

This is not a final strategy. This is just an example strategy that illustrates more what is meant by the common words and definitions.

**Goal:** Develop a world-class workforce

Workforce - Community Performance Indicators	Baseline	Target
# of companies with more than 100 employees who have a headquarters in Tulsa	3	5
High school graduation rate	67%	85%

**Strategy:** Offer youth leadership programs to high school students

Actions	City Role	Community Partner	Responsible Department	Expected Completion
Develop leadership program materials	Lead		Mayor's Office	1/1/2018
Implement leadership program	Lead	Tulsa School for Leadership	Mayor's Office	3/1/2018
Allow employees up to 2 hours per week work time to mentor youth in leadership	Support	Tulsa Leaders Inc.	Mayor's Office	Ongoing
Offer intern opportunities for youth to develop leadership skills	Collaborate	Tulsa Leaders Inc.	All	Ongoing
<b>Measuring Success</b>				
<b>Output metrics</b>	# of youth leadership programs offered # of participants in youth leadership program % of participants completing youth leadership programs # hours of City personnel time spent mentoring # of interns			
<b>Frequency</b>	Bi-annually			
<b>Desired Outcome</b>	2 leadership programs per year 75 participants per leadership program 95% completion rate 1000 hours City personnel time spent mentoring 10 interns per semester			