



Silicon Valley Encore Fellows Fact Sheet (updated 2.15.10)

With funding from The David and Lucile Packard Foundation and the Hewlett Packard Company, Civic Ventures and nine Silicon Valley nonprofits 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 the Silicon Valley. A small cohort of ten 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 them 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 mission 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 mission and transform their organizations. 80% of participating non profits requested another fellow in 2010. In a strong testimony to the value of the Fellowships, these non profits have agreed to pay between half and the entire fellow stipend cost, compared to receiving a Fellow 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 nonprofit, the great majority thus successfully launching their encore career.
- Corporate sponsors benefitted from an innovative program which enhances existing community engagement, workforce 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 program included skilled employees concluding mid-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 non profits.
- **Fellow Profile:** Skilled, experienced former corporate employees concluding mid-careers.
- **Duration/Schedule:** Six months full time or 12 months part time with flexible scheduling.
- **Compensation:** \$25,000 Fellow stipend
- **Funding Model:** Fellow stipend paid by the non profit, the fellow's former employer and program funders. This is a change from 2009 as the non profit did not contribute to the stipend in 2009. Program administration paid through corporate and foundation support.

- **Nonprofit/Work Hosts:** Bay Area non profits primarily focused on education and environment with a track record of innovation and success.
- **Program Mgmt:** 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 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 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 the Encore Fellowships Network materials and tools made widely and easily available by Civic Ventures.

About the Encore Careers Campaign: Silicon Valley Encore Fellows 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.