

# NCCC Logic Model for Leadership Development

| INPUTS  | ACTIVITIES  | OUTPUTS   | OUTCOMES   |  |  |
|---|---|---|--|--|--|
|   |   |   | Short Term<br>(upon completion of the<br>NCCC service, at 10<br>months)  | Medium Term<br>(1 year after completing NCCC<br>service)   | Long Term<br>(3 to 5 years after completing NCCC<br>service)   |
| <ul style="list-style-type: none"> <li>• AmeriCorps NCCC funding</li> <li>• AmeriCorps NCCC facility and physical resources</li> <li>• NCCC curriculum and training materials</li> <li>• NCCC program staff</li> <li>• Sponsors and partners</li> <li>• Sponsor site housing</li> <li>• On site supervision</li> <li>• AmeriCorps NCCC education and service awards (college credits, certificate in non-profit management, Presidential Service Award, Congressional Award)</li> </ul> | <ul style="list-style-type: none"> <li>• Members participate in Corps Training Institute (CTI), and FEMA Academy for FEMA Corps members</li> <li>• Members participate in disaster trainings</li> <li>• Teams Leaders participate in AmeriCorps NCCC Team Leader Training (TLT)</li> <li>• Members participate in In-service Training (pre-project &amp; project training, transition training, Life after AmeriCorps training (LAA))</li> <li>• Members participate in Independent Service Project (ISP).</li> <li>• Members participate in specialty role activities.</li> <li>• Members receive leadership skills support and mentoring from NCCC Unit Leaders and Team Leaders, NCCC staff and sponsors.</li> <li>• Members practice technical skills and acquire hands-on experience .</li> <li>• Members participate in community service projects over a 10-month period.</li> <li>• Members participate in residential and team-based activities</li> </ul> | <ul style="list-style-type: none"> <li>• Members complete 10 months of service (1700 hours), including 80 Independent Service Project hours (ISPs) for Traditional NCCC members and 10 ISPs for FEMA members.</li> <li>• Members complete Corps Training Institute (CTI), and FEMA Academy (if applicable).</li> <li>• Team Leaders complete AmeriCorps NCCC Team Leader Training (TLT).</li> <li>• Members complete In-service training (pre-project &amp; project training, Life after AmeriCorps training (LAAA))</li> <li>• Members complete specialty role activities.</li> <li>• Members complete leadership development activities. [is that subsumed under specialty role activities?]</li> <li>• Members complete training and activities to develop soft skills. [I think this is under specialty roles as well]</li> <li>• Members complete service learning activities and ISPs,</li> </ul> | <p><b>Professional skills</b></p> <ul style="list-style-type: none"> <li>• Increased hard skills needed to succeed in the workplace (e.g., computer literacy, public speaking, industry certifications).</li> <li>• Increased soft skills needed to succeed in the workplace (e.g., leadership, consensus building, fluent communication).</li> <li>• Increased desire to pursue continuing</li> <li>• Earned education and service awards.</li> </ul> <p><b>Life skills</b></p> <ul style="list-style-type: none"> <li>• Increased knowledge of strategies and skills needed to plan, prepare, execute, and assess an endeavor.</li> <li>• Increased attitude of action or change orientation to the world.</li> <li>• Increased positive self-orientation and sense of self-efficacy.</li> </ul> <p><b>Work as a team</b></p> <ul style="list-style-type: none"> <li>• Practice effective communication strategies to resolve conflict in a constructive manner</li> <li>• Increased awareness, attitude, knowledge, and skills in dealing with people different from oneself.</li> <li>• Members formed meaningful connections with leaders and sponsoring organizations, and people in the community they served.</li> <li>• Increased awareness to employ positive team behavior in workplace, civic and religious organizations.</li> </ul> <p><b>Civic engagement</b></p> <ul style="list-style-type: none"> <li>• Increased knowledge related to civic participation (e.g., ability to lead a successful community-based movement, ability to collaborate with other members of the community to solve community problems).</li> <li>• Increased level of civic</li> </ul> | <p><b>Professional skills</b></p> <ul style="list-style-type: none"> <li>• Informed career choices, affirmed or changed career interests as a result of service experiences (e.g., able to clearly define career goals and aspirations, interest in public sector career or community serving organizations, knowledge and skills related to workplace success).</li> <li>• Increased ability to demonstrate professional skills.</li> <li>• Increased applications to continuing education.</li> <li>• Increased usage of education awards.</li> <li>• Members who lacked a high school diploma or GED successfully complete their education requirements</li> </ul> <p><b>Life skills</b></p> <ul style="list-style-type: none"> <li>• Increased belief in positive self-orientation and sense of self-efficacy.</li> </ul> <p><b>Work as a team</b></p> <ul style="list-style-type: none"> <li>• Increased ability to demonstrate positive team behavior in workplace, civic and religious organizations</li> <li>• Increased ability in dealing with people different from oneself.</li> </ul> <p><b>Civic engagement</b></p> <ul style="list-style-type: none"> <li>• Increased belief in the ability to affect change through civic action.</li> <li>• Increased belief in civic participation and civic orientation and attitudes.</li> </ul> | <p><b>Professional skills</b></p> <ul style="list-style-type: none"> <li>• Engaged in activities related to education or career goals, or demonstrate general career advancement.</li> </ul> <p><b>Life skills</b></p> <ul style="list-style-type: none"> <li>• Improved ability to demonstrate confidence to accomplish goals, deal efficiently with unexpected events and handle unforeseen situations.</li> </ul> <p><b>Work as a team</b></p> <ul style="list-style-type: none"> <li>• Improved ability to work with diverse populations.</li> <li>• Improved ability to employ positive team behavior in their workplaces, civic organizations and religious organizations.</li> </ul> <p><b>Civic engagement</b></p> <ul style="list-style-type: none"> <li>• Improved ability of responsible citizenship and positive attitudes regarding the value of lifelong active citizenship and service for the common good, meet community needs, integrate into the community.</li> <li>• Took leadership positions within civic organizations.</li> </ul> |

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|  |  |  | <ul style="list-style-type: none"><li>orientation and civic attitudes, knowledge of civic opportunities and outlets.</li></ul> |  |  |
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