

Sierra Nevada Conservancy Performance Measures Description

August 5, 2008

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.

Variations

This PM is further classified into the following occupational groups:

- 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

This is a recommended approach 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. Identify types of jobs directly created by the SNC project and classify them using the occupational groups provided above.
- b. For each occupational group, document the following:
 - ✓ number of people who were employed
 - ✓ length of employment (number of weeks each person worked)
 - ✓ average number of hours worked per week
 - ✓ season of employment (winter, spring, summer, fall)

Example: four construction workers worked an average of 30 hours per week for 8 weeks in the summer

- c. For each occupational group, 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: $(4 \text{ construction workers} \times 8 \text{ weeks} \times 30 \text{ hrs/week}) / 2080 \text{ hr/FTE} = 0.46 \text{ FTE}$.

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; full-time teaching jobs often average roughly 1500 hours, In order to capture accurately the FTEs generated by a project, grantees need to adjust the number of full-time equivalents for these and other jobs for which full-time work does not equal 2080 hours..

Sample:

Occupational Group (use classifications listed above under "Variations")	Number of people employed	Length of employment (average number of weeks worked)	Average number of hours worked per week	Total FTEs	Employment season (spring, summer, fall, winter, all year)

- d. List jobs created with SNC funds and other jobs directly attributable to the SNC-project that are expected to continue after the closing date of the SNC grant. Categorize these jobs by occupational group, then estimate total FTEs for each occupational group and whether these jobs are expected to exist in one year and three years beyond the life of the project.

Sample:

Occupational Group (use classifications listed above under "Variations")	Total FTEs directly attributable to this SNC-funded project	Expected to exist one year after the project has ended (yes/no)	Expected to exist three years after the project has ended (yes/no)

- **Reporting:** Report total FTEs created with project funds, by occupational group. For jobs expected to continue after the closing of the SNC grant, report estimated total FTEs and whether they are expected to exist one and three years after the SNC-funded project has ended.
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Other

The level of effort required to measure, analyze, and report number and type 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.