

**Encore Innovation Express**  
***Profile***  
**Aspiranet Encore Fellowships Program**

**Encore Innovation Description:** Sponsorship – as program operator, funder and work host – of an internal Encore Fellowships Program to support Aspiranet’s statewide work with children, youth and families. The infusion and integration of such significant talent into a single nonprofit is a powerful model for delivering sustained impact and organizational growth and change.

Aspiranet is the first nonprofit in the nation to establish its own internal Encore Fellowships Program, in partnership with Civic Ventures’ Encore Fellowships Network. The program is at the heart of a growing national trend of skilled, experienced professionals at the end of their mid-life careers being matched with social purpose organizations in order to further their mission and serve as an experiential pathway to transition into their next work phase.

**Who to connect with at *Encore 2011*:** Vernon Brown, CEO, Aspiranet; Terry Connelly, Aspiranet Encore Fellow; Janet Luce, Director, EncoreConnect

**Organization Profile**

<b>Organization</b>	<b>Aspiranet</b> ( <a href="http://www.aspiranet.org">www.aspiranet.org</a> )
<b>Websites</b>	<a href="http://www.encoreconnect.org">www.encoreconnect.org</a>
<b>Key dates</b>	1975 incorporated as a 510(c)(3)
<b>Geographic Scope</b>	Aspiranet is one of the largest family service agencies in California, with 44 locations statewide in Northern California, Central California and Southern California.
<b>Organization Type</b>	<ul style="list-style-type: none"> <li>• Provides a network of services for children, youth, and families across California.</li> <li>• 35 core family support programs in 44 rural, urban and suburban locations, with an annual budget of \$50 M</li> <li>• Delivery of social services throughout California, employing over 1,100 full and part-time staff that provide direct services to over 2,500 children, youth and families on a weekly basis</li> </ul>
<b>Mission</b>	A recognized leader in the development of innovative social and educational services for children, youth and families, Aspiranet’s vision is to take collective action to support communities and families as they love and care for children.
<b>Encore Programs and Services</b>	<p>Aspiranet has been a leader in deploying encore talent to social purpose work. Through its flagship Experience Corps Bay Area and Encore Parenting-Kinship Navigation programs, and now the Encore Fellowships program, the agency has been an innovative force in the encore movement. Aspiranet intends to expand the fellowships program across its statewide network and develop a replicable, scalable, portable and assessable model for amplifying encore connections (fellowships, jobs, service) in service to its communities.</p> <p>The <b>Aspiranet Encore Fellowships Program</b> provides a unique opportunity for fellows to take meaningful action, using skills and knowledge that they</p>

	<p>already have, while learning firsthand about the nonprofit sector and exploring potential work options. The first cohort includes eight fellows from diverse professional backgrounds, including leadership positions in municipal government, nonprofit management, information technology, marketing, banking and education. The fellowships are a success when the work assignments well-leverage the fellow’s talents and improve the agency’s capacity to execute on important strategic initiatives, and – as a result of their yearlong contributions and learning – the fellows are well-prepared for post-fellowship social purpose work.</p> <p>Fellows participate in monthly cohort meetings to support them in their work assignments and learn from leaders in the field and others who have made the transition from for-profit to social purpose careers. The primary focus of the fellowship is the work assignment which furthers the fellow’s professional development by applying prior work skills to a new sector and developing a network of relationships in the nonprofit sector. Fellows are awarded a \$25,000 stipend for their 1,000 hour, half-time, 12-month fellowship assignment.</p> <p>The Aspiranet Encore Fellowships Program will generate a core “intra-network” of alumni fellows with an affinity for Aspiranet’s mission and the capacity to grow in multiple directions.</p>
<p><b>Key Partners</b></p>	<p>Each Encore Fellow has been matched with a member of the Aspiranet Senior Management Team in a year-long, mission-central role that well leverages their talents and delivers sustained organizational impact. Their work assignments reflect the social issues of the agency’s portfolio – foster care and adoption, child and family services, youth development and education, and behavioral health – and are contributing to improvements in business development, organizational strategy, new venture creation, marketing, staff development, and site operations.</p>
<p><b>Issue Area Focus</b></p>	<p>Foster care and adoption, child and family services, youth development and education, and behavioral health</p>