



# Encore Fellowships Program

*Bringing new sources of talent to the task of solving social problems.*

***2013 Finalist***

***Eisner Prize for Intergenerational Excellence***



## ***About Encore.org***

*Encore.org is building a movement to make it easier for millions of people to pursue second acts for the greater good. **We call them "encore careers" – jobs that combine personal meaning, continued income and social impact – in the second half of life.***

## ***About The Encore Fellowships Network***

Civic Ventures/Encore.org created the Encore Fellowships Network in order to make it as easy as possible for organizations to start, sponsor and operate their own effective and high quality Encore Fellowships programs. **The EFN provides a wealth of online information, tools and communities that make the design, launch and operation of an Encore Fellowships program as simple and efficient as possible.**



# *The Opportunity*

## *78 Million Baby Boomers*

- Comprise the largest, healthiest and best-educated generation of Americans in history.
- Entering retirement age, many are determined to apply their experience and make a difference for others.

## *Nonprofits*

- Estimated by 2016 to need twice the number of senior managers currently in workforce .
- Study of nonprofits reported that 50-75% of the job openings will require traditional business skills.



# *What are Encore Fellowships*

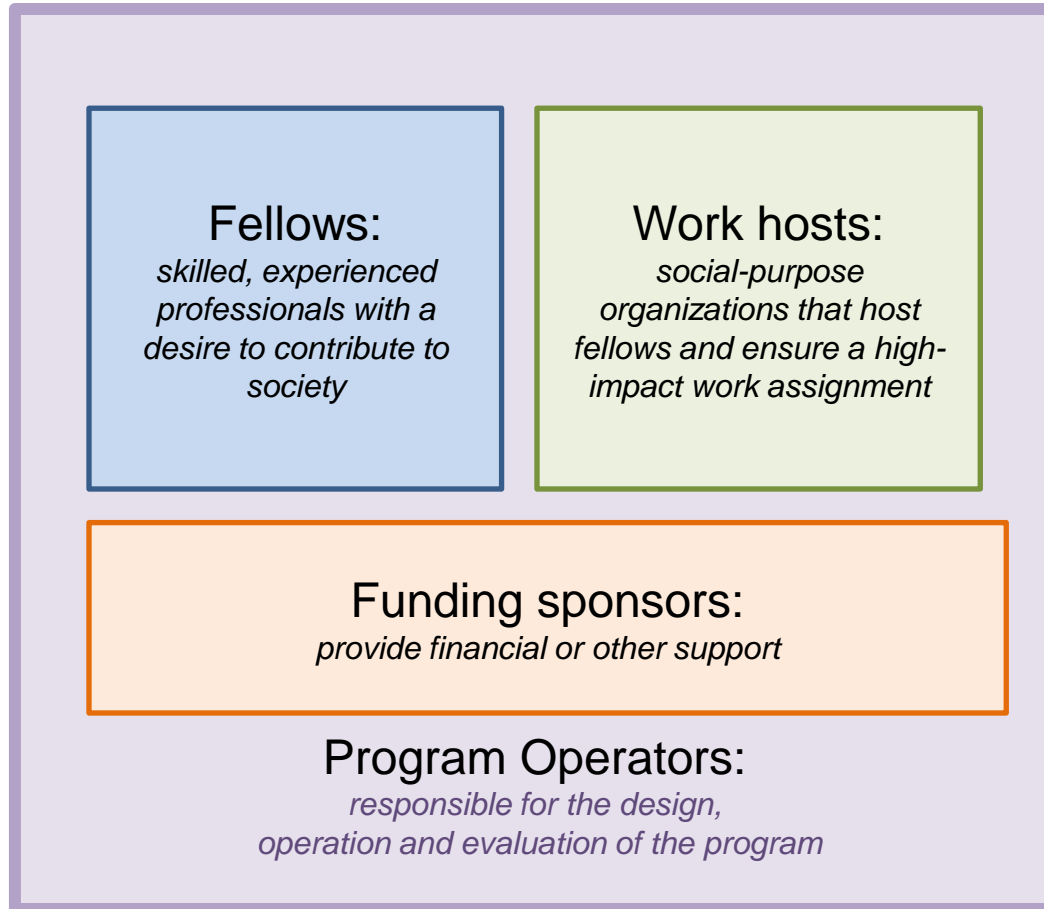
Encore Fellowships are **structured assignments** that **match skilled, experienced professionals** at the end of their mid-life careers **into social-purpose organizations**.

During the fellowship period, fellows earn a stipend, learn about social-purpose work, and develop a new network of contacts and resources for the future.



MAKING AN IMPACT **The**  
**Encore Fellowships**  
**Network**™ POWERED BY  
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# Key Roles in the Encore Fellowships Program



# Encore Fellowships ... *Who benefits?*

- *Communities*
- *Program sponsors*
- *Work hosts*
- *Encore fellows*
- *Program operators*

# Encore Fellowships - *Different Models*

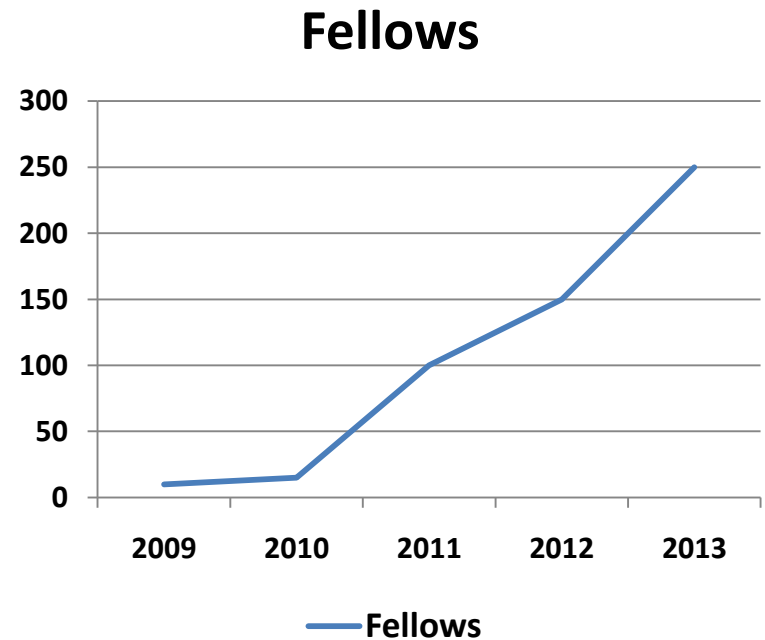
- *Community*
- *Corporate*
- *Issue Specific*
- *Single Host/Sponsor*

# Encore Fellowship Network is Expanding

In 2009, Original pilot program run by Encore.org in Silicon Valley established a successful model which was carefully designed and externally evaluated.

There are **250 Encore Fellowships** active in **35 metro areas** of the US.

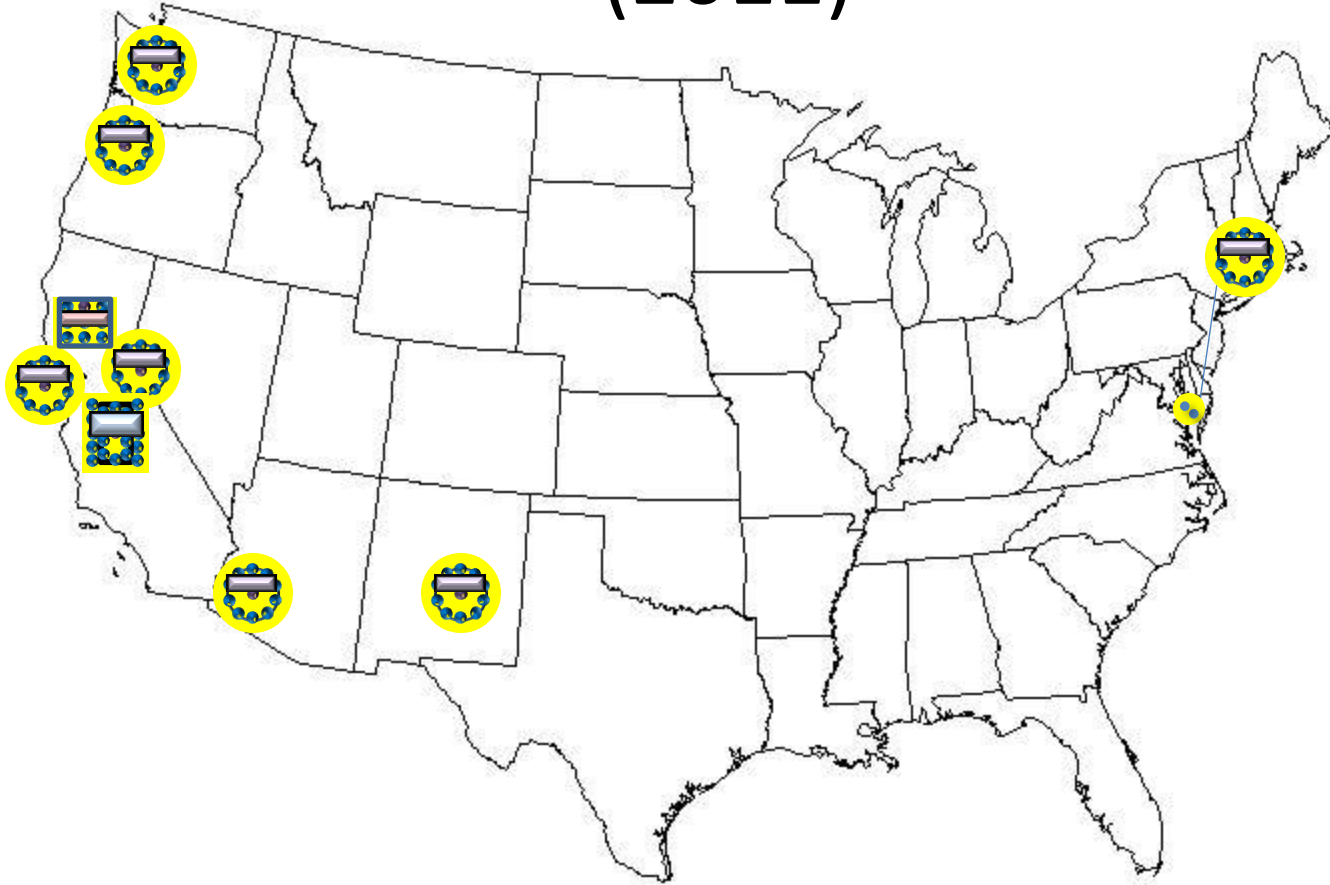
Growth of Encore Fellows Nationally



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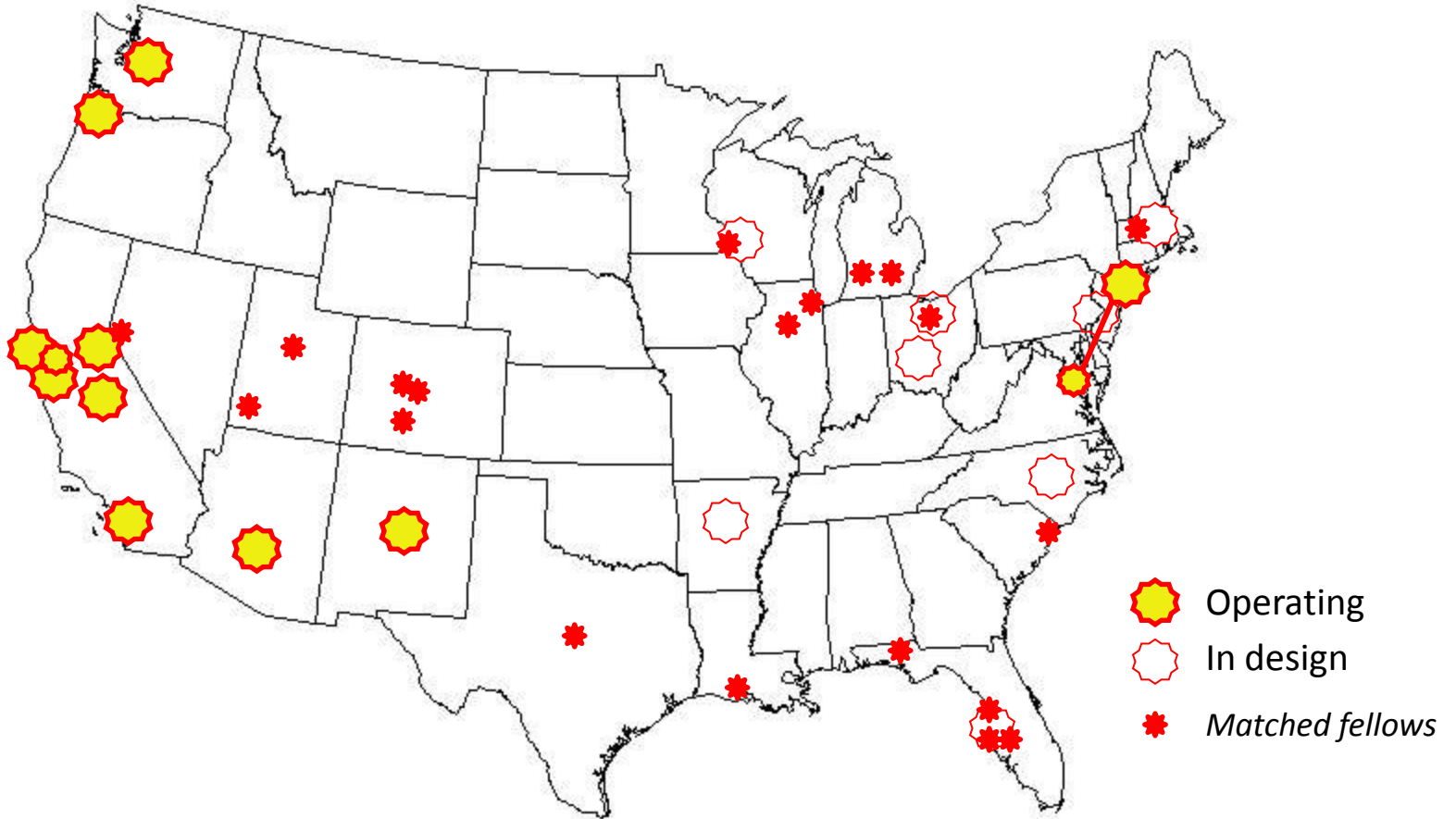


# National Expansion of Encore Fellow Programs (2011)



**The program has experienced high quality,  
tenfold growth in 18 months.**

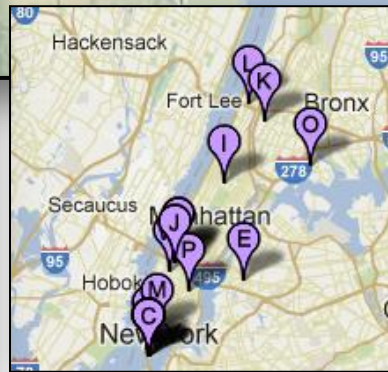
# National Expansion of EFN Programs (2013)



# Encore Fellows National Expansion – *Work Hosts*



SF Bay Area



New York City



Phoenix AZ



Portland OR

# Outstanding results:

## Summary of cumulative results 2009-2012:

- Upon program completion, **99%** of the Fellows and Nonprofit Work Hosts have been satisfied or very satisfied with the Encore Fellowships Program (**80% very satisfied**).
- **Over 80%** of the Nonprofit Work Hosts (at the end of the fellowship period) indicate that they expect sustained impact from the Fellow's experience
- Fellows are **twice as likely** to target paid work in the nonprofit sector after having completed the fellowship.
- The percent of work hosts who say they are "unlikely" to hire from outside the sector **drops from 28% at the beginning of the fellowship to 6% at the end.**





## Next Steps...

*Look at incorporating Encore talent for your organization...*

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