



**Grant Award Contract – Attachment Two
Grant Performance Measures, May 2021**

Partnership for Employment Grant Measures

- A. Successful Employment** means work that is performed on a full-time or part-time basis (including self-employment) and meets three essential criteria of employment:
1. *Income*- the individual is compensated at or above the minimum wage and the individual's wage and level of benefits are not less than that customarily paid by the employer for the same or similar work performed by individuals without disabilities.
 2. *Integration*-the individual is employed at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons.
 3. *Advancement*- the employment, as appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

To be considered a successful employment outcome, a program participant must have achieved and maintained a suitable employment outcome for at least 90 days or, for Supported Employment completes an additional 60 days of stabilized employment. The grantee must verify and document suitable employment through contact with the participant including:

1. The employment outcome is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, and
 2. The individual and grantee consider the employment outcome to be satisfactory and agree that the individual is performing well on the job.
- B. Employment Rate** means that a minimum of 70% of individuals achieving successful employment remain employed in the second quarter after program exit.
- C. Credential Attainment** measures the percentage of program participants who receive a recognized post-secondary or workforce credential as a result of the grant program. If appropriate to the grant program, the rate of credential attainment will be negotiated and approved by The Able Trust leadership and Grant Committee.
- D. Measurable Skills Attainment** measures the percentage of participants who achieve measurable skills gains, defined as documented academic, technical, occupational, or other

forms of progress towards such a recognized credential or employment. If appropriate to the grant program, the rate of credential attainment will be negotiated and approved by The Able Trust leadership and Grant Committee.

High School High Tech Grant Measures

- A. Recruitment and Orientation** of a minimum of fifteen (15) students.
- B. Graduation Rate** of 80% of all active, enrolled seniors
- C. Career Experience** for a minimum of 50% of active, enrolled students. A Career Experience is considered one or more of the following which totals a minimum of 30 hours during a 12-month period:
 - 1. Job Shadowing (exclusive of HSHT group industry tours)
 - 2. Volunteer Experience
 - 3. School-Based Enterprise Career Experience
 - 4. Career-Based Exploration Program (i.e. Teen Court, Sheriff's Explorers Club)
 - 5. Summer or Seasonal Camp Employment or Volunteer Experience
 - 6. Career Certifications
 - 7. Paid Internship
 - 8. Paid Employment
- D. VR Referrals** will be made for all HSHT student participants. The requirements of a VR referral are as follows, students must:
 - 1. Be known to VR or have an Individual Plan for Employment (IPE).
 - 2. Be between the ages of 14-21
 - 3. Have documentation that indicates they are a Student with a Disability, as defined in 34 CFR § 361.5(c)(51), which requires the Student:
 - a. Be in a secondary, postsecondary, or other recognized educational program; and
 - b. Be at least 14, but not older than 21 years of age; and
 - c. Is eligible for, and receiving, special education or related services under part B of the Individuals with Disabilities Education Act (IDEA); or
 - d. Is an individual with a disability receiving services from a Florida secondary, postsecondary, or other recognized educational program under a 504 plan or for purposes of Section 504 of the Rehabilitation Act.
 - 4. Have written consent from the parent or guardian, if under the age of 18.

Performance Measures for Grants Awarded in Response to The Able Trust Requests for Proposals

Performance measures for grants awarded in respond Requests for Proposals will be negotiated and approved by The Able Trust leadership and Grant Committee. Performance expectations must be aligned to the specific focus area identified in the RFP which may include:

- 1. Planning, research, and policy development for issues related to the employment and training of disabled citizens, and the publication and dissemination of such information.
- 2. Promotion of initiatives for disabled citizens.

3. Programs which engage in, contract for, foster, finance, or aid in job training and counseling for disabled citizens or research, education, demonstration, or other related activities.
4. Programs which engage in, contract for foster, finance, or aide in activities designed to advance better public understanding and appreciation of the field of vocational rehabilitation.
5. Programs, property, or facilities which aid, strengthen, and extend in any proper and useful manner the objectives, work services, and physical facilities to the Division of Vocational Rehabilitation.

Performance measures must be specific and measurable to the goals of the grant and approved by The Able Trust leadership and Grant Committee.

Performance Measures for Ability Grants

Performance measures for Ability Grants will comply with the defined opportunities of the donors and family endowments.

This document constitutes the Grant Performances Measures and expectations of The Able Trust which are subject to periodic review and modification by its Board of Directors. Approved by The Able Trust Board of Directors on May 20, 2021.