

Good Jobs Challenge: EDA Workforce Data Collection Instrument Terms and Definitions

The terms and definitions detailed below are for the purpose of ensuring data consistency for information submitted through the EDA Workforce Data Collection Instrument for the Good Jobs Challenge.

Codes

County-level Federal Information Processing Series (FIPS)¹

FIPS are standards and guidelines for federal computer systems that are developed by the National Institute of Standards and Technology (NIST) in accordance with the Federal Information Security Management Act (FISMA) and approved by the Secretary of Commerce. These codes enable unique identification of counties across the U.S. and enables EDA to draw from other federal datasets that have county-level information. Refer to the Frequently Asked Questions document for guidance on submitting FIPS.

North American Industry Classification System (NAICS)²

NAICS is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. For the purposes of this survey, we ask that you provide NAICS codes at the six-digit level. For additional information on NAICS codes and to search for codes within specific industries, please visit <https://www.census.gov/naics/>.

Communities

Coal communities³

Coal communities are communities and regions that can reasonably demonstrate how changes in the coal economy have resulted or are anticipated to result in job losses and layoffs in any coal-reliant commercial sector. This includes, but is not limited to:

- Coal mining
- Coal-fired power plants
- Related transportation, logistics, and/or supply chain manufacturing industries

Urban vs. Rural Classification^{4,5}

The Census Bureau's urban-rural classification is a delineation of geographic areas, identifying both individual urban areas and the rural areas of the nation. The Census Bureau's urban areas

¹ [Compliance FAQs: Federal Information Processing Standards \(FIPS\) | NIST](#)

² [North American Industry Classification System \(NAICS\) U.S. Census Bureau](#)

³ [Coal Communities Commitment Frequently Asked Questions | U.S. Economic Development Administration \(eda.gov\)](#)

⁴ EDA Grants Manual

⁵ [Urban and Rural \(census.gov\)](#)

represent densely developed territory, and encompass residential, commercial, and other non-residential urban land uses. The Census Bureau delineates urban areas after each decennial census by applying specified criteria to decennial census and other data. “Rural” encompasses all population, housing, and territory not included within an urban area.

For the 2020 Census, an urban area will comprise a densely settled core of census blocks that meet minimum housing unit density and/or population density requirements. This includes adjacent territory containing non-residential urban land uses. To qualify as an urban area, the territory identified according to criteria must encompass at least 2,000 housing units or a population of at least 5,000.

Earn and Learn Employment Types

Registered Apprenticeship⁶

A Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

Non-registered apprenticeship

A work-based learning program that meets the key elements of a Registered Apprenticeship but is not registered with the U.S. Department of Labor or a State Apprenticeship Agency.

Internship⁷

A paid or unpaid, planned, structured learning experience that takes place in a workplace for a limited period of time.⁸

Customized training⁹

Customized training is training:

- (a) That is designed to meet the special requirements of an employer (including a group of employers);
- (b) That is conducted with a commitment by the employer to employ an individual upon successful completion of the training; and
- (c) For which the employer pays for a significant cost of the training

Participants may earn academic credit or wages for work carried out over a limited period of time under the supervision of a professional mentor.

⁶ [Registered Apprenticeship Program | Apprenticeship.gov](https://www.apprenticeship.gov)

⁷ [Attachment III – Key Terms and Definitions \(dol.gov\)](https://www.dol.gov)

⁸ As appropriate and consistent with other laws, such as the Fair Labor Standards Act.

⁹ [eCFR :: 20 CFR 680.760 -- What is customized training?](https://www.ecfr.gov)

Direct employment onramps

Programs that guarantee a job at a specific employer after completing said program.

Pathways to hire

Programs that offer opportunities such as job shadowing, internships, externships, and volunteering and the possibility of employment following completion of the opportunity.

Employment Type

Full-time employment¹⁰

Full-time workers are defined by the Current Population Survey administered by the Bureau of Labor Statistics as those who usually work 35 hours or more per week at their sole or principal job.

Part-time employment¹¹

Part-time workers are defined by the Current Population Survey administered by the Bureau of Labor Statistics as those who usually work 1 to 34 hours of work per week.

Seasonal employment¹²

Seasonal employment means annually recurring periods of work of less than 12 months each year. Seasonal employees are permanent employees who are placed in nonduty/nonpay status and recalled to duty in accordance with preestablished conditions of employment.

Earn and Learn

Programs that align classroom and workplace learning; application of academic, technical, and employability skills in a work setting; and support from classroom or workplace mentors.

Employment Status

Employed in-field

Participants are placed in careers aligned to training they received through this program.

Good Job¹³

A good job is a job that exceeds the local prevailing wage for an industry in the region, includes basic benefits (e.g., paid leave, health insurance, retirement/savings plan), and/or is unionized, and helps the employee develop the skills and experiences necessary to advance along a career path. "Prevailing wage" is defined by the Department of Labor as "the average wage paid to similarly employed workers in a specific occupation in the area of intended employment."¹⁴

¹⁰ [Glossary : U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov/glossary/)

¹¹ [Glossary : U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov/glossary/)

¹² [eCFR :: 5 CFR 340.401 -- Definitions.](https://www.ecfr.gov/current/title-5--chapter-340--part-401)

¹³ [Good Jobs Challenge - Notice of Funding Opportunity](#)

¹⁴ [Prevailing Wages | Flag.dol.gov](#)

Job Placements

Jobs Placed¹⁵

Jobs placed are jobs that had or will have vacancies prior to EDA grant funding and, due to EDA investments, now have workers matched or placed into those jobs. Promotions in which the participant transitions from a job that was not a “good job” to a “good job” will also be considered a job placement. Refer to the definition of “good job” in this document. (Only report jobs that were placed as a result of EDA funding.)

Other Programs

TANF¹⁶

The Temporary Assistance for Needy Families (TANF) program provides states and territories with flexibility in operating programs designed to help low-income families with children achieve economic self-sufficiency. States use TANF to fund monthly cash assistance payments to low-income families with children, as well as a wide range of services.

SNAP¹⁷

The Supplemental Nutrition Assistance Program (SNAP) is the largest federal nutrition assistance program. SNAP provides benefits, formerly called ‘food stamps,’ to eligible individuals. SNAP eligibility is determined by state agencies and limited to households that meet income and resource requirements.

WIC¹⁸

The Special Supplemental Nutrition Program for Women, Infants, and Children - better known as the WIC program - serves to safeguard the health of low-income pregnant, postpartum, and breastfeeding women, infants, and children up to age 5 who are at nutritional risk by providing nutritious foods to supplement diets, information on healthy eating including breastfeeding promotion and support, and referrals to health care.

Organizations and Stakeholders

System Lead¹⁹

Lead entity of a regional workforce system.

Backbone Organization²⁰

Entity that manages each sectoral partnership.

Training Provider²¹

¹⁵ [Good Jobs Challenge - Notice of Funding Opportunity](#)

¹⁶ [Temporary Assistance for Needy Families \(TANF\) | The Administration for Children and Families \(hhs.gov\)](#)

¹⁷ [Supplemental Nutrition Assistance Program \(SNAP\) | Benefits.gov](#)

¹⁸ [Special Supplemental Nutrition Program for Women, Infants, and Children \(WIC\) | Food and Nutrition Service \(usda.gov\)](#)

¹⁹ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²⁰ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²¹ [Good Jobs Challenge - Notice of Funding Opportunity](#)

All organizations/institutions training and preparing participants for successful employment and direct placement into jobs.

Participants²²

A reportable individual participating in training and employment opportunities funded through the Good Jobs Challenge Program.

Program Terms

Regional Workforce Training System²³

A system that fosters and supports sectoral partnerships.

Sectoral Partnership²⁴

A partnership of employers from the same industry who join with other strategic partners to train and place workers into high-quality jobs that the employers need filled and intend to fill through the partnership.

Status

System Development²⁵

Establishing a new regional workforce training system.

Program Design²⁶

Strengthening or expanding an existing sectoral partnership(s) and/or create new sectoral partnership(s).

Program Implementation²⁷

Implementing a sectoral partnership(s).

Training Attendance and Completion

Participants recruited

The number of participants reached through recruitment strategies, including partnerships, advertisements, events, social media, and referrals. This can be an estimated amount.

Participants admitted

The number of participants invited to enroll in the training program. This may include participants that meet specific criteria required to enroll in the training program.

Participants enrolled

The number of participants that enrolled in the training program. This includes completing any required registration, such as submitting documentation.

Participants funded

²² [eCFR :: 20 CFR 651.10 -- Definitions of terms used in this part and parts 652, 653, 654, and 658 of this chapter.](#)

²³ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²⁴ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²⁵ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²⁶ [Good Jobs Challenge - Notice of Funding Opportunity](#)

²⁷ [Good Jobs Challenge - Notice of Funding Opportunity](#)

Total number of participants that completed the training program that was funded or partly funded through the Good Jobs Challenge grant.

Completed training on-time

Number of participants in the training program that completed the training within the expected timeframe.

Completed training, but training was not continuous

The participant completed training in the same program they enrolled in, but the training was not completed in a continuous fashion.

Did not complete training

The participant did not complete the training in which they enrolled.

Employed in-field

The participant was placed into a job where they received training.

Successful completion

The participant completed the training they enrolled in and received a certificate of their completion.

Successful placement

The participant was placed into a good job in their field following the completion of their training program. Participants who receive a promotion at work as a direct result of their training will count as a placement provided that the participant was previously in a job not defined as a good job and are now employed in a good job. See definition of “good job” above.

Workers

COVID-impacted workers

Those who lost their jobs due to the COVID-19 pandemic.

Underemployed workers

The condition in which people in a labor force are employed at less than full-time or regular jobs or at jobs inadequate with respect to their experience, training or economic needs.

Long-term unemployed²⁸

Individuals who have been unemployed for 27 continuous weeks or more.

Short-term unemployed individuals

Those unemployed for less than 27 continuous weeks.

Incumbent workers²⁹

²⁸ [Concepts and Definitions \(CPS\) \(bls.gov\)](https://www.bls.gov/concepts/definitions/cps/)

²⁹ [eCFR :: 20 CFR 680.780 -- Who is an “incumbent worker” for purposes of statewide and local employment and training activities?](https://www.ecfr.gov/current/title-29/chapter-I/subchapter-B/part-680/subpart-780/section-680.780)

Employed, meet the Fair Labor Standards Act requirements for an employer-employee relationship, and have an established employment history with the employer for 6 months or more.

Race and Gender

For definitions related to race and gender, please refer to U.S. Census Bureau's pages [About the Topic of Race](#) and [About Age and Sex](#).

People living in rural communities

See definitions of "urban" and "rural" in the above section titled "Communities."

People living in coal communities

See definitions of "coal communities" in the above section titled "Communities."

Veterans³⁰

A person who served in the active military, naval, air, or space service and who was discharged or released under conditions other than dishonorable.

Military spouses³¹

An individual whose military active duty or veteran spouse was—

- a. A veteran who died of a service-connected disability;
- b. Any member of the Armed Forces serving on active duty who is listed in one or more of the following categories and has been so listed for a total of more than 90 days:
 - i. Missing in action;
 - ii. Captured in the line of duty by a hostile force; or
 - iii. Forcibly detained or interned in the line of duty by a foreign government or power;
- c. Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs; or
- d. Any veteran who died while a disability was in existence. A spouse whose eligibility is derived from a living veteran or service member (i.e., categories b. or c. above) would lose his or her eligibility if the veteran or service member were to lose the status that is the basis for the eligibility (e.g. if a veteran with a total service-connected disability were 5 to receive a revised disability rating at a lower level). Similarly, for a spouse whose eligibility is derived from a living veteran or service member, that eligibility would be lost upon divorce from the veteran or service member.

Individual with disabilities³²

³⁰ [eCFR :: 38 CFR 3.1 -- Definitions.](#)

³¹ [Attachment III – Key Terms and Definitions \(dol.gov\)](#)

³² [BILLS-113hr803enr.pdf \(congress.gov\)](#)

An individual with a disability as defined in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102).

Disconnected youth³³

Young people ages 16 – 24 who are not in school and not working.

Individuals in substance abuse recovery³⁴

Those recovering from substance use disorder, which is defined as a cluster of cognitive, behavioral, and physiological symptoms indicating that the individual continues using the substance despite significant substance-related problems such as impaired control, social impairment, risky use, and pharmacological tolerance and withdrawal. For the purposes of the survey, this definition does not include tobacco or caffeine use.

Low-Income Individual³⁵

One whose total family annual income does not exceed the higher level of the poverty line or 70 percent of the Lower Living Standard Income Level Guidelines.

Justice-Involved Individuals³⁶

May include (e.g., justice impacted, reentry participants) an adult or juvenile who is or has been subject to any stage of the criminal justice process, and for whom services under this program may be beneficial; or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

Wraparound Services

Wraparound services³⁷

Wraparound services or “participant support costs” are important services that mitigate barriers to employment for trainees, students, and workers to help them complete workforce training activities. Examples of costs that are necessary for participation in the program include, but not limited to, transportation, language support, financial coaching, childcare, career navigation and coaching, and access to technology. The definition of “participant support costs” can be found at 2 C.F.R. § 200.1. Please note costs such as work stipends or wage subsidies are not allowable under the Good Jobs Challenge.

Wraparound services provided with GJC funding

Wraparound services provided with funds allocated in the GJC budget.

Wraparound services leveraged/non-Good Jobs Challenge funded

Wraparound services provided to GJC participants with leveraged or other non-Good Jobs Challenge funding.

³³ [eCFR :: 20 CFR Part 681 -- Youth Activities Under Title I of the Workforce Innovation and Opportunity Act](#)

³⁴ [eCFR :: 42 CFR Part 2 -- Confidentiality of Substance Use Disorder Patient Records](#)

³⁵ [Federal Register :: Workforce Innovation and Opportunity Act \(WIOA\) 2021 Lower Living Standard Income Level \(LLSIL\)](#)

³⁶ [BILLS-113hr803enr.pdf \(congress.gov\)](#)

³⁷ [Good Jobs Challenge - Notice of Funding Opportunity](#)