	TDRp							DRp Talent Measures Library										
	Category	Subcategory	Metric Tier	Measure Name	Description	Formula	Demographic splits	Defined By	Identical To	Similar To	Comments							
earning & Development			2	Communities of Practice members, % active	Indicator of employee engagement in the community	Active CoP members / Total CoP members (Expressed as a percentage)	Location, Course,	Common Industry			Active members are individuals who have engaged in discussions, requested or provided help, served as experts, or contributed/accessed knowledge within a defined time period.							
earning & Development		Activity & Utilization	2	Communities of Practice, % active		Active communities of practice / Total communities of practice (Expressed as a percentage)	Location, Course, Course Type	Common Industry Practice			Active communities are typically defined as communities with planned activities, regular updates to content, defined and active moderators and an engaged leader							
earning & Development		Activity & Utilization	3	Communities of Practice, active		Count of communities where there has been activity within a specific period	Location, Course, Course Type	Common Industry Practice			Activity would include discussions, requests for help, providing help, identification of experts, or contributions/access to stored knowledge.							
earning & Development			3	Communities of Practice, total		Count of unique communities of practice in the organization	Location, Course,	Common Industry										
earning &						discussions, requested or provided help, served as experts, or contributed/accessed knowledge within a defined time	Location, Course,	Common Industry										
.00	saming & evelopment saming & evelopment saming & evelopment saming & evelopment	sarring & evelopment Efficiency sarring & evelopment Efficiency serring & evelopment Efficiency sarring & evelopment Efficiency sarring & evelopment Efficiency sarring & evelopment	saming & Activity & Usitation Villation on The State of S	Activity A Act	saming & Shidency Shidency Companies of Practice members, % active controlled Shidency Activy & Communities of Practice, since the controlled Shidency Companies of Practice, since the communities of Practice, total Communities of Practice Communities of	saming & Achip & 2 Communities of Practice members, % active indicator of employee engagement in the communities and practice members, % active indicator of employee engagement in the communities and practice members, % active indicator of level of activity across all indicator of the communities of Practice, so active indicator of level of activity across all indicators of Communities of Practice, active indicator of the communities of Practice, active indicators of Practice, active indicat	saming & Active A. Active	saming & Achly in 2 Communities of Practice members, % achies in indicator of employee orgagement in the contractive of the communities of practice members, % achies communities or financial members, % achies or financial members, % achies or financial members of communities or financial members, % achies or financial members, % achies or financial members, % achies or financial members of communities or financial members, % achies or financial me	saming & Achly in 2 Communities of Practice members, % achies indicator of employee orgagement in the communities of Communities of Practice members, % achies on manufacture of Communities of Practice members, % achies on manufacture of Communities of Communities of Communities of Practice members, % achies on manufacture of Communities of Communiti	saming & Storony Attended & Practice members, % active of employee organization in the Active CeP members 1 Total CeP members (Expressed as Constructional Construction)	saming & Active CuP members (Expressed as communities of Practice members, % active communities of Practice members, % active communities of Practice members, % active communities of Practice communities commun							