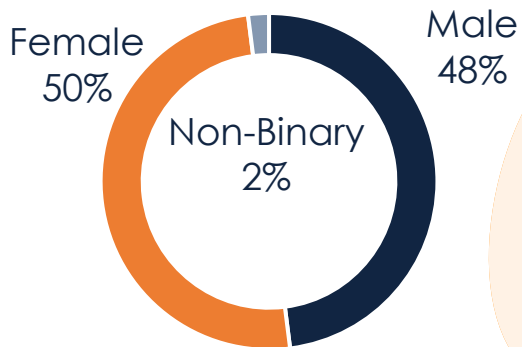


Leadership Through Service: AmeriCorps NCCC's Impact on Members

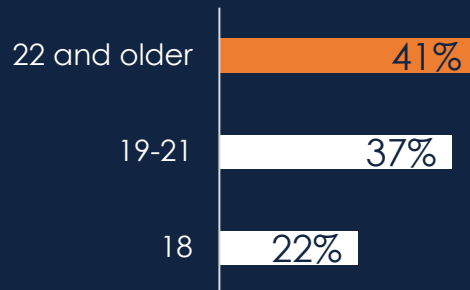


Members' average age is 21 years old, about 50% are female, and 56% identified as White. More than two-thirds are from low or average SES households.

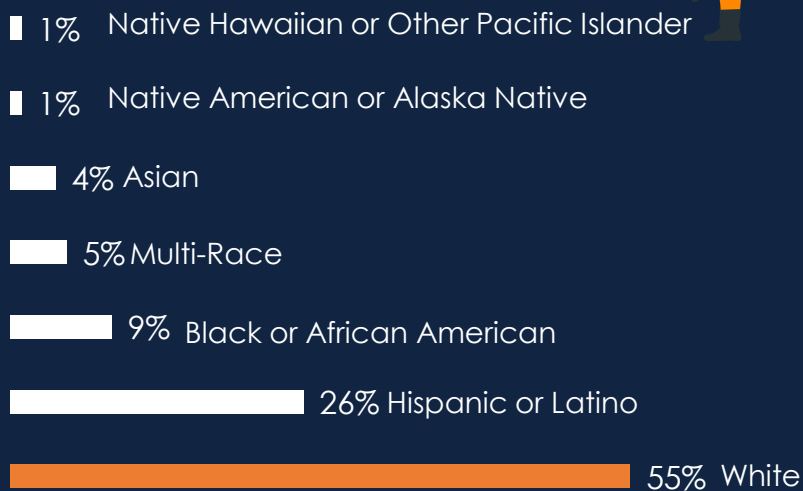
Gender



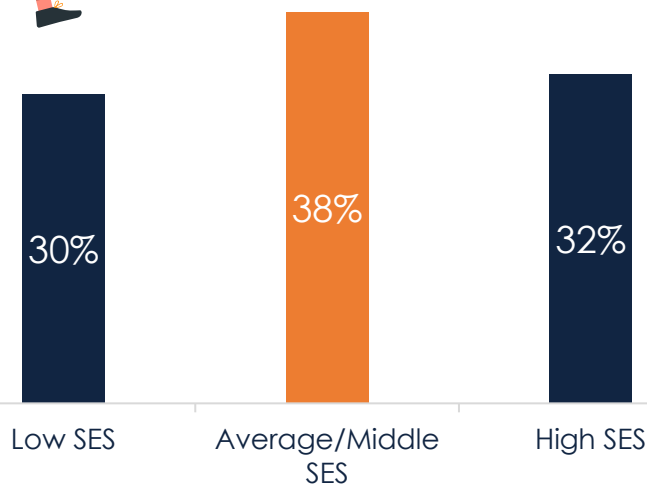
Age



Race & Ethnicity

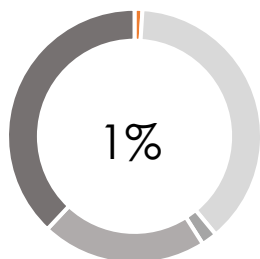


Socio-Economic Status

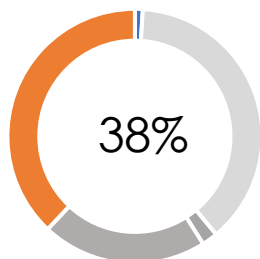


Almost two-thirds have a high school diploma/GED or some college. About one-third have at least a bachelor's degree.

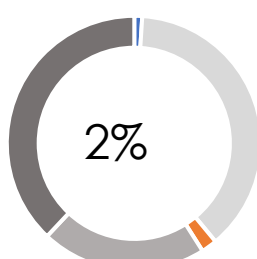
Some high school



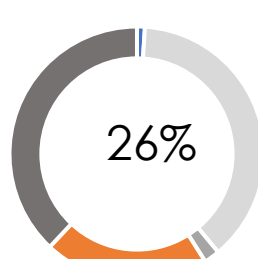
High school degree or GED



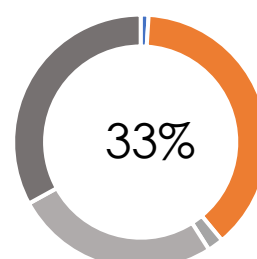
Technical school



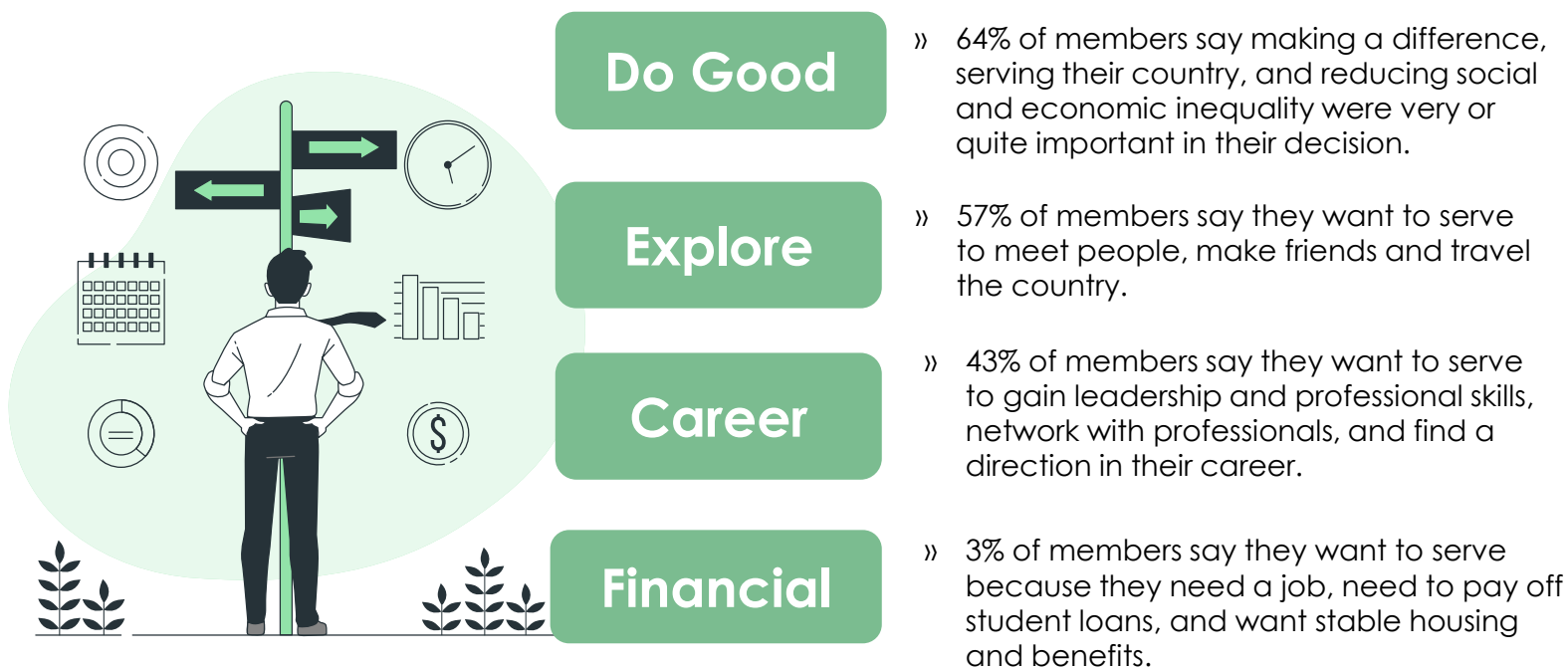
Some college or Associate degree



Higher education degree



AmeriCorps members are motivated to serve because they are altruistic, looking for the experience to travel and make friends, and they seek career and professional opportunities.



Motivation to serve and demographic characteristics affect the likelihood of opting into service.

More likely to opt into service

- Altruistic motivation
- Motivated to travel and make new friends
- Likely to vote in future election
- Identify as multi-race

Less likely to opt into service

- Financial motivation
- Has at least a bachelor's degree
- Identify as Asian
- Identify as female or non-binary
- Has a physical or mental impairment

AmeriCorps members, through their service, experience personal benefits evidenced in strong leadership skills.

This is evident in members' increasing confidence in their life skills, professional skills, communication skills, collaborative practices skills, community problem solving skills, and appreciation for varied perspectives.



↑ Growth at the one year after service

↓ Decline at the one year after service

	AmeriCorps members	Comparison group
Life skills	↑	↓
Professional skills	↑	↓
Communication skills	↑	↓
Collaborative practices	↑	↓
Community problem-solving abilities	↑	↓
Appreciation for varied perspectives	↑	↓
Civic efficacy	↓	↓

- ### Facilitators to Skill Development
- » In-depth training & practice opportunities
 - » Mentorship
 - » Positive team leader experience
 - » Clarity of purpose of service assignments
 - » Team building

- ### Barriers to Skill Development
- » Insufficient training
 - » Lack of support from sponsors or administration
 - » Team conflicts
 - » Disconnect between personal development and perceived impact of service assignment
 - » Limited hands-on experiences

Members' project assignments foster leadership skills and professional development beyond the term of service

Activities in service projects that yield these benefits

Tangible benefits

- » Access to food, water, health care
- » Physical infrastructure
- » Economic and financial benefits

Intangible benefits

- » Mental health care
- » Learning
- » Enhanced efficiency
- » Expanded services

Disaster aid benefits

- » Disaster preparation
- » Disaster recovery
- » Disaster prevention and mitigation

Lead to members' increase confidence in

- » Life skills
- » Professional skills
- » Civic efficacy

- » Community problem-solving abilities

- » Collaborative practices
- » Communication skills

Training combined with opportunities to apply skills through service helps members develop leadership and professional skills



- » **Provide comprehensive training, ongoing supervision, and mentorship.** Training expands members' skills, and when combined with the opportunity to apply this training, it shapes them as leaders during and beyond their term of service.
- » **Expose members to a range of projects.** Satisfaction with the project assignment is a vital predictor of a successful volunteer experience. Participation in a wide range of projects increases the opportunities for members to apply and practice different leadership skills.
- » **Ensure quality sponsorship with durable workloads.** Members apply and gain leadership skills through the service projects. Clear communication and training from sponsors are vital in promoting leadership skills. To ensure satisfaction for both sponsors and members, there should be transparency in the expectations of the depth of training a sponsor can provide, as well as the teams can be expected to provide.