



Employers of National Service

Thank you for your work on behalf of Employers of National Service. Below, you will find sample talking points and answers to frequently asked questions that you can use when talking to organizations about becoming an Employer of National Service. Please send questions or feedback to employers@cns.gov.

Talking Points

What is Employers of National Service?

- Employers of National Service connects AmeriCorps and Peace Corps alumni with leading employers from the private, public, and nonprofit sectors. It was launched at the White House in September 2014 as part of the celebration the 20th anniversary of AmeriCorps.
- This initiative builds a talent pipeline and provides employers with access to a dedicated, highly qualified, and mission-oriented pool of potential employees.
- Every employer from the nonprofit, public, and private sectors should strongly consider the value that AmeriCorps and Peace Corps alumni can add to their organization.
- For more information, please visit www.nationalservice.gov/employers

How does an organization become an Employer of National Service?

- Employers of National Service demonstrate policies and practices that emphasize the skills that national service alumni bring to the workplace.
- Most employers have taken one or both of the following steps as part of their commitment to be an Employer of National Service:
 - Explicitly indicate in relevant job announcements an interest in recruiting AmeriCorps members and returned Peace Corps Volunteers (For example, “AmeriCorps, Peace Corps, and other national service alumni are encouraged to apply.”).
 - Provide an opportunity for job applicants to identify themselves as AmeriCorps or Peace Corps alumni. (For example, placing a check box on your employment application that asks a question along the following lines: “Did you serve in an AmeriCorps, Peace Corps, or another national service program?” Many are also including a space for applicants to note what organization they served with. For example: “Please list the AmeriCorps program or Peace Corps country where you served.”)
- As part of their commitment, organizations will be asked to provide information regarding their Employers of National Service efforts and achievements for a summary report.
- To sign up, an organization can submit their information on this page:
<http://www.nationalservice.gov/employers/sign-up>

What else can organizations do?

- Employers may also propose other commitments that would highlight their national service alumni recruitment and employment activities and qualify them as an Employer of National Service.
- Organizations who go above and beyond these basic commitments will receive special recognition. Additional steps could include:
 - Special hiring consideration for national service alumni (e.g., extra points as part of an application scoring system).
 - Creating some positions that are only open to AmeriCorps and Peace Corps alumni.

- Guaranteeing an interview for any job applicant who is an AmeriCorps or Peace Corps alumnus and meets the minimum qualifications.

Why hire national service alumni?

- AmeriCorps and Peace Corps develop strong leaders who are motivated, flexible, innovative, outcome-oriented, learn quickly, and work well on diverse teams.
- There are more than 1.1 million national service alumni:
 - Since 1994, more than 900,000 people have served in AmeriCorps.
 - Since 1961, over 215,000 have served in Peace Corps.
- These national service alumni have experience tackling some of the most pressing challenges facing our nation and our world, and they bring these same skills to the workplace where they can be assets to employers of all kinds.

What are the benefits of being an Employer of National Service?

- Employers of National Service will have a competitive edge in reaching a large and diverse pool of talented individuals and have their job opportunities highlighted to a vast network of talented job seekers.
 - This includes:
 - Listing on the Employers of National Service webpage
 - Publicity in the AmeriCorps alumni newsletter which reaches hundreds of thousands of AmeriCorps alumni
 - Discounted registration for AmeriCorps Alums Virtual Career Fairs
 - Discounts when posting positions on AmeriCorpsAlums.org and PeaceCorpsConnect.org job board

Who are AmeriCorps members and Peace Corps Volunteers?

- Nearly 80,000 AmeriCorps members annually serve communities across the country through organizations such as Habitat for Humanity, City Year, Teach For America, and the American Red Cross.
- Peace Corps Volunteers serve in 65 countries around the world. They work at the grassroots level to develop sustainable solutions that address challenges in education, health, economic development, agriculture, environment, and youth development.
- National service alumni have worked as educators, emergency responders, economic development advisors, disaster preparation and recovery leaders, and counselors.
- Through their service, participants develop hard skills as well as the professionalism, teamwork, communication, management, and leadership skills that are key to success in today's workplace.

Who are the Employers of National Service Partners?

- Corporation for National Community Service
- AmeriCorps Alums
- Peace Corps
- National Peace Corps Association
- The Franklin Project

Frequently Asked Questions

[I am a \(business/non-profit/government entity, etc.\). Why is Employers of National Service relevant to my sector?](#)

Employers of National Service provides access to a pool of highly qualified, mission-oriented candidates who have acquired unique skills as a result of their AmeriCorps or Peace Corps service. This includes leadership, teamwork, flexibility, problem-solving, and grit, just to name a few -- key assets for employers of all types. In addition, a great range of experience and interests can be found among national service alumni, whose backgrounds range from those earning their GED to those with professional degrees.

[Am I required to grant preference to AmeriCorps and Peace Corps alumni?](#)

Employers of National Service is an opportunity for employers to highlight the fact that they value the skills gained through national service. The implementation of job description language or a checkbox does not grant automatic preference to a given group. Some Employers of National Service are choosing to grant preference within their hiring process (and we encourage others to explore this option), but this is not a requirement.

[Do I need to use the job description language on all postings?](#)

We strongly encourage employers to include the job description language on all postings because of the diverse skills, backgrounds, and ages of AmeriCorps and Peace Corps alumni. However, an organization could choose to indicate the specific types/categories of job postings that they will include the language on (for example, all job postings except for IT-related ones or all job postings in a certain division).

[As an Employer of National Service, what kind of information will I be required to share with CNCS?](#)

We will ask Employers of National Service to participate in an annual survey about activities related to this initiative, such as the total number of national service alumni on staff. We understand that it may take time for your organization to develop systems necessary to collect this data, and we will be sharing best practices and tools as they develop. We will also extend other informal opportunities for you to engage as it best fits your organization's needs -- such as sharing your stories of current staff or recent hires who have served in AmeriCorps or Peace Corps.

[Is there a fee to participate?](#)

This initiative is open to companies and organizations of all sizes, and there is no fee to participate.

[My organization is not planning on hiring in the immediate future. Can we still join?](#)

Even if you are not planning to add staff in the near future, your organization is still welcome to join Employers of National Service, especially if you already employ AmeriCorps or Peace Corps alumni.

[What about service year opportunities that are not AmeriCorps or Peace Corps?](#)

We mention AmeriCorps and Peace Corps by name since they are federally funded efforts and the most well-known, but there are other initiatives with similar member experiences and skill development. With this in mind, the job description language and checkbox -- with the inclusion of "other national service program(s)" -- is meant to be inclusive of these programs.

If you have any further questions, please see our [Employer FAQ](#) or send a message to employers@cns.gov.