

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.)

- | | |
|---|--|
| <input type="checkbox"/> Improve Competitive Position | <input type="checkbox"/> Reduce waste |
| <input type="checkbox"/> Open New markets | <input type="checkbox"/> Retain workers |
| <input type="checkbox"/> Open new product markets | <input type="checkbox"/> Reduce rework/recall |
| <input type="checkbox"/> Increase opportunities to bid | <input type="checkbox"/> Create new jobs |
| <input type="checkbox"/> Improve external perceptions | <input type="checkbox"/> Improve incumbent worker skills |
| <input type="checkbox"/> Improve product quality | <input type="checkbox"/> Provide new technology skills |
| <input type="checkbox"/> Improve customer relations | <input type="checkbox"/> Provide new soft skills |
| <input type="checkbox"/> Reduce bottom line cost | <input type="checkbox"/> Improve worker credentials |
| <input type="checkbox"/> Improve profitability | <input type="checkbox"/> Reduce business energy costs |
| <input type="checkbox"/> Increase return on investment | <input type="checkbox"/> Reduce client energy costs |
| <input type="checkbox"/> Provide inventory cost savings | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Provide raw material cost savings | _____ |
| <input type="checkbox"/> Provide labor investment avoidance | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Provide capital investment avoidance | _____ |
| <input type="checkbox"/> Provide process improvements | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Increase employee engagement | _____ |
| <input type="checkbox"/> Improve internal perceptions | _____ |

Expected Outcomes (Identify at least one goal.)

Goal 1 Defined: _____

Goal 2 Defined: _____

Goal 3 Defined: _____

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: _____

Goal 2 Measurement Method: _____

Goal 3 Measurement Method: _____

Estimated Outcome

Goal 1 Estimated Outcome: _____
Goal 2 Estimated Outcome: _____
Goal 3 Estimated Outcome: _____

Actual Outcome

Goal 1 Actual Outcome: _____

Goal 2 Actual Outcome: _____

Goal 3 Actual Outcome: _____

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.

Company Representative Signature

Date

Printed Name _____

Title _____