



**AmeriCorps**

# **Post-Service Plans and Life and Career Skill Development of AmeriCorps Members**

Member Exit Survey Series 2017-2022

Office of Research and Evaluation

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### Abstract

This report explores the “Life and Career Skills” pathway of the AmeriCorps Member Exit Survey (MES) from 2017 to 2022. The AmeriCorps MES was developed by the AmeriCorps Office of Research and Evaluation (ORE) to capture members’ attitudes towards their service experiences upon exiting their AmeriCorps programs.<sup>1</sup> One of four theoretical pathways underpinning the AmeriCorps Member Theory of Change, “Life and Career Skills” refers to the capabilities needed to succeed in the workplace that members develop, enhance, and deploy during their service. This pathway also encompasses the growth of members’ personal, educational, and career goals.

For this analysis, members were categorized into six different groups based on what they reported their post-service plans to be, including: 1) seeking private employment 2) seeking public/non-profit employment, 3) attending post-secondary education (college or trade school), 4) attending graduate school, 5) enrolling in another service experience, or 6) being unsure of their plans. Disaggregating data according to these categories explores relationships between how members envision their futures and how they perceive their service experiences.

Overall, across all categories, AmeriCorps members reported performing a variety of “real world” activities during their service and felt their participation in AmeriCorps had positively influenced the development of their future life and career goals. When disaggregating data by members’ post-service plans, members that planned to attend graduate school or pursue another service experience after service responded most favorably across most of the MES questions featured in this report, whereas those unsure of their post-service plans responded least favorably. Considerations for future work are briefly detailed in the conclusion of this report.

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<sup>1</sup> AmeriCorps. “AmeriCorps Member Exit Survey Fact Sheet.”

[https://www.americorps.gov/sites/default/files/document/MES%20Fact%20Sheet\\_061423\\_final\\_508.pdf](https://www.americorps.gov/sites/default/files/document/MES%20Fact%20Sheet_061423_final_508.pdf)

## Introduction

AmeriCorps' mission is to "improve lives, strengthen communities, and foster civic engagement through service and volunteering".<sup>2</sup> In addition to striving to improve communities and the lives of individuals served through its programs, AmeriCorps values the development of its service members and volunteers into empowered and engaged citizens. To that end, AmeriCorps' Office of Research and Evaluation (ORE) designed the AmeriCorps Member Exit Survey (MES) to capture members' attitudes about their service experiences upon exiting their programs.<sup>3</sup>

The MES examines members' experiences across the three AmeriCorps programs: AmeriCorps State and National (ASN), AmeriCorps NCCC (NCCC), and AmeriCorps VISTA (VISTA).<sup>4</sup> Since 2015, over 360,000 AmeriCorps members have responded to this survey. MES data is collected on a rolling basis. Whenever a member departs service, they are given 180 days to complete the MES. Members that complete their term or depart service early whether it be because of an emergency, voluntarily leaving before completion of service, or some other reason, all take the MES. Although members may begin their AmeriCorps service before turning 18 years of age, responses used in this report are comprised of those who had started their term of service while 18 years of age or older.

### MES Completion Rates

From 2017 to 2022, between 77 to 80 percent of members completed the MES each fiscal year (FY).

MES completion rates remain fairly consistent across all years of this analysis despite the drop in total number of AmeriCorps members enrolled in recent years. Table 1 provides the number of total completed surveys by fiscal year as well as completion rates:

<b>Fiscal Year</b>	<b>Total surveys completed**</b>	<b>Total surveys administered</b>	<b>Completion Rate</b>
<b>2017</b>	50,173	64,825	77.4%
<b>2018</b>	48,960	63,270	77.4%
<b>2019</b>	49,179	62,802	78.3%
<b>2020</b>	46,080	58,427	78.9%
<b>2021</b>	46,233	57,445	80.5%
<b>2022</b>	40,537	51,848	78.2%

\*\*Surveys are considered "completed" if all questions in the MES are completed and is submitted by the member in the MyAmeriCorps Member Portal

<sup>2</sup> AmeriCorps. "About." <https://americorps.gov/about>.

<sup>3</sup> For questions on this data, analysis, and report please contact the Office of Research and Evaluation (ORE) at [AmeriCorpsMES@cns.gov](mailto:AmeriCorpsMES@cns.gov). For general questions about the Office of Research and Evaluation, please email: [Evaluation@cns.gov](mailto:Evaluation@cns.gov).

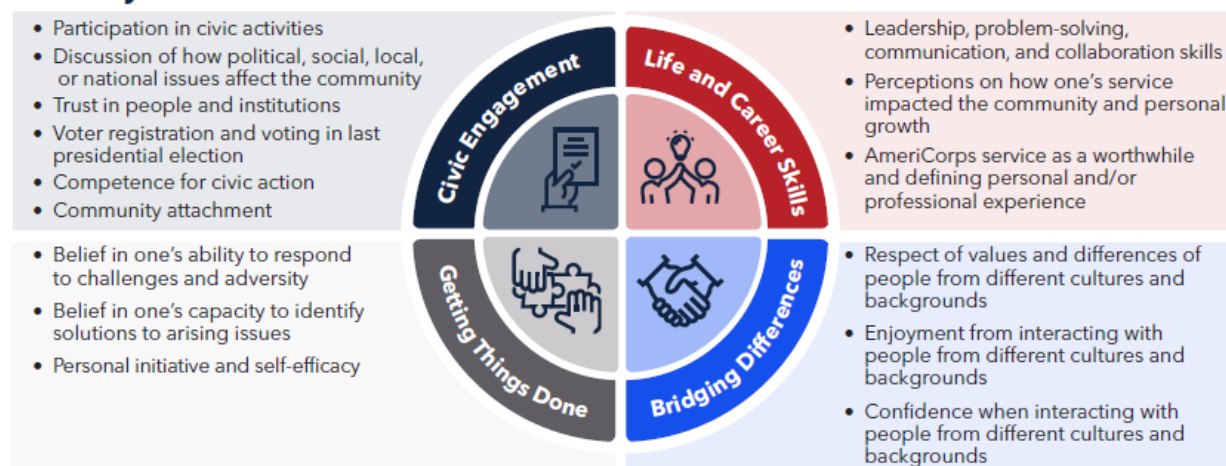
<sup>4</sup> The MES will be replaced by an expanded, enterprise-wide survey for all AmeriCorps participants to take, including AmeriCorps Seniors Volunteers. This revised participant experience survey will be administered as a pre-post survey rather than only being administered upon a member's exit. Participants will be given the survey at both the start and end of their service.

## MES Pathways and Domains

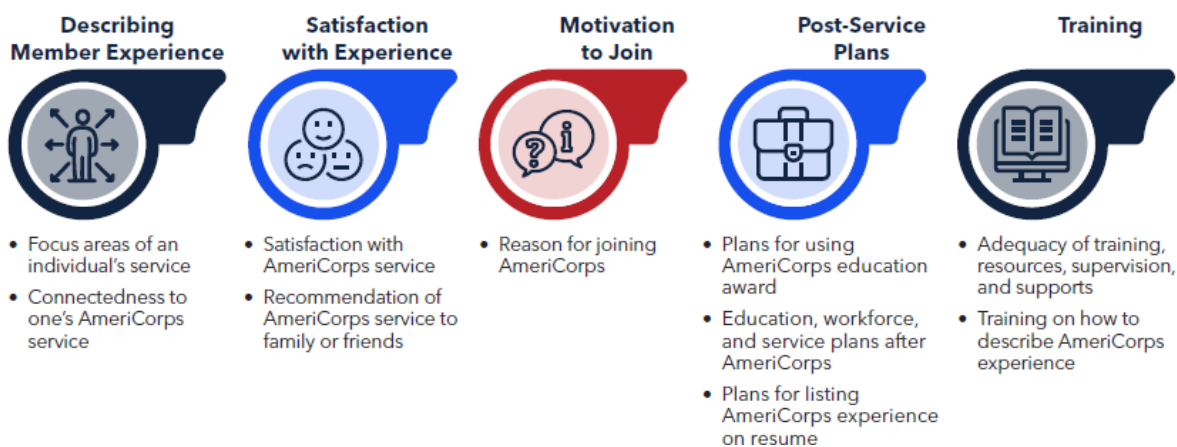
Key components of the AmeriCorps service experience are mapped to “pathways” meant to articulate the AmeriCorps member theory of change.<sup>5</sup> Questions featured in the MES broadly fall into four “pathways” and into an additional five “domains” (see Graphic 1)<sup>6</sup>:

**Graphic 1 - AmeriCorps Member Exit Survey Pathways and Domains**

### Pathways



### Domains



This report provides an overview of the connections between AmeriCorps members’ service and the **Life and Career Skills** pathway using responses to the MES of members across all three programs (ASN/NCCC/VISTA) who left AmeriCorps service from FY2017 to FY2022

<sup>5</sup> “Appendix A: AmeriCorps Member Theory of Change”. ORE Member Exit Survey Justification Part A.2 (2021). <https://omb.report/omb/3045-0094>.

<sup>6</sup> AmeriCorps. “AmeriCorps Member Exit Survey.” [https://www.americorps.gov/sites/default/files/document/MES\\_Survey\\_Visual\\_08082023\\_final\\_508.pdf](https://www.americorps.gov/sites/default/files/document/MES_Survey_Visual_08082023_final_508.pdf)

(October 1<sup>st</sup>, 2016, to September 30<sup>th</sup>, 2022). How the **Post-Service Plans** domain interacts with the Life and Career Skills pathway is additionally examined.<sup>7</sup>

## Key Takeaways

This report analyzes AmeriCorps members responses to the Life and Career Skills MES questions according to what members plan to do within six months after service. AmeriCorps members that completed the MES were categorized into six groups depending on how they reported their post-service plans on the MES:

- Private Employment
- Public Employment
- Post-secondary School
- Graduate School
- Service
- Unsure or Other

The purpose of this categorization is to explore the relationship between what AmeriCorps members plan to do after service with how favorably they respond to the MES questions gauging life and career skill development during their service experiences. Please see Methodology section for more information.

## General Takeaways

Overall, regardless of what they plan to do after service, AmeriCorps members report performing a variety of “real world” activities throughout their service terms and feel their service had positively influenced the development of their future life and career goals.

Over **90%** of all AmeriCorps members who left service during 2017 through 2022 and completed their MES reported:

- Listening to other people’s concerns and suggestions during their service term (92.7%)
- Feeling that they made a difference in the life of at least one person (92.4%)
- Feeling that they contributed to the communities they served (91.2%) as well as gained an understanding of said communities (90.5%)

Over **80%** of these AmeriCorps members reported:

- Meeting deadlines effectively (89.2%), working with people different from themselves (88.2%), setting priorities for multiple tasks (87.5%), working on a team (85.1%), working independently (82.8%), and solving unexpected problems and finding better ways to do things (82.1%) during their service terms.
- Feeling that they were exposed to new ideas and ways of seeing the world (87.9%), gained an understanding of solutions to the challenges faced by the communities in which they served (86.4%), and were part of a community (84.7%).

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<sup>7</sup> For past analyses and reports, please see the following webpage:

<https://www.americorps.gov/evidence-exchange/highlights-ameri-corps-member-exit-survey-dataset>

For publicly available data, please view AmeriCorps’ Open Data: <https://data.americorps.gov/>

- Feeling that they got along with their supervisor and teammates (86.3%\*\*), the majority of their work made a difference in their communities (85.2%\*\*), and feeling confident that they could manage the scope of the problems they worked on (81.8%\*\*).
- Viewing AmeriCorps as a worthwhile experience in terms of furthering their personal (88.2%), professional (87.1%), and educational (82.6%) endeavors.
- Finding AmeriCorps to be a defining personal experience (81.6%) and defining professional experience (80.9%).

Over **70%** of these AmeriCorps members reported:

- Negotiating and compromising with others (77.6%), and gathering and analyzing information (77%) during their service terms.
- Feeling that they reexamined beliefs and attitudes about themselves (78.1%), learned more about the “real world” (76.7%), spent time doing meaningful tasks (74.1%\*\*)<sup>8</sup>, and did things they never thought they would do (71.5%) while serving.

Over **60%** of these AmeriCorps members reported:

- Helping others learn new skills (69.9%) and support meetings, activities, and events through planning or coordination (63.9%) during their service terms.
- Feeling that they figured out their professional next steps (69.6%), reexamined beliefs and attitudes about others (65.2%), and figured out their educational next steps (63.5%).

And finally, under **60%** of these AmeriCorps members reported:

- Identifying or leveraging community resources (56.1%), forming organizational partnerships (55.7%), decreasing conflict between people (49.7%), leading or facilitating meetings or events (47.9%), and leading teams (41.9%) during their service terms.

## Takeaways By Post-Service Plans

Disaggregating members’ responses according to their post-service plans shows that:

- Members in the “Graduate School” and “Service” groups responded most favorably to most questions.
- Members in the “Private Employment” and “Unsure/Other” groups respond least favorably to most questions.
- Members in the “Post-secondary School” and “Public Employment” groups often responded almost as favorably as the Graduate School and Service groups.

## Other Trends

- Multiple questions show downward trends in responses starting in FY 2019, FY 2020, or FY2021 lasting through FY2022
  - The potential effects of COVID-19 on the member experience and ultimately MES responses is discussed in the Conclusions section of this report, though it can be surmised that the pandemic adversely affected the overall member experience.

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<sup>8</sup> \*\*Note: the four questions marked with asterisks were asked in a negative framing, so the figures provided are the inverse of the proportion of members that responded in the negative.

## Life and Career Skills

The Life and Career Skills pathway pertains to the “hard” skills (i.e., technical skills) and “soft” skills (i.e., interpersonal skills) AmeriCorps members develop, utilize, and improve upon during their service terms. Members complete a variety of tasks during their time in AmeriCorps, and many are exposed to new career fields for the first time while serving. As members serve in the many roles associated with their AmeriCorps programs, they can learn, confirm, and/or second-guess the types of work they are interested in. Members actively hone life and career skills that bolster their employment prospects and lend themselves to lifelong learning upon leaving national service. AmeriCorps helps members explore and determine their educational, professional, and personal goals, as well as take tangible steps forward towards achieving said goals.

Though members with past life and work experience may already possess many of the skills and capabilities younger members develop for the first time, AmeriCorps still offers more experienced members unparalleled opportunities to further enrich their skills and competencies. As previously noted, AmeriCorps is conducive to lifelong learning.

This report additionally explores the relationship between the *Life and Career Skills* pathway with the *Post-Service Plans* domain. Hands-on experience paired with the education awards members earn upon the completion of their service terms work together to better position members to attain higher levels of education and pursue employment in public-serving roles.

## Educational Attainment

Enhancing a member’s ability to obtain higher education and training after leaving AmeriCorps service is an important tool to address community problems over time. Upon completing their service terms, an AmeriCorps member is eligible to earn a *Segal AmeriCorps Education Award* to be used for educational expenses or student loan repayment. Members have earned over \$4.8 billion in *Segal AmeriCorps Education Awards* to further their education and training.<sup>9</sup> As members attain higher levels of education aided by their education awards, they position themselves in academic settings to learn and build upon the necessary strategies and solutions needed to create change in their communities. Providing AmeriCorps alumni avenues to attain higher education is in part a continuation of the skills development AmeriCorps promotes, starting with the service itself.

## Emerging Adulthood

A majority of members partake in their AmeriCorps service experience during a critical period in their lives known as “emerging adulthood” (ages 18 - 25 in industrialized nations) (Table 1). At ages when they may not quite fully feel adult but neither adolescent, majority of members complete their service terms during a point in their lives full of possibility and self-determination. The member service placement offers exposure to new ideas and experiences

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<sup>9</sup> AmeriCorps. “Segal AmeriCorps Education Award.” <https://americorps.gov/members-volunteers/segal-ameri-corps-education-award>



at an uncertain but receptive time in many members' lives as they figure out their beliefs and identities.<sup>10</sup>

Across all years in this report, almost three-quarters of all members are in the "emerging adulthood" period of their lives (see Table 2); the majority of AmeriCorps members are young adults positioned to seize the most AmeriCorps has to offer them in the development of their life and career skills. By 2022, all members in the 18-25 age group are definitionally part of Generation Z (individuals born in 1997 or later) whereas prior to 2022 millennials also comprised this group.<sup>11</sup>

Age Groups	2017	2018	2019	2020	2021	2022
<b>18 - 25</b>	73.6%	73.0%	73.6%	73.1%	74.7%	72.8%
<b>26 - 30</b>	11.0%	11.4%	10.8%	10.5%	10.9%	10.9%
<b>31 - 40</b>	6.7%	6.6%	6.8%	6.7%	6.4%	6.8%
<b>41 - 50</b>	3.2%	3.5%	3.4%	3.5%	3.0%	3.5%
<b>51 - 60</b>	2.7%	2.7%	2.5%	2.7%	2.4%	2.7%
<b>61 - 70</b>	2.1%	2.2%	2.2%	2.5%	2.0%	2.4%
<b>71 - 80</b>	0.6%	0.6%	0.6%	0.8%	0.6%	0.8%
<b>81+</b>	0.1%	0.1%	0.0%	0.1%	0.1%	0.04%
<b>Total N</b>	<b>64,825</b>	<b>63,270</b>	<b>62,801</b>	<b>58,427</b>	<b>57,445</b>	<b>51,847</b>

Given AmeriCorps' unique position to engage with young Americans ranging from Generation X in the 1990s to its current cohort of young Generation Z members in the 2020s, training "emerging adults" to hone the necessary skills needed to succeed in a variety of educational, professional, and personal endeavors has been a major focus of AmeriCorps since its inception.



<sup>10</sup> Arnett, J.J. (2005). Emerging adulthood: Understanding the new way of coming of age. In Arnett, J.J. & Tanner, J.L. (Eds.), *Emerging Adults in America: Coming of Age in the 21<sup>st</sup> Century* (pp. 3 - 19). American Psychological Association.

<sup>11</sup> Dimock, M. "Defining generations" Where Millennials end and Generation Z begins." Pew Research Center. 2019. <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>

## Methodology: Life and Career Skills by Post-Service Plans

This analysis draws on responses to a total of eight MES questions and their 37 sub-questions made by members that exited AmeriCorps service between 2017 and 2022 (See Appendix for full question text and responses).

### Categorizing Post-Service Plans

While other MES analyses rely on demographic or programmatic indicators to disaggregate the data, this report utilizes members responses to question 28 of the MES to classify individuals into categorical response groups. Question 28 of the MES asks members to provide their “post-service plans” in the next six months following their AmeriCorps service. Members may select as many options that apply (see Table 3):

**Question 28)** *What are you planning to do in the next six months after your AmeriCorps service? Please select the options that best describe your desired plans (multiple selections allowed)*

Table 3: All Available Responses to MES Question 28	
<ul style="list-style-type: none"> <li>Get a job in the private sector</li> </ul>	<ul style="list-style-type: none"> <li>Enroll in another AmeriCorps program</li> </ul>
<ul style="list-style-type: none"> <li>Get a job in the nonprofit or social service sector</li> </ul>	<ul style="list-style-type: none"> <li>Pursue another service experience such as the Peace Corps</li> </ul>
<ul style="list-style-type: none"> <li>Get a job in the public/government sector</li> </ul>	<ul style="list-style-type: none"> <li>Start a small business</li> </ul>
<ul style="list-style-type: none"> <li>Enroll in a vocational/technical training program</li> </ul>	<ul style="list-style-type: none"> <li>Start a nonprofit or social entrepreneurship venture</li> </ul>
<ul style="list-style-type: none"> <li>Go to college</li> </ul>	<ul style="list-style-type: none"> <li>Serve in the military</li> </ul>
<ul style="list-style-type: none"> <li>Go to graduate school</li> </ul>	<ul style="list-style-type: none"> <li>Do not know</li> </ul>
<ul style="list-style-type: none"> <li>Enroll in the same AmeriCorps program</li> </ul>	<ul style="list-style-type: none"> <li>Other</li> </ul>

Combinations of the available responses in the previous table were categorized into six response groups for the purpose of this analysis (see Table 4):

Table 4: Post-Service Plans Response Groups	
Available responses to question 28 (If a member selected _____)	Post-Service Plans Response Groups (The member is categorized into this group)
<ul style="list-style-type: none"> <li>Get a job in the private sector</li> <li>Start a small business</li> </ul>	<b>Private employment</b>
<ul style="list-style-type: none"> <li>Get a job in the nonprofit or social service sector</li> <li>Get a job in the public/government sector</li> <li>Start a nonprofit or social entrepreneurship venture</li> </ul>	<b>Public/nonprofit employment**</b>
<ul style="list-style-type: none"> <li>Go to college</li> <li>Enroll in a vocational/technical training program</li> </ul>	<b>Post-secondary education</b>
<ul style="list-style-type: none"> <li>Go to graduate school</li> </ul>	<b>Graduate school</b>
<ul style="list-style-type: none"> <li>Enroll in the same AmeriCorps program</li> <li>Enroll in another AmeriCorps program</li> </ul>	<b>Service</b>

Table 4: Post-Service Plans Response Groups	
<ul style="list-style-type: none"> <li>• Serve in the military</li> <li>• Pursue another service experience such as the Peace Corps</li> </ul>	
<ul style="list-style-type: none"> <li>• Do not know</li> <li>• Other</li> </ul>	<b>Unsure/Other**</b>

\*\*Note: For ease of reading, members in the "Public/nonprofit employment" group will be referred to as "Public employment", and members in the "Unsure/Other" group will be referred to as "Unsure" for all corresponding graphs in this report.

The goal of combining responses into six response groups is to examine any relationships between what AmeriCorps members plan to do after service with how favorably they respond to MES questions gauging life and career skill development. This analysis aims to answer whether members report being better prepared to enter certain sectors/stages of life better than others. For example, do members aiming to join the public sector feel AmeriCorps enriched their skills more than those aiming to join the private sector? Do those looking to enroll in graduate school after service feel AmeriCorps was more beneficial to their development than those looking to go to college or vocational school? And so on.



Response groups were chosen to group together members at similar educational and professional points in their lives:

**Members looking to return to school may be in different places professionally and/or educationally than those who are ready to seek full-time employment:**

--Members planning to go to college or enroll in a vocational/technical training program are not yet likely to have finished an undergraduate degree, but both want to obtain a degree higher than a high school diploma.

--Those planning to attend graduate school may not yet be seeking full-time careers and want to obtain more than an undergraduate degree.

**Members planning to enroll in another service experience may also be “in-between” stages of their life, whether they served right after finishing high school, after undergrad but before obtaining their first job in the “real world”, in between jobs as they switch career fields, etc.**

--Though some that enlist in the military serve their entire careers in the armed forces, national service positions in the sense of AmeriCorps or Peace Corps are not necessarily meant to be long-term careers.

--National service helps individuals on their journeys to obtain jobs as noted throughout this report, but service positions are not necessarily employment themselves.

**Members ready to seek full-time employment after finishing their AmeriCorps terms may feel their skills and abilities are developed enough to begin their careers, and therefore do not plan to obtain more education or enroll in another service experience to further bolster their skills.**

--Though both the “Private employment” and “Public employment” response groups are theoretically at the same “stage” in life (seeking full-time employment), motivations behind wanting to work in the private sector versus the public sector are often different enough to warrant their own categories.

--Starting private businesses or nonprofits/philanthropies are included in these two full-time employment categories for the ease of analysis.

**Members unsure of their post-service plans may need more life and work experiences to determine their goals.**

Members that select “Other” as their response options are provided a textbox to provide further information on what constitutes their post-service plans. Although members may provide written responses that could fall in any of the aforementioned categories, the scope of this report does not explore these open-ended responses. Members selecting “Other” are therefore combined with members who selected “Do not know”.

To note: since respondents could select as many options as they wanted when responding to this question, respondents are counted in each category for which their responses belong. E.g., if a respondent reported they planned to “go to graduate school” but also selected “get

a job in the public/government sector”, they would be counted once in each response group: once in the *Public/nonprofit employment* category, and once in the *Graduate school* category.

Table 5 details the counts and percentages of respondents whose post-service plans included one or more of the options in each response group. The proportion of members in each response group does not drastically change year to year, and more members plan to seek public/nonprofit employment than other post service plans across all years.

After AmeriCorps:

- Almost 40% of members plan to seek public/nonprofit employment
- Over 25% of members plan to enroll in another service experience
- Just over 25% of members plan to attend post-secondary school (college or technical school) after AmeriCorps
- Just under 25% of members plan to go to graduate school after AmeriCorps
- Under 20% of members are unsure of their plans or listed their plans as “Other”<sup>12</sup>
- Under 20% of members plan to seek private employment.

<b>Table 5: Population Size of Each Response Group (Count and %)</b>						
<b>Count of Members identifying the following options as their post-service plans:</b>						
	<b>Private Employment</b>	<b>Public/ Nonprofit Employment</b>	<b>Post-secondary School</b>	<b>Graduate School</b>	<b>Service</b>	<b>Unsure or Other</b>
<b>2017</b>	8,478	19,876	13,094	11,528	14,124	8,545
<b>2018</b>	8,349	19,192	12,599	11,218	14,006	8,478
<b>2019</b>	8,566	18,617	13,500	10,774	13,553	8,731
<b>2020</b>	8,023	17,323	12,166	10,521	14,511	8,582
<b>2021</b>	8,558	17,304	12,233	11,010	12,298	8,403
<b>2022</b>	7,677	15,503	10,725	8,839	10,471	7,913
<b>% of Total Completed Surveys with post-service plans listed as _____</b>						
	<b>Private Employment</b>	<b>Public/ Nonprofit Employment</b>	<b>Post-secondary School</b>	<b>Graduate School</b>	<b>Service</b>	<b>Unsure or Other</b>
<b>2017</b>	16.9%	39.6%	26.1%	23.0%	28.2%	17.0%
<b>2018</b>	17.1%	39.2%	25.7%	22.9%	28.6%	17.3%
<b>2019</b>	17.4%	37.9%	27.5%	21.9%	27.6%	17.8%
<b>2020</b>	17.4%	37.6%	26.4%	22.8%	31.5%	18.6%
<b>2021</b>	18.5%	37.4%	26.5%	23.8%	26.6%	18.2%
<b>2022</b>	18.9%	38.2%	26.5%	21.8%	25.8%	19.5%

Since members can select more than one option for their post-service plans, the percentages across each row of Table 5 add up to over 100%. These percentages represent the percent of

<sup>12</sup> Members are categorized as *Unsure* if they select “Do not know” and/or “Other” as their post-service plans. Each year, between approximately 46 to 52 percent of members in this category had selected “Other” as their plans and approximately 51 to 57 percent of these members had selected “Do not know”.

completed surveys where a member had selected at least one post-service plan within each of the six categories.

Graphs featured in this report compare each response group's trends over time. These graphs show the percentage of members in each response group that answered with the two most favorable response options for each question. For example, the available responses for Question 4 are: *Very often*, *Often*, *Sometimes*, *Rarely*, or *Never*. The graphs for Question 4 thus display the percentage of members in each response group that responded with the *Very often* or *Often*, therein providing the percentage of individuals who responded favorably to the question.

### **Other Analytical Considerations:**

#### ***Selection Bias***

AmeriCorps members who elect to participate in AmeriCorps service programs may already be more driven and determined than the general population, therefore it is important to note that members that self-select into service have the potential to skew responses more favorably. This analysis does not test a members' existing base levels of skills development to account for members that may have developed life and career skills that allowed them to thrive in an AmeriCorps setting more so than members entering service without as developed of skillsets.

#### ***Social-desirability Bias***

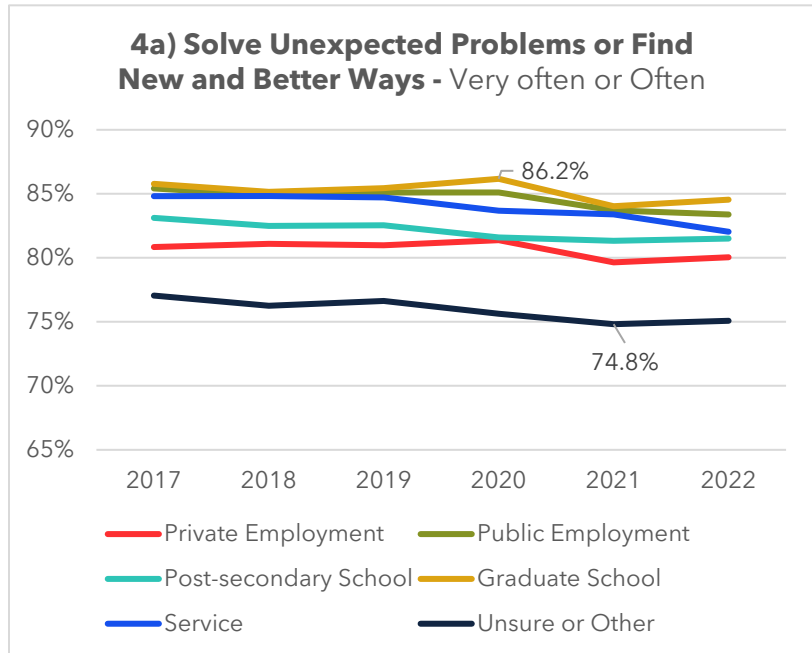
Similarly, when a participant is given the MES, they are asked to perform a self-evaluation. Oftentimes, the questions may reflect some deep and personal aspects of oneself. Therefore, rather than answering truthfully, some members may choose to frame themselves in more positive light when answering these questions. This can also cause responses to be skewed from the truth. This is known as social-desirability bias which occurs when survey respondents provide answers that do not reflect their actual beliefs and feelings so they come across as more "socially desirable".



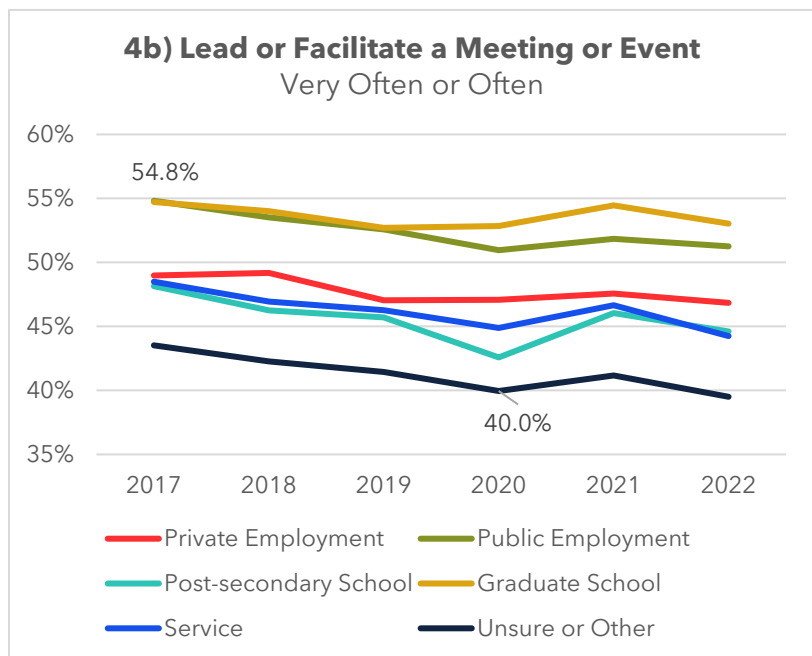
## Life and Career Skills Pathway Questions

**Question 4) During your AmeriCorps service, how frequently did you do the following activities listed below?**

**Each year, between approximately 75 to 86 percent of members reported solving unexpected problems or finding new and better ways to solve problems often during their service terms.** Members in the Graduate School, Public Employment, or Service groups reported solving unexpected problems most often out of all groups whereas members in the Unsure response group reported solving unexpected problems least often. Regardless of post-service plans, nearly 75% of all groups across all years reported solving unexpected problems while serving.



**Each year, between approximately 40 to 55 percent of members of each year reported leading or facilitating meetings or events often while serving.** Members in the Graduate School and Public Employment groups reported leading or facilitating meetings or events the most often out of all groups. Members in the Unsure group felt they did so least often.

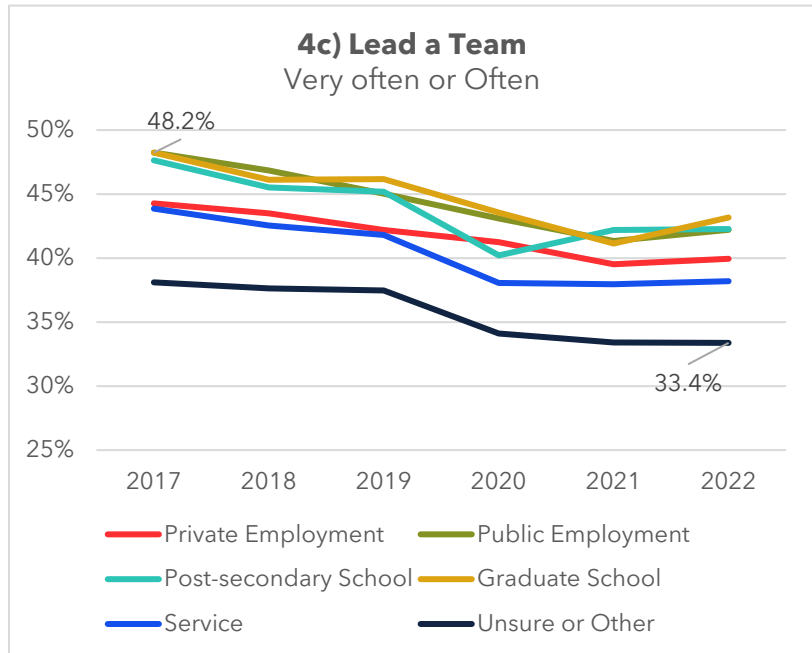


**Question 4) During your AmeriCorps service, how frequently did you do the following activities listed below?**

**Each year less than half of all members reported leading teams often during their service terms, and all groups' responses trended downward between 2017 to 2022.**

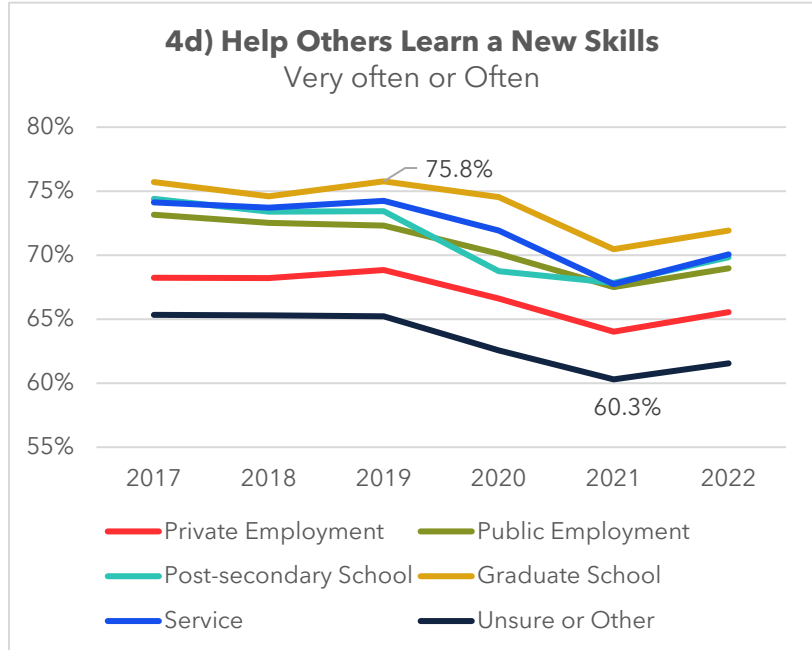
Members in the Graduate School and Public Employment groups reported leading teams most often whereas members in the Unsure category reported leading teams the least out of all groups. Of note, the Post-secondary School group reported leading teams nearly as much as the Graduate School and Public

Employment groups, with a noticeable dip in 2020 and reported having led teams the most often out of all groups in 2021.



**Each year, between approximately 60 to 76 percent of all members reported helping others learn new skills often during their service terms.**

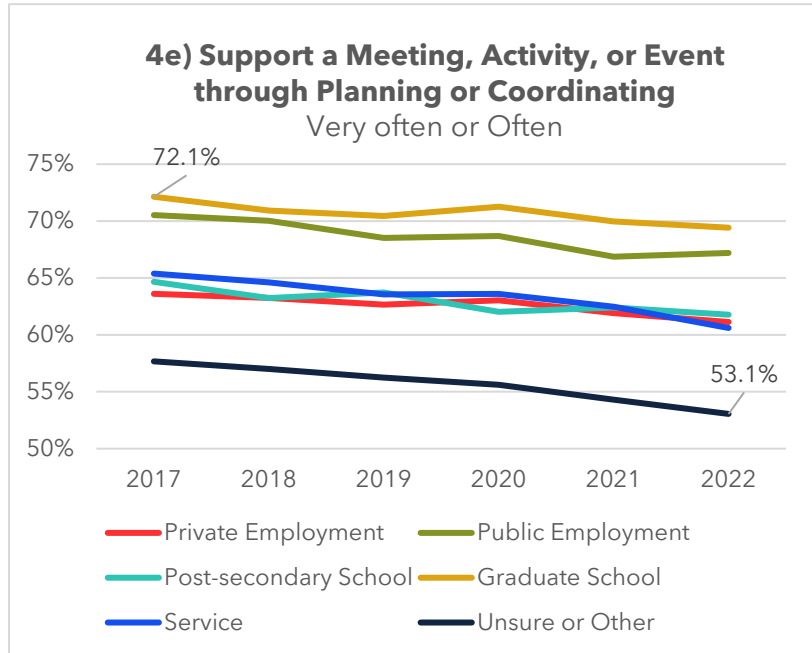
Similarly to the previous question, all groups' responses trended downward and reached their lowest points in 2021, although all groups improved their responses between 2021 to 2022. Members in the Graduate School group reported helping others learn new skills most often out of all groups, whereas those in the Unsure group reported doing so least often. Closest to the Unsure group more than any others was the Private Employment group, though this group still reported doing this activity nearly 6 to 8 percentage points more than the Unsure group each year from 2017 to 2022.





**Question 4) During your AmeriCorps service, how frequently did you do the following activities listed below?**

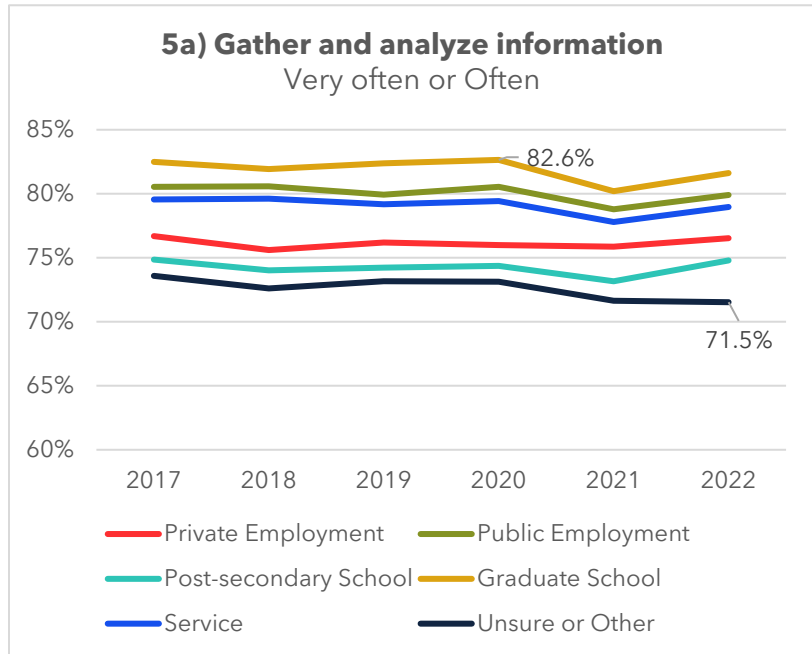
**Each year, between approximately 53 and 72 percent of members reported supporting a meeting, activity, or event through planning or coordination often during their service terms.** All groups' responses gradually trended downward from 2017 to 2022. Members in the Graduate School and Public Employment groups reported supporting meetings, activities, or events through planning or coordination most often out of all groups. Members in the Unsure category reported doing so least often out of all groups, and members in the Private Employment and Post-secondary School groups responded similarly across all years.



**Question 5) During your AmeriCorps service, how frequently did you do the following activities listed below?**

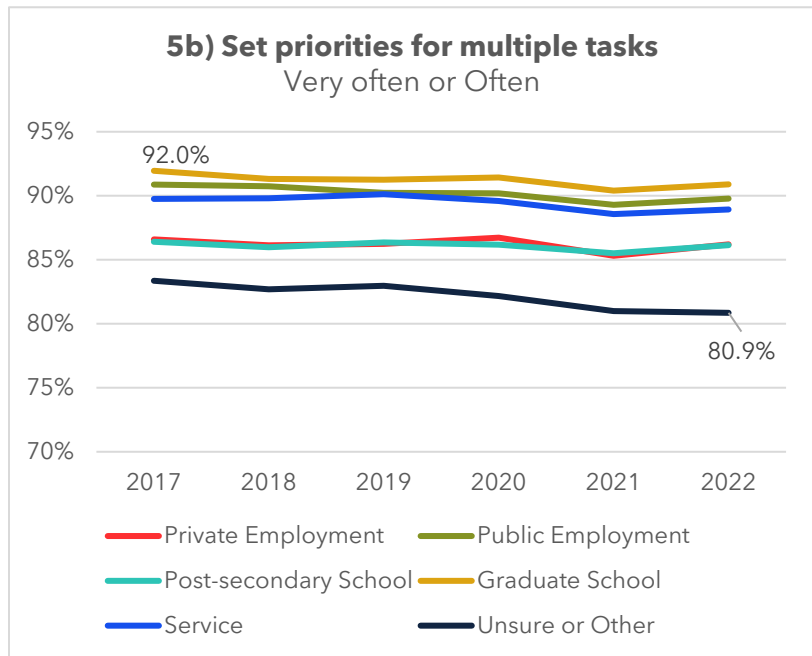
**More than 71.5 percent of members across all response groups each year reported gathering and analyzing information often as part of their AmeriCorps service.**

Members in the Graduate School group reported gathering and analyzing information most often out of all groups, closely followed by the Public Employment and Service groups. Though members in the Private Employment, Post-secondary School, and Unsure groups reported gathering and analyzing information less often than the Graduate School and Public Employment groups, over 71 percent of all members still did so during their service terms.



**Each year, over 80 percent of all members reported setting priorities for multiple tasks often during their service term.**

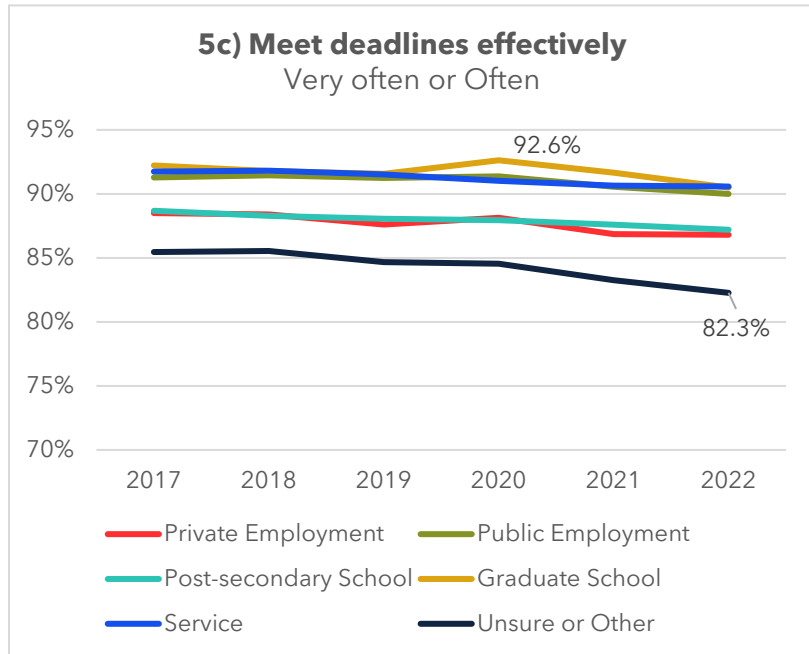
Members in the Graduate School, Public Employment, and Service groups reported setting priorities for multiple tasks most often out of all groups, followed by members in the Private Employment and Post-secondary School groups answering almost identically across all years. Although members in the Unsure category reported they set priorities least often out of all groups, no less than 80 percent of any group reported setting priorities for multiple tasks during their service terms.



**Question 5) During your AmeriCorps service, how frequently did you do the following activities listed below?**

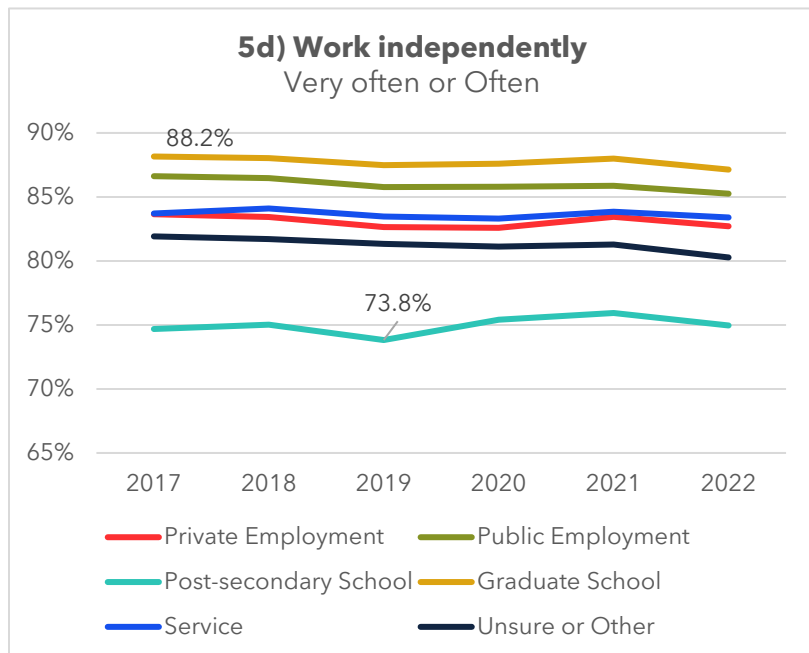
**Each year, over 82 percent of members reported meeting deadlines effectively often during their service.**

Members in the Graduate School, Public Employment, and Service groups reported meeting deadlines effectively most often out of all groups, followed by members in the Private Employment and Post-secondary groups, answering almost identically across all years. Members in the Unsure category reported meeting deadlines least often. Regardless of response group, more than 8 out of 10 members reported meeting deadlines effectively during their service.



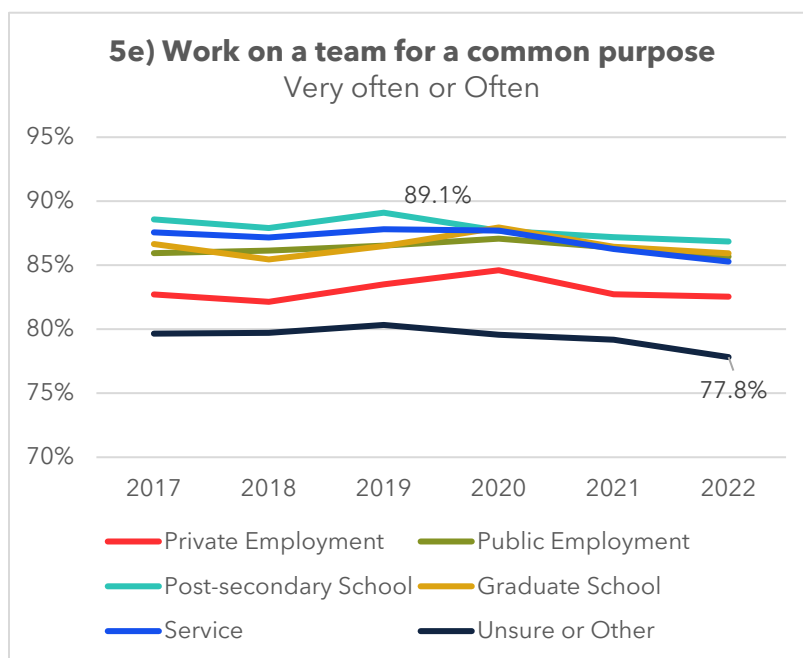
**Each year, between approximately 73 to 88 percent of members reported working independently often during service.**

Members in the Graduate School group reported working independently most often out of all groups, closely followed by all other groups except for members in the Post-secondary School group who reported working independently 5 to 7.5 percentage points less often than the next lowest group. This is the only question in this analysis where the Post-secondary School group reported doing an activity least often out of all groups.



**Question 5) During your AmeriCorps service, how frequently did you do the following activities listed below?**

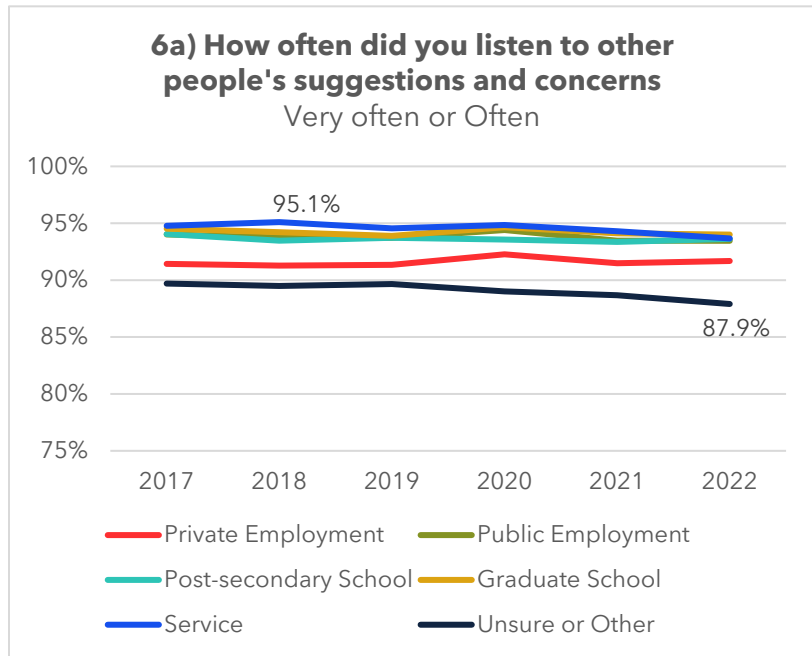
**Each year, between approximately 77 to 89 percent of members reported working on teams for common purposes often during their service terms.** Members in the Post-secondary School group reported working on a team for a common purpose most often out of all groups for 5 out of 6 years in this report. The Graduate School, Public Employment, and Service groups responded similarly as the Post-secondary School group, whereas members in the Private Employment group reported working on teams less often and members in the Unsure group reported working on teams least often.<sup>13</sup>



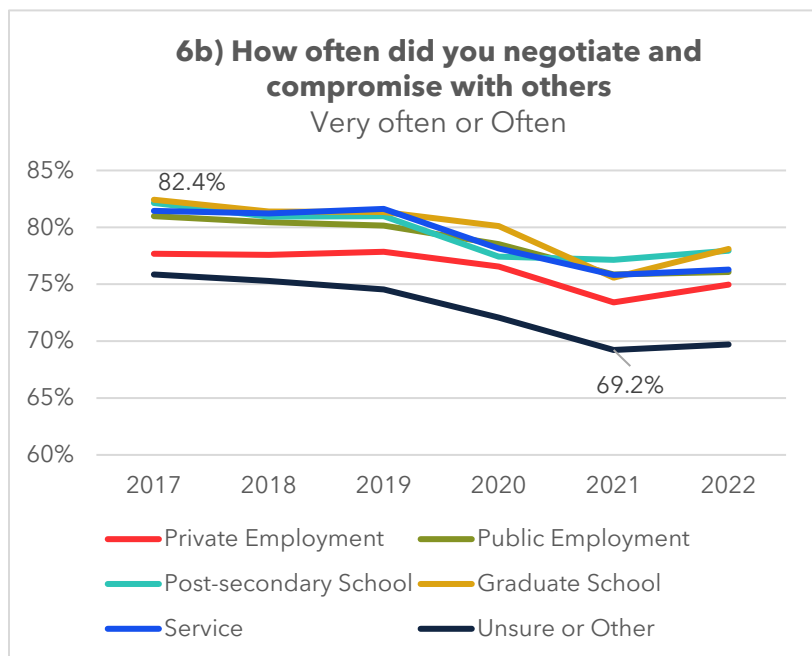
<sup>13</sup> The response trends to questions 5d and 5e of the MES demonstrate the importance of conducting further analysis in this pathway (see Conclusion). Members in the Post-secondary School group reported working independently less often and working on teams more often than the other response groups whereas for most other questions in this report the Post-secondary School group's responses were closer towards the middle of the graphs. Given a higher proportion of NCCC members start their service without college degrees as compared to ASN and VISTA members (and would therefore represent a larger proportion of members that could select "Post-secondary School" as their post-service plans), and NCCC service is inherently team-based, perhaps a member's AmeriCorps program may affect the responses in the MES in addition to what a member plans to do after service. Perhaps a member serving in a specific program correlates to response trends in the MES more so than a member's post-service plans.

**Question 6) During your AmeriCorps service, how frequently did you do the following activities listed below?**

**Each year, between approximately 88 and 95 percent of members reported listening to other people’s suggestions and concerns often during their AmeriCorps service.** As with most other questions in this report, members in the Unsure/Other group reported doing this activity least out of all groups, though still at least 88 percent of members in this group frequently listened to other people’s suggestions and concerns. Regardless of response group, most members across all years reported doing so. On average across all members across all years, this question yielded the most favorable responses in this report.

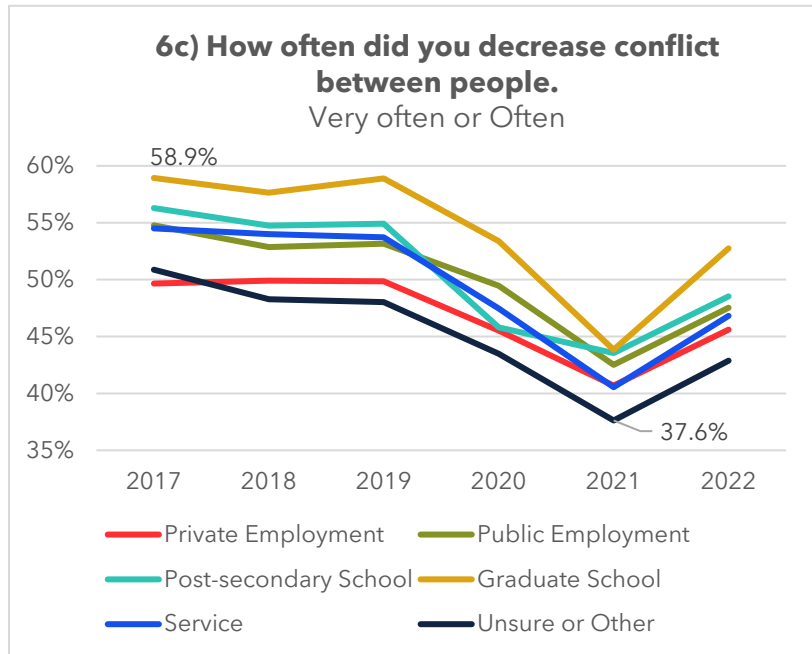


**Each year, between approximately 69 and 82 percent of members reported negotiating and compromising with others often during their service terms.** Notably between 2019 and 2021 all groups’ responses trended downward, and then improved between 2021 and 2022. All response groups answered similarly except for members in the Unsure group who reported negotiating and compromising with others least often out of all groups.

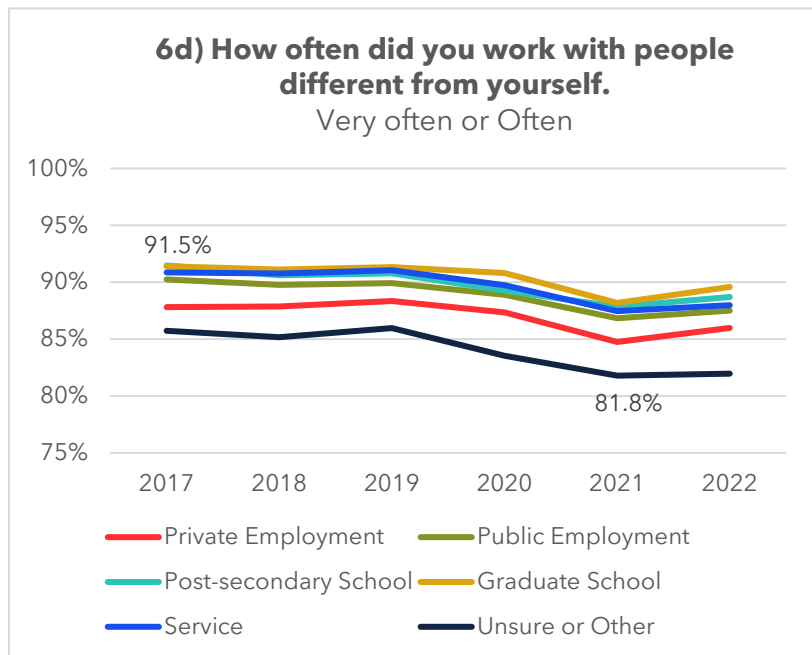


**Question 6) During your AmeriCorps service, how frequently did you do the following activities listed below?**

**Each year, between approximately 38 to 59 percent of members reported decreasing conflict between people often during their service terms.** All groups experienced a 9 to 15 percentage point drop in members reporting they completed this activity from 2019 to 2021, although all groups also experienced an approximately 5 to 9 percentage point increase between 2021 to 2022. In both instances, members in the Graduate School group posted the largest percentage point drop and increase in these years.

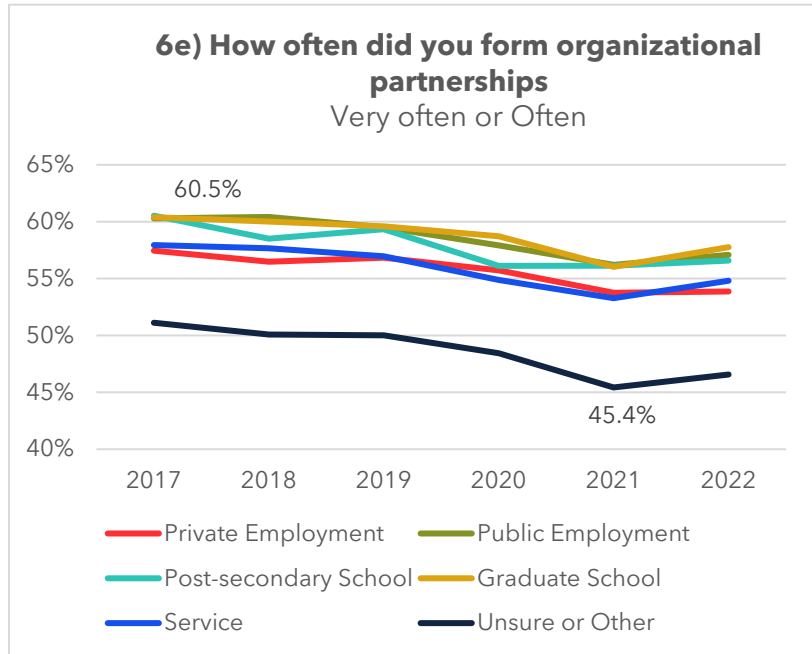


**Each year, between approximately 82 to 92 percent of members reported working with people different from themselves during their AmeriCorps service.** Though not as sharply as the previous question, members responses trend downward between 2019 to 2021 and then slightly improve from 2021 to 2022. Members in the Graduate School, Service, Post-secondary School, and Public Employment groups reported working with people different from themselves most often whereas members in the Unsure category reported doing so the least out of all groups. Still, almost 82 percent of all groups reported often working with people different from themselves.

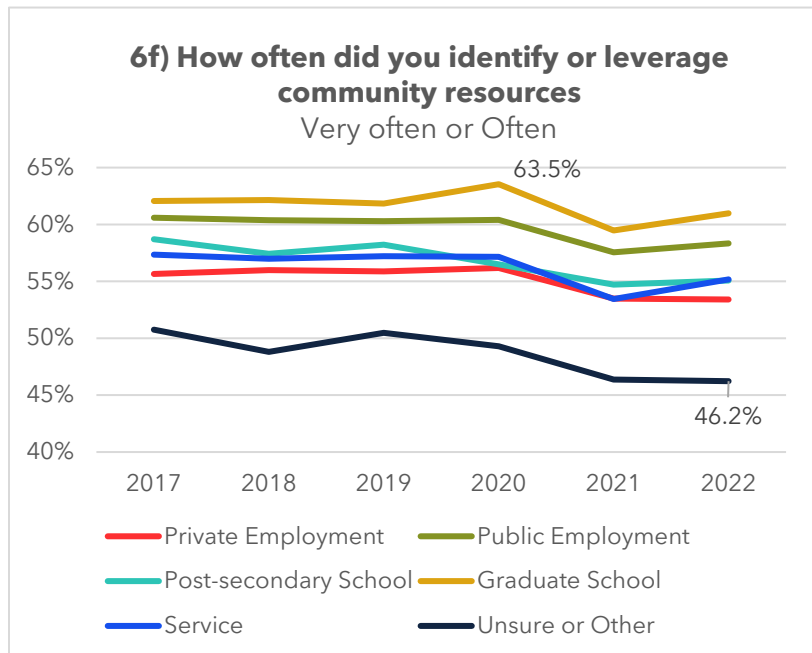


**Question 6) During your AmeriCorps service, how frequently did you do the following activities listed below?**

**Each year, between approximately 45 to 61 percent of members reported forming organizational partnerships often during their service terms.** All response groups other than the Unsure group reported forming organizational partnerships similarly as often, whereas members in the Unsure group did so 6 to 8 percentage points less than the next lowest response group. Like other sub-questions of question 6, responses trend downward from 2019 to 2021, and then slightly rebound from 2021 to 2022.



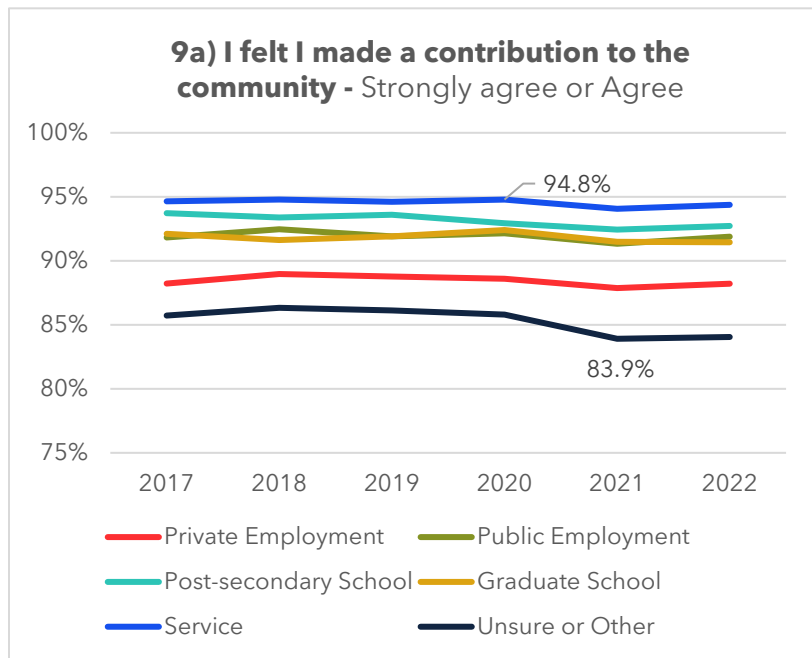
**Each year, between approximately 46 to 64 percent of members reported identifying and leveraging community resources often during their service terms.** Members in the Graduate School group reported identifying or leveraging community resources the most out of groups, closely followed by members in the Public Employment group. Members in the Post-secondary school, Service, and Private Employment groups responded similarly though less favorably, and members in the Unsure group felt they completed this question’s activity least often by a difference of almost 5 to 7 percentage points lower than the next lowest response group in any given year.



**Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements.**

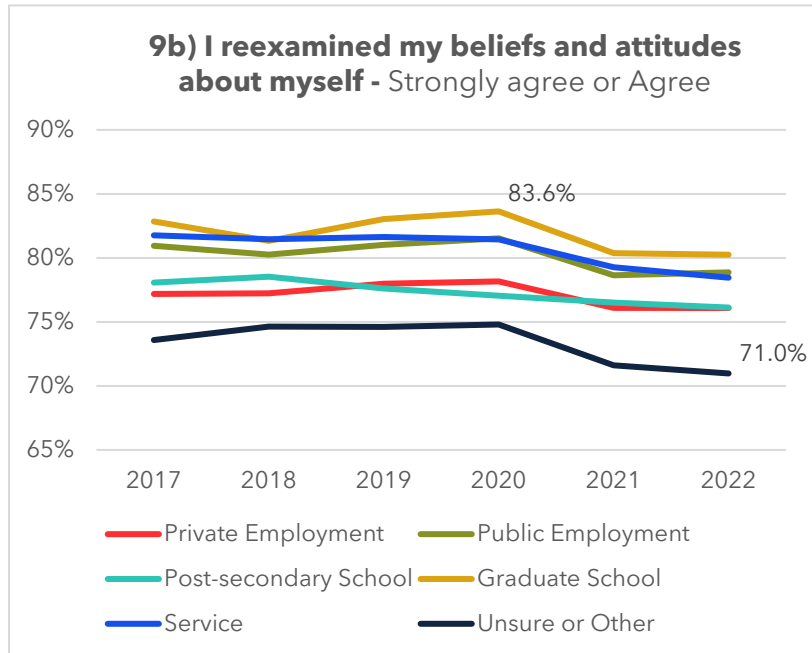
**Each year, between approximately 84 to 95 percent of members felt they contributed to “the community” while serving.**

Members in the Service group agreed with this question the most out of all groups, followed by members in the Post-secondary School, Graduate School, and Public Employment groups. Although members in the Private Employment and Unsure groups were less likely to agree that they had contributed to the community, a majority of all members still agreed that they contributed to their communities.



**Each year, between approximately 71 to 84 percent of members felt they reexamined their beliefs and attitudes about themselves during service.**

Members in the Graduate School, Service, and Public Employment groups reported agreeing with this question the most out of all groups, although regardless of group most members felt they reexamined their beliefs and attitudes. Notably, all groups trend downward between 2 to 4 percentage points starting in 2020 through 2022, although the post-secondary school group began its decline in 2018.

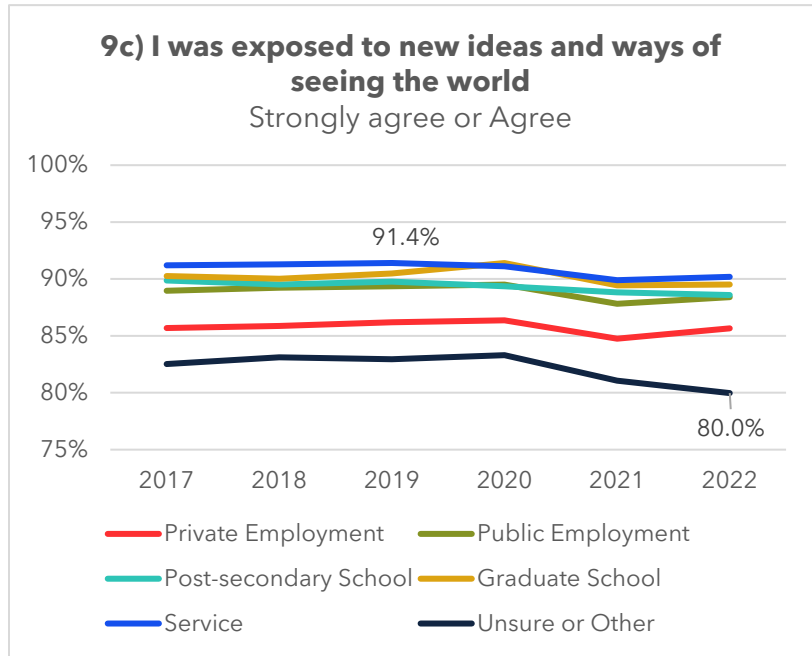




**Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements**

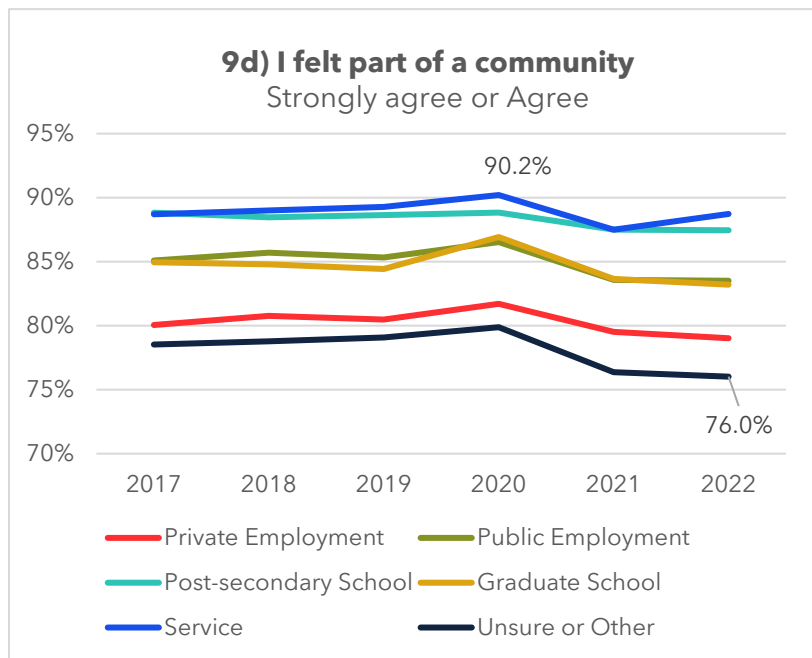
**Each year, between approximately 80 to 91 percent of members feel they were exposed to new ideas and ways of seeing the world while serving.**

Members in the Service, Graduate School, Public Employment, and Post-secondary School groups agreed they were exposed to new ideas and ways of seeing the world most out of all groups. Although members in the Private Employment and Unsure groups did not agree with this question as much as other groups, at least 80 percent of every group still felt they were exposed to new ideas and ways of seeing the world.



**Each year between approximately 76 to 90 percent of members felt part of a community while serving in AmeriCorps.**

Members in the Service and Post-secondary School groups agreed they felt part of a community the most out of all groups, closely followed by members in the Public Employment and Graduate school groups. Although they agreed the least out of all groups, at least 76 percent of members in the Private Employment and Unsure groups across all years agreed that they felt part of a community while serving.

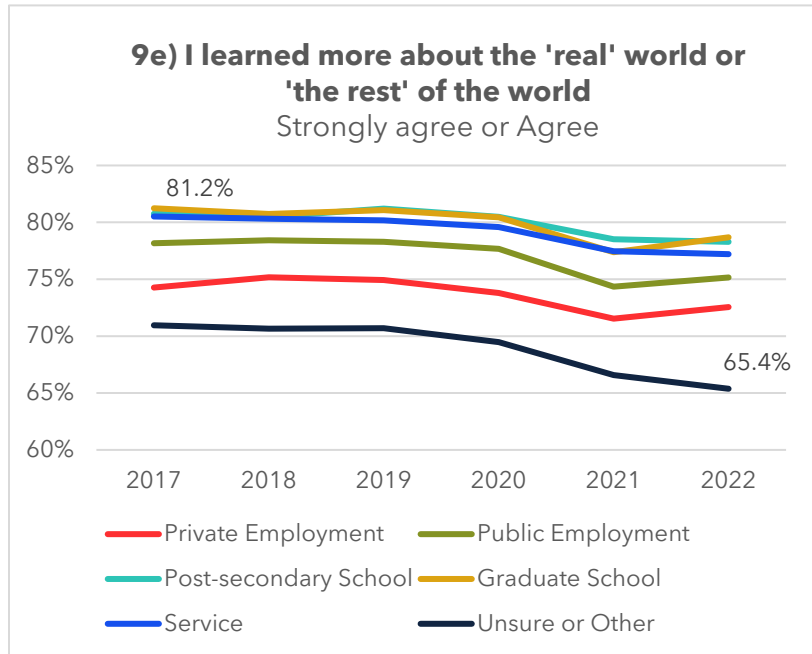


**Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements**

**Each year, between approximately 65 and 81 percent of members felt they learned more about the 'real' world or 'the rest' of the world while serving.**

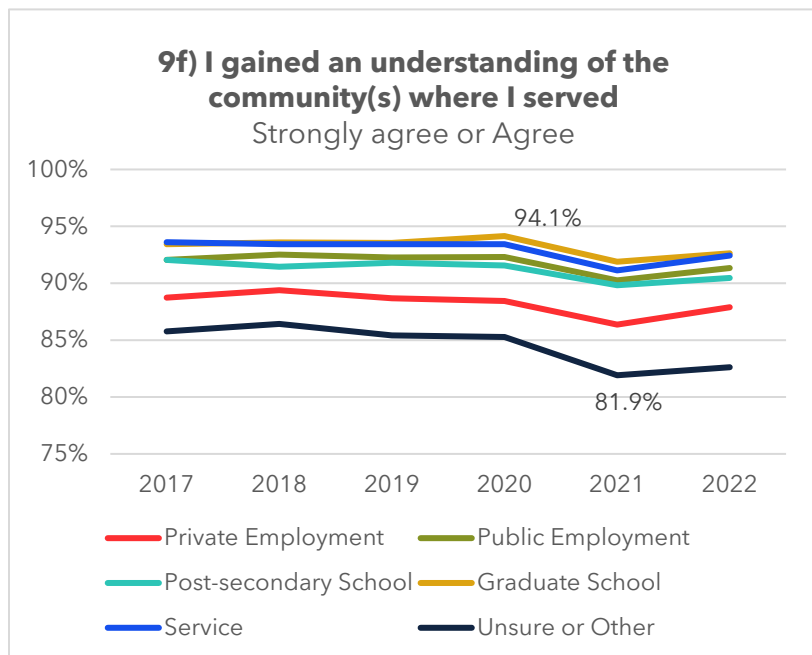
Members in the Graduate School, Post-secondary School, and Service groups agreed they learned more about the "real world" while serving, closely followed by members in the Public Employment group. Members in the Private Employment and Unsure groups agreed with this question the least, although still at least 65 percent of all groups felt they learned more about the 'real world'.

All groups' responses trend downward over time, and except for the Unsure group experience a slight increase between 2021 to 2022.



**Each year, between approximately 82 to 94 percent of members felt they gained an understanding of the communities in which they served.**

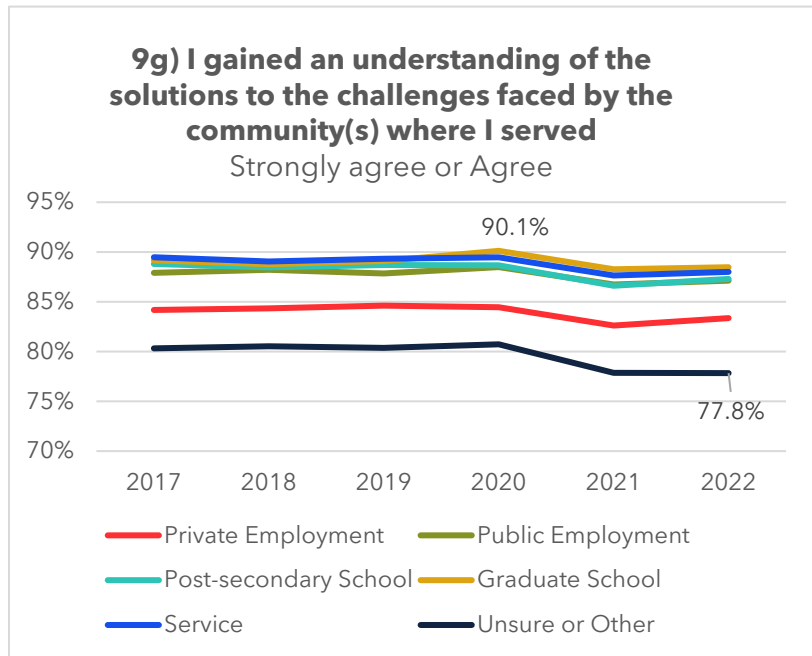
Members in the Graduate School, Service, Public Employment, and Post-secondary School groups agreed they gained an understanding of the communities they served the most out of all groups, closely followed by members in the Private Employment group. Although members in the Unsure group agreed with this question the least out of all groups, over 82 percent of this group still agreed they deepened their knowledge about the communities in which they served.



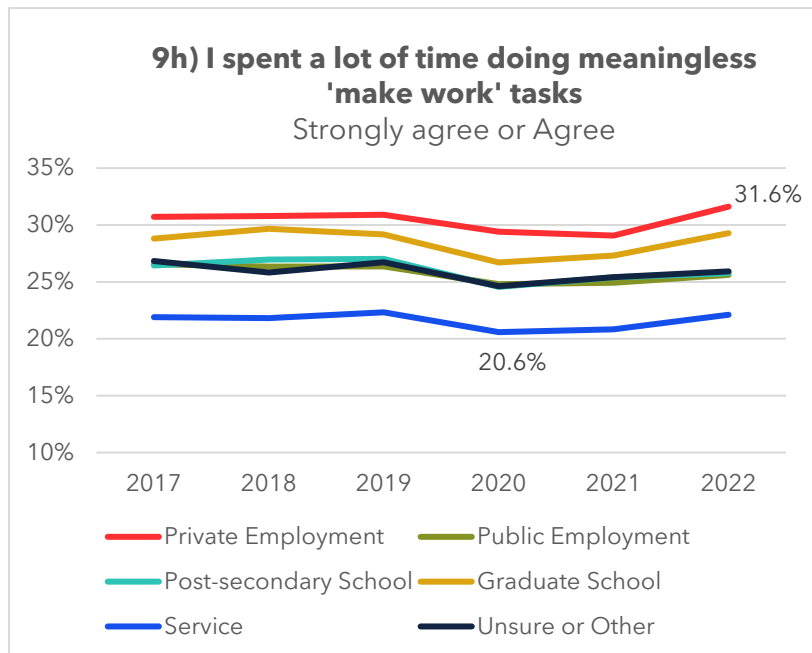
**Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements**

**Each year, between approximately 78 and 90 percent of members feel they gained an understanding to the challenges faced by the communities they served.**

Members in the Graduate School, Service, Public Employment, and Post-secondary School groups agreed they gained an understanding of the solutions to challenges their communities faced the most out of all groups followed by members in the Private Employment and Unsure groups. Combined with the previous question, responses to the MES show that a majority of members feel they gained an understanding about the challenges and the solutions for their communities.

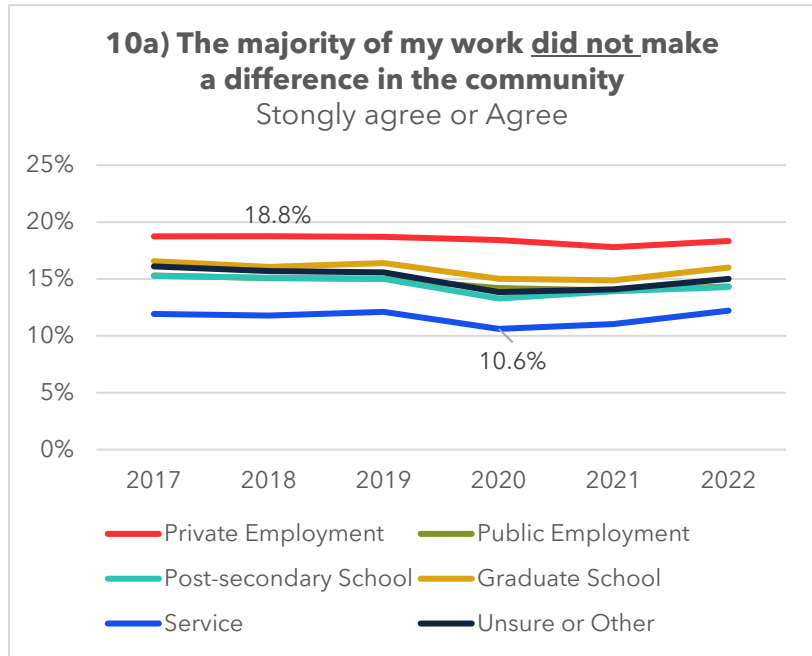


Question 9h is framed negatively, therefore lower percentages for this question inversely equals better outcomes by AmeriCorps members. **Each year, between approximately 21 to 32 percent of members felt they spent a lot of time doing meaningless, 'make work' tasks.** Members in the Service category were least likely to agree they spent time doing meaningless tasks by approximately 4 to 5 percentage points less than any other group each year. Members in the Private Employment and Graduate School groups agreed they did meaningless tasks the most out of all groups, though nearly 70 percent of most groups felt their tasks were meaningful overall.



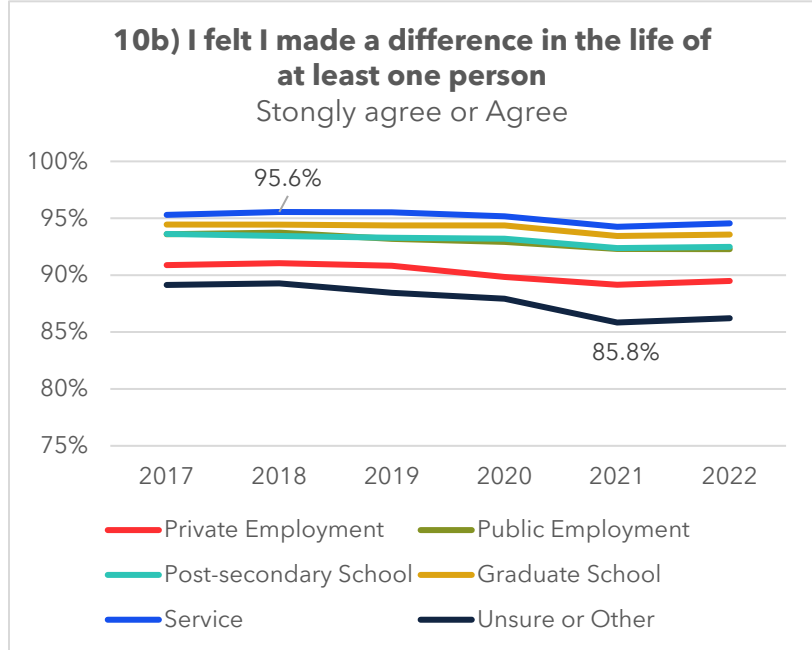
**Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements.**

Like question 9h, question 10a of the MES is asked using a negative framing. **Less than 20 percent of all response groups across all years felt the majority of their work did not make a difference**, with no more than 12 percent of members in the Service group agreeing with this question. Members in the Private Employment group agreed with this question the most across all years, therein being the group likeliest to agree that they felt their work did not make a difference.



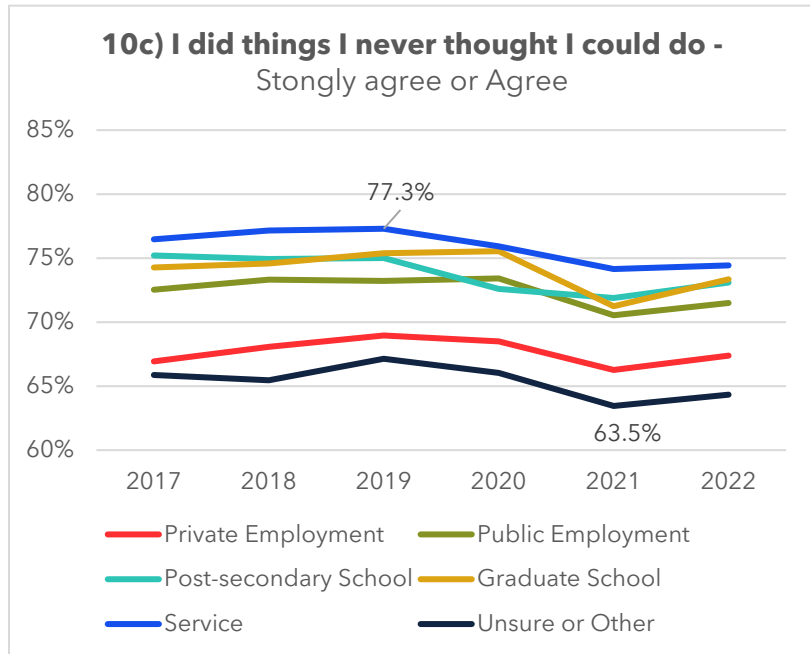
**Each year, between approximately 86 and 96 percent of members felt they made a difference in the life of at least one person during their AmeriCorps service.**

Members in the Service, Graduate School, Post-secondary School, and Public Employment groups agreed they made a difference in the life of at least one person the most out of all groups followed by members in the Private Employment and Unsure groups. This question features some of the most favorable responses across the entire report: a large majority of members feel they impacted lives around them.

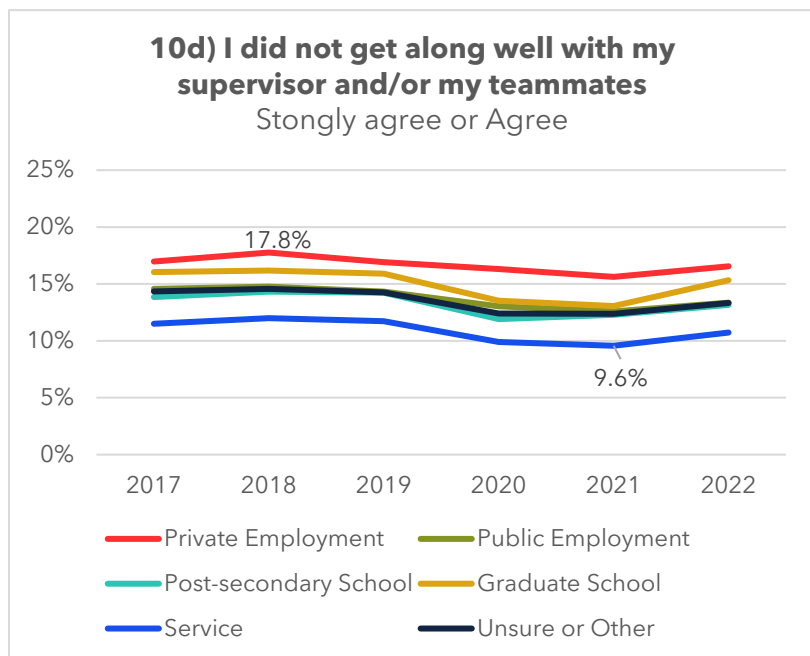


**Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements.**

**Each year, between approximately 63.5 and 77 percent of all members felt they did things they never thought they could do while serving.** Members in the Service, Graduate School, Post-secondary School, and Public Employment groups agreed with this question the most out of all groups. All groups' responses trended downward starting in 2019 though experienced a slight increase from 2021 to 2022 like several other questions in this report, but members still generally felt they did things they never could do overall.

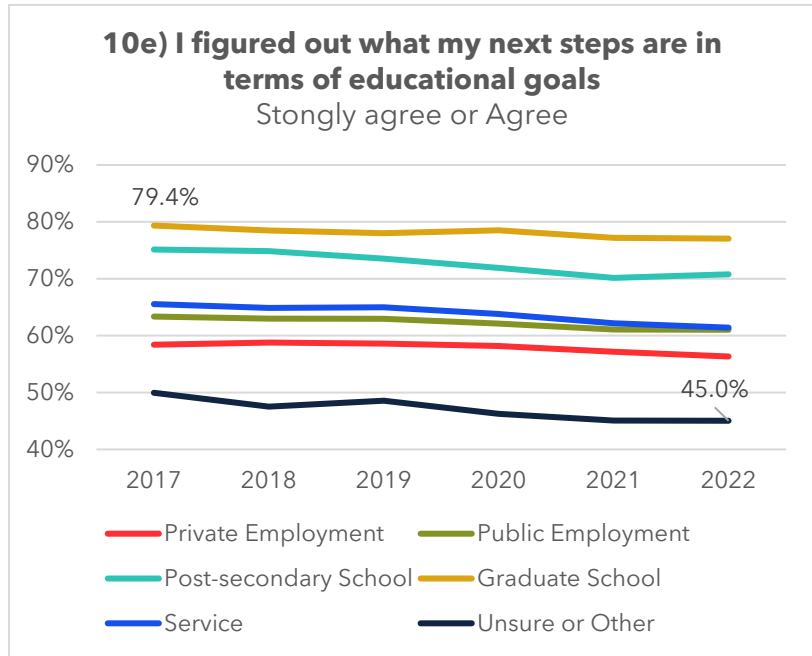


Question 10d is also framed negatively like question 10a. The percentage of each response group agreeing with this question fluctuates between 2017 to 2022, but **less than 18 percent of all members across all years felt they did not get along well with their supervisor and/or teammates.** Members in the Service group are most likely to agree that they got along with their colleagues and supervisors, whereas those in the Private Employment group were most likely to agree that they did not get along with their colleagues and supervisors. Though this question can be explored further, it can be surmised that those who got along well with their teammates would be more interested in serving again in a similar setting as AmeriCorps whereas those who did not may not want to pursue more service opportunities at all.

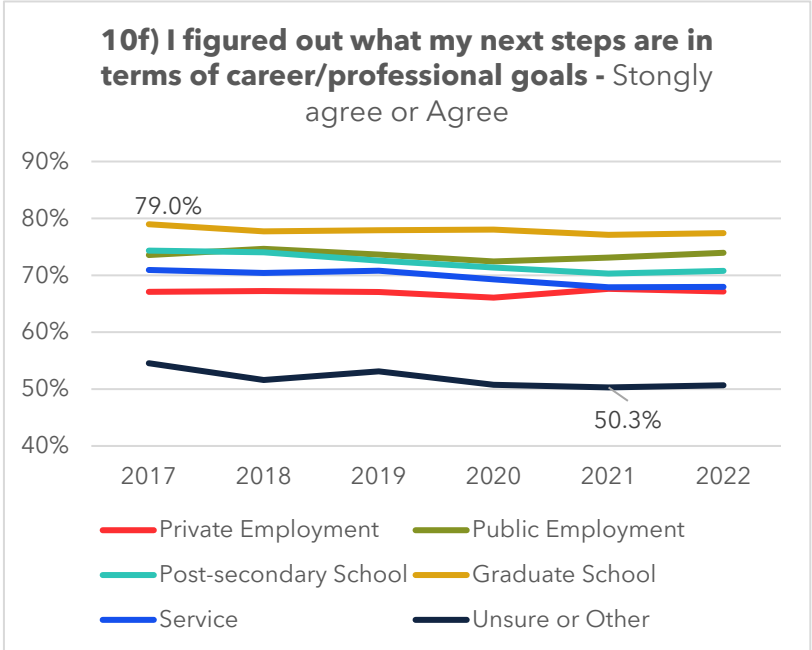


**Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements**

**Each year, between approximately 45 and 79 percent of members agreed that they figured out their next steps in terms of educational goals while serving.** Excluding the Unsure group, majority of AmeriCorps members agreed that service helped them figure out their educational goals. If a member is still unsure of their post-service plans after AmeriCorps, it logically follows how they would then not be as likely to agree that AmeriCorps provided them answers about their future.



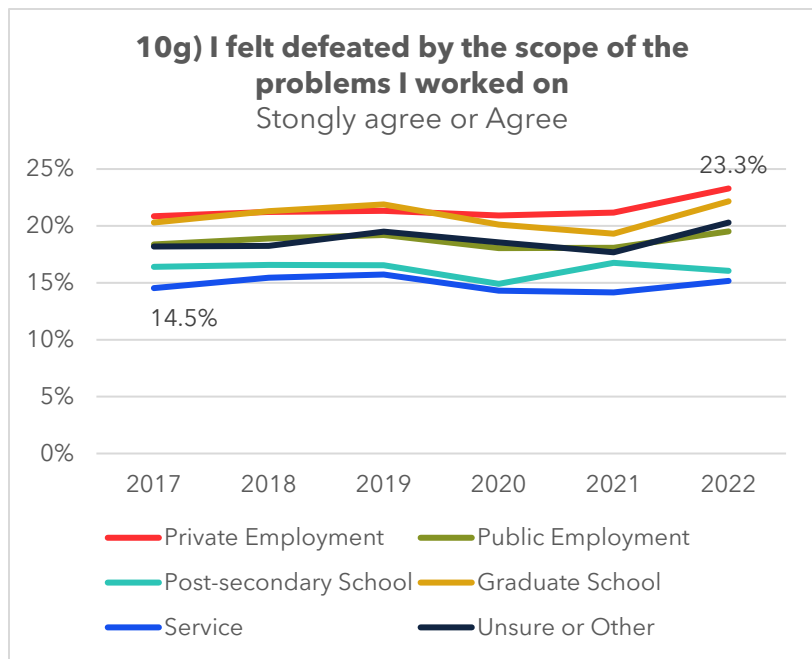
**Each year, between approximately 50 to 79 percent of members agreed that they figured out their next steps in terms of career/ professional goals while serving.** Members in the Graduate School group agree they figured out the next steps in their professional goals the most out of all groups, with all other groups other than members in the Unsure group closely behind. Excluding members in the Unsure group, between 66 to 79 percent of members agree with this question. Similarly to the previous question, members Unsure of their future plans are likely to disagree that AmeriCorps helped them figure out of their goals.



**Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements**

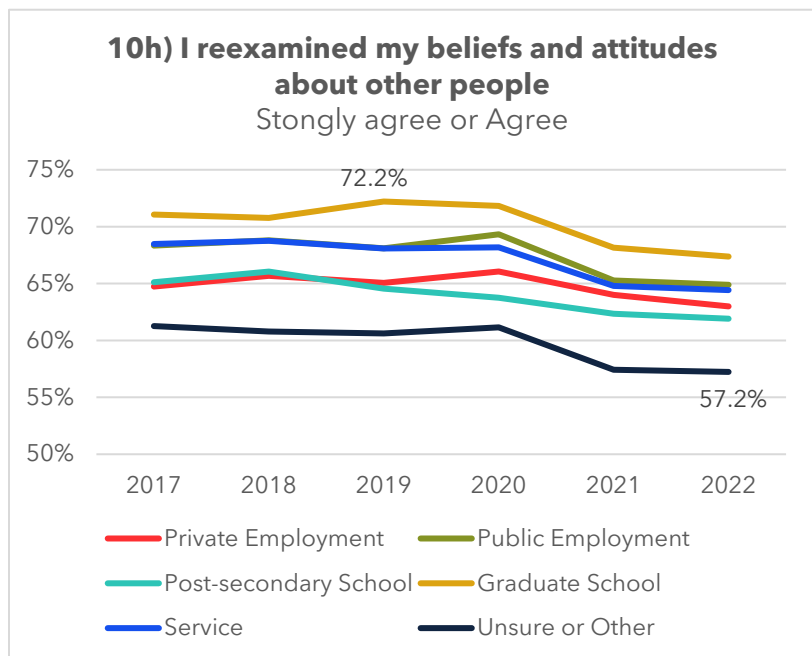
Question 10g is also framed negatively. **Each year, less than 24 percent of all AmeriCorps members across all groups felt defeated by the scope of the problems on which they worked.**

Members in the Service and Post-secondary Groups were least likely to agree that they felt defeated by the scope of the problems on which they worked. This question is one of the few instances in this report where members in the Graduate School group overlap with the Private Employment group, both of which are groups that agree with this question the most (and therein represent the least favorable responses). Members' responses to this question trend upward, representing negative developments given the question's phrasing.



**Each year, between approximately 57 to 72 percent of members felt they had reexamined their beliefs and attitudes about other people during their AmeriCorps service.**

Members in the Unsure group were least likely to agree with this question, whereas members in the Graduate School group were most likely to agree they reexamined their beliefs and attitudes about other people. The other response groups agreed slightly less than members in the Graduate School group, though all groups' responses began trending downward starting in 2020.



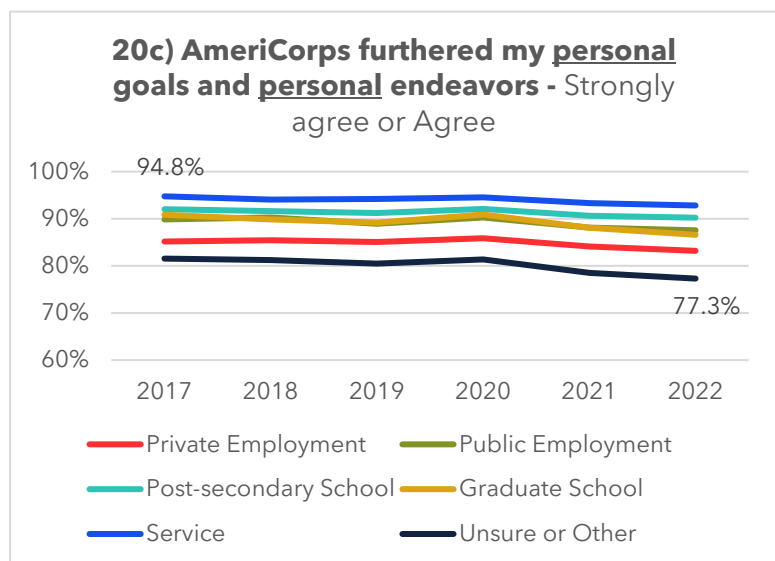
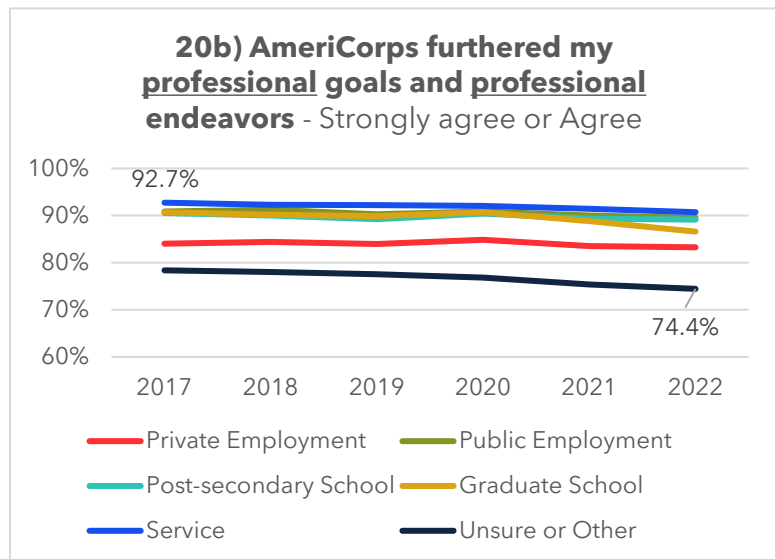
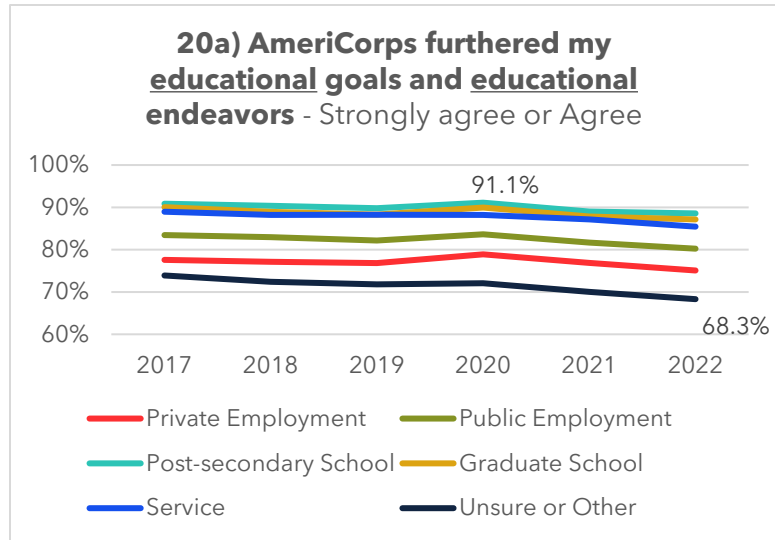
**Question 20) How much do you agree or disagree with the following statements - participating in AmeriCorps was a worthwhile experience in terms of furthering my:**

- a) Educational goals and educational endeavors
- b) Professional goals and professional endeavors
- c) Personal goals and personal endeavors

**From 2017 to 2022, majority of all AmeriCorps members felt that AmeriCorps was a worthwhile experience in furthering their educational, professional, and personal goals and endeavors.**

Members in the Service, Public Employment, Post-secondary School, and Graduate School groups agree with all three statements the most out of all groups, whereas members in the Unsure group agreed the least out of all groups across all three sub-questions.

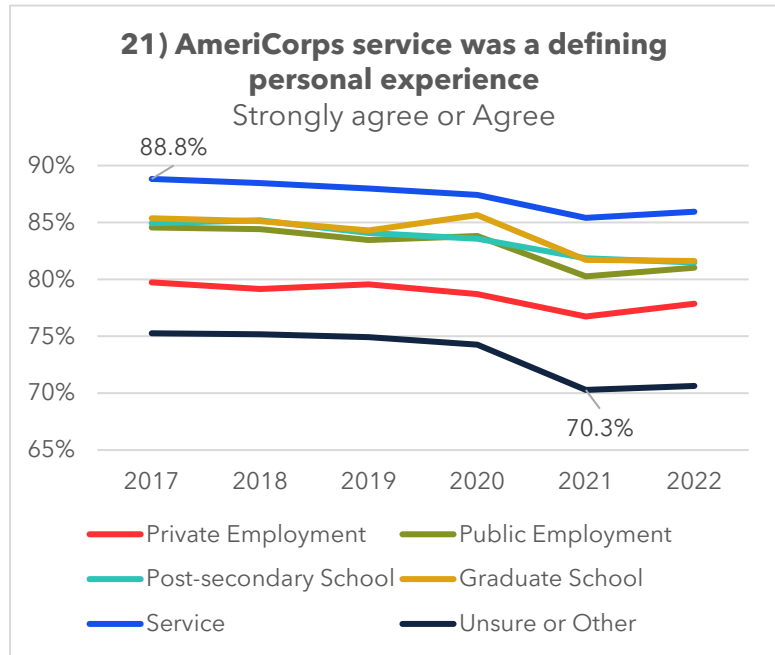
Whereas members in the Service group are at the top or near the top of responses for each question, members in the Graduate School and Post-secondary School group agreed equally as much for question 20a about educational goals and question 20b about professional goals. Members in the Public Employment group agreed equally as much as the Service group just for question 20b about professional goals.





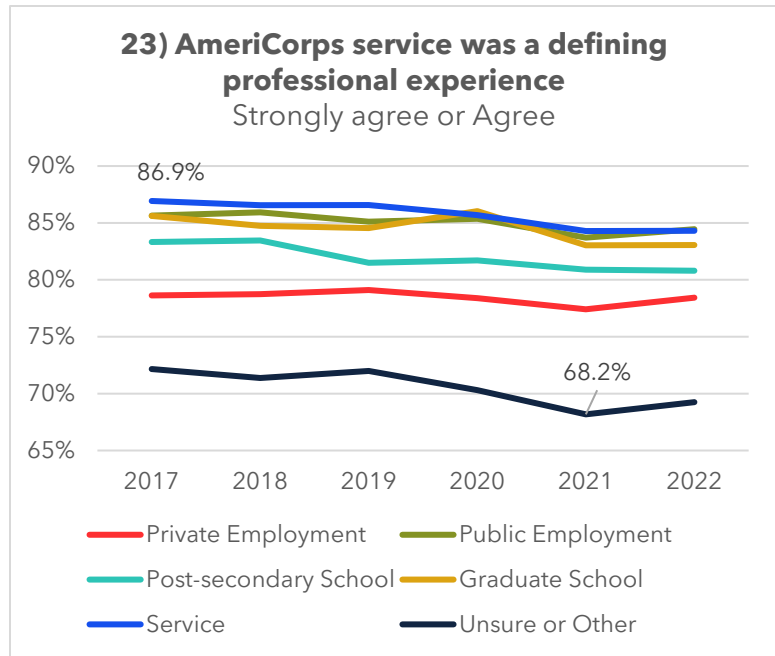
**Question 21) How much do you agree or disagree that your AmeriCorps service was a defining personal experience?<sup>14</sup>**

**Between approximately 70 to 89 percent of members each year agree AmeriCorps was a defining personal experience in their lives.** Overall, most members view AmeriCorps as a defining *personal* experience. Members in the Service group agree with this statement the most out of all groups, closely followed by members in the Graduate School, Post-secondary School, and Public Employment groups. Members in the Unsure group agreed that AmeriCorps was a defining personal experience the least out of all groups, but 70 percent of members in this group still agreed.



**Question 23) How much do you agree or disagree that your AmeriCorps service was a defining professional experience?**

**Between approximately 68 to 87 percent of AmeriCorps members each year agree that AmeriCorps was a defining professional experience in their lives.** Though not as positively as they view AmeriCorps as a defining *personal* experience, a majority of all members agree their service was a defining professional experience. Members in the Unsure group agree that AmeriCorps was a defining professional experience the least out of all groups, though still almost 70 percent agree in any given year of this report.



<sup>14</sup> In the MES, a defining experience is defined as one that confirmed a member’s beliefs and aspirations or professional goals, or one that resulted in a change or shift in their beliefs and aspirations or professional goals

## Conclusion

AmeriCorps members perform a variety of tasks and activities during their service terms and most members believe AmeriCorps was a worthwhile experience in the development of their future life, education, and career goals.

### Life and Career Skill Development by Post-Service Plans

Members that plan to attend graduate school or participate in another service activity answered the MES questions in this report most favorably across all groups, typically followed by members planning to attend college/technical school or get a job in the public/nonprofit sector. Potentially signifying a continuation of the kind of work they completed during their service terms, many AmeriCorps members follow the throughline of serving in AmeriCorps to attaining a higher level of education and then seeking public employment. AmeriCorps is often the first step in a long arc of alumni serving their communities long after service.

Members seeking private employment after service answered MES questions less favorably than those members seeking public employment, potentially indicating AmeriCorps' efficacy in specifically preparing public sector workers for their careers more so than it does for those entering the private sector.

Members in the Unsure group reporting least favorably across nearly all questions presents the opportunity to further target uncertainty amongst members and provide them with answers regarding in what they may be interested and furthermore what AmeriCorps has trained them to be able to do. Although members in the Unsure group typically responded least favorably than other groups, many of these members still report feeling that AmeriCorps has helped them refine their life and career goals and still otherwise completed the variety of activities any other AmeriCorps member would do during the course of their service terms. These members may lack answers regarding where they see themselves, but still partook in impactful, meaningful service.

### Most AmeriCorps Members Report Positive Outcomes

Regardless of their post-service plans, the average AmeriCorps member:

- Felt the majority of their work made a difference in their communities, and that they made a difference in the life of at least one person
- Felt they were part of a community, gained greater understanding of the community itself, and learned about "the real world"
- Worked on teams with people different from themselves, listened to other people's concerns and suggestions, and compromised with others
- Felt they were exposed to new ideas and ways of seeing the world and reexamined their own beliefs as well as their beliefs about others
- Got along with their supervisor and teammates as well as worked independently
- Helped others learned new skills
- Solved unexpected problems and felt like they could manage the scope of the problems on which they worked
- Gathered and analyzed information
- Identified and leveraged community resources and formed organizational partnerships
- Organized and supported meetings and events

- Met deadlines and set priorities for multiple tasks
- Did things they never thought they could do

The majority of all AmeriCorps members felt their service was worthwhile in furthering their personal, professional, and educational goals, and moreover felt AmeriCorps was a defining experience in their lives.

### **Impact of COVID-19 on Responses**

The MES' questions have not been updated since 2016 and therefore do not specifically inquire about the role the COVID-19 pandemic may have played in the member service experience. AmeriCorps service was and continues to be adversely affected by the pandemic like many other components of society, so many of the typical activities an AmeriCorps member would be expected to do may have been affected. For example, if members were unable to partake in service fully in-person, together, physically serving in communities, perhaps these members would not have gotten the same experiences members in the same programs would have received in years past. By metric of their experiences fundamentally differing from those of members in similar positions years before the pandemic, members who finished service in 2020 and beyond could not have avoided the adverse effects of the pandemic on their overall AmeriCorps service.

### **Future Work**

#### ***Demographic and Programmatic Data Disaggregation***

Though post-service groups were constructed to categorize members together loosely based off the various stages of life (e.g., after high school, after college, looking for employment, in between college and/or graduate school), this paper does not explore any correlations between age of members and responses to the MES responses within each post-service group. Except for serving as an NCCC Corps member, AmeriCorps programs do not necessarily impose age restrictions, thus, members can functionally be any age when they serve, therein can also be at any stage in life. Though the odds are high that a member attending college or trade school after AmeriCorps will be younger in age, these odds are not as high if attempting to predict a member's age who plans to attend graduate school or pursue a career. Inter-category age differences may demonstrate that age is a greater predictor of how a member responds to the MES than just their post-service plans.

Specifically examining the demographics of who comprises each group can help determine if there are any other demographic relationships other than age amongst responses to the MES. Specifically, this may be useful to help determine why members in the Unsure response category responded least favorably overall to the MES.

Examining how a member's service program correlates to their responses in the MES is also not explored in this report. Programmatic similarities amongst all AmeriCorps streams of service (ASN, NCCC, and VISTA) unify the overall service experience, though some programs are more likely to feature certain aspects of AmeriCorps service than others such as serving on a team versus working independently, working in the field versus in an office, etc. The service experience itself is not uniform for every member despite several overarching themes prevalent in every AmeriCorps service term, and what a member does or does not do while serving may affect how they respond to the MES.

Just as much as NCCC members skew younger in age and may feature greater opportunities for teamwork, ASN or VISTA members skew older and may feature opportunities similar or vastly different to the kind of service projects completed in NCCC. The wide array of service experiences available to a member is a strength of AmeriCorps, although presents a challenge in discovering the most salient factors affecting MES responses.

### ***Open-Ended Response Analysis***

Members that select “Other” for their post-service plans are welcome to specify their plans in an open-ended text box immediately following question 28 that asks of their plans. Analyzing these open-ended responses was out of the scope of this report, although several open-ended responses could conceivably be categorized into one of the six existing categories constructed for this report. Future analyses to code these responses may reveal different trends of members all entering post-service plans that were not provided as options for this question of the MES.

### ***Comparing Early Exiting Members Versus Members that Complete Service***

This analysis did not differentiate responses to the MES by service completion of members. If a member were to exit service early, they are still eligible to complete the MES. Whereas this report placed members into six different post-service plans categories, no distinction is made within those groups regarding which members completed service. Beyond exploring if any substantive differences exist between members that complete service versus those that do not, there is value in examining whether certain post-service plans groups have proportionally more members that do not finish service than other post-service groups. For example, answering whether the “Unsure” group featured more early-exiting members than other response groups could potentially explain the group’s less favorable responses overall.



## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>Question 4) During your AmeriCorps service, how frequently did you do the following activities listed below?</b>						
<b>4a) Solve Unexpected Problems or Find New and Better Ways</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	80.8%	85.4%	83.1%	85.8%	84.8%	77.1%
<b>2018</b>	81.1%	84.9%	82.5%	85.1%	84.8%	76.3%
<b>2019</b>	81.0%	85.1%	82.5%	85.4%	84.7%	76.6%
<b>2020</b>	81.4%	85.1%	81.6%	86.2%	83.7%	75.6%
<b>2021</b>	79.6%	83.7%	81.3%	84.0%	83.4%	74.8%
<b>2022</b>	80.0%	83.4%	81.5%	84.5%	82.0%	75.1%
<b>4b) Lead or Facilitate a Meeting or Event</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	49.0%	54.8%	48.1%	54.7%	48.5%	43.5%
<b>2018</b>	49.2%	53.5%	46.2%	54.0%	46.9%	42.3%
<b>2019</b>	47.0%	52.6%	45.7%	52.7%	46.3%	41.4%
<b>2020</b>	47.1%	51.0%	42.6%	52.8%	44.9%	40.0%
<b>2021</b>	47.6%	51.8%	46.0%	54.5%	46.6%	41.2%
<b>2022</b>	46.8%	51.3%	44.6%	53.0%	44.2%	39.5%
<b>4c) Lead a Team</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	44.3%	48.2%	47.6%	48.2%	43.9%	38.1%
<b>2018</b>	43.5%	46.8%	45.5%	46.1%	42.5%	37.6%
<b>2019</b>	42.2%	45.0%	45.2%	46.2%	41.8%	37.5%
<b>2020</b>	41.2%	43.1%	40.2%	43.6%	38.1%	34.1%
<b>2021</b>	39.5%	41.3%	42.2%	41.1%	38.0%	33.4%
<b>2022</b>	40.0%	42.2%	42.3%	43.2%	38.2%	33.4%
<b>4d) Help Others Learn a New Skills</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	68.2%	73.2%	74.4%	75.7%	74.1%	65.3%
<b>2018</b>	68.2%	72.5%	73.4%	74.6%	73.7%	65.3%
<b>2019</b>	68.8%	72.3%	73.4%	75.8%	74.2%	65.2%
<b>2020</b>	66.6%	70.1%	68.7%	74.5%	71.9%	62.6%
<b>2021</b>	64.0%	67.5%	67.8%	70.5%	67.7%	60.3%
<b>2022</b>	65.5%	69.0%	69.8%	71.9%	70.1%	61.5%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

**(CONTINUED) Question 4) During your AmeriCorps service, how frequently did you do the following activities listed below?**

### 4e) Support a Meeting, Activity, or Event through Planning or Coordinating

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	63.6%	70.5%	64.7%	72.1%	65.4%	57.7%
<b>2018</b>	63.2%	70.0%	63.2%	70.9%	64.6%	57.0%
<b>2019</b>	62.7%	68.5%	63.7%	70.4%	63.6%	56.2%
<b>2020</b>	63.0%	68.7%	62.0%	71.3%	63.6%	55.6%
<b>2021</b>	61.9%	66.9%	62.4%	70.0%	62.5%	54.3%
<b>2022</b>	61.1%	67.2%	61.8%	69.4%	60.6%	53.1%

**Question 5) During your AmeriCorps service, how frequently did you do the following activities listed below?**

### 5a) Gather and analyze information.

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	76.7%	80.5%	74.9%	82.5%	79.6%	73.6%
<b>2018</b>	75.6%	80.6%	74.0%	81.9%	79.6%	72.6%
<b>2019</b>	76.2%	79.9%	74.2%	82.4%	79.2%	73.2%
<b>2020</b>	76.0%	80.5%	74.4%	82.6%	79.4%	73.1%
<b>2021</b>	75.9%	78.8%	73.2%	80.2%	77.8%	71.6%
<b>2022</b>	76.5%	79.9%	74.8%	81.6%	79.0%	71.5%

### 5b) Set priorities for multiple tasks.

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	86.6%	90.9%	86.4%	92.0%	89.7%	83.4%
<b>2018</b>	86.1%	90.7%	86.0%	91.3%	89.8%	82.7%
<b>2019</b>	86.2%	90.2%	86.3%	91.2%	90.1%	83.0%
<b>2020</b>	86.7%	90.2%	86.2%	91.4%	89.6%	82.2%
<b>2021</b>	85.3%	89.3%	85.5%	90.4%	88.6%	81.0%
<b>2022</b>	86.2%	89.8%	86.1%	90.9%	88.9%	80.9%

### 5c) Meet deadlines effectively.

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	88.5%	91.3%	88.7%	92.2%	91.7%	85.5%
<b>2018</b>	88.4%	91.4%	88.3%	91.8%	91.8%	85.5%
<b>2019</b>	87.6%	91.2%	88.1%	91.6%	91.5%	84.7%
<b>2020</b>	88.1%	91.4%	87.9%	92.6%	91.0%	84.5%
<b>2021</b>	86.9%	90.6%	87.6%	91.7%	90.6%	83.3%
<b>2022</b>	86.8%	90.0%	87.2%	90.5%	90.6%	82.3%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

**(CONTINUED) Question 5) During your AmeriCorps service, how frequently did you do the following activities listed below?**

### 5d) Work independently.

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	83.6%	86.6%	74.7%	88.2%	83.7%	81.9%
<b>2018</b>	83.4%	86.5%	75.0%	88.0%	84.1%	81.7%
<b>2019</b>	82.7%	85.8%	73.8%	87.5%	83.5%	81.3%
<b>2020</b>	82.6%	85.8%	75.4%	87.6%	83.3%	81.1%
<b>2021</b>	83.4%	85.9%	75.9%	88.0%	83.9%	81.3%
<b>2022</b>	82.7%	85.3%	75.0%	87.1%	83.4%	80.3%

### 5e) Work on a team for a common purpose

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	82.7%	85.9%	88.6%	86.6%	87.6%	79.7%
<b>2018</b>	82.1%	86.1%	87.9%	85.5%	87.2%	79.7%
<b>2019</b>	83.5%	86.5%	89.1%	86.5%	87.8%	80.3%
<b>2020</b>	84.6%	87.1%	87.7%	87.9%	87.7%	79.6%
<b>2021</b>	82.7%	86.4%	87.2%	86.4%	86.3%	79.2%
<b>2022</b>	82.5%	85.7%	86.9%	85.9%	85.3%	77.8%

**Question 6) During your AmeriCorps service, how frequently did you do the following activities listed below?**

### 6a) How often did you listen to other people's suggestions and concerns

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	91.4%	94.0%	94.1%	94.5%	94.8%	89.7%
<b>2018</b>	91.3%	93.8%	93.5%	94.2%	95.1%	89.5%
<b>2019</b>	91.3%	93.7%	93.7%	93.9%	94.6%	89.7%
<b>2020</b>	92.3%	94.4%	93.6%	94.6%	94.8%	89.0%
<b>2021</b>	91.5%	93.5%	93.4%	94.1%	94.3%	88.7%
<b>2022</b>	91.7%	93.5%	93.6%	94.0%	93.7%	87.9%

### 6b) Negotiate and compromise with others.

Very often or Often	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	77.7%	81.0%	82.1%	82.4%	81.4%	75.9%
<b>2018</b>	77.6%	80.4%	80.9%	81.4%	81.2%	75.3%
<b>2019</b>	77.9%	80.1%	81.0%	81.3%	81.6%	74.5%
<b>2020</b>	76.6%	78.5%	77.4%	80.1%	78.1%	72.1%
<b>2021</b>	73.4%	75.9%	77.1%	75.6%	75.8%	69.2%
<b>2022</b>	75.0%	76.1%	77.9%	78.1%	76.3%	69.7%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>(CONTINUED) Question 6) During your AmeriCorps service, how frequently did you do the following activities listed below?</b>						
<b>6c) Decrease conflict between people.</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	49.7%	54.8%	56.3%	58.9%	54.5%	50.9%
<b>2018</b>	49.9%	52.9%	54.7%	57.6%	54.0%	48.3%
<b>2019</b>	49.9%	53.2%	54.9%	58.9%	53.7%	48.0%
<b>2020</b>	45.5%	49.5%	45.8%	53.4%	47.5%	43.5%
<b>2021</b>	40.7%	42.5%	43.5%	43.8%	40.5%	37.6%
<b>2022</b>	45.6%	47.5%	48.5%	52.7%	46.8%	42.9%
<b>6d) Work with people different from yourself.</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	87.8%	90.2%	91.5%	91.4%	90.9%	85.7%
<b>2018</b>	87.9%	89.8%	90.6%	91.1%	90.8%	85.2%
<b>2019</b>	88.3%	89.9%	90.8%	91.3%	91.0%	86.0%
<b>2020</b>	87.3%	88.9%	89.3%	90.8%	89.7%	83.5%
<b>2021</b>	84.8%	86.8%	87.9%	88.2%	87.5%	81.8%
<b>2022</b>	86.0%	87.5%	88.7%	89.6%	88.0%	82.0%
<b>6e) Form organizational partnerships.</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	57.4%	60.3%	60.5%	60.4%	57.9%	51.1%
<b>2018</b>	56.5%	60.4%	58.5%	60.0%	57.7%	50.1%
<b>2019</b>	56.8%	59.5%	59.3%	59.6%	57.0%	50.0%
<b>2020</b>	55.7%	57.9%	56.1%	58.7%	54.9%	48.4%
<b>2021</b>	53.8%	56.2%	56.1%	56.0%	53.3%	45.4%
<b>2022</b>	53.9%	57.1%	56.6%	57.8%	54.8%	46.6%
<b>6f) Identify or leverage community resources.</b>						
<b>Very often or Often</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	55.7%	60.6%	58.7%	62.1%	57.3%	50.8%
<b>2018</b>	56.0%	60.4%	57.4%	62.1%	57.0%	48.8%
<b>2019</b>	55.9%	60.3%	58.2%	61.8%	57.2%	50.5%
<b>2020</b>	56.2%	60.4%	56.5%	63.5%	57.2%	49.3%
<b>2021</b>	53.5%	57.6%	54.7%	59.5%	53.4%	46.4%
<b>2022</b>	53.4%	58.3%	55.1%	61.0%	55.2%	46.2%



## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements</b>						
<b>9a) I felt I made a contribution to the community.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	88.2%	91.8%	93.7%	92.1%	94.6%	85.7%
<b>2018</b>	89.0%	92.5%	93.4%	91.6%	94.8%	86.3%
<b>2019</b>	88.8%	91.9%	93.6%	91.9%	94.6%	86.1%
<b>2020</b>	88.6%	92.1%	92.9%	92.4%	94.8%	85.8%
<b>2021</b>	87.9%	91.3%	92.4%	91.5%	94.1%	83.9%
<b>2022</b>	88.2%	91.9%	92.7%	91.4%	94.4%	84.1%
<b>9b) I reexamined my beliefs and attitudes about myself.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	77.2%	80.9%	78.1%	82.8%	81.8%	73.6%
<b>2018</b>	77.2%	80.3%	78.5%	81.3%	81.5%	74.6%
<b>2019</b>	78.0%	81.0%	77.6%	83.0%	81.6%	74.6%
<b>2020</b>	78.2%	81.5%	77.1%	83.6%	81.4%	74.8%
<b>2021</b>	76.1%	78.6%	76.5%	80.4%	79.3%	71.6%
<b>2022</b>	76.1%	78.9%	76.1%	80.2%	78.5%	71.0%
<b>9c) I was exposed to new ideas and ways of seeing the world</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	85.7%	89.0%	89.9%	90.3%	91.2%	82.5%
<b>2018</b>	85.9%	89.2%	89.5%	90.0%	91.3%	83.1%
<b>2019</b>	86.2%	89.4%	89.8%	90.5%	91.4%	82.9%
<b>2020</b>	86.4%	89.5%	89.4%	91.4%	91.1%	83.3%
<b>2021</b>	84.8%	87.8%	88.8%	89.4%	89.9%	81.1%
<b>2022</b>	85.7%	88.4%	88.6%	89.5%	90.2%	80.0%
<b>9d) I felt part of a community.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	80.1%	85.1%	88.8%	84.9%	88.7%	78.5%
<b>2018</b>	80.8%	85.7%	88.5%	84.8%	89.0%	78.8%
<b>2019</b>	80.5%	85.3%	88.6%	84.4%	89.3%	79.1%
<b>2020</b>	81.7%	86.5%	88.8%	86.9%	90.2%	79.9%
<b>2021</b>	79.5%	83.6%	87.5%	83.7%	87.5%	76.4%
<b>2022</b>	79.0%	83.5%	87.4%	83.2%	88.7%	76.0%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>(CONTINUED) Question 9) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements</b>						
<b>9e) I learned more about the 'real' world or 'the rest' of the world.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	74.3%	78.2%	80.7%	81.2%	80.5%	71.0%
<b>2018</b>	75.2%	78.4%	80.5%	80.7%	80.3%	70.7%
<b>2019</b>	74.9%	78.3%	81.2%	81.1%	80.2%	70.7%
<b>2020</b>	73.8%	77.7%	80.5%	80.4%	79.6%	69.5%
<b>2021</b>	71.5%	74.3%	78.5%	77.4%	77.5%	66.6%
<b>2022</b>	72.6%	75.2%	78.3%	78.7%	77.2%	65.4%
<b>9f) I gained an understanding of the community(s) where I served.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	88.7%	92.1%	92.0%	93.4%	93.6%	85.8%
<b>2018</b>	89.4%	92.5%	91.5%	93.6%	93.4%	86.4%
<b>2019</b>	88.7%	92.3%	91.8%	93.5%	93.4%	85.4%
<b>2020</b>	88.4%	92.3%	91.6%	94.1%	93.4%	85.3%
<b>2021</b>	86.4%	90.3%	89.8%	91.9%	91.1%	81.9%
<b>2022</b>	87.9%	91.3%	90.5%	92.6%	92.4%	82.6%
<b>9g) I gained an understanding of the solutions to the challenges faced by the community(s) where I served.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	84.2%	87.9%	88.8%	89.2%	89.5%	80.3%
<b>2018</b>	84.3%	88.2%	88.5%	88.8%	89.0%	80.5%
<b>2019</b>	84.6%	87.8%	88.7%	89.1%	89.3%	80.4%
<b>2020</b>	84.5%	88.5%	88.7%	90.1%	89.5%	80.7%
<b>2021</b>	82.6%	86.7%	86.6%	88.3%	87.6%	77.9%
<b>2022</b>	83.4%	87.1%	87.3%	88.5%	88.0%	77.8%
<b>9h) I spent a lot of time doing meaningless 'make work' tasks.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	30.7%	26.6%	26.4%	28.8%	21.9%	26.8%
<b>2018</b>	30.8%	26.3%	27.0%	29.7%	21.8%	25.8%
<b>2019</b>	30.9%	26.4%	27.0%	29.2%	22.3%	26.7%
<b>2020</b>	29.4%	24.8%	24.6%	26.7%	20.6%	24.6%
<b>2021</b>	29.1%	24.9%	25.4%	27.3%	20.8%	25.4%
<b>2022</b>	31.6%	25.6%	25.8%	29.3%	22.1%	25.9%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements</b>						
<b>10a) The majority of my work did not make a difference in the community.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	18.7%	15.3%	15.3%	16.6%	11.9%	16.1%
<b>2018</b>	18.8%	15.1%	15.1%	16.1%	11.8%	15.7%
<b>2019</b>	18.7%	15.0%	15.0%	16.4%	12.1%	15.6%
<b>2020</b>	18.4%	14.2%	13.3%	15.0%	10.6%	13.8%
<b>2021</b>	17.8%	14.0%	13.9%	14.9%	11.0%	14.1%
<b>2022</b>	18.3%	14.3%	14.3%	16.0%	12.2%	15.0%
<b>10b) I felt I made a difference in the life of at least one person.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	90.9%	93.6%	93.6%	94.4%	95.3%	89.1%
<b>2018</b>	91.1%	93.7%	93.4%	94.4%	95.6%	89.3%
<b>2019</b>	90.8%	93.2%	93.3%	94.4%	95.5%	88.4%
<b>2020</b>	89.8%	92.9%	93.2%	94.4%	95.2%	87.9%
<b>2021</b>	89.2%	92.3%	92.4%	93.4%	94.3%	85.8%
<b>2022</b>	89.5%	92.3%	92.5%	93.6%	94.6%	86.2%
<b>10c) I did things I never thought I could do.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	66.9%	72.5%	75.2%	74.3%	76.5%	65.9%
<b>2018</b>	68.1%	73.3%	74.9%	74.6%	77.2%	65.5%
<b>2019</b>	69.0%	73.2%	75.0%	75.4%	77.3%	67.1%
<b>2020</b>	68.5%	73.4%	72.6%	75.5%	75.9%	66.0%
<b>2021</b>	66.3%	70.5%	71.9%	71.2%	74.2%	63.5%
<b>2022</b>	67.4%	71.5%	73.1%	73.3%	74.4%	64.3%
<b>10d) I did not get along well with my supervisor and/or my teammates.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	17.0%	14.6%	13.9%	16.0%	11.5%	14.3%
<b>2018</b>	17.8%	14.8%	14.3%	16.2%	12.0%	14.6%
<b>2019</b>	16.9%	14.3%	14.2%	15.9%	11.7%	14.3%
<b>2020</b>	16.3%	13.0%	11.9%	13.5%	9.9%	12.4%
<b>2021</b>	15.6%	12.6%	12.3%	13.1%	9.6%	12.4%
<b>2022</b>	16.6%	13.4%	13.2%	15.3%	10.7%	13.3%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>(CONTINUED) Question 10) Thinking about your AmeriCorps experience, please indicate how much you agree or disagree with the following statements</b>						
<b>10e) I figured out what my next steps are in terms of educational goals.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	58.4%	63.4%	75.1%	79.4%	65.5%	50.0%
<b>2018</b>	58.8%	63.0%	74.9%	78.5%	64.9%	47.5%
<b>2019</b>	58.6%	63.0%	73.5%	78.0%	65.0%	48.6%
<b>2020</b>	58.2%	62.1%	71.9%	78.5%	63.8%	46.3%
<b>2021</b>	57.2%	61.1%	70.2%	77.2%	62.2%	45.1%
<b>2022</b>	56.3%	61.0%	70.8%	77.1%	61.4%	45.0%
<b>10f) I figured out what my next steps are in terms of career/professional goals.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	67.1%	73.6%	74.3%	79.0%	70.9%	54.5%
<b>2018</b>	67.2%	74.7%	74.1%	77.7%	70.4%	51.6%
<b>2019</b>	67.1%	73.7%	72.6%	77.9%	70.8%	53.1%
<b>2020</b>	66.1%	72.4%	71.4%	78.0%	69.3%	50.8%
<b>2021</b>	67.6%	73.1%	70.3%	77.1%	67.9%	50.3%
<b>2022</b>	67.1%	74.0%	70.8%	77.4%	68.0%	50.7%
<b>10g) I felt defeated by the scope of the problems I worked on.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	20.9%	18.4%	16.4%	20.3%	14.5%	18.2%
<b>2018</b>	21.2%	18.9%	16.6%	21.3%	15.4%	18.2%
<b>2019</b>	21.3%	19.2%	16.5%	21.9%	15.7%	19.5%
<b>2020</b>	20.9%	18.1%	14.9%	20.1%	14.3%	18.6%
<b>2021</b>	21.2%	18.1%	16.8%	19.3%	14.2%	17.7%
<b>2022</b>	23.3%	19.5%	16.1%	22.2%	15.2%	20.3%
<b>10h) I reexamined my beliefs and attitudes about other people.</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	64.7%	68.3%	65.1%	71.1%	68.5%	61.3%
<b>2018</b>	65.7%	68.8%	66.1%	70.8%	68.8%	60.8%
<b>2019</b>	65.1%	68.1%	64.6%	72.2%	68.1%	60.6%
<b>2020</b>	66.1%	69.3%	63.8%	71.8%	68.2%	61.2%
<b>2021</b>	64.0%	65.3%	62.3%	68.2%	64.8%	57.4%
<b>2022</b>	63.0%	64.9%	61.9%	67.4%	64.4%	57.2%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

<b>Question 20) How much do you agree or disagree with the following statements:</b>						
<b>20a) Participating in AmeriCorps was a worthwhile experience in terms of furthering: My educational goals and educational endeavors</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	77.6%	83.4%	90.8%	90.1%	89.0%	73.9%
<b>2018</b>	77.1%	83.0%	90.4%	88.9%	88.2%	72.4%
<b>2019</b>	76.9%	82.2%	89.8%	88.3%	88.3%	71.8%
<b>2020</b>	78.9%	83.6%	91.1%	90.0%	88.2%	72.1%
<b>2021</b>	76.9%	81.7%	89.0%	87.8%	87.1%	70.0%
<b>2022</b>	75.1%	80.2%	88.6%	87.1%	85.4%	68.3%
<b>20b) Participating in AmeriCorps was a worthwhile experience in terms of furthering: My professional goals and professional endeavors</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	84.0%	90.8%	90.5%	90.7%	92.7%	78.4%
<b>2018</b>	84.4%	91.2%	90.0%	90.2%	92.3%	78.0%
<b>2019</b>	84.0%	90.3%	89.2%	89.9%	92.2%	77.5%
<b>2020</b>	84.9%	90.9%	90.4%	90.7%	92.1%	76.8%
<b>2021</b>	83.5%	90.0%	89.3%	88.8%	91.4%	75.4%
<b>2022</b>	83.3%	89.5%	89.1%	86.6%	90.7%	74.4%
<b>20c) Participating in AmeriCorps was a worthwhile experience in terms of furthering: My personal goals and personal endeavors</b>						
<b>Strongly agree or Agree</b>	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	85.2%	89.8%	92.0%	90.8%	94.8%	81.5%
<b>2018</b>	85.4%	90.3%	91.6%	89.9%	94.1%	81.2%
<b>2019</b>	85.1%	89.0%	91.2%	89.2%	94.2%	80.5%
<b>2020</b>	85.9%	90.3%	92.1%	90.9%	94.5%	81.4%
<b>2021</b>	84.1%	88.1%	90.6%	88.1%	93.3%	78.5%
<b>2022</b>	83.2%	87.6%	90.2%	86.6%	92.8%	77.3%

## Appendix A: Percentage of Affirmative Responses by Question, Year, and Post-Service Plans

**Question 21) How much do you agree or disagree that your AmeriCorps service was a defining personal experience? A defining experience is one that confirmed your beliefs and aspirations, or one that resulted in a change or shift in your beliefs and aspirations.**

Strongly agree or Agree	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	79.7%	84.6%	84.9%	85.4%	88.8%	75.3%
<b>2018</b>	79.2%	84.4%	85.2%	85.1%	88.5%	75.2%
<b>2019</b>	79.6%	83.5%	84.1%	84.3%	88.0%	74.9%
<b>2020</b>	78.7%	83.8%	83.6%	85.6%	87.4%	74.3%
<b>2021</b>	76.7%	80.3%	81.9%	81.7%	85.4%	70.3%
<b>2022</b>	77.9%	81.0%	81.5%	81.6%	85.9%	70.6%

**Question 23) How much do you agree or disagree that your AmeriCorps service was a defining professional experience? A defining experience is one that confirmed your professional goals, or one that resulted in a change or shift in your professional goals.**

Strongly Agree or Agree	Private Employment	Public Employment	Post-secondary School	Graduate School	Service	Unsure or Other
<b>2017</b>	78.6%	85.7%	83.3%	85.6%	86.9%	72.2%
<b>2018</b>	78.7%	85.9%	83.5%	84.7%	86.6%	71.4%
<b>2019</b>	79.1%	85.1%	81.5%	84.5%	86.6%	72.0%
<b>2020</b>	78.4%	85.4%	81.7%	86.0%	85.7%	70.3%
<b>2021</b>	77.4%	83.7%	80.9%	83.0%	84.3%	68.2%
<b>2022</b>	78.4%	84.5%	80.8%	83.1%	84.3%	69.3%

