



Service Years as a Strategy to Develop Talent Pipelines

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Foreword

A service year is a paid, full-time opportunity to develop real-world skills through hands-on service. Similar to traditional professional apprenticeship programs, service years can help address the talent development needs of employers and provide greater opportunity to young people who are underrepresented in the economy. Why is this important? In 2018, the U.S. Department of Labor estimated that there were more than 7 million job openings in America and only about 6 million available workers – the first time on record that the number of job openings has exceeded the number of job seekers.¹ This trend has largely continued in 2019. The issue is not the lack of available jobs – it’s a gap in skills attainment.

While sometimes not recognized as such, service years are a form of talent development – one that combines work-based learning and career development with a motivating social purpose. Regardless of background, a young person in full-time service learns positive workplace behaviors and skills, has an opportunity to gain experience in a specific field, makes connections, and develops the pride that comes with a paycheck. The connection between

service years and employment is backed by over 600 “[Employers of National Service](#)” who highly value the skills individuals gain during their service year and bring to the workplace.

Service years are an effective way to address the skills gap and to help individuals who have not completed a degree, lack access to higher education or professional jobs, or do not have extensive professional experience. For individuals at the upper end of the education spectrum, service years offer the real-world experience needed to connect educational goals to specific career paths. For individuals at the lower end of the education spectrum (lacking a college degree and clear career pathway), participation in a service year helps them attain high school diplomas or GEDs while also supporting them to develop the 21st century skills, motivation, and confidence to pursue employment, training, or education opportunities. Research demonstrates that the sense of purpose and direction developed through these experiences can inspire a young adult to pursue further education or advance on a career path, leading to future economic success.²

¹ U.S. Department of Labor, Bureau of Labor Statistics, “The Employment Situation–October 2018,” <https://www.dol.gov/newsroom/releases/osec/osec20180605>, U.S. Department of Labor, Bureau of Labor Statistics.

² Institute of Medicine and National Research Council. 2015. Investing in the Health and Well-Being of Young Adults. Washington, DC: The National Academies Press.

About Service Year Alliance

[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.

From fighting poverty to mentoring kids to responding to natural disasters – a service year with programs like AmeriCorps, the Peace Corps, YouthBuild, and hundreds of others is a meaningful and fulfilling way to tackle the most pressing challenges facing our nation.

A service year refers to service that
1) addresses important societal problems,
2) requires a substantial time commitment over the course of 9-12 months, and 3) is

performed through organized programs that are designed to build ties among individuals from diverse backgrounds or increase life opportunities for those who serve. Because of the substantial time commitment involved, service year corps members are paid modest living allowances. They may also be rewarded with other benefits to support their living needs, such as housing, healthcare, food vouchers, and travel support.

[Contact Service Year Alliance](#) to discuss further how you can incorporate talent development pipelines into service year programs.



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How to Use This Guide

This guide is a resource for service year programs that are interested in improving the quality and consistency of their program's ability to support corps members' career and education pathways. The content focuses on time-tested practices utilized by workforce development programs such as pre-apprenticeships and Registered Apprenticeships and outlines pathways for service year programs to align with these best practices. Additionally, this guide can serve as a resource to raise awareness amongst the workforce system about the talent development role that service years can play. Whether you are an employer, workforce intermediary, public workforce system, community based organization, or a service year program, we invite you to use this guide.

What is a Registered Apprenticeship?

Registered Apprenticeship is a proven model of job preparation that combines paid on-the-job training (OJT) with related instruction to progressively increase workers' skill levels and wages. Registered Apprenticeship is also a business-driven model that provides an effective way for employers to recruit, train, and retain highly skilled workers. It allows employers to develop and apply industry standards to training programs, thereby increasing productivity and the quality of the workforce. As an "earn and learn" strategy, Registered Apprenticeship offers job seekers immediate employment opportunities that pay sustainable wages and offer advancement along a career path. Graduates of Registered Apprenticeship programs receive nationally-recognized, portable credentials, and their training may be applied toward further post-secondary education.

What is a pre-apprenticeship program?

Some workforce programs require certain skills development to qualify for a Registered Apprenticeship program. To meet those requirements, there are pre-apprenticeship programs that help build skills in order for them to enter a Registered Apprenticeship program. Pre-apprenticeship programs provide instruction and/or training to increase math, literacy, and other vocational and pre-vocational skills and that prepare individuals to enter and succeed in a Registered Apprenticeship program. Pre-apprenticeship programs generally consist of the following: training and curriculum that aligns with the skill needs of employers in the economy of the state or region involved; access to educational and career counseling and other supportive services, directly or indirectly; hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career; opportunities to attain at least one industry-recognized credential; and a partnership with one or more Registered Apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program into a Registered Apprenticeship program. There is no formal approval or registration process for pre-apprenticeships.

A young man with short dark hair and a light beard is raising his right hand in a classroom or lecture hall. He is wearing a brown sweater over a red collared shirt. In the background, other students are visible, including a man with glasses and a woman with brown hair. The room has wood-paneled walls and a green exit sign is visible in the background. An orange banner is overlaid at the bottom of the image.

Service Years as Talent Development Pipelines

Service years can play a valuable role in preparing participants to enter and succeed in the workforce. A service year provides individuals with training, professional skills, and experiential learning while engaged in impact-driven service to the community. A [research synthesis](#) by the Corporation for National and Community Service (CNCS) found that in the area of skills relevant to professional development, service years offer substantial benefits to corps members through the soft- and hard-skills acquired during service, the expansion of social networks, and the clarification of personal goals.

A service year develops essential skills that make service year alumni high-quality employees for any organization or company. Service year alumni are strong leaders who are motivated, flexible, innovative, and outcome-oriented. They learn quickly, work well on diverse teams, and know how to mobilize others to tackle some of the most pressing challenges facing our nation and world.

In addition to acquiring the individuals with the right skills, employers have challenges diversifying their talent pipeline to include more women and other underrepresented populations. Service year programs engage [populations](#) that are often underrepresented in some industries. As such, service year programs can provide a pool of candidates that are sought by employers. In fact, over 600 "[Employers of National Service](#)" from private, public, and nonprofit sectors have signed on to recruit service year program alumni for their skills and service experience through a service year

Furthermore, a number of studies have documented the potential benefits to employers of hiring service year corps members and the increased benefits to service year corps members (Appendix A). While the connections between service years and employment are promising, incorporating proven practices from the workforce development field will only deepen these benefits.

Benefits of Exploring Talent Development Pipelines

Benefits for Service Years...

- Proven model to help advance corps members' career and education pathways
- Improved corps members' recruitment and/or retention
- Access to federal and state funding incentives

Benefits for Service Year Corps Members...

- Career advancement
- Pathway to higher wages
- Increased skills

Benefits for Employers...

- More diverse workforce
- Stronger talent pipeline
- Deeper community relationships



Overview of Talent Development Core Components

In order to incorporate talent development pipelines, service years should start by utilizing the existing language and components of two industry standard programs for preparing individuals for jobs – [Registered Apprenticeships](#) and [high-quality pre-apprenticeship programs](#). These approaches are effective models for job seekers and a job-driven strategy for employers. They have core components that make them effective, many of which are utilized by service year programs as well. This section highlights a few best practices from these models. While many service year programs already use these tried-and-true practices for preparing individuals for jobs, we hope that more service year programs will adopt and align with these practices to deepen their corps member support and connections to their local workforce system. In turn, this will lead to more service year alumni filling the skills gap.

Talent Development Core Components

- Direct Business Involvement
- Training & Curriculum
- Meaningful Hands-on Learning
- Opportunity to Earn an Industry-Recognized Credential
- Access to Appropriate Support Services & Career Counseling
- Facilitated Entry Into Career or Education Pathways



Direct Employer Involvement

Service year programs with successful talent development efforts are born from collaboration among partners – employers, workforce intermediaries, educational institutions, the public workforce system, and other key community organizations. These programs work with their partners to identify employer needs, inform the program model and curriculum, provide ongoing commitment to support the training and education process, recruit and select corps members, and address the full spectrum of corps members' barriers to success. Engaging employers and the workforce system to help determine the components needed ensures the service year program can meet their needs and offers corps members the most useful training that can pave the way to career pathways. As with any partner engagement strategy, to successfully work with employers, you have to understand their current and future talent needs and what workforce pain points exist that can be addressed through a service year program.

From the Field:

Greencorps Chicago works directly with diverse partners to incorporate the latest relevant knowledge and skills in the fields of ecological restoration, green infrastructure, landscaping, and tree care. Most notable is their partnerships with the Forest Preserve District of Cook County (FPDCC) and the Chicago Park District; both offering opportunities for corps members to work alongside district staff to learn industry standards, and participate in joint training that leads to industry certificates and credentialing. These partnerships are valuable because they offer direct connections to their contractors for future employment opportunities. Their partnerships afford Greencorps Chicago the opportunity to understand industry-related needs in order to make modifications to their program model each year.

Green City Force works closely with employer partners to align training components and ensure that corps members are competitive for entry-level access to have long-term career pathways. They partner with local workforce and employer partners in sustainability and agriculture industry sectors to obtain relevant knowledge about their training priorities. Partners components include the New York City Training and Employment Coalition and JobsFirstNYC. Through other national partnerships with The Corps Network, the US 21st Century Conservation Corps, and the Clinton Global Initiative, they work to identify key training areas and emerging needs from the green industry. These local and national partners and employers work with Green City Force to identify training needs and potential candidates to fill the service year positions.



Training & Curriculum



Most service year programs already design corps member orientation and on-going development opportunities to ensure that corps members have positive and transformative service year experiences. These orientation and development opportunities equip corps members with the necessary training and technical competencies to perform their service activities. In addition, corps members develop and utilize important 21st century skills – these include communication, teamwork, initiative, flexibility, creativity and problem solving, reliability, and decision making.

Some service year programs are taking their training further by aligning in-service training with a range of post-service year career and education pathways that will meet the needs of employers in the local economy. Some develop robust education and career plans for corps members that reflect their goals for developing skills, gaining credentials, and pursuing higher education that will set them up for success after they complete their year of service. Many programs set aside a time each week for skill-building or education activities. The corps member training is often provided by practitioners or experts in their field, giving corps members access to high-quality professionals and expertise. Service year programs engage partners in the community, such as other service year programs, colleges, extension offices, employers, and workforce development agencies that can provide training to the corps members.

From the Field:

American Youthworks (AYW) Health Corps has a training curriculum that is informed by local employment partners. While this is an emerging part of their program, American Youthworks Health Corps has found these partnerships particularly valuable in order to ensure corps members are prepared for entry level positions in the healthcare industry. One of their promising partnerships is with a local senior living facility, Westminster Clinical. Through this partnership, corps members complete their hands-on training and service hours at Westminster Clinical, with additional training provided in partnership with Austin Community College. American Youthworks has received direct feedback on how to incorporate industry standards both during training and in post-service year opportunities.

YouthBuild students spend at least 50% of their time, usually alternate weeks, in academic classrooms, and at least 40% in hands-on job training building affordable housing or other community assets. YouthBuild programs focus on connecting their participants to skills and knowledge related to their career and education goals. Corps members get training and support to obtain job skills in preparation for productive careers in construction, and some programs also train for jobs in healthcare, technology, or customer service.



Meaningful Hands-on Learning



At the core of a service year program is the engagement of corps members in hands-on, meaningful activities that address pressing and unmet community needs. Through their service year, corps members are able to apply their in-service training and learning in real-world settings by providing interventions that address social challenges and strengthen communities. One drawback of traditional workforce development training is that it often lacks work experience or provides it for too short of a time period. Service years are at least 32 hours per week over the course of 9-24 months. Combining training and meaningful service work gives service year corps members time to master skills that enable them to succeed in future jobs. Service year programs operate in a variety of fields such as education, health, environment, public safety, etc. The specific programs highlighted in this guide serve a myriad of community needs. Read more about them in Appendix B.

Program Names + Issue Area

American Youthworks Health Corps - Health

Green City Force - Environment

Greencorps Chicago - Environment

Public Allies - Organizational Capacity Building

YouthBuild - Construction, Healthcare, Technology, Customer Service

A photograph of two young women in a classroom. The woman on the left, with dark curly hair and glasses, is smiling broadly at the camera. The woman on the right, with blonde hair and glasses, is looking down at a laptop screen. They are both wearing red shirts. The background shows a classroom with bookshelves and a brick wall. A dark blue diagonal banner is overlaid across the middle of the image, containing white text.

Opportunity to Earn an Industry-Recognized Credential

Columbia

Creating opportunities for corps members to master skills and gain knowledge needed to be proficient in a field is a goal for many service year programs. These programs facilitate earning credentials that align with market demand and are recognized by employers. Preparation for earning credentials is often embedded into the training curriculum during a corps member's service year.

From the Field:

*While working toward the completion of their GED or high school credential through **American Youthworks (AYW)**, corps members can enroll in the Health Corps service year program. As Health Corps members, participants determine which career path of either the Certified Nursing Assistant and Certified Healthcare Worker they wish to seek. Depending on the path, corps members participate in the state-required hours to complete such requirements. Each career path requires classroom hours, hours to developing skills, and state testing which includes a practicum. AYW partners with Austin Community College (ACC) to lead training classes and testing at the college. ACC offered an assimilated classroom setting that is similar to the state testing site. This affords corps members the opportunity to review and prepare for exact components of the practicum.*

Green City Force utilizes the Roots of Success Eco-literacy curriculum and introduces corps members to a comprehensive green living system, which teaches about sustainability and the symbiotic relationships to the natural world, environmental injustices, and ways to live green. Corps members receive technical training and support to obtain the Urban Green Council's GPRO Green Professional Building Skills and OSHA 10 certificates. A subset of the corps members receive further training such as hands-on electrical, carpentry, OSHA 30 and the Building Performance Institute certificate. These trainings prepare Green City Force's graduates for various jobs in the green building sector such as energy auditors, solar installers, maintenance, and construction workers.



Access to Appropriate Support Services & Career Counseling



Often times, corps members may require additional support in order to be able to successfully participate in a service year program. To ensure that a program is accessible to all individuals regardless of socioeconomic or educational level, service year programs may identify and address barriers that prevent corps members' success. Support services include providing uniforms necessary for the program, transportation costs, childcare, career planning, record expungement, and comprehensive case management to connect corps members to other local wraparound support services such as mental health services and housing. Unlike many workforce development programs which charge tuition, young people are financially compensated for their service year and in addition may earn money for college or to pay back student loans. The provision of these resources is a unique contribution of service year programs given that pre-employment programs rarely offer this breadth of support.

Guiding the corps members through personal and professional exploration is crucial to ensuring that corps members are effective in their roles, and well on their way to long term success. Programs may also provide instruction to increase math, literacy, GED, and other vocational and pre-vocational skills needed to gain entry into particular career and education pathways. Programs also provide coaching and assistance including resume development, interview preparation, guidance on career options, and postsecondary credential options.

From the Field:

YouthBuild students receive personal counseling and case management, leadership development, opportunities to serve their community, and support services after graduation. One of the components of a YouthBuild program is that it helps to solve personal problems with counseling support, addressing urgent needs for housing or childcare, record expungement, or other issues. To support career exploration, YouthBuild – with their partner Jobs for the Future – has designed, developed, and implemented an education and career platform (pilot.MyBestBets.org) that helps low-income youth explore college and career pathways and interests.

Public Allies offers its allies a range of support through their case management services. This support is a combination of in-house services and resources provided through local social service partnerships. Some of the common challenges allies face include periods of homelessness, lack of child care assistance, and need for transportation access. These challenges vary by ally, therefore Public Allies continues to work to build key partnerships that will ensure success before, during, and after service.



Facilitated Entry Into Career or Education Pathways

Service years often do not stop at the end of service supporting their corps members. The post-service year transition into a career or education pathway is an equally important part of the program design. Many service year programs strengthen the transitions of their corps members by working with regional employers to guarantee interviews and/or determine a form of selection preference for corps members. Service year programs partner with employers or educational institutions to facilitate placements. Additionally, some service years provide career and educational counseling for a few months after corps members complete their program.

From the Field:

Public Allies' staff works with its corps members (allies) to develop an individual professional development plan and help allies align their professional and personal goals. Through this process, allies choose between three development tracks: education, career, or hybrid pathways. Based on the needs of the allies, Public Allies' staff works with the ally to achieve their goals. As a component of the individualized development plans, allies are assigned a staff member that will work with them throughout the program year and support them through their transition into education and career pathways. Public Allies' staff work to identify post-service year pathways that are in the best interest of each ally, allowing allies the opportunity to learn the steps that lead to post-service year opportunities, including, but not limited to: preparing their FAFSA, identifying colleges and universities, applying to open positions, and developing interview skills. Each program year, Public Allies has a placement goal of 80% placed in post-service year opportunities. Public Allies' new "Pathways" initiative is a series of trainings, activities, and programmatic interventions that provide allies with the necessary supports and structures to successfully transition to careers, higher education, and continued service.

Greencorps Chicago's model includes a Placement Coordinator and key partnerships with local agencies to support corps members in their transition to employment. Some of these partnerships have included for-profit employers and nonprofit organizations that work to place returning citizens into long-term employment opportunities. The partner organizations work in tandem with the Placement Coordinator to identify mutual fit employment opportunities. While Greencorps does not guarantee placement of its corps members, it has maintained a 75% or above placement rate. This is particularly impressive for individuals with criminal records. Greencorps tracks the placement of its corps members for one year after completion of the program, in addition to offering connections to employment and educational opportunities to any past graduate at any time. Greencorps serves as a bridge between their graduates and employment partners ensuring a smooth transition, as well as providing retention support on the job.

Tips for Getting Started

- You are more likely to succeed in promoting service years as a workforce development strategy if you have an existing relationship with an employer. If you don't have any employer relationships, you may need to start with other employer services and smaller-scale training approaches to build employer trust and develop relationships.
- Talking to employers in the right way is critical. Using the language of employers can make the difference in helping them see service years as their talent development solution. First, gain an understanding of their recruitment, hiring, onboarding, and employee management processes. Then, help them see how service years provide an approach to what they already do to recruit, train, and retain their workforce.
- Review the post-service year opportunities and pathways of your alumni. Determine if there are any trends or common employers. Understanding where your alums end up can help you identify possible employment partners and better understand the work culture.
- Begin researching and attending local workforce development meetings and conversations. This will help you gain general knowledge about workforce development topics, trends, terminology, and best practices. This may present opportunities to partner with local workforce development programs, trainers, and employers.
- Work with your team to identify areas of your program design and model that can be adapted to incorporate more training and professional development opportunities. This will help you determine the feasibility of implementing new practices.
- Work with your local community to uncover workforce development programs and supports. Ensure your program, its benefits, and its offerings are well-known to the community. This will aid you in identifying possible partners and local employers.

Acknowledgements

Service Year Alliance would like to thank the Lumina Foundation for their generous support to accomplish this work. We would also like to thank the five programs mentioned in this guide – American Youthworks YouthBuild Health Corps, Green City Force, Greencorps Chicago, Public Allies, and YouthBuild USA – and dozens of other programs and

organizations who have contributed to our thinking. You can read more about the five programs in Appendix B.

Finally, we want to thank all service years, agencies, and employers working together to build a better talent and workforce development pipeline.



Appendices

Appendix A - Research

Among the studies documenting a relationship between service years and employment are:

- A Corporation for National and Community Service (CNCS) [survey](#) of alumni and a secure data match with the National Student Clearinghouse found that eight out of ten alumni say AmeriCorps benefited their career path and that 42 percent of alumni employed within six months of service found a job through a connection made in AmeriCorps.
- The same study showed that nine out of ten AmeriCorps alums agreed or strongly agreed that they could solve difficult problems, persist when opposed, accomplish goals, handle unexpected events and unforeseen situations, remain calm, cope with difficulties, and identify multiple solutions. Alumni rated their current skills as higher than at pre-service, with the greatest gains being in their abilities to deal with unexpected events and unforeseen situations. Nine out of ten AmeriCorps alumni reported that their service year experience improved their ability to solve problems. Additionally, eight out of ten alums believe that if they were confronted with a community issue, they could confidently develop a plan to address it and get others to care. Forty-three percent of AmeriCorps alumni state that their service year was aligned with their career path, and 79 percent say that their service year was a defining professional experience.
- A [longitudinal study](#) of AmeriCorps alumni found that they feel that they personally benefit in their careers from their time spent in service. Eight out of ten alumni report that AmeriCorps gave them exposure to new career options, and seven out of ten report that their service year gave them an advantage in trying to find a job. In addition, almost half of alumni in grant-funded programs report that their service year provided them connections with people who helped them find their job.
- A 2013 CNCS [analysis](#) of the relationship between volunteering and employment found that volunteers have 27 percent higher odds of finding a job after being out of work than non-volunteers, regardless of a person's gender, age, ethnicity, geographical area, or the job market conditions. The relationship is even stronger for volunteers without a high school diploma as well as those living in rural areas who experience even greater economic benefits. Volunteers without a high school diploma have 51 percent higher odds of finding employment after being out of work than non-volunteers. Volunteers living in rural areas have 55 percent higher odds of finding employment after being out of work than non-volunteers.

- A research team at Arizona State University explored both individual employment pathways of AmeriCorps members and job creation within organizations that host AmeriCorps programs. Preliminary findings from a pilot project in Arizona found that 82.7 percent of organizations surveyed hired at least one AmeriCorps member since 2012. Among organizations that hired members, 57.8 percent hired members from their own sites. Of the positions, 64.3 percent were full-time and over half of the positions were newly created. The [study](#) has since been expanded to five other states and organizations.
- A team of researchers at Tufts University have found positive links between serving in AmeriCorps and employment opportunities. The [study](#) found that AmeriCorps experience on the resume of college graduates had a positive and significant effect on the likelihood of getting an interview offer: 24 percent of college graduates who were national service alumni received an interview offer, compared to 17 percent of college graduates without a service record.
- Abt Associates conducted an in-depth [study](#) of three generations of AmeriCorps VISTA (Volunteers in Service to America) participants spanning the 1965-1993 period and a comparison group comprised of individuals who participated in VISTA training, but did not complete their term of service. The study found that VISTA members were consistently more likely to be employed than the comparison group and they reported a higher current income profile.
- A 2012 [report](#) by Tufts University found that young people who faced enormous challenges when they began their service year with YouthBuild – changed their trajectory, internalizing the skills and values learned through YouthBuild to become committed civic leaders, with many becoming nonprofit professionals, pastors, and even elected officials.
- A 2012 [evaluation](#) of the Public Lands Service Corps found that participants reporting increases in their ability to work in teams, leadership skills, self-responsibility, grit, and communication skills. A 2013 evaluation of the same service year program found that participants increase their teamwork skills, community engagement, leadership, and environmental engagement measures. Results also indicated younger participants (under 18) experienced significantly more growth in environmental engagement, teamwork, self-responsibility, critical thinking, and communication than older participants. In addition, the study found that PLSC participants' confidence in their own ability to get a job increased by more than 18 percent.
- A 2018 [research](#) project by Burning Glass, comparing the resumes of individuals who have completed a service year with a matched comparison group, revealed distinct patterns that differentiate service year alumni from their peers – both in the careers they forge and in the skills they develop. For example, service year alumni go on to complete bachelor's degrees at higher rates than their peers, are more likely than their peers to work in education, community, and social services occupations, and are more likely than their peers to advertise skills related to leadership and organization.



GETTING
THINGS
DONE

GETTING
THINGS
DONE
FOR THE

SERVING
NEIGHBOR TO
NEIGHBOR

bySquare

Appendix B - Program Profiles



AMERICAN YOUTHWORKS YOUTHBUILD HEALTH CORPS

American Youthworks YouthBuild Health Corps, based in Austin, TX, combines classroom training with hands-on skills and certifications as Community Health Workers and Nursing Assistants. Corps members gain practical experience doing screenings at community health fairs, organizing blood donation events, or volunteering with local care providers. The program provides corps members with marketable skills to enter the booming healthcare industry and prepares them to succeed as they continue their training in the medical field.

<http://americanyouthworks.org/programs/youthbuild/>



GREEN CITY FORCE

Green City Force (GCF), founded in 2009, is an AmeriCorps program that engages young adults from low-income New York City communities in national service related to the environment. Green City Force prepares its corps members for sustainable careers, while reducing greenhouse gas emissions and building a green city. Since its inception, Green City Force has engaged over 600 18-24 year old residents of the NYC Housing Authority in their Service Corps. Green City Force's mission is to break the cycle of poverty, preparing urban young adults to succeed in their chosen careers by engaging them in service, training, and work experience related to sustainability and resiliency in cities. In doing so, GCF encourages them to lead socially and environmentally responsible lives. Through service, corps members work towards a "green city" built on principles of sustainability, social, economic, and environmental justice.

<https://www.greencityforce.org>



GREENCORPS CHICAGO

Greencorps Chicago, founded in 1994, is a green industry job training program led by a public and private partnership between the City of Chicago, Chicago Department of Transportation, and WRD Environmental. Greencorps Chicago offers a unique, comprehensive framework that intersects opportunity and access for marginalized groups by introducing its trainees to new career pathways in the green sector, as well as industry recognized credentials to meet employer demands. Greencorps Chicago promotes environmental stewardship and improves the quality of life in Chicago by establishing, maintaining, and restoring natural and public spaces that are safe, healthy, and sustainable through hands-on involvement with its corps members. The outcomes are healthier, safer, and more engaged communities and individuals who are prepared for employment in environmentally related positions through practical experience, technical training, and credential attainment.

<https://greencorpschicago.org/>



PUBLIC ALLIES

Since 1992, Public Allies has worked with thousands of underrepresented young leaders to enable them to serve the country, get on successful pathways to higher education and careers, and bring communities together to work for the common good. Their AmeriCorps program has 700 corps members serving annually in 25 communities nationwide. Every year they work to increase the effectiveness of programs in at least 400 nonprofit organizations or government agencies addressing economic disparity. Participants serve for 10 months four days a week and spend their fifth day in weekly leadership training. Applicants must be over 17 years old with a high school diploma or GED, and have U.S. citizen or permanent residency.

www.PublicAllies.org



YOUTHBUILD USA

In YouthBuild programs, low-income young people who have left school without a high school diploma participate full time for a school year in education programs to earn their high school credentials, gain employment skills and industry-recognized certifications, learn construction skills through building affordable housing for homeless and low-income people in their neighborhoods, and become leaders in their communities. Some YouthBuild programs also offer health care, digital literacy, customer service or other vocational training linked to their local labor markets. Students spend 50% of their time in academic classrooms and 40% in hands-on job training. All YouthBuild programs are run by local community based organizations – nonprofits, community colleges, and public agencies – and are typically funded by grants provided by the US Department of Labor. YouthBuild USA supports a national network of more than 240 YouthBuild programs across the country, offering training and technical assistance to individual programs.

www.YouthBuild.org



A Better You.
A Greater Us.