

## STEP 6: IDENTIFY AND ANALYZE PERFORMANCE GAPS

### PERFORMANCE GAP ANALYSIS TEMPLATE

Issue: \_\_\_\_\_

What Is (Current State of Affairs)	Performance Gap Initiatives/Action Steps/Programs to Close Gap	What Should Be (Desired State of Affairs)
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#### Example 1 Issue: High School Dropouts

**What Is**  
35% Dropout Rate

**Performance Gap**  
200 Dropouts/Year (35%)

**What Should Be**  
0 Dropouts

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Initiatives/Action Steps/Programs to Close Gap

↓  
Implement Personal Graduation Coaches Program;  
Develop WorkKeys®/WIN Alternative School Program

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#### Example 2

**What Is**  
Inadequate Career  
Readiness Skills

**Performance Gap**

**What Should Be**  
Workers Possess  
Skills to Learn and  
Perform Jobs

↓  
Initiatives/Action Steps/Programs to Close Gap

↓  
Implement Comprehensive, Integrated  
Career Readiness Certification Program

Note: Information from descriptive and analytic elements of the WIN Strategic Compass should also be reviewed to determine performance gaps. (See Example 3.)

### Example 3

**What Is**  
Industrial Maintenance  
Technician Supply in  
Region = 100

**Performance Gap**  
75 Additional  
Technicians)

**What Should Be**  
Industrial Maintenance  
Technician Demand for  
Growth and Replacement = 175



Conduct IM Technician Marketing Campaign  
At Community College  
Implement Dual Enrollment Program  
with High School Career Tech  
Implement Apprenticeship Program  
with Incumbent Worker