AmeriCorps Member Impact Synthesis

The past 20 years of research on how service shapes the member
Research and Data

- AmeriCorps Alumni Outcomes Study
- Still Serving: AmeriCorps Longitudinal Study
- Member Exit Survey Data
- Does National Service Impact Employability for Young Adults? (Tufts University)
- Understanding AmeriCorps Employment Opportunity & Outcomes (Arizona State University)
- Other administrative data

Find this research on our Evidence Exchange!
Who are our members?
Member Demographics: All AmeriCorps Programs

- The majority of members in ASN, VISTA, and NCCC are*:
  - Female (63%)
  - 18-24 (69%)
  - Have at least some college (72%)
  - White (61%)
  - Non-Hispanic/Latino (83%)
  - Serving full time terms (55%)
  - Report a disability (5%)

- The majority of members in ASN, VISTA, and NCCC reporting disabilities are*:
  - Female (71%)
  - 18-24 (61%)
  - Have at least some college (86%)
  - White (71%)
  - Non-Hispanic/Latino (88%)
  - Serving full time terms (65%)
  - Specify their disability (77%)

*Data from the trust enrollment and exit forms, pulled from Member Exit Survey. N= 132,965. Reporting period: 4/30/2015-2/24/2017

*Data from the trust enrollment and exit forms, pulled from Member Exit Survey. N= 132,965. Reporting period: 3/30/2016-2/24/2017
## Member Demographics: Frequent Types of Disabilities Reported

<table>
<thead>
<tr>
<th>Type of disability selected*, for all Corporate Programs:</th>
<th>Percentage reporting disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have disability, but do not wish to specify</td>
<td>23%</td>
</tr>
<tr>
<td>Psychiatric</td>
<td>28%</td>
</tr>
<tr>
<td>Epilepsy</td>
<td>5%</td>
</tr>
<tr>
<td>Other disability</td>
<td>41%</td>
</tr>
<tr>
<td>Total reporting a disability</td>
<td>6,784</td>
</tr>
<tr>
<td>% reporting a disability of total member pool</td>
<td>5%</td>
</tr>
</tbody>
</table>

*Multiple selections allowed*
### Enrollment by Corporate Program

<table>
<thead>
<tr>
<th></th>
<th>Members Not Reporting a Disability</th>
<th>Members Reporting a Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>AmeriCorps State and National</td>
<td>86%</td>
<td>AmeriCorps State and National</td>
</tr>
<tr>
<td>VISTA</td>
<td>12%</td>
<td>VISTA</td>
</tr>
<tr>
<td>NCCC</td>
<td>2%</td>
<td>NCCC</td>
</tr>
</tbody>
</table>

- AmeriCorps State and National: 86% not reporting a disability, 78% reporting a disability.
- VISTA: 12% not reporting a disability, 20% reporting a disability.
- NCCC: 2% not reporting a disability, 3% reporting a disability.
What is the typical member service experience?
Member Service Experience

Main Focus Area by Corp. Program

Not Sure/Does Not Apply
Veterans and Military Families
Education
Healthy Futures
Economic Opportunity
Environmental Stewardship
Disaster Services

Percent

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

VISTA  NCCC  ASN  All

Multiple selections allowed.
Service Site Type by Corp. Program

- Other*
- Public agency*
- Environmental agency or park*
- Senior center*
- Faith-based organization*
- Nonprofit/community-based organization*
- College campus*
- K-12 public school*
- Preschool*

*Data from the 2016 AmeriCorps Alumni Outcomes Study
Members are satisfied with their experience

<table>
<thead>
<tr>
<th>Service Satisfaction*</th>
<th>Members Not Reporting Disabilities (%)</th>
<th>Members Reporting a Disability (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>47</td>
<td>42</td>
</tr>
<tr>
<td>Satisfied</td>
<td>42</td>
<td>41</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

*Data from the Member Exit Survey

**Data from the Alumni Outcomes Study

• **91% of alumni feel they made a contribution to the community**. 
• **92% feel they made a difference in the life of at least one person.**
AmeriCorps is a personally defining experience

<table>
<thead>
<tr>
<th>AmeriCorps was a Personally Defining Experience*</th>
<th>Members Not Reporting Disabilities (%)</th>
<th>Members Reporting a Disability (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>44</td>
<td>45</td>
</tr>
<tr>
<td>Agree</td>
<td>40</td>
<td>36</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

- 78% of alumni re-examined their beliefs and attitudes about themselves**.
- 68% did things they never thought they could do.

*Data from the Member Exit Survey
**Data from the 2016 AmeriCorps Alumni Outcomes Study
AmeriCorps was a Professionally Defining Experience*

<table>
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<tr>
<th>AmeriCorps was a Professionally Defining Experience*</th>
<th>Members Not Reporting Disabilities (%)</th>
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</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>Agree</td>
<td>41</td>
<td>38</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>14</td>
<td>16</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

- **64%** reported that they figured out their next steps in terms of career/professional goals.
- **55%** of alumni said they figured out what their next steps were in terms of educational goals.

*Data from the Member Exit Survey

**Data from the 2016 AmeriCorps Alumni Outcomes Study
Member Satisfaction: Value of Service

Service was Worthwhile Experience: Furthering **Educational**, **Professional**, and **Personal** Endeavors for Members Not Reporting a Disability

Service was Worthwhile Experience: Furthering **Educational**, **Professional**, and **Personal** Endeavors for Members Reporting a Disability

*Data from the Member Exit Survey, Q20. Reporting period: 4/30/2015-2/24/2017*
**Member Satisfaction: Recommend AmeriCorps?**

**Members Not Reporting a Disability: Recommend AmeriCorps to Friend or Family Member**

- Advise Against it: 5%
- Have second thoughts about recommending it: 10%
- Recommend It: 40%
- Strongly recommend it: 45%

**Members Reporting a Disability: Recommend AmeriCorps to Friend or Family Member**

- Advise Against it: 10%
- Have second thoughts about recommending it: 15%
- Recommend It: 40%
- Strongly recommend it: 45%

*Data from the Member Exit Survey, Q25. Reporting period: 4/30/2015-2/24/2017*
How are members changed by service?
AmeriCorps Member Theory of Change

Program participants develop along four pathways that we believe are essential in developing the empowerment and preparation necessary to be a change-oriented, active community member.

<table>
<thead>
<tr>
<th>Civic Engagement</th>
<th>Self-Efficacy</th>
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<tbody>
<tr>
<td>Cultural Competency</td>
<td>Life and Career Skills</td>
</tr>
</tbody>
</table>
Civic Engagement

Evidence of effectiveness in civic engagement is **STRONG**.

- Longitudinal study shows significant, sustained impact in:
  - Feeling connected to community and confidence in working with local government (ASN; NCCC)
  - Aware of community problems and active in community affairs (ASN)
  - Social trust, valuing neighborhood participation, and likelihood to volunteer (NCCC)

- Outcomes study shows positive outcomes:
  - 71% were likely or very likely to “help keep their communities safe and clean,” compared to 42% prior to service (All programs)
  - 70% were very or completely likely to “donate money or goods to a cause,” compared to 40% prior to service (All programs)
  - 94 percent report registering to vote (All programs)
Self-Efficacy

Evidence of effectiveness in self-efficacy is **STRONG**.

- Longitudinal study shows significant, sustained impact in:
  - Confidence in leading local community efforts (ASN; NCCC)
  - Sense of personal effectiveness in the community (NCCC)

- Outcomes study shows positive outcomes:
  - Significant changes in sense of ability to “overcome opposition” and “deal with unforeseen circumstances” (All programs)
  - 90 percent report service “improved their ability to solve problems” (All programs)
Cultural Competency

Evidence of effectiveness in cultural competency is PRELIMINARY.

• Outcomes study shows positive outcomes:
  • 93 percent of alumni said that after service, they felt comfortable interacting with others different than themselves, compared to 72 percent prior to service (All programs)
  • 94 percent said that national service broadened their understanding of society and different communities (All programs)
Life and Career Skills

Evidence of effectiveness in life and career skills is **MODERATE**.

- Longitudinal study shows significant, sustained impact in:
  - Life satisfaction (ASN; NCCC)

- Outcomes study shows positive outcomes:
  - 51 percent say AmeriCorps “opened up a career path for them they might not have otherwise considered” (All programs)
  - 79 percent of alumni report being satisfied or very satisfied with career trajectory (All programs)
Post-Service: Career and Educational Outcomes

• Longitudinal study shows **sustained, significant impact** on likelihood of going into public service career, such as government, non-profits or education (ASN)

• Outcomes study shows positive outcomes:
  • AmeriCorps alumni are more likely to attain four-year degree than average American adult
  • Within six months of service, 2/3 of alumni report being employed; 1/3 report continuing their education
  • For those employed within six months of service, 42 percent found employment due to a service connection
  • 34 percent currently work in government or the public service and 39% in the nonprofit or social service sector
Post-Service: Career and Educational Outcomes cont.

• Tufts study found that for alumni job applicants:
  • With college – AmeriCorps service on resume improved chances of interview by a statistically significant margin.

• Arizona State study found that, among a sample of Arizona sponsor organizations:
  • 82.7% had hired a former AmeriCorps member
  • 57.8% had hired a member from their site
  • 64.3% of these positions are full-time
  • More than half of these positions are newly created
Thank you!

Contact us at evaluation@cns.gov.