

May 2008
Executive Summary



Still Serving:

Measuring the Eight-Year Impact
of AmeriCorps on Alumni



This report was co-authored by the Corporation for National and Community Service and Abt Associates Inc.

The Corporation for National and Community Service

The mission of the Corporation for National and Community Service is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. Each year, the Corporation engages more than four million Americans of all ages and backgrounds in service to meet local needs through three major programs: Senior Corps, AmeriCorps, and Learn and Serve America.

AmeriCorps

Each year AmeriCorps provides opportunities for more than 75,000 Americans to give back to their communities and country through intensive service. AmeriCorps members recruit, train and supervise community volunteers, teach, tutor and mentor youth, build affordable housing, teach computer skills, clean parks and streams, run after-school programs, help communities respond to disasters, and build the capacity of nonprofit groups to become self-sustaining, among many other activities. Since 1994, more than 540,000 Americans have served in AmeriCorps.

AmeriCorps State and National

AmeriCorps State and National provides funding to a large network of public and nonprofit organizations that sponsor service programs around the country. AmeriCorps State members serve through a network of community-based service organizations receiving Corporation funding through Governor-appointed State Service Commissions. AmeriCorps National provides grants directly to public and nonprofit organizations that sponsor service programs across two or more states. Currently, over 75,000 State and National members provide valuable services such as tutoring and mentoring youth, building affordable housing, and coordinating after-school programs. AmeriCorps members also recruit and manage other community volunteers to multiply their efforts to serve their communities.

AmeriCorps NCCC

The AmeriCorps National Civilian Community Corps is a team-based, full-time residential program for individuals aged 18 to 24. Members are based at regional campuses organized by teams of 10 to 12, and take on a series of six to eight week projects throughout their respective regions. Service activities are diverse and include environmental preservation, youth development, building and renovating low income housing, and disaster response and relief. All NCCC members are trained in CPR, first aid, and other disaster services, and approximately 15 percent of members are also trained as fire-fighters. NCCC teams can be deployed rapidly to meet the nation's public safety and disaster response needs and can nimbly respond to other national priorities. Since 2005, more than 3,100 NCCC members have served in the Gulf Coast on more than 650 separate disaster-related services projects. Currently, there are 1,100 members serving with the NCCC.

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CEO Message

It is a great pleasure for the Corporation for National and Community Service to present the most definitive longitudinal study ever on the long-term effect of AmeriCorps service on former members. *Still Serving: Measuring the Eight-Year Impact of AmeriCorps on Alumni* compares AmeriCorps members who served in 1999-2000 with a like group who expressed interest in joining AmeriCorps but did not enroll, providing scientifically rigorous data that illuminates the powerful and lasting impact of a single year of AmeriCorps service. And there's big news: it turns out that AmeriCorps is not only a conduit to intense service, it is also America's pipeline to public service careers. In short, a year of AmeriCorps service influences many to pursue careers as teachers, nonprofit managers and government employees – this at a time that America is bracing for crisis-level workforce and leadership shortages in the nonprofit and government sectors.

Since its inception in 1994, more than 540,000 individuals have served in AmeriCorps. These members, who most of whom gave at least a year of dedicated, intensive service, have tackled some of our nation's toughest problems, including illiteracy, homelessness, gang violence, and drug abuse. AmeriCorps members remain on the front lines of service every day, and have in recent years stepped up their role in recruiting, training, and managing volunteers of all ages and backgrounds — they supported 1.7 million community volunteers in 2007 alone. Together, AmeriCorps members and the volunteers they mobilize serve with more than 4100 organizations nationwide, from national nonprofits like Boys and Girls Clubs, Red Cross, Teach for America and Habitat for Humanity to small, local faith-based groups. Increasingly they are part of organizations that are at the forefront of social entrepreneurship, serving and producing the next generation of nonprofit leaders. In all these ways, AmeriCorps members are “getting things done” and making a difference in communities from coast to coast.

When we embarked on this study eight years ago, we believed it was important to determine the impact of AmeriCorps service on individuals who serve. While those who join AmeriCorps are already active in their communities prior to service, one of the most remarkable findings of the study confirms the intuitive belief that community service given in a dedicated, intensive way changes the person serving – not just for a day or during their period of service – but in a way that has lasting effects on their lives and behavior. We are now able to demonstrate for the first time that one year of service in AmeriCorps creates long-term positive impacts on AmeriCorps alumni eight years later. These alumni continue to be highly civically engaged in their communities whether as public servants, volunteers, or in a variety of community activities.

In fact, sixty percent of AmeriCorps State and National alumni work in a nonprofit or governmental organization, continuing to solve their communities' most pressing needs. Nearly half (46 percent) pursue careers in specific fields such as education, social work, public safety, government or military service. These results are significant as our nation attempts to fill millions of nonprofit and public sector jobs, and counter critical shortages in areas like education and nursing. Nonprofit employers also look to alumni as a valuable source for employees, hiring many alumni who first served in their programs as AmeriCorps members. And AmeriCorps is a clear entrée to public service for minority alumni and alumni from disadvantaged circumstances, as both groups are significantly more likely to choose public service careers than their non-AmeriCorps peers.

The results of this study suggest that AmeriCorps has the potential to make an even more profound difference in our country in the future. Not only does AmeriCorps provide individuals with immediate opportunities to serve, but AmeriCorps service also spurs these individuals to be agents of positive change in their communities after their service is complete. Equipped with the leadership skills and “can do” spirit gained through AmeriCorps, these alumni to continue to be models and catalysts for civic engagement, working with public agencies, nonprofit organizations, and other individuals to create a stronger and more equitable society for all Americans.

David Eisner, Chief Executive Officer, Corporation for National and Community Service

Introduction

AmeriCorps is a national service program that engages more than 75,000 individuals in intensive, results-driven service each year. AmeriCorps programs address the needs of communities in education, the environment, public safety, disaster relief, and other human needs. AmeriCorps also increases the capacity of nonprofits to serve their communities by mobilizing volunteers, expanding services, raising funds, and creating sustainable programs.

Since 1994, more than 540,000 Americans have served in the program. This report is the culmination of an eight-year rigorous study to investigate if and how AmeriCorps has an impact on alumni. This was achieved by comparing the post-service habits and attitudes of alumni with those of others who did not serve in the program.

The purpose of the study is to assess the longer-term effects of AmeriCorps on members' civic engagement, employment and careers, education, and life satisfaction. The study follows a group of members who participated in AmeriCorps in 1999-2000. In order to assess the effects of participation, outcomes for members in the study are compared to a similar group of individuals who demonstrated both awareness of AmeriCorps and interest in national service, but ultimately did not serve. They were surveyed in four phases:

- 1) Before they began their service (1999-2000);
- 2) When they completed their term of service (2000-2001);
- 3) Four years after they first enrolled in the program (2003); and
- 4) Eight years after enrollment (2007).

The first phase of the study provides baseline data. The *Serving Country and Community: A Longitudinal Study of Service in AmeriCorps* report was released in 2004, after the third phase, and is available online at: <http://www.nationalservice.gov>. *Still Serving: Measuring the Eight-Year Impact of AmeriCorps on Alumni* is the fourth phase of the study, and it provides a longer-range view of the impacts on members of the program, years after they have completed their service.

The study was conducted by the Corporation for National and Community Service in partnership with Abt Associates, Inc., an independent, nonpartisan research firm. It includes more than 2,000 members from 108 AmeriCorps State and National programs and three of five AmeriCorps' National Civilian Community Corps (NCCC) campuses. Researchers controlled for factors which may influence study participants' life outcomes such as demographic characteristics, economic status, and prior service and volunteering. Generally, in this type of longer-term evaluation, any positive impacts tend to fade over time. However, the findings in this study show that several positive, significant differences between the AmeriCorps alumni and the comparison groups still exist.

The study reveals the following:

- AmeriCorps generates alumni who are more engaged in their community;
- AmeriCorps is a pipeline to public service;
- AmeriCorps alumni from racial and ethnic minority groups and from disadvantaged circumstances are significantly more likely to go into public service careers; and
- AmeriCorps alumni are more satisfied with their lives eight years later than others who did not serve in the program.

This report sheds light on the potential the AmeriCorps program has to make a difference in our country. Not only does AmeriCorps provide individuals with opportunities to help address their communities' most pressing needs, but the program also spurs individuals to be agents of positive change in their communities long after their AmeriCorps service. As public agencies, nonprofit organizations, and individuals work together to achieve healthy communities, AmeriCorps alumni will continue to be key players in making that a reality in communities across the country.

Long-term Impacts of AmeriCorps Participation

Civic Engagement

The strength of our nation and the health of our democracy depend upon individuals who assess and reflect on the challenges facing their communities, who feel that they are able to make a difference, and who take action to make a positive change. AmeriCorps is designed to strengthen these civic capacities in many and build it in others. At a time when our country has seen significant declines in community participation, evidenced by a 30 percent reduction in public meeting attendance over the past 30 years and a membership rate for civic organizations that has been cut in half, it is encouraging to see that AmeriCorps alumni alternatively exhibit strong connections to their communities and commitment to making a difference because of their national service experience.

To measure the levels of community participation among AmeriCorps alumni, researchers investigated attitudes and behaviors, including members' sense of connection to their community, participation in community meetings and events, sense of duty to their neighbors, volunteering and voting habits, and feelings of social trust. While some early effects faded over time, there are several significant differences between AmeriCorps alumni and their comparison group eight years after the study began.

AmeriCorps alumni are more connected to their communities.

AmeriCorps State and National alumni and AmeriCorps NCCC alumni exhibit stronger connections to their communities, including higher awareness and stronger commitment, because of their participation in the program. Effects on community connection are particularly pronounced among alumni from disadvantaged circumstances and Black/African-American alumni who participated in AmeriCorps State and National. This feeling of connection to community goes hand-in-hand with a sense of duty for alumni of AmeriCorps NCCC, who are significantly more likely to

appreciate the importance of neighborhood participation than their comparison group.

AmeriCorps alumni feel more empowered to work for the betterment of their community.

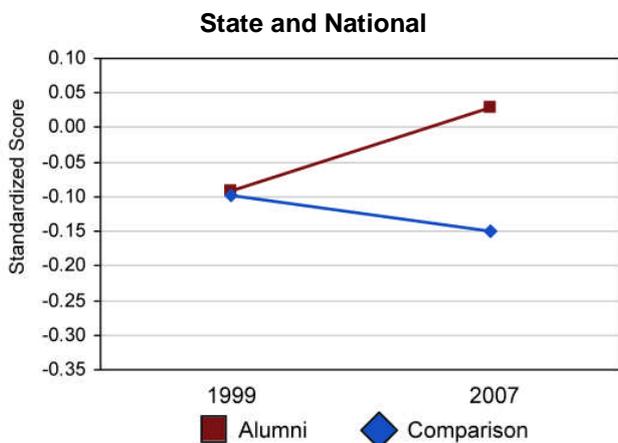
AmeriCorps gives members a long-lasting sense that they are able to work with local governments and others to make positive changes in their communities. Members were asked about specific issues, such as getting potholes fixed, building additions to community centers, and getting an important issue on a state-wide ballot. Forty-one percent of State and National alumni and 41 percent of NCCC alumni believe they would definitely be able to get the pothole fixed, compared to 38 percent and 34 percent of their respective comparison groups. Alumni from both programs are also more confident in their ability to get projects, such as after-school programs for kids, underway with the help of other community members. It is clear that by participating in various projects to meet community needs during their year of service, AmeriCorps members gain a sense of empowerment to continue their participation long after they complete the program.

AmeriCorps alumni continue to take action in their communities.

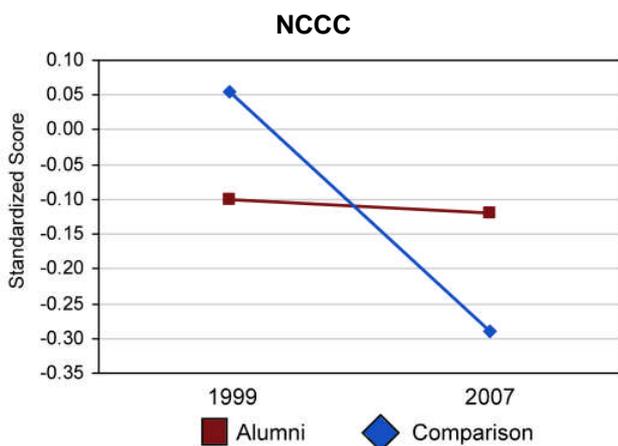
Alumni from both AmeriCorps State and National and AmeriCorps NCCC continue to work to bring about positive change, but in different ways. AmeriCorps State and National members are more likely than their comparison group to be active in community activities such as public meetings and are more likely to publicly express their opinions. For example, 69 percent of State and National alumni participate in community meetings, events, and activities compared to 63 percent of their comparison group. On the other hand, AmeriCorps NCCC alumni are more likely to volunteer in their communities as a result of their service; 64 percent of NCCC alumni volunteer

compared to only 51 percent of the comparison group. NCCC alumni also show a higher degree of social trust than their comparison group with 85 percent of alumni reporting that they believe other people can be trusted, and only 71 percent of the comparison group reporting the same. Impacts in some measures of community action are positive especially for alumni of AmeriCorps State and National from disadvantaged circumstances, for example they are much more likely than their comparison group to have expressed their opinions on a local or national issue to a public official.

Exhibit 1: Active in Community Affairs



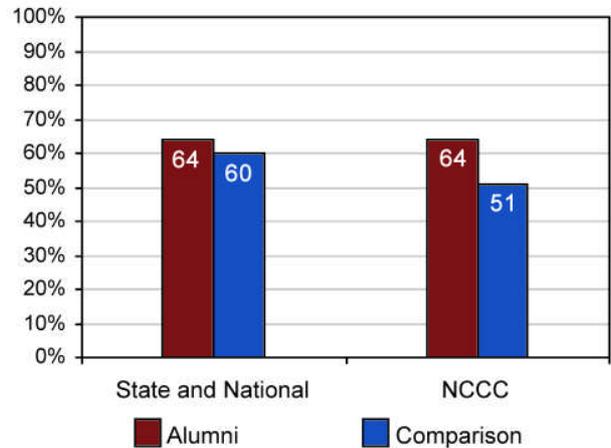
Positive effect of participation.
Effect Size = 0.19, statistically significant at the p<0.05 level.



No effect of participation.
Effect Size = 0.18, p>0.05 level.

While it is clear that many positive impacts are apparent even after eight years, there are some outcomes for which positive impacts originally noted in the 2004 early findings briefing have faded.

Exhibit 2: Percentage Reporting Volunteering in Past 12 Months



For State and National, no effect of participation.
Effect Size = 0.07, p>0.05 level.
For NCCC, positive effect of participation.
Effect Size = 0.28, statistically significant at the p<0.01 level.

About half of the impacts observed in 2004 persist into 2007, although some of these impacts are not as strong. For example, although impacts on alumni’s connection to their community are apparent in 2007 as they were in 2004, the strength of that impact has decreased for State and National alumni. Also, alumni from both programs are now no more likely than the comparison group to emphasize the importance of fulfilling civic obligations, an effect that was strong and positive in 2004 for State and National alumni. In 2007, one negative impact shows: AmeriCorps State and National alumni are slightly less likely to have voted in the 2006 mid-term election than their comparison group. At the same time, other impacts appear to take several years to emerge. For example, in 2004, the effect of AmeriCorps NCCC participation on alumni’s confidence in their ability to lead a successful community-based movement was not significant. Today, the study finds a large, significant effect for this outcome. In 2004, AmeriCorps State and National and AmeriCorps NCCC alumni were more likely to have confidence in their ability to work with local government officials than members of the comparison groups; today, these program effects are still significant and even stronger.

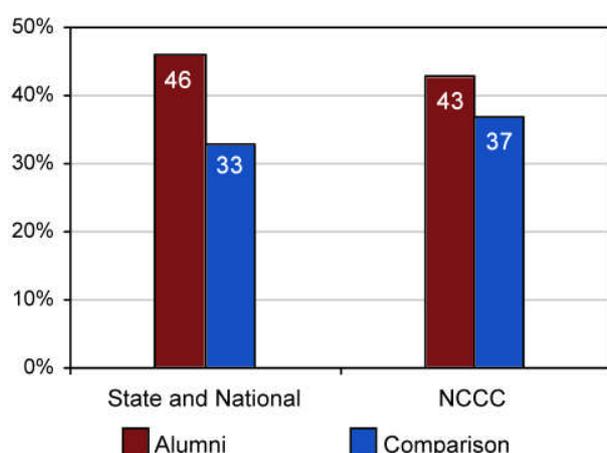
Employment

Many members continue to demonstrate a strong commitment to their community in their career choices. AmeriCorps service gives members the chance to explore different career paths, gain job-related skills, develop leadership capabilities, and network with community leaders while gaining hands-on experience in such vital fields as healthcare, education, and social services.

AmeriCorps is a pipeline for careers in public service.

AmeriCorps State and National members are significantly more likely to be employed in careers that are focused on serving the public good because of their service in the AmeriCorps program. Forty-six percent of State and National members are employed in education, social work, public safety, arts, religion, government, or full-time military service compared to 33 percent of their comparison group. Altogether, about 60 percent of AmeriCorps alumni in this study are employed in either government or nonprofit jobs. At a time when both these sectors are facing serious workforce shortages and the coming retirement of the Baby Boomer generation, this pipeline of new employees who are

Exhibit 3: Percentage of Respondents Employed in Public Service Field



For State and National, positive effect of participation.
Effect Size = 0.26, Statistically significant at the $p < 0.01$ level.
For NCCC, no effect of participation.
Effect Size = 0.14, $p > 0.05$ level.

passionate about making a difference and have experience in the sectors is absolutely critical.

AmeriCorps alumni also feel that they personally benefit in their careers from their time spent in service. Seventy-nine percent of State and National and 83 percent of NCCC alumni report that AmeriCorps gave them exposure to new career options. In addition, alumni report that their service gave them an advantage in trying to find a job (67% for State and National and 70% for NCCC), and to a lesser extent that their service provided them connections with people who helped them find their job (47% for State and National and 30% NCCC).

Employment impacts for racial and ethnic minority alumni and alumni from disadvantaged circumstances are even more pronounced.

Alumni from racial and ethnic minority groups and from disadvantaged circumstances, specifically those from low-income backgrounds, are much more likely to be employed in public service careers, with 44 percent of minority and 46 percent of disadvantaged alumni employed in public service careers versus only 26 percent of their comparison groups. Not only are they much more likely to have public service careers because of their service in AmeriCorps, they are also much more likely to report that it is important to them that they have a service-oriented career. This finding is particularly interesting because the general alumni group did not show any significant impact in this regard.

Education

Recognizing the value that higher education provides to individuals and society, AmeriCorps programs are designed to support the pursuit of post-secondary education in several ways. National service programs often include components that increase members' understanding of the importance of education, their beliefs in their ability to pursue education, and their confidence that they can successfully earn a college degree. In addition, the

Corporation offers each member who completes their term of service an education award. The Segal AmeriCorps Education Award is \$4,725 for full-time service, and is prorated for members who serve less than full time. The award can be used for education or training with qualified institutions (such as accredited community colleges, universities, and colleges), or to repay qualified student loans, for a period of seven years after completing service. It is often reported by members that the Segal award was an important factor in their decision to serve.

The study finds no significant difference between alumni and their comparison group in regards to educational achievement. However, about a quarter of alumni and a quarter of the comparison group are still enrolled in higher education; it is possible that effects will be seen with more time. The fact that we do not see effects at this point also indicates that even though AmeriCorps members take a year off from school, they are not put at a disadvantage in completing their education compared to other similar individuals who did not serve in AmeriCorps.

Life Satisfaction

Medical, economic, and other researchers have associated volunteering and service with a feeling of satisfaction termed the “helper’s high.” In fact, studies have shown that regular volunteers are less likely to experience depression and are more likely to be satisfied with their lives. Researchers investigated the life satisfaction levels of AmeriCorps members to determine if the same could be true for alumni of the programs.

The findings of the report show that eight years after service AmeriCorps alumni are more satisfied with their lives than the comparison group. Service in AmeriCorps had a significant impact on overall life satisfaction for both AmeriCorps State and National and AmeriCorps NCCC. In fact, AmeriCorps members are not only satisfied—they are more likely to be *very* satisfied with almost every aspect of their lives than their comparison group.

Conclusion

This report demonstrates that AmeriCorps has a significant, long-term impact on those who decide to give a year of service to their country. At a time when 37 million Americans live in poverty, about 800,000 youth are in gangs and 15 million children could benefit from having a caring adult in their life, recovery from disasters in the gulf is still not complete, and environmental degradation continues to eat away at our natural resources, it is clear that our country needs engaged citizens to make a difference in their communities throughout their lifetime. This report suggests that AmeriCorps can be a key strategy for building strong citizens who are ready and willing to take on the challenges of today and tomorrow as highly active members of their neighborhoods and as dedicated career public servants.

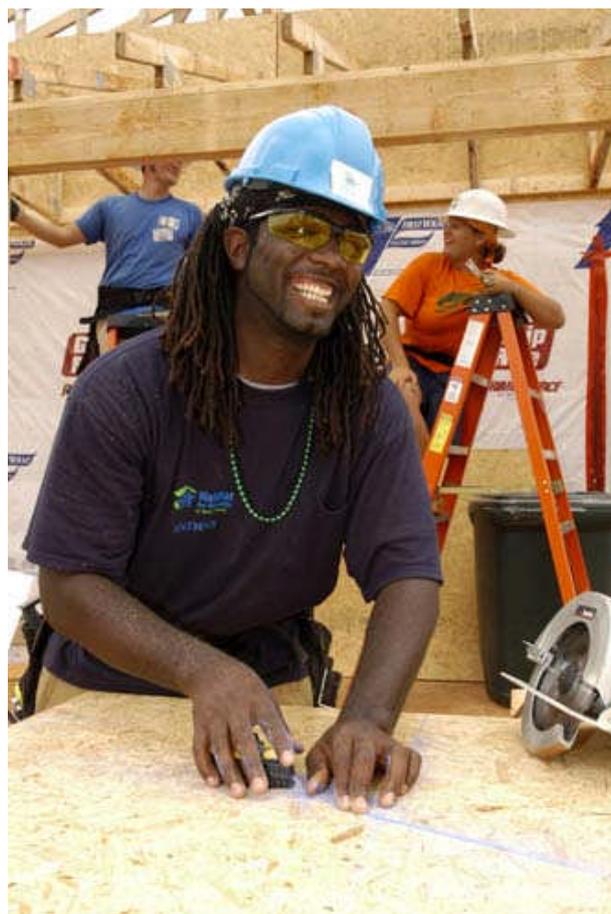


Exhibit 4: Effects of Participation in AmeriCorps State and National by Outcome

The impact analysis estimated the effects of participation in AmeriCorps by comparing changes in the outcomes for AmeriCorps participants over time with changes in the outcomes for similar individuals who did not enroll in AmeriCorps (comparison groups). In the 2004 column, results are presented from *Serving Country and Community: A Longitudinal Study of Service in AmeriCorps*.

| | 2004 | 2007 |
|---|------|------|
| Civic Engagement-Related Outcomes | | |
| Connection to Community (Attitude): Represents the respondent's opinion about the strength of his/her connection to the community, as represented by the strength of feelings toward the community, including attachment, awareness, and commitment. | + | + |
| Identify and Understand Problems in the Community (Attitude/Knowledge): Represents the respondent's self-assessed understanding of social problems in his/her community, such as environment, public health, and crime. | + | + |
| Importance of Neighborhood Participation (Attitude): Represents the respondent's opinion about the importance of being active in his/her neighborhood, including reporting crimes, keeping the neighborhood clean, and participating in neighborhood organizations | + | NS |
| Civic Obligations (Attitude): Represents the respondent's opinion about the importance of participating in various civic activities, including voting in elections and serving on a jury. | + | NS |
| Confidence in Ability to Work with Local Government (Attitude): Represents the respondent's opinion about the feasibility of working with local or state government to meet a range of community needs, such as fixing a pothole or getting an issue on a statewide ballot. | + | + |
| Ability to Lead a Successful Community-Based Movement (Attitude): Represents the respondent's opinion about the feasibility of starting a grassroots effort to meet a range of community needs, such as starting an after-school program or organizing a park cleanup program. | + | + |
| Appreciation of Cultural and Ethnic Diversity (Attitude): Represents the respondent's opinion about the importance and desirability of relationships between people who do not share the same cultural and/or ethnic background. | NS | NS |
| Constructive Personal Behavior in Groups (Behavior): Provides the respondent's report of the frequency with which he/she personally uses techniques for encouraging constructive group interactions, such as encouraging participation by other team members and supporting others' right to be heard. | NS | NS |
| Constructive Group Interactions (Behavior/Experience): Provides the respondent's report of the frequency with which he/she participated in group situations during which constructive interactions, such as working out conflicts and sharing ideas, occurred. | NS | NS |
| Personal Growth Through Community Service (Attitude): Represents the respondent's assessment of the impacts of his/her prior volunteer activities during the previous year with respect to personal growth, including exposure to new ideas, changing beliefs, and learning about the real world. | + | NS |

Exhibit 4: Effects of Participation in AmeriCorps State and National by Outcome

Continued

| | 2004 | 2007 |
|---|------|------|
| Personal Effectiveness of Community Service (Attitude): Represents the respondent's opinion about the impacts of his/her prior volunteer activities during the previous year with respect to making community contributions, developing attachments to the community, and making a difference. | + | NS |
| Active in Community Affairs (Behavior): Represents the frequency with which he/she participates in community-based activities, including attending community meetings and writing to newspapers to voice opinions. | + | + |
| Voting Participation (Behavior): Represents whether respondent voted in 2000 Presidential election in 2004 column and the 2004 Presidential election in 2007 column. | NS | NS |
| Social Trust (Attitude): Represents the extent to which the respondent believes that other people can be trusted. | NA | NS |
| Volunteering Participation (Behavior): Provides likelihood that respondent served as a volunteer at any point following Fall 2000 for 2004 results and within 12 months prior to survey for 2007. | NS | NS |
| Employment-Related Outcomes | | |
| Importance of Service-Oriented Careers (Attitude): Represents respondent's opinion about whether his/her current job is a position that contributes to others, such as working to correct inequalities and being of direct service to others. | NS | NS |
| Public Service Employment (Behavior): Represents how likely respondent is to be working in a public service career. | + | + |
| Education-Related Outcomes | | |
| Educational Progress (Behavior): Represents respondent's educational attainment at the time of survey. | NS | NS |
| Life Satisfaction Outcomes | | |
| Life Satisfaction (Attitude): A new outcome for the 2007 survey that measures overall satisfaction with life, through satisfaction with career, financial, situation, physical health, close relationships with friends and family, religious or spiritual life, and leisure activities. | NA | + |
| <p>+ Indicates positive, significant findings, which means that alumni experienced a greater increase (or smaller decrease) than individuals in the comparison group.</p> <p>- Indicates negative, significant findings, which means that alumni experienced a greater decrease (or smaller increase) than individuals in the comparison group.</p> <p>NS Indicates "Not Significant" because this outcome had no significant findings.</p> <p>NA Indicates "Not Applicable" because this outcome was not measured on previous surveys.</p> | | |

Exhibit 5: Effects of Participation in AmeriCorps NCCC by Outcome

The impact analysis estimated the effects of participation in AmeriCorps by comparing changes in the outcomes for AmeriCorps participants over time with changes in the outcomes for similar individuals who did not enroll in AmeriCorps (comparison groups). In the 2004 column, results are presented from *Serving Country and Community: A Longitudinal Study of Service in AmeriCorps*.

| | 2004 | 2007 |
|---|------|------|
| Civic Engagement-Related Outcomes | | |
| Connection to Community (Attitude): Represents the respondent's opinion about the strength of his/her connection to the community, as represented by the strength of feelings toward the community, including attachment, awareness, and commitment. | + | + |
| Identify and Understand Problems in the Community (Attitude/Knowledge): Represents the respondent's self-assessed understanding of social problems in his/her community, such as environment, public health, and crime. | + | NS |
| Importance of Neighborhood Participation (Attitude): Represents the respondent's opinion about the importance of being active in his/her neighborhood, including reporting crimes, keeping the neighborhood clean, and participating in neighborhood organizations | NS | + |
| Civic Obligations (Attitude): Represents the respondent's opinion about the importance of participating in various civic activities, including voting in elections and serving on a jury. | NS | NS |
| Confidence in Ability to Work with Local Government (Attitude): Represents the respondent's opinion about the feasibility of working with local or state government to meet a range of community needs, such as fixing a pothole or getting an issue on a statewide ballot. | + | + |
| Ability to Lead a Successful Community-Based Movement (Attitude): Represents the respondent's opinion about the feasibility of starting a grassroots effort to meet a range of community needs, such as starting an after-school program or organizing a park cleanup program. | NS | + |
| Appreciation of Cultural and Ethnic Diversity (Attitude): Represents the respondent's opinion about the importance and desirability of relationships between people who do not share the same cultural and/or ethnic background. | - | NS |
| Constructive Personal Behavior in Groups (Behavior): Provides the respondent's report of the frequency with which he/she personally uses techniques for encouraging constructive group interactions, such as encouraging participation by other team members and supporting others' right to be heard. | NS | NS |
| Constructive Group Interactions (Behavior/Experience): Provides the respondent's report of the frequency with which he/she participated in group situations during which constructive interactions, such as working out conflicts and sharing ideas, occurred. | NS | NS |
| Personal Growth Through Community Service (Attitude): Represents the respondent's assessment of the impacts of his/her prior volunteer activities during the previous year with respect to personal growth, including exposure to new ideas, changing beliefs, and learning about the real world. | + | NS |

Exhibit 5: Effects of Participation in AmeriCorps NCCC by Outcome Continued

| | 2004 | 2007 |
|---|------|------|
| Personal Effectiveness of Community Service (Attitude): Represents the respondent's opinion about the impacts of his/her prior volunteer activities during the previous year with respect to making community contributions, developing attachments to the community, and making a difference. | NS | + |
| Active in Community Affairs (Behavior): Represents the frequency with which he/she participates in community-based activities, including attending community meetings and writing to newspapers to voice opinions. | + | NS |
| Voting Participation (Behavior): Represents whether respondent voted in 2000 Presidential election in 2004 column and the 2004 Presidential election in 2007 column. | NS | NS |
| Social Trust (Attitude): Represents the extent to which the respondent believes that other people can be trusted. | NA | + |
| Volunteering Participation (Behavior): Provides likelihood that respondent served as a volunteer at any point following Fall 2000 for 2004 results and within 12 months prior to survey for 2007. | + | + |
| Employment-Related Outcomes | | |
| Importance of Service-Oriented Careers (Attitude): Represents respondent's opinion about whether his/her current job is a position that contributes to others, such as working to correct inequalities and being of direct service to others. | NS | NS |
| Public Service Employment (Behavior): Represents how likely respondent is to be working in a public service career. | NS | NS |
| Education-Related Outcomes | | |
| Educational Progress (Behavior): Represents respondent's educational attainment at the time of survey. | NS | NS |
| Life Satisfaction Outcomes | | |
| Life Satisfaction (Attitude): A new outcome for the 2007 survey that measures overall satisfaction with life, through satisfaction with career, financial, situation, physical health, close relationships with friends and family, religious or spiritual life, and leisure activities. | NA | + |
| <p>+ Indicates positive, significant findings, which means that alumni experienced a greater increase (or smaller decrease) than individuals in the comparison group.</p> <p>- Indicates negative, significant findings, which means that alumni experienced a greater decrease (or smaller increase) than individuals in the comparison group.</p> <p>NS Indicates "Not Significant" because this outcome had no significant findings.</p> <p>NA Indicates "Not Applicable" because this outcome was not measured on previous surveys.</p> | | |

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