

Workforce Development Logic Model

Situation: The United States is undergoing long-term shifts in its labor force, as evidenced by a decline in working-age population (ages 15-64) since the 1970's. The decline is being driven by productive and experienced “Baby Boomer” generation retirements, adoption of technologies eliminating redundant jobs, limited workforce support systems, changing attitudes towards work and general mismatch of skills/knowledge for today’s workforce needs. To maintain or grow Indiana’s economy, the state needs a multi-faceted approach in providing opportunities for individuals to learn new knowledge and skills to succeed in the ever-changing economy. Additionally, communities and regions need to work collaboratively to provide these opportunities for their residents, thus strengthening the community’s vitality.

INPUTS	OUTPUTS		OUTCOMES – IMPACT		
			Short-term	Medium-term	Longer-term
			What do we think participants will know, feel, or be able to do after participating in project/program?	How do we think participants will behave or act differently after participating in project/program?	What kind of impact can result if participants behave or act differently after participating in project/program?
What we invest	What we do	Who is reached?			
<ul style="list-style-type: none"> • Educators • Facilities • Partnerships with other WFD entities • Collaboration with local WFD organizations 	<ul style="list-style-type: none"> • Learning Events – in person, live technology, or recorded/posted technology / online • Industry required continuing education (PARP, CCH, CCA, PGP) • Career readiness (Work Ready) • Employer required trainings (CEUs) • Preparation for Cert/Lic Exams (UAV Signature Program) • Certification/Licensure (ServSafe) • Consultations 	<ul style="list-style-type: none"> • Youth • Job seekers • Employees • Supervisors/Managers • Professionals seeking Continuing Education Credits 	<p>WFD1.1 - Knowledge - # of participants who increase knowledge about future job or career opportunities</p> <p>WFD1.2 - Knowledge - # of participants who learn about education, certification, training needed for their career interests</p> <p>WFD1.3 - Knowledge - # of participants who self-report learning information for their job/work/career</p> <p>WFD1.4 - Attitudes - # of participants who increase awareness</p>	<p>WFD2.1 - # of participants who self-report adopting practice/behavior</p> <p>WFD2.2 - # of participants who earned new certifications or obtained licenses</p> <p>WFD2.3 - # of participants who achieved new employment or job</p> <p>WFD2.4 - # of participants who advanced their job/work/career responsibilities</p>	<p>WFD3.1 - # of participants who self-report job/work/career benefits or results from adopted practice/behavior (increase wages/benefits, promotion, new job, increase in responsibility)</p> <p>WFD3.2 - # of participants who self-report job/work/career benefits from obtaining/maintaining certification or license (increase wages/benefits, promotion, new job,</p>

			<p>about job/work/career resources, networks, or opportunities</p> <p>WFD1.5 - Attitudes - # of participants who increase confidence in their preparation for certification or licensure testing</p> <p>WFD1.6 - Skills - # of participants who learned new skills for job/work/career</p> <p>WFD1.7 - Aspirations - # of participants who aspire/intend to seek additional job/work/career training or seek a career/field certification or license</p>	<p>WFD2.5 - # of participants who made new connections to job/work/career resources, networks, or opportunities</p> <p>WFD2.6 - # of participants who shared what they learned with peers and/or others in the workplace</p>	<p>increase in responsibility)</p> <p>WFD3.3 - \$ impact to wages/benefits due to adoption of practice/behavior</p> <p>WFD3.4 - # of participants who self-report job/work/career benefits from engaging with WFD resources, networks, or opportunities</p> <p>WFD3.5 - # of participants who attribute benefits/results realized to Purdue Extension</p>
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Assumptions	External Factors
<ol style="list-style-type: none"> 1. Extension continues focus on WFD efforts 2. Participants will turn to Extension for WFD information/training 3. Ongoing need for employee development 	<ol style="list-style-type: none"> 1. State, federal, other education entity WFD efforts in direct competition 2. Governmental or industry shift in regulation/requirements for CEUs 3. Funding restrictions 4. Natural disasters