# Agile Organization Pilot Program Evaluation Criteria

## Purpose
The Agile Organization Steering Committee developed evaluation criteria at the outset of the Agile Organization initiative in order to have a tool that would allow HR to comprehensively and effectively review each of the pilot programs for term employees.

## Metrics

### Achievement of Desired Results:
- What were the desired results of the pilot program? Were they achieved?

### Recruitment
- How many qualified candidates applied for this position?
- What were the primary features of this position that attracted qualified candidates?
- Was it easier/more efficient or harder/less efficient to utilize the work delivery models in the County hiring process?
- What was the retention rate of the employees in the pilot program? What impacted it?

### Service Delivery
- Did this option improve, maintain, or worsen the department/division/unit’s service delivery? Explain.
- Was there noted improvement in department employee work performance? If so, please explain.

### Department Operations
- Did this option encourage more flexibility and agility within the operation of the department/division/unit?
- What were the most significant challenges the pilot program confronted in utilizing workforce options other than regular employees?

### Financial
- Did the use of this option allow the department to respond more quickly to program/budget changes?
- What was the fiscal impact of this option compared to a Regular Employee?
- Did the benefits of the pilot program outweigh the costs of recruiting and training the pilot program employee? If so, explain.

### Employee Engagement
- How did this option impact other employees within the department/division/unit?
- If applicable, what are the primary benefits to the employees in the pilot?