

Sierra Nevada Conservancy Performance Measures Description

Revised June 25, 2014

Number and Type of Jobs Created

Purpose

The purpose of this Performance Measure (PM) is to measure economic benefits to the Sierra Nevada Region by tracking the full-time equivalent jobs created by SNC-funded activities.

Likely Project Categories

Reporting on this PM is required of all projects where relevant. This Performance Measure should be reported in one or both of two categories where relevant and possible to report:

1. Temporary jobs created for, and during implementation of, the grant project. These should be reported in FTEs (Full Time Equivalent) years per the guidelines below.
2. Permanent jobs created as a consequence of the successful completion of the grant project.

Variations

- a) For temporary jobs during the grant project implementation:

This PM should utilize the labor as laid out in the grant agreement budget.

- Administration
- Project Management
- Contractors
- Other, as appropriate

- b) For permanent jobs created due to the completion of the grant project:

This PM should be classified into the following occupational groups when possible:

- Farming
- Natural Resources and Mining
- Construction
- Manufacturing
- Trade
- Transportation, Warehousing, & Utilities
- Information

- Financial Activities, e.g., banking, insurance, and real estate
- Professional, Scientific, & Technical Services
- Administrative & Support & Janitorial/Waste Services
- Educational Services
- Health Care & Social Assistance
- Arts, Entertainment, & Recreation
- Accommodation & Food Service
- Other Services
- Government

Guidance on Applying this PM to Your Project

These are the recommended approaches to collecting data and reporting on this PM. Grantees are asked to further evaluate how these steps may best be applied to your specific project and discuss with SNC any steps or considerations that may be unique to your project.

Data collection:

- a) For temporary jobs created in the implementation of the grant project (do not try to apply occupational classifications, report within categories of personnel as described in the budget and reflected in the invoicing.

Calculate the number of full-time equivalent jobs (FTEs) created by multiplying the number of weeks worked by average number of hours worked per week and dividing the total by 2080 hours (the number of hours worked per year by a full-time employee).

Example: 4 laborers x 8 weeks x 30 hrs/week)/2080 hr/FTE = 0.46 FTE.

NOTE: For some job types, work through three seasons may be considered “full time.” For example, restoration work is often halted during the cold, wet winter months. In order to capture accurately the FTEs generated by a project grantees need to adjust the number of hours considered a full-time equivalent for these and other jobs for which full-time work does not equal 2080 hours.

- b) Permanent jobs created as an outcome of the grant project can only be estimated as an expected outcome for some projects. Only report if the likely outcome of the project can be reasonably and directly supported:
- ✓ Identify types of jobs directly created by the SNC project and classify them using the occupational groups provided above.
 - ✓ Provide a total estimate of the jobs permanently created as a result of the project, calculated in FTEs on an annualized basis.

Example: 3 permanent half-time jobs = 1.5 FTE

Other

The level of effort required to track and report the number of jobs created should be minimal, less than 40 hours. This performance measure requires careful tracking over the life of the project, but no special skills or knowledge are required.