

*Commonwealth of Massachusetts*  
*Department of Career Services*  
*Veterans Employment and Training Program*

**Federal Fiscal Year 2012**  
**“Performance Awards and Incentive Program”**  
**Selection Criteria**

**Date:** \_\_\_\_\_

**Nominee:** \_\_\_\_\_ **Organization:** \_\_\_\_\_

Criteria	Rate	Score
How much impact did the actions by the nominee: Have on the Veterans’ community either by creating or improving an existing program involved with services to individual Veterans or the Veterans’ community? The effect may be felt even though the impact may not be directly measurable.	0 =NA 5 =Average 10 15 20 =Dramatic	
How much impact did the actions by the nominee: Have on the Veterans’ community, by increasing employer or outreach/community-relations efforts that promoted awareness of Veterans issues within the employer community, or the development of new partnerships with employers or organizations that directly benefits Veterans?	0 =NA 5 =Average 10 15 20 = Dramatic	
How much impact did the actions by the nominee: Have on individual Veterans and the Veterans’ community as a result of exceptional performance beyond job requirements or outside of established performance goals?	0 =NA 5 =Average 10 15 20 = Dramatic	
How much impact did the actions by the nominee: Have on individual and/or group intensive service activities provided to an individual Veteran, other eligible persons, groups of Veterans and/or hard-to-place populations (homeless, disabled, offenders etc.)?	0 =NA 5 =Average 10 15 20 = Dramatic	
How much impact did the actions by the nominee: Have on the Veterans’ community by establishing a strong collective collaboration to strengthen services to Veterans or eligible persons or by the enhancement of programming such as, on-the-job training and customized job training.	0 =NA 5 =Average 10 15 20 = Dramatic	
How much impact did the actions by the nominee: Have on the Veterans’ community by the development of innovative or “Outside of the Box” thinking? . These innovative or out of the box actions are clearly above and beyond the normal job duties of the nominee’s position. This could be the development of a new program that enriches the lives of Veterans, a new service, or even the development of new resources that make a direct improvement in the lives of Veterans/eligible persons or their employment opportunities.	0 =NA 5 =Average 10 15 20 = Dramatic	
<b>Total Score from Committee Member</b>		

<b>Result of Nomination Review</b>	
	<b>Points Awarded</b>
<b>Total Score for this Nomination</b>	

Nominee: \_\_\_\_\_