



# Encore Fellowships: Making an Impact



Encore.org is changing the conversation around aging, midlife and retirement, writing a new story about life and work and creating pathways to engage millions of people in the second half of life as a vital source of talent for work that benefits society.



Recognizing that people in later life constitute a great and growing natural resource, The Encore Fellowships Network® (EFN) was launched in 2009 to bring new sources of talent to organizations that need their skills, expertise and knowledge.

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## How Encore Fellowships Work

Seasoned professionals are matched with social-purpose organizations in high-impact, paid, limited-duration positions. These Encore Fellows help the organizations build capacity, grow strategically and ultimately have a broader impact on their communities.

The proven formula includes:



*“Encore Fellowships are a bold and timely idea that wows us . . . the kind of innovative thinking that can transform lives and change our world.”*



**Encore Fellows:** Experienced, skilled professionals, matched with social-purpose organizations to complete high-impact assignments over a specified period of time (typically, 1,000 hours in 6 to 12 months).

**Work Hosts:** Social-purpose organizations that have identified areas where experienced talent could have an impact.

**Program Operators:** Creators of opportunity who match fellows with host organizations to achieve the greatest impact; and who provide professional development support for Encore Fellows.

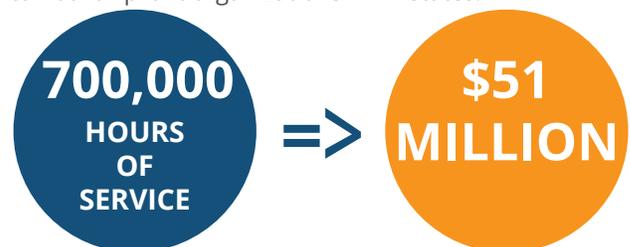
**Funding Sponsors:** Companies and foundations that provide financial support, demonstrating their commitment to valued long-term employees and to the local community.

## Encore Fellowships Get Results

**Millions in benefits.** Since 2009, Encore Fellows have provided more than 700,000 hours of service, contributing the equivalent of more than \$51 million to not-for-profit organizations in 17 states.

**Valuable contributions.** Nearly all work hosts surveyed in 2009, 2014 and 2015 (95 percent) said that Encore Fellows contributed valuable ideas, tools and expertise.

**Impact and scale.** More than 90 percent of work hosts report that Encore Fellows helped to scale up their organization's activity and helped develop new service partners, according to Encore.org's 2015 study.



# Minimal Investment Yields Great Benefits

## *Benefits to Corporate Sponsors*

**Employee engagement.** An Encore Fellowship offers a proven, high-quality experience for valued employees ending their corporate careers interested in exploring new careers in the nonprofit or public sector. Encore Fellowships fit well within company retirement benefit, early retirement, employee transition and corporate social responsibility programs.

**Community engagement.** Encore Fellowships provide a unique opportunity for corporations to leverage corporate social responsibility and community relations efforts by sponsoring seasoned employees who bring decades of training, education, and on the job experience into their fellowship and are strong ambassadors for the company in the community.

**Market engagement.** Encore Fellowships allow companies to target specific sectors that will be most relevant to their customers, such as education, health care, the environment, arts and culture, animal protection, or even the boomer market itself, as part of their cause-marketing initiatives.

*“Encore Fellowships have helped our retiring employees explore their next stage of life and re-imagine retirement.”*

Amber Wisely, Intel Human Resources

## *Benefits to Work Hosts*

The emotional maturity and decades of work experiences that Encore Fellows can bring to a nonprofit organization yield perspective and flexibility, a strong sense of responsibility and the ability to initiate and execute projects.

**Exponential return on investment.** Encore Fellows undertake projects that substantially build work hosts' organizational capacity and consistently deliver a sustained positive impact on work hosts' missions – provided by the Encore Fellow at a fraction of market rates.

## *Benefits to Individuals*

**Exploration.** Encore Fellowships offer individuals the opportunity to explore how their prior private-sector skills can translate into a new setting focused on social impact, via hands-on experience, educational sessions and networking opportunities.

**Peer support.** Encore Fellows are part of a small cohort of professionals who meet regularly to learn about the social sector and share their experiences; Fellows are also a part of a growing community of alumni working in social-purpose organizations.

*“The Encore Fellowships program is really extraordinary. It's one of those enlightened ideas where both the organization and the Fellow give a lot and get a lot. I think it's such a brilliant idea, that of bringing someone into the nonprofit world who can bring substantial expertise to a project capacity. [It] really changed my life. I really needed to do something I had never done before and I really needed to go meeting some new people and do some good; it really transformed me.*

Donna Garban, Encore Fellowships Network Alumna (2013 Cohort)

# Partner with the Encore Fellowships Network (EFN)

Fellows bring a wealth of skills in marketing, communications, strategy and planning, information technology, performance management, human resources, financial management and legal and risk management – skills that are needed by organizations solving social problems.

- Become a Fellow.
- Host a Fellow.
- Start or sponsor an Encore Fellowships Program

For additional information, contact [info@encorefellowships.net](mailto:info@encorefellowships.net)

## THE ENCORE FELLOWSHIPS NETWORK

The Encore Fellowships Network was created to make it as easy as possible for organizations to start, sponsor and operate their own Encore Fellowships programs. For a current list of programs or to learn more about starting a program, visit [www.encore.org/fellowships](http://www.encore.org/fellowships).

## ENCORE.ORG

Encore.org (formerly, Civic Ventures) is building a movement to tap the skills and experience of those in midlife and beyond to improve communities and the world. We spearhead efforts to engage millions of people in later life as a vital source of talent to benefit society. Our ultimate goal is to create a better future for young people and future generations. Through an inventive program portfolio, including The Encore Fellowships Network, original research and strategic alliances, Encore.org demonstrates the value of experience in solving society's greatest problems – from education to the environment, health care to homelessness. Encore.org operates the Silicon Valley and New York City Encore Fellows programs and created and manages The Encore Fellowships Network. For more information, visit [www.encore.org](http://www.encore.org).

*Our leading corporate partner, Intel, offers Encore Fellowships to all of its U.S.-based, retirement-eligible employees. Since 2011, more than 240 Intel employees have been placed in Encore Fellowships.*



*"We're funding the Encore Fellows because it's opening up a whole new set of leaders to contribute to the environment, to children and to our communities."*

Carol Larson, CEO, The David and Lucile Packard Foundation

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