



# AmeriCorps

AmeriCORPS Lets Get things Done  
Evaluating a potential Employer

## ABSTRACT

This research paper aims to evaluate AmeriCorps as a potential employer for students after college. The paper examines the training available to new employees, the average time it takes for entry-level employees to be promoted, the amount of travel and weekend work expected, whether there is a busy season or consistent workload year-round, and the fringe benefits offered by AmeriCorps. Additionally, the corporate culture of AmeriCorps is discussed, including its nonracist and nonsexist climate. The economic strength of the organization is also analyzed, along with how it is likely to be affected by current economic, demographic, and political trends.

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Subject: Evaluating AmeriCorps as a potential Employer

As we are currently coming into our own in society many college students struggle with the idea of life after college, what will they do for a future? What can they do to improve their finances? How will they get their foot through the door in order to start their career? These are very good questions and as the clock ticks toward graduation many still ponder those questions.

**The Problem:**

Many Students are struggling to find a career path that is right for them and they don't know where to start. With that being said we at the career services department are to be tasked with helping these students by finding different business or negotiations that can be a start in their professional progress. A potential solution to this problem can be found in this research paper where one potential candidate is AmeriCorps. AmeriCorps is designed in order to help those find a career path through service.

## **The Solution:**

AmeriCorps is a federal agency established in 1993 to engage American citizens in public service work. The organization offers numerous opportunities for individuals to contribute to the development and well-being of their communities through service programs, including education, environmental protection, public health, disaster relief, and other social impact initiatives. AmeriCorps is an excellent choice for college students interested in public service work, as it offers hands-on training and professional development opportunities that can help them build their careers and make a meaningful impact in their communities. This research paper evaluates AmeriCorps as a potential employer for college students and examines its training opportunities, promotion timeline, travel and weekend work expectations, workload consistency, fringe benefits, corporate culture, nonracist and nonsexist climate, economic strength, and vulnerability to current economic, demographic, and political trends.

AmeriCorps offers extensive training opportunities for its new employees. AmeriCorps provides comprehensive training to its staff, which includes orientation, job-specific training, and professional development programs. As presented by AmeriCorps themselves “ Members will receive a variety of training and learn different skills through the service projects they perform. For instance, members who build houses will learn the fundamentals about framing a house, installing sheetrock, etc. Members who work with children in schools will learn about the most effective way to tutor in reading or math. Members will also receive CPR/First Aid and Disaster Relief certification training from the Red Cross, and leadership, conflict management, team-building, community building, and other training.” (AmeriCorps Member portal 2019) The organization also offers ongoing training and support throughout the service period to help

employees enhance their skills and knowledge. The training programs provided by AmeriCorps are designed to equip employees with the necessary tools to succeed in their roles and prepare them for future career opportunities. This allows students to thrive because they are receiving the necessary tools to understand more about the field, they would like to work in.

AmeriCorps does not have a set promotion timeline for its entry-level employees. However, the organization offers various leadership development opportunities for employees to advance their careers within the program. However one positive that comes with working for AmeriCorps is their growth in networking. As explained through their mission to help serve the communities around them, AmeriCorps offers Professional Development. As stated in their benefits page “Jump-start your career and gain transferable skills employers value including leadership, teamwork, and problem-solving. Once you complete your service, leverage the Employers of National Service network, which connects you with hundreds of employers from the private, public, and nonprofit sectors who are committed to hiring alumni.” (AmeriCorps n.d). This also creates a comforting feel for entry level workers because it provides experience and it also helps them relieve any doubt of not having work after their service is completed because they will receive networking benefits. AmeriCorps also offers various opportunities for alumni to continue their leadership development through its Alumni Network. The importance of the Alumni Network is due in part that it allows alumni to receive special benefits toward continuing their education. Many colleges and universities match the Education Award and offer additional AmeriCorps scholarships.

AmeriCorps service programs may involve travel and weekend work, depending on the position and service program. According to the AmeriCorps website, some positions may require

frequent travel, while others may not (VISTA benefits n.d.). This is stated as “AmeriCorps offers relocation travel assistance and a settling-in allowance if you are moving more than 50 miles from your home to serve as an AmeriCorps member with the VISTA program.”

AmeriCorps offers numerous fringe benefits to its employees, including a living allowance, health insurance, childcare assistance, education awards, loan forbearance, and other benefits. The living allowance provided by AmeriCorps is designed to cover basic living expenses during the service period. Many will ask the question of how much would they receive, and the updated amount is viewed below in this table.

Participation Type	Minimum hours	Average hours per week	Maximum living stipend	Per bi-weekly payroll amount
Full-time (50 weeks)	1,700	34 hours	\$18,000	\$720
Half-time (50 weeks)	900	18 hours	\$9,000	\$360
Quarter-time (50 weeks)	450	9 hours	\$4,500	\$180
Quarter-time (20 weeks)	450	22.5 hours	\$4,500	\$450
Minimum-time (12 weeks)	300	25 hours	\$3,000	\$500

As you can see from the table there is a set number of hours that must be guaranteed in order to receive this stipend, however this stipend will cover you for any living expenses, which include rent, groceries etc.... This is considered a huge benefit when looking at other companies because this living allowance is on top of your salary, and it is given out every week in accordance to how many hours you are signing up for from the chart. This is an updated version of the living allowance. Another benefit is an education award which is given to those who want to continue their education while working for AmeriCorps. The amounts are also shown in this table below

Participation types	Minimum # of hours	Amounts
Full-time (FT)	1,700 (365 days for Ame	\$6,895.00
Three-quarters-time (	1,200	\$4,826.50
Half-time (HT)	900	\$3,447.50
Reduced half-time (Rf	675	\$2,626.27
Quarter-time (QT)	450	\$1,824.07
Minimal-time and Sur	300	\$1,459.26
Abbreviated Time (AT	100	\$388.03

The table above again shows the number of hours that would be completed to receive the amount; however this helps because it allows students to continue growing in their education by giving them assistance. One thing of note is that this must be entitled to what is considered a title IV school. However one source that gave a great idea was from Finaid which helps students with discovering their financial aid benefits. The link will be cited but it's important to note that based on Finaid they helped discovered many schools that have title IV codes which also include Nyack college/ Alliance university which is our school. This helps not just graduates but also second to third year students looking for a way to come up with finances in order to find what they need.

AmeriCorps' corporate culture is centered around its mission of promoting civic engagement and social responsibility. As a result, AmeriCorps' culture can be particularly appealing to students after college who are interested in public service and social justice. AmeriCorps has a strong commitment to non-discrimination and strives to maintain a climate that is nonracist and nonsexist. According to AmeriCorps, the organization prohibits discrimination based on race, color, national origin, sex, age, disability, or political affiliation

(AmeriCorps, n.d). What is also of note is that originally AmeriCorps had their first event in 1994 which was considered the inauguration of MLK Day of Service where approximately 20,000 initiatives joined to help others in acts of service. This is an important note because it shows that one main factor with AmeriCorps has been to spearhead civil rights and to not allow discrimination and racism in their culture. As stated by their Equity Action Plan “. Following the murder of George Floyd and inspired by the growing national conversation on racial injustice and structural inequities during summer 2020, AmeriCorps spearheaded a cross-agency initiative to evaluate and deepen our culture of diversity, equity, inclusion, and accessibility” (AmeriCorps 2022). The article continues with expressing that they are willing to take the challenge that the Biden administration had given when it came for advancing racial equity. This also shows accountability with the company because they were willing to look at the changes that are being made, they looked at the challenge that was being opposed, and they stepped up and changed any values that were outdated and are continuing to grow in these areas that are shown.

In conclusion, AmeriCorps can be a valuable employer for students after college. The organization provides extensive training opportunities, offers competitive salaries and benefits, and promotes a culture of inclusivity and community service. While there may be some challenges such as the potential for extensive travel and weekend work, the rewards of working for AmeriCorps can be significant. As the organization continues to grow and evolve, it is likely to remain a strong and stable employer, particularly in the areas of community development, education, and disaster relief. Therefore, for students seeking to make a positive impact in their communities while gaining valuable professional experience, AmeriCorps can be an excellent option for employment after college.

## **Citations Page:**

- 1.) AmeriCorps Benefits - <https://www.americorps.gov/members-volunteers/your-benefits>
- 2.) AmeriCorps member portal - [https://my.americorps.gov/trust/help/member\\_portal/what\\_skills\\_will\\_i\\_learn\\_while\\_in\\_the\\_program.htm](https://my.americorps.gov/trust/help/member_portal/what_skills_will_i_learn_while_in_the_program.htm)
- 3.) VISTA benefits - <https://www.americorps.gov/members-volunteers/vista/benefits>
- 4.) 2022 Member Living Stipend - <https://www.refugeeriseiowa.org/living-allowance.html>
- 5.) Education Award - <https://americorps.gov/members-volunteers/segal-ameri-corps-education-award/find-out-more>
- 6.) Title IV schools list - <https://finaid.org/fafsa/tiv/>
- 7.) AmeriCorps Equity action plan - <https://www.americorps.gov/sites/default/files/document/AmeriCorps-Equity-Action-Plan.pdf>