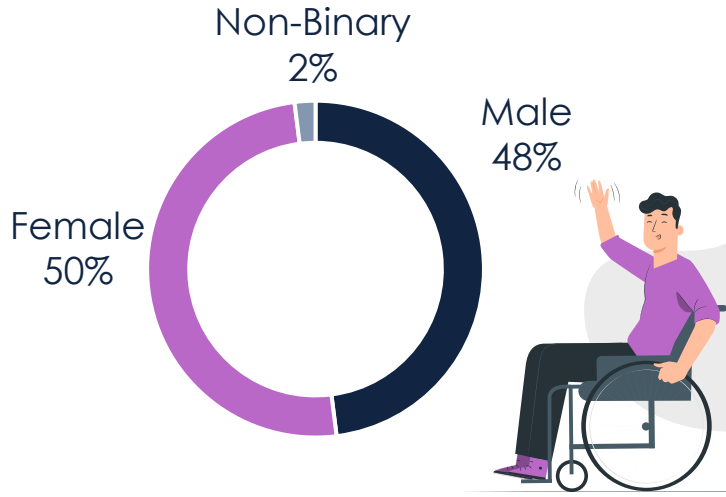
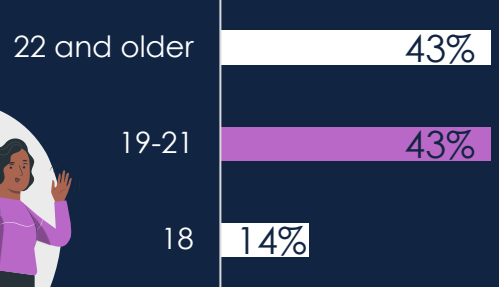


Average age of early exit members is 21. More than one-third are from low SES households. More than half identified as White; less than a quarter identified as Hispanic or Latino; less one fifth identified as Black or African American.

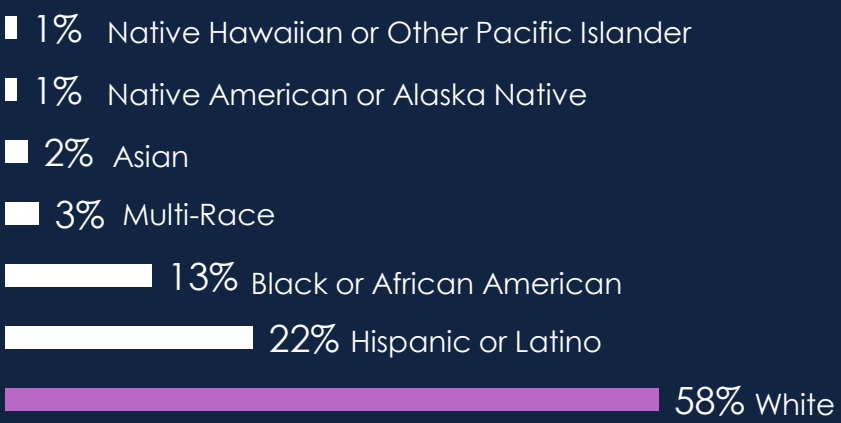
Gender



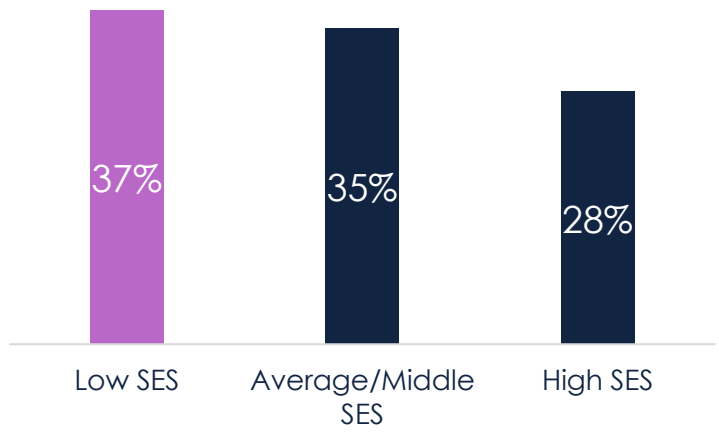
Age



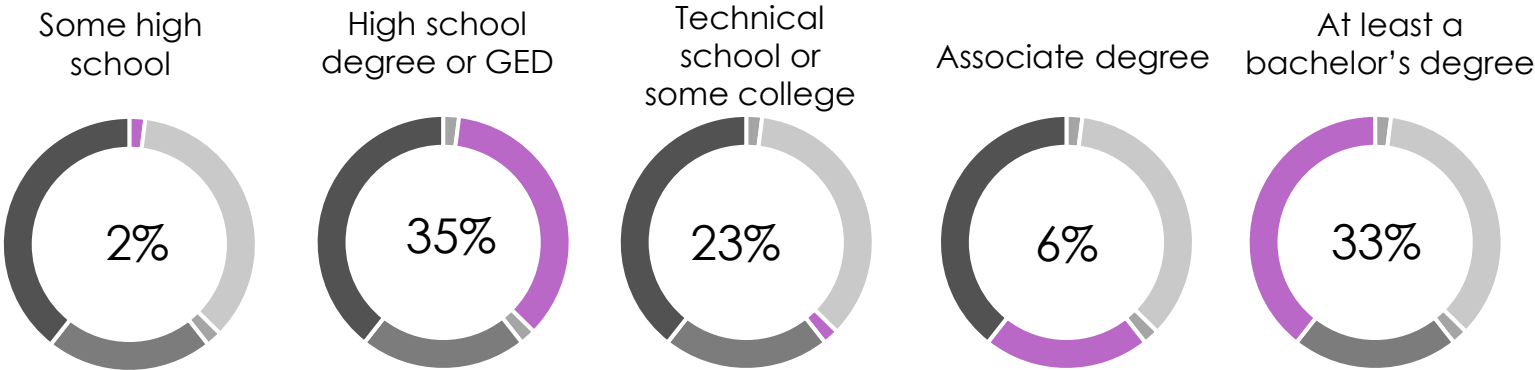
Race & Ethnicity



Socio-Economic Status



Most early exit members have either a high school diploma or GED, technical school, or some college.



Early exit from national service varies. The lowest exit rate is among members with a college degree irrespective of their age, SES, or race and ethnicity.

Age

Members aged 19 through 21 have the highest exit rate compared to members aged 18 or members aged 22 and over.

Educational Attainment

Members who do not have a high school diploma have the highest exit rate.

Socio-Economic Status

Members who have a lower SES have a higher exit rate than those with average or high SES.

Race & Ethnicity

Members who identify as Black or African-American have the highest exit rate.

Early exit members are motivated to seek career and leadership development opportunities and they are altruistic.



Develop

» 77% of early exit members are motivated to find a direction for their career; 73% are motivated by the opportunity to gain professional skills.

Do Good

» 85% of early exit members are motivated because they want to make a difference and serve their country.

Explore

» 87% of early exit members are motivated by the opportunity to travel the country; 75% are interested in meeting new people.

Earn

» 50% of early exit members are motivated to earn money for college tuition; 31% are motivated because they need a job.

Unrealized expectations can result in ending service.

Program structure, outside obligations, project assignments, and interpersonal team dynamics plays an important role in retaining members



"Improving the process by which campus leadership hears and responds to concerns from members, not just team leaders, would really increase that level of trust."

Leadership & Program Structure

Outside Obligations

"I needed to help my family pay the bills, I was not earning enough money with NCCC."

"I didn't feel like the work I was doing was beneficial to people. They were struggling to find things to do."

Project Assignments

Team Dynamics

"Some members engaged in bickering and negativity that dragged down the team."

» Felt disconnected and disillusioned with the program's structure.

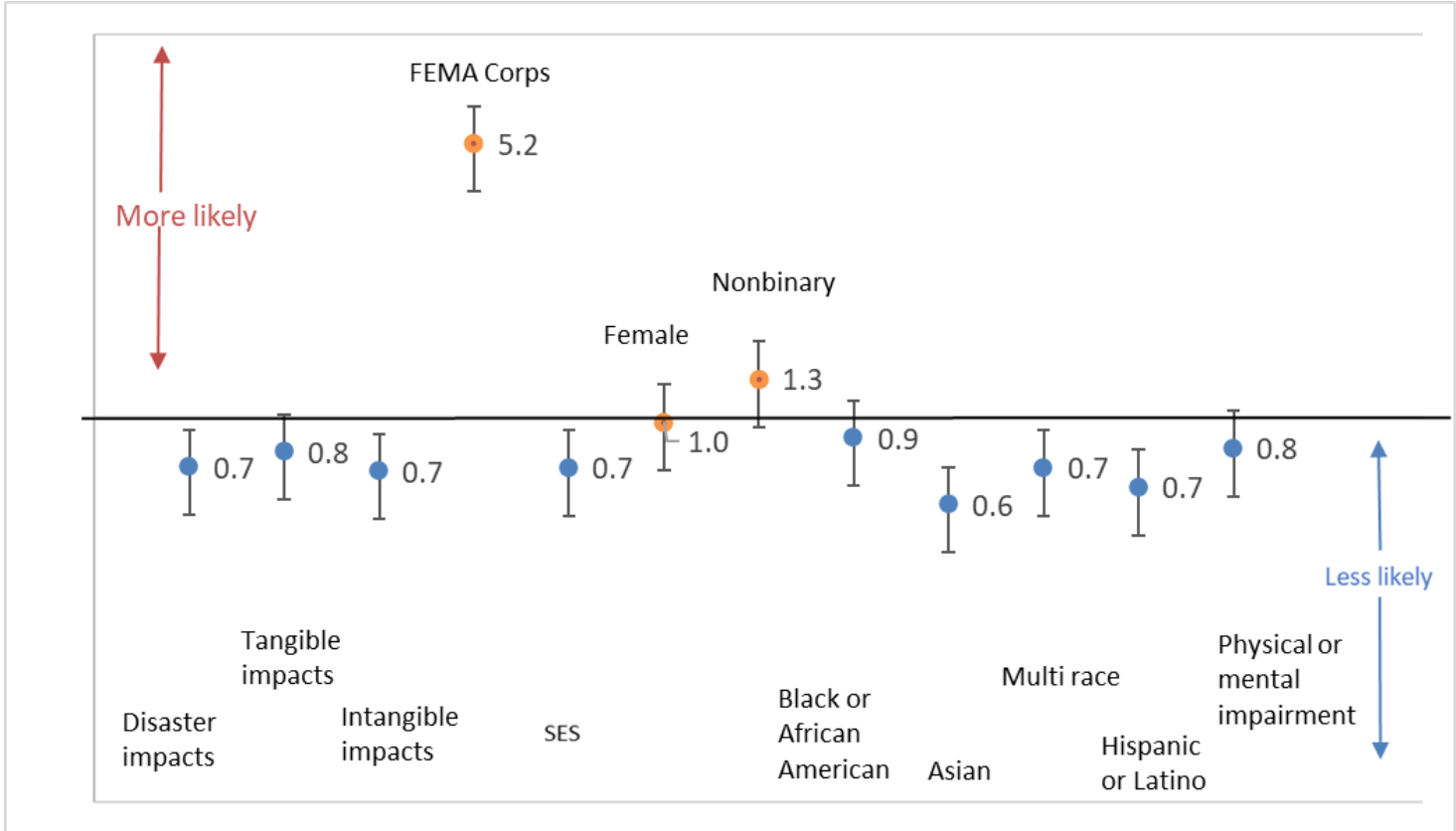
» Secured a job, going back to school, need to care for a family member

» Dissatisfied with project assignments

» Interpersonal conflicts with the team

Members with project assignments that align with their interests and motivations are less likely to end their service early.

- » Members assigned to projects where they perceive they are making a difference are less likely to exit early, especially members who identified as Black or African American who also have the higher risk of ending their service early.
- » FEMA Corps members are significantly more likely to exit early compared to Traditional Corps members. This may be due to FEMA Corps members' feeling they are less connected to the community they serve than Traditional Corps members, and more often feeling their assignments are meaningless busy-work.



Maximize member retention

- » Expose members to a range of assignments that align with interest, connection to the community being served as well as personal leadership and career development.
- » Ensure quality sponsors with sustainable workloads and clear expectations of training.
- » Strengthen communication connection between members and program leadership.

