




CURRICULUM 
Strengthening Service Years
as a Postsecondary Option

A photograph of two AmeriCorps members, a man and a woman, sitting at a table in a library. The man has a beard and glasses, and the woman has her hair in a bun. They are both wearing blue AmeriCorps polo shirts. Bookshelves filled with books are visible in the background.

ASSET-BASED FRAMEWORK & INTENTIONAL SKILLS ATTAINMENT

Curriculum Roadmap

Asset-Based Framework & Intentional Skills Attainment Curriculum Roadmap

The Asset-Based Framework & Intentional Skills

Attainment Roadmap is designed to help your program staff integrate both the Asset-Based Framework and the Intentional Skills Attainment Curriculum for engaging individuals after high school in a service year. (If you were hoping to also incorporate the Belonging Culture component of the Curriculum, please refer back to the [Trainers Guide](#) and select the Full Curriculum Roadmap). This roadmap guides you to integrate these two curriculum components by starting with the Asset-Based Growth Assessment Tool and Employability Skills Inventory during orientation and building upon these tools through training sessions, individual and group check-ins, and journaling prompts throughout your program year.

The Asset-Based Framework & Intentional Skills

Attainment Roadmap will allow you to take a holistic approach to increasing skills development and competencies among corps members by leveraging their existing assets, strengths, and abilities when identifying newly acquired skills during a service year. For this reason, it is recommended that you introduce these curriculum components together.

HOW TO USE THIS ROADMAP

The Asset-Based Framework & Intentional Skills Attainment Curriculum Roadmap is organized into four main sections associated with a typical service year structure:

- Pre-Service
- Service Year Corps Member Orientation
- Service Year Training Calendar for Months 1-10
- End of Service

Each section includes a suggested timeline and guided steps to ensure successful implementation of the Asset-Based Framework and Intentional Skills Attainment components of the Curriculum. You will be prompted to conduct a training session, host a check-in, administer an assessment, or suggest a journaling exercise.

ALTERNATIVE PATH

If you are only planning to incorporate the Asset-Based Framework component OR the Skills Attainment component, keep an eye out for this Alternative Path icon for additional guidance throughout this roadmap

IDENTIFYING CURRICULUM COMPONENTS

Training sessions, assessments, tools, and other key resources needed for the facilitation of each of these three components of the curriculum are included in the Session Guides and listed throughout this roadmap. They can be identified with the key at the right.

A= ASSET-BASED FRAMEWORK

S= SKILLS ATTAINMENT

C= CROSS CURRICULUM

HELPFUL TIP



There are additional “cross curriculum” resources and tools that your service year program staff will need to successfully implement these Curriculum components. These resources are named “Cross Curriculum” because they provide guidance for all three components of the curriculum. You can simply utilize the guidance related to Assed-Based Framework and Skills Attainment within these documents. They include the guidance for individual and group check-ins, journaling prompts, and the end of service check-in.

The following information legend is intended to assist in reviewing and integrating the curriculum into your program.

Here’s an example of how the Asset-based Framework session guide on personal and professional growth would be named:

A3: Session Guide: Personal and Professional Growth during the Service Year



TIME ESTIMATE



SESSION GUIDES



LEARNING OUTCOMES



INVENTORIES & ASSESSMENTS



VIRTUAL MODIFICATION



CHECK-IN MEETING



ACTIVITY



JOURNALING



HELPFUL TIP



ALTERNATIVE PATH

PRE-SERVICE

For many service year programs, the pre-service period is often a very busy time because your staff is helping your existing corps members finish their service year and identify their next steps, while also recruiting for your next cohort. To ensure your program is prepared to integrate the full curriculum into your next program year, Service Year Alliance recommends mapping out a schedule with targeted dates that will help your program staff prepare for the facilitation of the curriculum with corps members.

Preparing for curriculum integration should begin about six weeks before orientation. During this time you should take the following actions:

- Adjust your orientation schedule by adding an additional half day. The components covered during orientation can be incorporated into your existing orientation structure as you see fit



Estimated total time for integrating these sessions into your orientation is 3.5 hours.

- Identify which members of your staff will facilitate trainings during orientation, so they can review these resources and complete the following Service Year Program Staff training sessions:
- For staff who are facilitating training sessions of the Skills Attainment Curriculum, review:

- [A1: Training Session: Introduction to Asset-Based Frameworks and the Growth Assessment Tool](#)



Est. time: 15 minutes.

- [A2: Resource: Asset-Based Growth Assessment Tool](#)
- [A0: Resource: Glossary](#)

- For staff who are facilitating training sessions of the Skills Attainment Curriculum, review:

- [S1: Training Session: Introduction to the Employability Skills Process](#)



Est. time: 60 minutes.

- [S3: Resource: The Employability Skills Inventory](#)
- [S0: Resource: Glossary](#)

- As you will see throughout this roadmap, journaling is a key activity in this curriculum. To support your service year corps members throughout their service year, you should introduce journaling to help them reflect and record their experiences while serving. Before beginning orientation and the program year, review the [C1: Resource: Journaling](#) to familiarize yourself with this concept and the prompts.



- Individual and group check-ins are another important activity you will engage in throughout the year with your service year corps members. In advance of the program year, review the [C2: Resource: Group Check-ins](#) & [C3: Resource: Individual Check-ins](#) to familiarize yourself with the suggested check-in schedule and facilitation tips.



HELPFUL TIP



At the end of this training, you will have a better understanding of the Employability Skills presented in this curriculum. If you would like to add a skill to your curriculum, we recommend you complete [S2: Training Session: Creating Rubrics](#) during your pre-service time as well. The [S2: Resource: Blank Rubric Template](#) is a helpful tool for this session.

ALTERNATIVE PATH



If you are opting to follow the alternative path for this curriculum, please make sure you schedule 5 hours of orientation time to dedicate to the three training sessions that should occur during orientation

HELPFUL TIP



If you have time, review all of the session guides, training sessions, and resources in advance of the program year.

SERVICE YEAR CORPS MEMBER ORIENTATION

During your service year corps member orientation, you will introduce foundational components for incorporating an asset-based framework and enhancing intentional skills attainment. By participating in training sessions, your service year corps members will be able to complete assessments, inventories, and activities that they will build upon throughout their service year.



TOTAL ESTIMATED TIME FOR FACILITATION DURING ORIENTATION: 210 MINUTES/3.5 HOURS

HELPFUL TIP



As mentioned in the Pre-Service section, to successfully implement the Asset-Based Framework and Intentional Skills Attainment curriculum components, it is recommended that your program staff extends your orientation period by an additional half day. This additional time will ensure that your service year corps members have adequate time to participate in training sessions and activities.

During orientation, you should facilitate the following components of the curriculum. We recommend following the order proposed below, starting with Asset-Based Framework and ending with Skills Attainment Curriculum.



If you are not incorporating both components, you only need to utilize the guidance for the content you intend to deliver.

ORIENTATION

ASSET-BASED FRAMEWORK CURRICULUM



ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes

Building on your service year corps members' foundational knowledge of their identity and relationships with others, your program staff will begin to increase their awareness and understanding of their assets, strengths, abilities, and talents. Before ending orientation, you will administer the Asset-Based Growth Assessment Tool. This tool will help your service year corps members navigate the guided activities, so that they can explore and define their assets.

Learning Outcomes for the Asset-Based Framework



- Identify their assets, strengths, abilities, and talents gleaned from their lived experiences
- Gain knowledge about the differences between asset-based and deficit-based frameworks
- Increase their knowledge about core principles of an asset-based approach
- Set S.M.A.R.T. goals that they can build upon during their service year

HELPFUL TIP



If you have not yet had a chance to complete the [A1: Training Session: Introduction to Asset-Based Frameworks](#) and the [A2: Resource: Asset-Based Growth Assessment Tool](#), and review the [A0: Resource: Glossary](#), take some time to do this before starting the orientation sessions for your corps members.



Use the Asset-Based Growth Assessment Tool session guide to facilitate the training with your corps members:



- [A2: Session Guide: Asset-Based Growth Assessment Tool: A Guide for Corps Members](#)
EST. TIME: 90 MINUTES
- Distribute the [A2: Resource: Asset-Based Growth Assessment Tool](#) at the beginning of the session.

HELPFUL TIP



The Asset-Based Growth Assessment Tool may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that the pre-service assessment section is completed by the end of orientation – don't forget to collect it!

HELPFUL TIP



This training session is scheduled for 90 minutes to allow for an hour of time for the corps members to complete the Asset-Based Growth Assessment Tool. Feel free to use this time as planning time while corps members complete their assessments!



INTENTIONAL SKILLS ATTAINMENT CURRICULUM



ESTIMATED TOTAL TIME FOR FACILITATION: 120 minutes/2 hours

Now that your service year corps members have learned more about the assets, strengths, abilities, and talents that they brought into their service year, you will help them learn about various skills that they can further hone during their service years to prepare them for life after service. It is best if this session is conducted after A2: Session Guide: Asset-Based Growth Assessment Tool: A Guide for Corps Members, since they will have learned how to identify their existing strengths and can bring those learnings into this session.

Learning Outcomes for the Intentional Skills Attainment Curriculum



During orientation, your service year corps members will:

- Gain knowledge about the importance of skills development and attainment
- Explore the foundational 8 employability skills that will prepare them for life after service
- Assess their own skills development and explore strategies that will help them develop new skills and hone existing ones

HELPFUL TIP



If you have not yet had a chance to complete the [S1: Training Session: Introduction to the Employability Skills Process](#) and review the [S3: Resource: The Employability Skills Inventory](#) and the [S0: Resource: Glossary](#), take some time to do this before starting the orientation sessions for your corps members



Use the Employability Skills Inventory session guide to facilitate training with your corps members:



- [S3: Session Guide: Employability Skills Inventory](#)
EST. TIME: 2 HOURS
- Distribute [S3: Resource: The Employability Skills Inventory](#) at the beginning of the session.

HELPFUL TIP



The Employability Skills Inventory may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that the pre-service section is completed by the end of orientation – don't forget to collect it!

HELPFUL TIP



This training session is scheduled for 2 hours to allow for an hour of time for the corps members to complete the Employability Skills Inventory. Feel free to use this time as planning time while corps members complete their inventories!



ORIENTATION

CROSS CURRICULUM



As you close out orientation, take a few moments to preview some touchpoints your corps members can expect throughout their service year. You can introduce the concept of journaling to help them reflect and record their experiences while serving. Additionally, you can share your plans to engage them in check-ins, both individually and as a group.







SERVICE YEAR TRAINING CALENDAR

Now that you have laid a foundation for incorporating an asset-based framework and enhancing intentional skills attainment, you've solidified the building blocks that will strengthen your corps members' service year experience, and better prepare them for life after service over the next nine months. You will facilitate training sessions, conduct individual and group check-ins, and encourage journaling across the curriculum components throughout the service year to build upon this foundation.








The Service Year Training Calendar is a suggested implementation timeline to assist you in integrating the Asset-Based Framework and Intentional Skills Attainment components of the Curriculum over a nine month program year. The calendar was designed with flexibility to enable you to facilitate training sessions sequentially while offering opportunities to foster learning and development through individual and group check-ins as well as journaling activities.



If you are only incorporating one component, you should follow the column for that component's training sessions. The journaling and check-in schedule is suggested for all paths

	ASSET-BASED FRAMEWORK TRAINING SESSION 	SKILLS ATTAINMENT TRAINING SESSION 	JOURNALING 	CHECK-IN 
Month 1			Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 2	Use the A3: Session Guide: Personal and Professional Growth During the Service Year to facilitate the training session  ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	

SERVICE YEAR TRAINING CALENDAR

	ASSET-BASED FRAMEWORK TRAINING SESSION 	SKILLS ATTAINMENT TRAINING SESSION 	JOURNALING 	CHECK-IN 
Month 3		<p>Use the S4: Session Guide: Work Ethic and Work Etiquette to facilitate the training session</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 50 minutes</p>	<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	<p>Remind your corps members to complete the Growth Progress Tracking Chart #1 in A2: Resource: Asset-Based Growth Assessment Tool</p> <p>Use the guidance under Individual Check-In #1 in C3: Resource: Individual Check-ins to facilitate your first individual check-in meeting with each corps member.</p>
Month 4	<p>Use the A4: Session Guide: Identifying and Cultivating the Strengths of Others to facilitate the training session</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours</p>		<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	
Month 5	<p>Use the A5: Session Guide: Leveraging Community Assets for Social Change to facilitate the training session</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours</p>		<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	
Month 6			<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	<p>Use the guidance in C2: Resource: Group Check-ins to facilitate a mid-year group check-in.</p> <p>Remind your corps members to complete the Growth Progress Tracking Chart #2 in A2: Resource: Asset-Based Growth Assessment Tool</p>

SERVICE YEAR TRAINING CALENDAR

	ASSET-BASED FRAMEWORK TRAINING SESSION 	SKILLS ATTAINMENT TRAINING SESSION 	JOURNALING 	CHECK-IN 
Month 7		<p>Use the S5: Session Guide: Communication, Organization, and Attention to Detail to facilitate the training session</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour</p>	<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	
Month 8		<p>Use the S6: Session Guide: Teamwork, Collaboration, Customer Service Minded to facilitate the training session</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour</p>	<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	
Month 9		<p>Use S7: Session Guide: Information & Technology Literacy and Innovative Thinking & Problem Solving to facilitate the training session (<i>The Skills Attainment Session focused on Information & Technology Literacy and Innovative Thinking & Problem Solving is optional.</i>)</p> <p> ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour</p>	<p>Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.</p>	<p>Remind your corps members to complete the Growth Progress Tracking Chart #3 in A2: Resource: Asset-Based Growth Assessment Tool</p> <p>Use the guidance under Individual Check-In #2 in C3: Resource: Individual Check-ins to facilitate your first individual check-in meeting with each corps member.</p>

NOTE: This session is specifically designed to support service year programs in which their corps members play a vital role in processing information, using technology resources, and addressing problems through innovative solutions as a part of your program's intervention. This session may also be useful if you find that many of your corps members are seeking post-service opportunities that require these skills.

HELPFUL TIP

For AmeriCorps grantees, consider also using the individual check-ins to facilitate your program's required Mid-Term Corps Member Performance Evaluations.

END OF SERVICE

ALTERNATIVE PATH



If you chose the alternative path, you should pick up here in the final month of your service year program.

As the service year comes to an end, there are a few final pieces of content to incorporate into your programming. This time should be used to create spaces that will help your corps members reflect on and discuss their shared service year experience, while also elevating barriers and challenges that can be solved collaboratively.

To accomplish this, you will engage your corps members in a series of group discussions. There are three proposed group check-in sessions detailed in the [C4: Resource: End of Service Group Check-ins](#). Each starts with the post-service assessment for each component of the curriculum and ends with question prompts for the group discussion.



These conversations can be conducted all at once (you should plan for 4-5 hours in total) or split into three 90 minute check-ins.

Redistribute the following resources for corps members to complete the End of Service Assessment portion:

- [A2: Resource: Asset-Based Growth Assessment Tool](#)
- [S3: Resource: The Employability Skills Inventory](#)

ALTERNATIVE PATH



If you aren't incorporating both components, you only need to redistribute the assessment or inventory that you introduced during orientation.

Service Year Alliance is working to make a year of paid, full-time service – a service year – a common expectation and opportunity for all young Americans. We envision a future in which national service is part of growing up in America. As we enter a new era for national service fueled by recent investments in AmeriCorps, we are focused on ensuring these expansions are successful and set the stage for future growth of the field. We identify opportunities for shared recruitment and data systems to tackle some of the biggest challenges facing our sector. Finally, we foster collaborative approaches to demonstrate the impact of service years as an experience that transforms lives, strengthens communities, and fuels civic renewal at scale. Learn more about our work at ServiceYearAlliance.org.

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