



Silicon Valley Encore Fellowships Fact Sheet

With funding from The David and Lucile Packard Foundation and the Hewlett Packard Company, Civic Ventures and nine Silicon Valley nonprofits are joining 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 provides six- to 12-month paid work assignments at nonprofits in the Silicon Valley that focus on education and environmental improvement.

In the pilot program's first year, a small cohort of fellows – former corporate employees with management experience in marketing, financial planning, human resources, and management skills – made an immediate impact at local nonprofits while gaining the experience and insight that will help them launch long-term encore careers for the greater good.

The Goal: Add human capital to local nonprofits to further their mission while creating a new pathway for former corporate employees transitioning into encore careers.

The Model: The pilot model includes rigorous selection and matching, commitment from nonprofits, compensation, peer learning, high-impact work, support to nonprofit hosts, and help transitioning to an encore career for individual fellows.

- **Duration:** Six months full time or 12 months part time.
- **Stipends:** Each fellow receives \$25,000 paid in part by the program funders and the fellow's former employer.
- **Nonprofits in 2009:** Aspiranet; Citizen Schools; Civic Ventures; Community School of Music & Arts; Environmental Volunteers; Partners in School Innovation; Resource Area For Teaching; Silicon Valley Education Foundation; Youth Community Service.

The Results: A triple win. First, nonprofits get talent to help drive their mission. Second, fellows get hands-on experience to clarify career goals and an opportunity to give back. Third, corporations support former employees, nonprofits, and the community.

Local impact: All of the nonprofit sponsors in the 2009 pilot have requested another fellow for 2010. Five of the 10 fellows have been offered longer-term staff roles with their host nonprofits.

National Impact: In April 2009, Congress passed the Serve America Act, which includes a provision for 10 one-year encore fellowships in each state, or 500 fellows per year across the nation. Program details are under development, but lessons learned from the Silicon Valley pilot will provide a critical foundation for the national program.

Future Plans: With the successful conclusion of the pilot program in 2009, Civic Ventures is looking ahead to 2010 and the expansion of the encore fellowship concept. The pilot program will be improved and grown in Silicon Valley and the wider Bay Area, but more significantly, work will begin to enable the creation of a network of encore fellowship programs across the United States.

About the Encore Careers Campaign: The Silicon Valley Encore Fellows Pilot 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, go to Encore.org.