**Veteran Support Program Metric Template**

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| **Metric Type** | **Metric** | **Operational Definition**  **(how it is measured)** | **Reporting Frequency** | **To Whom It Gets Reported** |
| **Output-based** | *First-year retention* | *Percentage of new veteran hires employed by the organization beyond the first anniversary of their hire date* | *Quarterly* | *Chief Executive Officer* |
| *Etc.* |  |  |  |
|  |  |  |  |
| **Outcome-based** | *Productivity* | *Outputs (# of products produced within X time) / Inputs (labor hours worked over X time)* | *Quarterly* | *These are typically tracked at the organizational level by the Chief Financial Officer.* |
| *Etc.* |  |  |
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