



Silicon Valley Encore Fellows *Fact Sheet*

With funding from The David and Lucile Packard Foundation and the Hewlett Packard Company, Civic Ventures and nine nonprofits in California's Silicon Valley joined forces to pilot Encore Fellowships, an innovative way for corporate employees to transition from the end of midlife careers to encore careers that combine social impact with personal meaning and continued income.

Launched in January 2009, the pilot provided transitional, high-impact work assignments at nonprofits in Silicon Valley. A small group of 10 fellows – former private-sector employees with deep experience in marketing, finance, human resources, business and team management – made an immediate impact at nonprofits while gaining hands-on experience and insight helping the fellows launch encore careers for the greater good.

Based on the tremendous success of the 2009 pilot, the program is running again in 2010, further refining the basic program model. More significantly, work has begun to enable the creation of a network of Encore Fellowships programs across the United States.

The Goal: Add human capital to local nonprofits to further their missions while creating a new experiential pathway for former corporate employees transitioning into encore careers. Switching from the private to nonprofit sector is not always smooth or straightforward, and few pathways are in place to support this transition. The fellowships directly address that gap.

The Results: A triple win.

- Nonprofits received high-value talent to help drive their missions and transform their organizations. Of participating nonprofits, 80 percent requested fellows in 2010. In a strong testimony to the value of the fellowships, these nonprofits have agreed to pay between half and all of the fellow stipend cost during 2009, compared with receiving fellows without cost in 2009.
- Fellows received hands-on experience working in and directly contributing to social purpose organizations. Eight of the 10 fellows were offered longer-term staff roles with their host nonprofits, the great majority thus successfully launching encore careers.
- Corporate sponsors benefited from an innovative program that enhances existing community engagement, work force management and market affinity strategies. New corporate sponsors and employees have signed up for the 2010 program.

The Program Model: The Silicon Valley Encore Fellow (SVEF) 2009 pilot program included skilled employees concluding midlife careers, high-impact work, rigorous program management, compensation, peer learning and commitment and support from nonprofit hosts and corporate sponsors. The 2010 SVEF program leverages the 2009 program model.

- **Work:** High-impact work and hands-on experience building capacity in nonprofits

- **Fellow profile:** Skilled, experienced former corporate employees concluding midlife careers
- **Duration/schedule:** Six months full time or 12 months part time with flexible scheduling
- **Compensation:** Fellow stipend of \$25,000
- **Funding model:** Fellow stipend paid by the nonprofit, the fellow's former employer and program funders. (This is a change from 2009, as the nonprofit did not contribute to the stipend in 2009.) Program administration paid through corporate and foundation support.
- **Nonprofit/work hosts:** San Francisco Bay Area nonprofits primarily focused on education and environment with a track record of innovation and success
- **Program management:** Rigorous selection and matching process
- **Peer learning:** Structured, light-touch peer learning and curriculum to support transition process

National Impact: In April 2009, Congress passed the Edward M. Kennedy Serve America Act, which includes a provision for 10 one-year encore fellowships in each state, or 500 fellows a year nationally. Program details are under development, but lessons learned from the Silicon Valley pilot provided a critical foundation for the national program. Beyond the Serve America Act, Civic Ventures has launched an initiative to enable the creation of a network of Encore Fellowships programs across the United States, in response to significant interest from companies, foundations and community organizations. The first new Encore Fellowships programs are targeted for summer 2010 and will be operated by other organizations leveraging Encore Fellowships Network materials and tools made widely and easily available by Civic Ventures.

About the Encore Careers Campaign: The Silicon Valley Encore Fellows program is part of the Encore Careers campaign, which aims to engage millions of boomers in encore careers, providing personal fulfillment while making a significant contribution to the social good. The campaign is a project of Civic Ventures, a think tank on boomers, work and social purpose. For details, please go to Encore.org.