



Appendix II. National Performance Measure Instructions

Senior Demonstration Programs-Workforce Development (version 2, June 25, 2024)



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Performance Measure Requirements

- 1. Workforce Development Funding Priorities:** Priorities for this funding opportunity are:
 - Support older adults in obtaining permanent employment in skilled labor, professional or paraprofessional setting (for the purpose of this NOFO, professional is defined as “engaged in a specified activity as one’s main paid occupation rather than as a pastime and requires a particular skillset in order to be successful. Paraprofessional is defined as specially trained or credentialed employment, such as education, healthcare, engineering, law).
 - Provide training and/or certification for employment, including supports such as mentoring programs, transportation, or other forms of support;
 - Support and/or coaching should be provided in regular increments, including during pre- and post-employment placement;
 - Provide a reasonable stipend to support older adults’ service. If the program model does not include a stipend for beneficiaries, a full explanation must be provided, including how the program recruits, retains, supports volunteers, and a pattern of success;
 - Service (volunteer placement) must be included with training and certification.
 - Programs that are on the health career path must describe how seniors will be recruited, trained, and mentored for health professions. For example, a program may recruit retired nurses, dentists, or doctors and other health workers to return to the public health workforce.
 - Public Health AmeriCorps: Applicants interested in addressing immediate public health needs and reducing health disparities in their communities and building the public health workforce through ENAGEMENT with older adults may propose a program that aligns with the Public Health AmeriCorps initiative. See Appendix III in the [Notice of Funding Opportunity](#) for more information.
- 2. National Performance Measures:** Every national performance measure output must be paired with a single outcome. For each work plan, applicants must select one output and one of the associated outcomes. While beneficiaries may receive benefits associated with more than one available outcome, select only one outcome for each beneficiary served.
- 3. Work Plan:** All volunteers must be placed in an outcome-based work plan in the unduplicated volunteers field. Each volunteer can only be counted once as an unduplicated volunteer even if they are assigned to more than one service activity. The volunteer should be counted in the area where he/she will make the most impact – in terms of the focus area, the type of service, or the scope of service (such as the greatest number of hours served).
- 4. Maximum Cost per Placement:** AmeriCorps Seniors will allow the program to propose a cost per placement. This will allow programs to provide the training and resources necessary to support and retain job placement.
- 5. Performance Measure Resources:**
 - [AmeriCorps National Performance Measurement Core Curriculum](#)

Complete List of AmeriCorps Seniors Performance Measures for Workforce Development Programs

These selection rules specify the focus area output/outcome pairings for National Performance Measures. The selected focus area(s) must relate to the proposed service-to-work project. Applicants must follow these selection rules when using National Performance Measures. Applicants may not select any National Performance Measures that may appear in eGrants if they are not present on this list. Please see the Notice for additional information about application requirements.

Besides reporting on the national performance measures for the service component of the project, organizations receiving grants under this NOFO will also be required to participate in an external evaluation. Applicants do not need to budget for this evaluation, as staff time will be minimal. More information about this external evaluation will be provided once the grants are awarded.

Focus Area: Education

**Applicants who experience issues finding the appropriate measures in the Performance Measure Module of eGrants, should ensure that the objectives of the measures they would like to use are marked in the “Objective” tab. Then, in the “Performance Measure” tab, that the “Other” category in “Select Category Title” is selected.*

Selection Rules

Objective	Outputs	Outcomes	Service Activity
School Readiness	ED1A: Number of individuals served	ED23A: Number of children demonstrating gains in school readiness	<ul style="list-style-type: none"> • Classroom Teaching • Family Involvement • Mentoring • Out-of-School Time • Service Learning • Social and Emotional Support • Summer Learning • Tutoring • Other Classroom Support

Objective	Outputs	Outcomes	Service Activity
K-12 Success	ED1A: Number of individuals served	<p>ED5A: Number of students with improved academic performance</p> <p>ED9: Number of students graduating from high school on time</p> <p>ED10: Number of students enrolling in post-secondary education/training</p> <p>ED27C: Number of students with improved academic engagement or social-emotional skills</p> <p>ED6: Number of students with increased attendance</p> <p>ED7A: Number of students with decreased disciplinary incidents (referrals, suspensions/ expulsions, criminal or gang involvement)</p>	<ul style="list-style-type: none"> • Classroom Teaching • Family Involvement • Mentoring • Opioid/Drug Intervention • Out- of-School Time • Service Learning • Summer Learning • Tutoring • Other Classroom Support
Post- HS Education Support	ED1A: Number of individuals served	ED11: Number of individuals earning a post-secondary degree or technical certification	<ul style="list-style-type: none"> • Family Involvement • Mentoring • Service Learning • Summer Learning • Tutoring

Notes

- These performance measures are intended to measure the impact of activities that support and/or facilitate access to services and resources that contribute to improved educational outcomes for economically disadvantaged people, especially children.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Definitions and Data Collection

Applicants that select output ED1A may select outcome ED5A, ED6, ED7A, ED9, ED10, ED11, ED23A, or ED27C.

ED1A (output)	Number of individuals served
Definition of Key Terms	<p>Individuals: recipients of AmeriCorps Senior -supported services related to education; may include students enrolled in grades K-12, out-of-school youth, preschool age children, and/or individuals pursuing postsecondary education</p> <p>Served: substantive engagement of individuals with a specific education-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services.

ED5A (outcome)	Number of students with improved academic performance
Definition of Key Terms	<p>Students: those reported in ED1A</p> <p>Improved academic performance: an improved demonstration of skill or knowledge in one or more academic subjects</p>
How to Measure/Collect Data	Standardized test, report card grade, or other instrument capable of measuring changes in academic performance at the individual beneficiary level. When possible, pre-post assessments should be utilized.

ED6 (outcome)	Number of students with increased school attendance
Definition of Key Terms	<p>Students: those reported in ED1A</p> <p>Increased school attendance: higher rate of presence and/or on-time arrival at school as compared to a previous comparable time period</p>
How to Measure/Collect Data	School/district/classroom attendance records or other instrument capable of measuring changes in attendance at the individual beneficiary level

ED7A (outcome)	Number of students with decreased disciplinary incidents (referrals, suspensions/expulsions, criminal or gang involvement)
Definition of Key Terms	Students: those reported in ED1A Decreased disciplinary incidents: lower rate of incidents as compared to a previous comparable time period
How to Measure/Collect Data	School/district/classroom records, police records, or other instrument capable of measuring changes in disciplinary incidents at the individual beneficiary level

ED9 (outcome)	Number of students graduating from high school on time with a diploma
Definition of Key Terms	Students: those reported in ED1A On Time: Within four years of starting 9th grade
How to Measure/Collect Data	Preferred method is school/district graduation records for student beneficiaries. Beneficiary self-reports may also be utilized.

ED10 (outcome)	Number of students enrolling in post-secondary education or training
Definition of Key Terms	Students: those reported in ED1A Post-secondary education or training may include two- or four-year college programs or occupational/vocational programs Enrolling: means matriculating as a full-time or part-time student
How to Measure/Collect Data	Preferred method is registration records that confirm student enrollments. Beneficiary self-reports may also be utilized.

ED11 (outcome)	Number of students earning a post-secondary degree or technical certification
Definition of Key Terms	Students: those reported in ED1A or V1, V7A, V8 Degree: may include an associate degree from an accredited academic program or an occupational or vocational program; a bachelor's degree (ex., BA, BS); a master's degree (ex.: MA, MS, MEng, MEd, MSW); a professional school degree (ex.: MD, DDS, DVM); or a doctorate degree (ex.: PhD, EdD)
How to Measure/Collect Data	Preferred method is registration records that confirm degree was earned. Beneficiary self-reports may also be utilized.

ED23A (outcome)	Number of children demonstrating gains in school readiness
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Definition of Key Terms	<p>Children: those reported in ED1A</p> <p>School readiness: Preparation for Kindergarten which includes multiple indicators assessed across developmental and behavioral domains including but not limited to physical well-being, health and motor development, social and emotional development, approaches to learning, language development, cognitive development, and age-appropriate academic skills and behavior.</p>
How to Measure/Collect Data	Teacher observation, standardized test, or other instrument capable of measuring changes in school readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

ED27C (outcome)	Number of students with improved academic engagement or social and emotional skills
Definition of Key Terms	<p>Students: those reported in ED1A</p> <p>Improved academic engagement or social and emotional skills: A positive change in student skills, attitude, and/or mindset that is likely to contribute to increased educational success. May include increased interest in school, improved perspective on school climate, increased attachment to school, and/or increased educational aspirations.</p>
How to Measure/Collect Data	Survey, observation, or other instrument capable of measuring changes in academic engagement or social and emotional skills at the individual beneficiary level. When possible, pre-post assessments should be utilized.
Notes	Academic or behavioral improvements counted under ED5A, ED6, or ED7A cannot be counted under this measure

Focus Area: Healthy Futures

Selection Rules

Objective	Outputs	Outcomes	Service Activity
Aging in Place	H4A: Number of individuals served	<p>H9A: Number of individuals who report having increased social support or improved capacity for independent living</p> <p>H14: Number of caregivers of older adults and individuals with disabilities who reported having increased social support</p>	<ul style="list-style-type: none"> • Companionship • Elder Justice: Fraud and Scam Prevention • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Respite Services • Transportation
Access to Care	H4A: Number of individuals served	<p>H17: Number of individuals with increased health knowledge</p> <p>H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health</p> <p>H19: Number of individuals with improved health</p> <p>H20: Number of individuals with improved access to medical care</p>	<ul style="list-style-type: none"> • Counseling/Coaching • Disability Inclusion • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals

Objective	Outputs	Outcomes	Service Activity
Obesity & Food	H4A: Number of individuals served	H12: Number of individuals who report increased food security H17: Number of individuals with increased health knowledge H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19: Number of individuals with improved health	<ul style="list-style-type: none"> • Counseling/Coaching • Education/Training • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Outreach • Physical Activities • Referrals

Notes

- These performance measures are intended to measure the impact of activities that meet health needs within communities including access to care and addressing childhood obesity.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Definitions and Data Collection

Applicants that select output H4A may select outcome H12, H15A, H17, H18, H19, or H20.

H4A (output)	Number of individuals served
Definition of Key Terms	<p>Individuals: recipients of AmeriCorps Seniors supported services related to improving health-related outcomes</p> <p>Served: substantive engagement of individuals with a specific health-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services.

H9A (outcome)	Number of individuals who report having increase social support or improved capacity for independent living
Definition of Key Terms	Individuals: those reported in H4A or V1, V7A, V8
How to Measure/Collect Data	<p>Survey, interview, caseworker assessment, or other instrument capable of measuring changes in social support or perceived social support and/or independent living capacity at the individual beneficiary level. When possible, pre-post assessments should be utilized.</p> <p>AmeriCorps recommends a survey instrument for this measure: AmeriCorps Seniors Independent Living Survey.</p>

H12 (outcome)	Number of individuals who report increased food security
Definition of Key Terms	<p>Individuals: those reported in H4A or V1, V7A, V8</p> <p>Food security: Access at all times to enough food for an active, healthy life. Food security includes at a minimum: (1) the ready availability of nutritionally adequate and safe foods, and (2) an assured ability to acquire acceptable foods in socially acceptable ways (that is, without resorting to emergency food supplies, scavenging, stealing, or other coping strategies). [USDA]</p>
How to Measure/Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in food security at the individual beneficiary level. When possible, pre-post assessments should be utilized.
H14 (outcome)	H14: Number of caregivers of older adults and individuals with disabilities who reported having increased social support

Definition of Key Terms	<p>Individuals: those reported in H4A or V1, V7A, V8</p> <p>Older Adults: Individual age 65 or older</p> <p>Respite Services: Services that provide temporary relief from the stresses of caregiving by providing short term assistance to and adult who is the primary caregiver for another person.</p> <p>Social ties/perceived social support: Relationships with other people and or the belief that these people will offer (or have offered) effective help during times of need.</p>
How to Measure/Collect Data	<p>Programs should collect data for this measure from surveys, interview, caseworker assessment, or other instrument capable of measuring changes in food security at the individual beneficiary level. When possible, pre-post assessments should be utilized.</p> <p>AmeriCorps recommends a survey instrument for this measure: AmeriCorps Seniors Respite Care Performance Measure Survey.</p>

H17 (outcome)	Number of individuals with increased health knowledge
Definition of Key Terms	Individuals: those reported in H4A or V1, V7A, V8
How to Measure/Collect Data	Survey, test, or other instrument capable of measuring changes in knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H18 (outcome)	Number of individuals reporting a change in behavior or intent to change behavior to improve their health
Definition of Key Terms	Individuals: those reported in H4A or V1, V7A, V8
How to Measure/Collect Data	Survey, interview, or other instrument capable of measuring changes in behavior at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H18 (outcome)	Number of individuals with improved health
Definition of Key Terms	Individuals: those reported in H4A or V1, V7A, V8
How to Measure/Collect Data	Assessment by a healthcare professional, survey, or other instrument capable of measuring changes in health condition at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H20 (outcome)	Number of individuals with improved access to medical care
Definition of Key Terms	Individuals: those reported in H4A
How to Measure/Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in health care access at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Focus Area: Disaster Services

Selection Rules

Objective	Outputs	Outcomes	Service Activity
Assistance Provided	D1A: Number of individuals served	D5: Number of individuals reporting increased disaster readiness	<ul style="list-style-type: none"> • Disaster Mitigation • Disaster Preparation • Disaster Recovery • Disaster Response
	D6: Number of structures protected or restored	D7: Number of structures returned to regular use after a disaster	<ul style="list-style-type: none"> • Disaster Preparation • Disaster Recovery • Disaster Response

Notes

- These performance measures are intended to measure the impact of activities that help individuals and communities prepare, respond, recover, and mitigate disasters, and increase community resiliency.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Definitions and Data Collection

Applicants that select output D1A may select outcome D6.

D1A (output)	Number of individuals served
Definition of Key Terms	<p>Individuals: recipients of AmeriCorps-supported services related to disaster preparedness, response, recovery, and/or mitigation</p> <p>Served: substantive engagement of individuals with a specific disaster-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

D5 (outcome)	Number of individuals reporting increased disaster readiness
Definition of Key Terms	<p>Individuals: those reported in measure D1A</p> <p>Disaster readiness: measures taken to prepare for and reduce the effects of future disasters</p>
How to Measure/Collect Data	Survey, interview, or other instrument capable of measuring changes in disaster readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Applicants that select output D6 may select outcome D7.

D6 (output)	Number of structures protected or restored
Definition of Key Terms	<p>Structures: housing units or public facilities</p> <p>Protected: prepared to more effectively withstand future disasters</p> <p>Restored: repaired from damage sustained during a disaster</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of structures that received services

D7 (outcome)	Number of structures returned to regular use after a disaster
Definition of Key Terms	Structures: those reported in measure D6 Returned to regular use: able to be used for the same or similar purpose for which they were used prior to the disaster
How to Measure/Collect Data	Report from structure owner/manager/occupant, or other instrument capable of measuring changes in condition at the individual structure level.

Focus Area: Economic Opportunity

Selection Rules

Objective	Outputs	Outcomes	Service Activity
Employment	O1A: Number of individuals served	O10: Number of individuals who secure employment O21: Number of individuals with improved job readiness	<ul style="list-style-type: none"> • GED Education • Job Placement • Job Training • Other Adult Education
Financial Literacy	O1A: Number of individuals served	O9: Number of individuals with improved financial knowledge O19A: Dollar value of tax returns generated	<ul style="list-style-type: none"> • Financial Fraud Prevention • Financial Literacy Education • Tax Preparation
Housing	O1A: Number of individuals served	O11: Number of individuals transitioned into safe, healthy, affordable housing	<ul style="list-style-type: none"> • Housing Unit Development • Housing Unit Repair
	O4: Number of housing units developed or repaired	O20: Number of safe, healthy, affordable housing units made available	<ul style="list-style-type: none"> • Housing Unit Development • Housing Unit Repair

Notes

- These performance measures are intended to measure the impact of activities that support and/or facilitate access to services and resources that contribute to the improved economic well-being and security of economically disadvantaged people.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Definitions and Data Collection

Applicants that select output O1A may select outcome O9, O10, O11, O19A or O21.

O1A (output)	Number of individuals served
Definition of Key Terms	<p>Individuals: recipients of AmeriCorps Seniors supported services related to increasing economic opportunity</p> <p>Served: substantive engagement of individuals with a specific goal in mind related to economic opportunity. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services.

O9 (outcome)	Number of individuals with improved financial knowledge
Definition of Key Terms	<p>Individuals: those reported in measure O1A or V1, V7A, V8</p> <p>Improved financial knowledge: increased knowledge/understanding of financial literacy topics such as credit management, financial institutions including banks and credit unions, and utilization of savings plans</p>
How to Measure/Collect Data	Survey, interview, or other instrument capable of measuring changes in financial knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

O10 (outcome)	Number of individuals who secure employment
Definition of Key Terms	Individuals: those reported in measure O1A Secure employment: individual is hired in a new job as a result of AmeriCorps Seniors supported services provided; individual may have been previously working in a different job or previously unemployed.
How to Measure/Collect Data	Preferred method is a copy of acceptance letter from employer or copy of first pay stub. Beneficiary self-reports may also be utilized.

O11 (outcome)	Number of individuals transitioned into safe, healthy, affordable housing
Definition of Key Terms	Individuals: those reported in measure O1A or V1, V7A, V8 Safe, healthy, affordable housing: Grantee certifies that the housing is safe and healthy based on an inspection or other documentation. Grantee defines affordability and certifies that the housing is affordable to the individual(s) transitioned into the unit.
How to Measure/Collect Data	Preferred method is a proof of residence such as a lease, mortgage, certificate of occupancy, or other verification from an external agency. Beneficiary self-reports may also be utilized.

O19A (outcome)	Dollar value of tax returns generated
Definition of Key Terms	Dollar value of tax returns: The dollar value of tax refunds generated specifically as a result of VITA or Tax Tutoring activities provided by AmeriCorps-supported organization or assigned national service participant(s) engaged in the service activity
How to Measure/Collect Data	Only the dollar value of tax refunds generated specifically as a result of assisting VITA or Tax Tutoring activities provided by AmeriCorps-supported organization or assigned national service participant(s) engaged in the service activity may be counted. The organization must keep administrative records or other information management systems that enable them to track and verify the dollar value of tax refunds generated.

O21 (outcome)	Number of individuals with improved job readiness
Definition of Key Terms	Individuals: those reported in measure O1A or V1, V7A, V8 Improved job readiness: increased knowledge or skills related to seeking, obtaining, or successfully retaining a job.
How to Measure/Collect Data	Survey, interview, observation, or other instrument capable of measuring changes in job readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Applicants that select output O4 may select outcome O20.

O4 (output)	Number of housing units developed or repaired
Definition of Key Terms	Housing unit: A single-family home (including a mobile home if permanently placed), an apartment, or a room in a group home for people with disabilities Develop: Build new or substantially rehabilitate housing units that were uninhabitable or soon would have become so. Involves replacing major systems such as the roof, the plumbing, the wiring, the foundation, or elevating the unit as required by a flood plain standard. Repair: A more modest level of physical work on the unit, such as weatherizing, painting, replacing appliances and removing safety hazards
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of the number of housing units that have received AmeriCorps-supported development or repair services

O20 (outcome)	Number of safe, healthy, affordable housing units made available
Definition of Key Terms	<p>Housing unit: those reported in measure O4</p> <p>Safe, healthy, affordable housing unit: Grantee certifies that the housing unit is safe and healthy based on an inspection or other documentation. Grantee defines affordability and certifies that the housing unit is affordable.</p> <p>Made available: This count indicates that the work has been completed to make the units available, but they may or may not have been occupied.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of the number of safe, healthy, affordable housing units that have been made available

Focus Area: Veterans and Military Families

Selection Rules

Objective	Outputs	Outcomes	Service Activity
Veterans & Families Served	V1: Number of veterans served	O9V: Number of individuals with improved financial knowledge	<ul style="list-style-type: none"> Financial Literacy Education
	V7A: Number of active military members and/or military family members served	O10V: Number of individuals who secure employment	<ul style="list-style-type: none"> GED Education Job Placement Job Training Other Adult Education
	V8: Number of veteran family members served	O21V: Number of individuals with improved job readiness	
		O11V: Number of individuals transitioned into safe/affordable housing	<ul style="list-style-type: none"> Housing Placement/ Assistance Housing Unit Development Housing Unit Repair
		ED11V: Number of individuals earning a post-secondary degree or technical certification	<ul style="list-style-type: none"> Family Involvement Mentoring Service Learning Summer Learning Tutoring

Objective	Outputs	Outcomes	Service Activity
Veterans & Families Served	<p>V1: Number of veterans served</p> <p>V7A: Number of active military members and/or military family members served</p> <p>V8: Number of veteran family members served</p>	<p>H9AV: Number of individuals who report having increased social support or improved capacity for independent living</p> <p>H12V: Number of individuals who report increased food security</p> <p>H14V: Number of caregivers of older adults and individuals with disabilities who reported having increased social support</p> <p>H17V: Number of individuals with increased health knowledge</p> <p>H18V: Number of individuals reporting a change in behavior or intent to change behavior to improve their health</p> <p>H19V: Number of individuals with improved health</p> <p>H20V: Number of individuals with improved access to medical care</p>	<ul style="list-style-type: none"> • Companionship • Counseling/Coaching • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Outreach • Physical Activities • Referrals • Respite Services • Transportation

Notes

- These performance measures are intended to measure the impact of activities that positively impact the quality of life of veterans and improve military family strength.
- For information on O9V, O10V, O11V, O21V, see Economic Opportunity.
- For information on ED11, see Education.
- For information on H9AV, H12V, H14V, H17V, H18V, H19V, H20V, see Healthy Futures
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Definitions and Data Collection

Applicants that select outputs V1, V7A, or V8 may select outcome O9V, O10V, O11V, O21V, ED11V, H9AV, H12V, H14V, H17V, H18V, H19V, or H20V.

V1 (output)	Number of veterans served
Definition of Key Terms	<p>Veteran: a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable [Section 101 of Title 38, 23 United States Code]</p> <p>Served: substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

V7A (output)	Number of active duty military service members and/or military family members served
Definition of Key Terms	<p>Active duty military service member: The term “active duty” means “full-time duty in the active military service of the United States, including active duty or full-time training duty in the Reserve Component” [DOD Dictionary of Military and Associated Terms, April 2018]. AmeriCorps considers National Guard members and reservists and wounded warriors sub-groups of active duty military service members for the purposes of grant applications and performance measure reporting.</p> <p>Military family member: Immediate family member related by blood, marriage, or adoption to a current member of the U.S. armed forces including one who is deceased.</p> <p>Served: substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services
V8 (output)	Number of veteran family members served

Definition of Key Terms	<p>Veteran: a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable [Section 101 of Title 38, 23 United States Code]</p> <p>Veteran family member: Immediate family member related by blood, marriage, or adoption to a veteran, including one who is deceased.</p> <p>Served: substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

Focus Area: Capacity Building

Selection Rules

Objective	Outputs	Outcomes	Service Activity
Capacity Building & Leverage	<p>G3-3.4: Number of organizations that received capacity building services</p> <p>G3-3.16A: Dollar value of cash or in-kind resources leveraged</p>	G3-3.10A: Number of organizations that increase their efficiency, effectiveness, and/or program reach	<ul style="list-style-type: none"> • Donations Management • Resource Development • Systems Development • Training

Notes

- These performance measures are intended to measure the impact of capacity building activities that leverage private investment in community solutions.
- Activities associated with these measures must meet the definition of capacity building specified in the “key terms” definition under G3-3.4.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.
- AmeriCorps Seniors volunteers must serve at nonprofit or state, local, or tribal government entities.

Definitions and Data Collection

Applicants that select outputs G3-3.4 or G3-3.16A may select outcome measure G3-3.10A.

G3-3.4 (output)	Number of organizations that received capacity building services
Definition of Key Terms	<p>Organization: nonprofit or state/local/tribal government entity</p> <p>Capacity building services: a set of activities that expand the scale, reach, efficiency, or effectiveness of programs and organizations. Capacity building activities may also leverage resources (e.g., funding, volunteers, in-kind support, or partnerships) for programs and/or organizations. As a general rule, AmeriCorps considers capacity building activities to be <i>indirect services</i> that enable organizations to provide more, better, and sustained <i>direct services</i>.</p> <p>Capacity building activities must (1) be intended to support or enhance the program delivery model, (2) respond to the organization's goal of increasing, expanding or enhancing services in order to address pressing community needs, and (3) enable the organization to provide a sustained level of more or better direct services after the AmeriCorps Seniors volunteer's term of service has ended.</p>
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of organizations who have received services

G3-3.16A (output)	G3-3.16A: Dollar value of cash or in-kind resources leveraged
Definition of Key Terms	<p>Cash resources: Cash, check, or other monetary gift</p> <p>In-Kind resources: Non-cash contributions, including donated goods or services, expert advice, equipment or property.</p> <p>Leverage: To garner additional resources or assets through capacity building activities (such as funding, volunteers, in-kind support, and partnerships).</p>
How to Measure/ Collect Data	<p>Only cash and in-kind resources raised specifically as a result of capacity building activities provided by the AmeriCorps-supported organization or assigned AmeriCorps Seniors volunteer(s) engaged in capacity building activity intended to support or enhance the program delivery model may be counted.</p> <p>The organization must keep administrative records or other information management systems that enable them to track and verify the origin, intent, and other transactional information on commitments and contributions of resources.</p>

G3-3.10A (outcome)	Number of organizations that increased their effectiveness, efficiency, and/or program scale/reach
Definition of Key Terms	<p>Organizations: The nonprofit or state/local/tribal government entity receiving capacity building services</p> <p>Effectiveness: Improved ability of the organization to achieve outcomes resulting in better success rates or better quality of outcomes achieved</p> <p>Efficiency: Improved outcomes with the same level of resources; improved or consistent quality of services with fewer resources</p> <p>Scale/Reach: The scope of a program's services. Increased scale/reach can be measured by the number of new people served, new populations served, and/or new or expanded services.</p>
How to Measure/ Collect Data	Organizational assessment tool or other instrument capable of measuring changes in effectiveness, efficiency, or scale/reach at the organization level. When possible, pre-post assessments should be used.

Change Log

This table lists all changes made to this document since October 2022.

Date	Change(s)
June 2024	<ul style="list-style-type: none"> • Added Capacity Building performance measures and related notes • Added Definition of Key Terms to outcome O19A • Formatted service activities as a bulleted list and alphabetized the lists • Formatted Veterans and Military Families selection table to group outputs and outcomes with the appropriate service activities • Changed "National Service Participants" to "AmeriCorps Seniors volunteers" for clarity throughout the document

Thank you for taking the time to complete this survey. We would like to know how the AmeriCorps Seniors volunteer who has been assisting you has affected your life.

All information will be kept confidential; please do not disclose your name. You may choose not to answer a question.

AmeriCorps Seniors Independent Living Performance Measure Independent Living Performance Measure Survey

This 1st question is about how many hours of service that you may have received in the past 4 weeks from your AmeriCorps Seniors volunteer.

Tell us how many TOTAL HOURS in a typical week you received services. Here is an example of how Mrs. Jones would answer question #1:

Her AmeriCorps Seniors volunteer usually spends one hour on Monday with and two hours on Wednesday. Therefore, the total hours a week that she receives services is 3 hours a week.

1. In a typical week, my AmeriCorps Seniors volunteer is with me for

hours

Please see the next page for the questions 2-13

Because I Have an AmeriCorps Seniors volunteer ...

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
2) ... I feel less lonely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) ... I feel I have close ties to other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) ... I am able to do the things I need to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) ... I am able to do most things I want to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6) ... I am more satisfied with my life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7) ... I can remain living in my own home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8) ... I am able to get to the grocery store.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9) ... I am able to get to medical appointments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10) ... I am able to take care of other necessary errands/appointments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11) ... I am eating regularly scheduled meals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12) Overall, I am satisfied with my AmeriCorps Seniors volunteer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13) Overall, AmeriCorps Seniors Program has met my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Respite Performance Measure Survey

Thank you for taking the time to complete this survey. We would like to know how the AmeriCorps Seniors volunteer who has been providing respite care has affected your life (as the caregiver).

All information will be kept confidential; please do not disclose your name. You may choose not to answer a question.

This 1st question is about how many hours of respite service that you may have received in the past 4 weeks from your AmeriCorps Seniors volunteer.

Tell us how many TOTAL HOURS in a typical week you received respite services.

Here is an example of how Mrs. Jones would answer question #1:

Her AmeriCorps Seniors volunteer usually spends one hour on Monday with and two hours on Wednesday providing respite services. Therefore, the total hours a week that she receives respite services is 3 hours a week.

1. In a typical week, my AmeriCorps Seniors volunteer is with me for

hours of respite

Please see the next page for the questions 2-12

Because I Have an AmeriCorps Seniors volunteer assisting with Respite Care ...

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
2) ... I feel less lonely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) ... I feel I have close ties to other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) ... I am able to do the things I need to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) ... I am able to do most things I want to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6) ... I am more satisfied with my life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7) ... The person I care for is able to remain at home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8) ... I am able to get short-term rest and relief.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9) ... I am able to find time to run errands.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10) ... I am able find time to attend to my personal and health care needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11) Overall, I am satisfied with the Caregiver Respite AmeriCorps Seniors volunteer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12) Overall, AmeriCorps Seniors program has met my expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>