 2 Actual Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Goal 3 Actual Outcome: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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***By signing below, I certify that I represent the above company, and the company will comply with the provision of company outcome as documented above.***

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Company Representative Signature Date

Printed Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_