



At this meeting we hope to discuss what each of our stakeholders prefers/needs to measure in order to prove the effectiveness of the program and continue to engage with Project Onramp.

What we measure now:

- Student satisfaction (survey + participation)
- Skills practiced or built (NAICS competencies)
- Engagement (in summer programs, mentor meetings)
- Company satisfaction (survey + testimonials)
- Could the student do the work?
- How many students are going in to the industry after graduation?
- Total number of students
- How many students from racially underrepresented groups are we serving?
- How many students from socio-economically under-represented groups are we serving?

How would we choose our metrics for success?

1. Understand the purpose or goal of the program.

The goal of Project Onramp is to offer industry internships to undergraduates from low-income and underrepresented groups with the intention of broadening their opportunities after graduation and creating a more diverse pipeline of early talent for corporate partners.

2. Determine what critical success factors need to be fulfilled in order for you to succeed and achieve the goal.
  - Create a high touch program that caters to an underserved population of students
  - Establish a consistent source of student interns by partnering with student support partners with capacity and resources
  - Generate demand amongst industry partners
  - Source jobs that are a fit for Project Onramp students, and that provide an appropriate level of student support
3. Establish a balance between measures of quantity and quality.
4. Match critical success factors for the project to a measurement that accurately reflects success.

## **HOMEWORK**

**What we'd like to hear from company/industry stakeholders:** What metrics would motivate or compel you and your organization to commit to and invest in Project Onramp?

**What we'd like to hear from Student Support Partners:** How do you define your program success and how does Project Onramp fit in? What data from company partners might help inform your programs?