

**OMB-Approval No: 1205-0425**

**Expires: 12/31/2004**

**Workforce Investment Act §167  
Performance Standards and Measures  
National Farmworker Jobs Program**

**GOAL:** To increase the economic self-sufficiency of migrant and seasonal farmworkers and their families through education, training and services leading to stable agricultural and non-agricultural employment and educational enrichment.

| STANDARD                                      | MEASUREMENT  |
|---|--|
| <b>1. Earnings Gain</b><br><b>[MANDATORY]</b> | <ul style="list-style-type: none"> <li>■ Pre and post employment comparisons of earnings. <ul style="list-style-type: none"> <li>● Pre employment applicant earnings: average six-month wages based on total wages earned during the 12- month eligibility determination period divided by 2 .</li> <li>● Post employment earnings: total earnings for the six-month period after placement into unsubsidized employment.</li> </ul> </li> </ul> |

**MEASURE #1: Earnings Gain**

- **Process** for determining earnings gains via gain from pre-employment earnings to post-employment earnings. **Sample format and forms** for calculating pre-employment and post-employment earnings, and any necessary accompanying instructions will be developed accordingly.

**Pre-employment data:** determine 6-month average earnings via use of annualized average earnings for the 12 month eligibility determination period. This administrative data is gathered at time of intake/eligibility determination.

**Post-employment data:** use of annualized average earnings based on earning for 6-month period following placement into unsubsidized employment. This administrative data is gathered at 6-month follow-up of participants placed in unsubsidized employment.

**Baseline and annual performance Standard:** Using PY '97 actual earnings (per SPIR data) as baseline, the following standards were established for Earnings Gain through PY '2003:

PY'97=Baseline Data - Measure #1 = Earnings Gain

PY'2000 = \$2,475

PY'2001 = \$2,600

PY'2002 = \$2,728

PY'2003 = \$2,965

**Minimally acceptable performance** was set at 80% of planned for each program year; with actual performance to be reviewed annually.

| STANDARD   | MEASUREMENT  |
|--|--|
| <b>2. Retention In Unsubsidized Employment [MANDATORY]</b> | <ul style="list-style-type: none"> <li>■ Retention Rate: The number who are employed at any time within the last 90 days of the six-month follow-up date divided by the number of Migrant and Seasonal Farmworkers (MSFWs) placed in unsubsidized employment.</li> </ul> |

**Measure #2 - Retention Rate**

- **Process** for follow-up to determine rate of retention for participants placed in unsubsidized employment. **Sample formats, survey questions/forms** and necessary accompanying instructions would be developed accordingly. The survey could include such questions as “are you employed now?”, “if not, what was date of last employment?”
- **Follow-up periods:** Retention rate will be determined by number of individuals who are employed at any time during the last 90 days within 6 months of the placement date. This administrative data would be collected via survey (preferably telephone).

It was also recommended that grantees be encouraged to maintain the current 13-week post-employment follow-up strategy to help grantees maintain contact with the exited participant. This interim contact would improve the likelihood of a positive response and contact at the 6-month (measurement) period.

- **Baseline and annual performance Standard:** Using actual PY '97 (SPIR data) for 13-week retention rates as baseline, the following standards were established for retention rates at 6-month follow-up through PY 2003:
  - PY'2000 = 65%
  - PY'2001 = 70%
  - PY'2002 = 75%
  - PY'2003 = 80%
- **Minimally acceptable performance** was set at 80% of planned for each program year, with actual performance to be reviewed annually.

| STANDARD  | MEASUREMENT   |
|---|---|
| <b>3. Entered Employment Rate</b><br><b>[MANDATORY]</b> | <ul style="list-style-type: none"> <li>■ The number of MSFWs who enter unsubsidized employment divided by the sum of the number of MSFWs who receive intensive or training services, and, have exited the program (during the program year.)</li> </ul> |

**Measure #3 - Entered Employment Rate**

- **This is an established measure for NFJP grantees.**
- **Baseline and annual performance Standard:** Using the average of most recent 4 year available data for actual entered employment rates (per SPIR data), the entered employment rate baseline and annual performance standards through PY 2003 as follows:

PY 2000 – 61%  
 PY 2001 – 62%  
 PY 2002 – 63 %  
 PY 2003 – 64 %

**Minimally acceptable performance** was set at 80% of planned with actual performance to be reviewed annually.

| STANDARD  | MEASUREMENT   |
|---|---|
| <b>4. Educational or Occupational Credential Achievement Rate</b><br><b>[MANDATORY]</b> | <ul style="list-style-type: none"> <li>■ The number of MSFWs receiving an educational or occupational credential/certificate divided by the number of MSFWs exiting after participating in an educational/occupational credentialing activity.</li> </ul> |

**Measure #4 - Educational/Occupational Credentialing Rate.**

- **Process** for collection of data to identify the number achieving credentials during their enrollment period or after exiting the program. For the latter, this could be done via use of a credentialing achievement survey question at 6-month follow-up.
- **Credentialing Activity:** is an educational or occupational training activity leading to a certifiable degree and or license conferred and conferred by an accredited entity or institution with authority to confer such degree or license.
- **Baseline and annual performance Standard:** The baseline performance standard would be the actual rate as established in PY 2000. For years 2001 through 2003, the standard would be the equal of the previous year's actual plus 5% to reflect continuous improvement.
- **Minimally acceptable performance:** The minimal level of acceptable performance is set at 80% of planned with actual performance to be reviewed annually.

| STANDARD   | MEASUREMENT   |
|--|---|
| <b>5. Grantee Identified Standard</b><br><b>[OPTIONAL]</b> | <ul style="list-style-type: none"> <li>■ Grantee identified measure.</li> <li>■ Acceptance of a proposed <i>Grantee Identified Standard</i> and related <i>Measure</i> would be subject to negotiation as part of the approval of the Annual Plan.</li> </ul> |