INvestments Supporting Partnerships In Recovery Ecosystems (INSPIRE) Initiative

SUPPLEMENTAL GUIDANCE—Performance Measures

ARC uses performance measures to evaluate proposed investment opportunities and to measure and report the results of those investments. Grant applicants are required to forecast measures of the activities they propose (outputs) and the results which are expected to accrue from the proposed activities (outcomes). The forecasted measures are part of the pre-award criteria used to make investment decisions and part of the post-award evaluation process assessing the level of success achieved during the grant period of performance.

There are generally two types of performance measures in ARC's system – paired measures and standalone measures. **Paired measures** consist of an output – a person or entity "served" and an outcome - the same person or entity "improved." **Standalone measures** exist independently of one another, e.g. new jobs created, leveraged private investment, etc. and have similar definitions across most ARC project types.

DEFINITIONS of MEASURES

- **Primary Outputs and Outcomes –** As described in the INSPIRE RFP, projects should include one or more of the following:
    - o **Businesses served** (output) and **improved** (outcome)
    - o **Workers/trainees served** and/or **students served** (outputs)
    - o The number of individuals who obtain new or improved employment opportunities (e.g., internships, part-time positions, full-time, etc.) and retain employment for a period of time that is appropriate for the project and employment opportunity. This is expressed as **workers/trainees improved** (outcome) and/or **students improved** (outcome)

- Workforce, Education and SUD – Projects in this category generally use measures that describe individuals that took part in an ARC-sponsored program and later showed measurable benefit from their participation:
    - o **Workers/trainees** are individuals enrolled in programs that do not lead to a diploma or degree and are (typically) non-credit;
    - o **Students** refers to individuals enrolled in credit programs that lead to a certificate or diploma;
    - o **Participants** are those individuals that participate in one-time or other short-term events, including conferences and workshops, where tracking the acquisition of employment or other high-impact outcomes is not feasible; and
    - o **Patients** consist of those individuals receiving treatment with equipment or programming purchased with an ARC investment.

DEFINITIONS of 'IMPROVED' in PAIRED MEASURES

For all paired measures, the outcome or 'improved' measure will generally be a smaller number, or a subset, of the output or 'served' number. The output refers to the activity and shows the scope of the project, while the outcome shows resulting improvements. For 'improved' measures, the result with the highest impact or most meaningful outcome should be selected. Improvements must be measurable and the methodology validated by the ARC project coordinator assigned to your project if it is selected to advance in the competition.

- Workforce, Education and Health

    - **Workers Improved**- the highest impact outcome could be a job enhanced for incumbent employees (e.g., higher salary, better position), or a job obtained for non-incumbent employees, including those coming from other industries;
    - **Students Improved**- the highest impact outcome would be a job obtained. For those who will not obtain a job within three years of project completion, e.g. a high school freshman, the outcome that leads to being counted as a 'student improved' would be completion of a course, certificate, diploma, and/or continued education;
    - **Participants Improved**- the highest impact outcome for participants is generally completion of the project activity, such as a training session or other activity (e.g., completing a job seeking seminar or uploading a resume); and
    - **Patients Improved** -the highest impact outcome for patients is decreased absenteeism at work, or the ability to re-enter the workforce, especially following substance-use disorder treatment programs.