- intervention), and the quality of loan applications (the result), to determine the validity of the hypothesis (are eighty hours of training sufficient to produce the result?).
- —Intervention: Any planned activity within a project that is intended to produce changes in the target population and/or the environment and that can be formally evaluated. For example, assistance in the preparation of a business plan and loan package are planned interventions.
- —Job Creation: To bring about, by activities and services funded under this program, new jobs, that is, jobs that were not in existence before the start of the project. These activities can include self-employment/microenterprise training, the development of new business ventures or the expansion of existing businesses.
- —Non-profit Organization: Any organization (including a community development corporation) exempt from taxation under section 501(a) of the Internal Revenue Code of 1986 by reason of paragraph (3) or (4) of section 501(c) of such code.
- —Outcome Evaluation: An assessment of project results as measured by collected data which define the net effects of the interventions applied in the project. An outcome evaluation will produce and interpret findings related to whether the interventions produced desirable changes and their potential for replicability. It should answer the question, Did this program work?
- —Private employers: Third-party private non-profit organizations or third-party for-profit businesses operating or proposing to operate in the same community as the applicant and which are proposed or potential employers of project participants.
- Process Evaluation: The ongoing examination of the implementation of a program. It focuses on the effectiveness and efficiency of the program's activities and interventions (for example, methods of recruiting participants, quality of training activities, or usefulness of follow-up procedures). It should answer questions such as: Who is receiving what services?, and are the services being delivered as planned? It is also known as formative evaluation because it gathers information that can be used as a management tool to improve the way a program operates while the program is in progress. It should also identify problems that occurred and how they were dealt with and recommend improved means of future implementation. It

- should answer the question: "How was the program carried out?" In concert with the outcome evaluation, it should also help explain, "Why did this program work/not work?"
- —Program Participant/Beneficiary: Any individual eligible to receive Aid to Families with Dependent Children under Part A of Title IV of the Social Security Act and any other individual whose income level does not exceed 100 percent of the official poverty line as found in the most recent Annual Revision of Poverty Income Guidelines published by the Department of Health and Human Services. (See Attachment A.)
- —Project Period: The total time a project is approved for support, including any extensions.
- —Self-Sufficiency: A condition where an individual or family, by reason of employment, does not need and is not eligible for public assistance.

D. Purpose

The purpose of this program is to demonstrate and evaluate ways of creating new employment and business opportunities for certain low-income individuals through the provision of technical and financial assistance to private employers in the community, self-employment/micro-enterprise programs and/or new business development programs. A low-income individual eligible to participate in a project conducted under this program is any individual eligible to receive Aid to Families with Dependent Children (AFDC) under Part A of Title IV of the Social Security Act and any other individual whose income level does not exceed 100 percent of the official poverty line. (See Attachment A.) Within these categories, emphasis should be on individuals who are unemployed, those residing in public housing or receiving housing assistance, and those who are homeless.

Part II—Program Priority Areas

A. General Projects 1.0

The Congressional Conference Report on the FY 1992 appropriations for the Department of Labor, Health and Human Services, and Education and related agencies directed the ACF to require economic development strategies as part of the application process to ensure that highly qualified organizations participate in the demonstration [H.R. Conf. Rep. No. 282, 102d Cong., 1st Sess. 39 (1991)]. These strategies should include descriptions of how projects financed and jobs created under this program will be integrated into a larger effort to promote job and

business opportunities for eligible program participants. Applicants should demonstrate how their proposed projects will impact the overall community/communities served by the applicant. OCS will only fund projects that create new employment and/or business opportunities for eligible program participants. Projects funded under this program must demonstrate how the proposed project will enhance the participants' abilities and skills in their progress toward self-sufficiency. Therefore, proposed projects must show promise toward progress of achieving self-sufficiency among the target population. OCS expects that the jobs and/or business/self employment opportunities to be created under this program will contribute to the goal of self-sufficiency. The employment opportunities should provide hourly wages that exceed the minimum wage and also provide benefits such as health insurance, transportation, child care, and career development opportunities.

Applicants must show that the proposed project will create a significant number of new full-time permanent jobs through the expansion of a pre-identified business or new business development, by providing opportunities for self-employment to eligible participants, or by creating new non-traditional employment opportunities for women and minorities in highway construction and maintenance or in the machine tool industry as described below.

While projected employment in future years may be included in the application, it is essential that the focus of employment opportunities concentrate on new full-time, permanent jobs to be created during the duration of the grant project period and/or on the creation of new business development opportunities for lowincome individuals. OCS is particularly interested in receiving proposals in three areas:

- 1. Local Initiative. In the spirit of "local initiative" OCS looks forward to innovative proposals that grow out of the experience of applicants and the needs of their clientele and communities, and will make the fruits of local creativity available broadly to others seeking solutions to similar problems.
- 2. Highway Construction and Maintenance. At the same time, OCS is particularly interested in receiving a number of applications which seek to create non-traditional employment opportunities for women and minorities in highway construction and maintenance.