

MAKING AN IMPACT WITH **Encore** Fellowships

America's 78 million baby boomers enjoy a level of health, education and social awareness that their grandparents did not experience. Many are ready for a new stage of work – work that offers a renewed sense of purpose and contributes to the greater good of society.

Imagine the benefit to our communities and future generations if this talent and experience could be applied to help solve our nation's most pressing social problems.

It's a simple goal but not an easy one to reach. How do people transition from the end of midlife careers in business to a new stage of work that benefits society?

Intel Encore Fellowships can be an answer – helping Intel's Retirees transition into social-purpose work, providing a source of new talent for organizations, and giving Intel a new way to positively impact the communities where their employees live.



Pathway to a new stage of work

Intel has partnered with Civic Ventures, the originator of Encore Fellows, to participate in an Encore Fellows pilot program available to eligible US employees as part of the new Intel Retirement Services program rolling out in 2011.

The pilot program will allow eligible US pre-retirees to transition into a new stage of work with local nonprofit organizations, where they help the organization build capacity, operate more efficiently, and, ultimately have a broader impact on their communities.

We recognize that Intel retirees can bring a wealth of practical experience in communications, process improvement, information technology, planning, operations, administration, performance management, human resources, financial management and engineering – skills that can have a major impact on their nonprofit hosts.

By participating in community programs that leverage the talent of an Intel Retiree, we can further strengthen social-purpose organizations in our communities in new and innovative ways.

How the Intel program works

An Encore Fellowship is a transitional option for eligible retiring U.S. General Full-Time and Part-Time employees who meet Intel's US retirement eligibility criteria and who are not on an Improvement Required (IR) and/or Corrective Action Plan (CAP).

The fellowship period begins after the Intel retiree has separated from Intel.

The Encore Career Fellowship Recipient must commit to 1,000 hours of work over a six to twelve month period as negotiated with the NPO host. The Fellowship recipient will receive a \$25,000 (USD) stipend paid by the Non Profit Work Host during the duration of the assignment. The process for distributing the stipend to the Encore Career Fellowship recipient will be based on an agreement between the Non Profit work host and the Encore Career Fellowship recipient.

Each Encore Fellows program is managed by a local program operator in partnership with Civic Ventures. The program operator develops roles for the fellowship recipients and coordinates the application and matching process. Throughout the year, the program operator brings local Encore Fellows and nonprofit executives together to share their experiences in group discussions and other networking opportunities.

Applicants are carefully matched by the local program operator with a select set of pre-approved host organizations to ensure a cultural fit and the ability to make an impact. They are screened for commitment, flexibility, and willingness to adapt and learn. Nonprofits are vetted for their readiness to apply the talents of the applicant. The Fellowship assignments are based on mutual agreement only and a match is not guaranteed. Intel is not involved in the matching process.

Encore Fellowship recipients are embedded as part of the nonprofit staff. This practice allows them to deliver greater impact than they could as volunteers, board members or short-term consultants.

In order to qualify, applicants must log their retirement date, apply, be approved and matched before retiring from Intel. The fellowship period begins after the Intel retiree has left the company. Actual start dates are based on agreements with nonprofit Work Hosts and local program timelines.

“...a wonderful opportunity to help me crystallize my long-term goals post Intel.”

- Vince Fletcher, Intel employee

Pilot program results

The original 2009 pilot in Silicon Valley run by Civic Ventures received high praise after an extensive, independent examination. LFA Group, a San Francisco-based independent evaluation firm, found that the “remarkably successful” program brought top-level talent and significant value to nonprofits, created a bridge for individuals eager to explore encore careers for the greater good and may help fill a looming leadership shortage in the nonprofit sector. All of the fellows (including alumni from Hewlett-Packard and other tech companies) and nonprofit executives who responded to an LFA survey said they were either satisfied or very satisfied with the program, with almost 90 percent very satisfied.

A large percentage of the Encore Fellows who served in 2009 and 2010 have been offered jobs at the organizations where they spent their fellowships, and many accepted permanent or temporary positions at their sponsoring organizations or other nonprofits – indicating a sustained interest in serving the social good and joint satisfaction with the assignment.

More Information

Interested U.S. employees are encouraged to speak to the Intel program lead, Rick Henderson, or their Community Affairs liaison at: encore.fellows.program@intel.com

To apply to be an Intel Encore Fellow, go to:

www.encore.org/learn/fellowships/programs/intel

Local program contacts

Hillsboro OR site

Social Venture Partners Portland
www.svpportland.org/fellows
Paul Speer
paul@svpportland.org

Chandler AZ site

Maricopa County Encore Fellows
www.experiencemattersaz.org/encore-fellowships-program
Linda Mason
lmason@experiencemattersaz.org

Santa Clara CA site

Silicon Valley Encore Fellows
www.encore.org/learn/fellowships/programs/svef
Gina Cassinelli
gcassinelli@encorefellowships.net

Rio Rancho NM site

Center for Nonprofit Excellence,
United Way of Central New Mexico
www.centerfornonprofitexcellence.org/fellows
Amy Duggan
Amy.Duggan@uwcnm.org

Folsom CA site

American Leadership Forum –
Mountain Valley
Karen Nelson
karen@alf-mvc.org

Hudson MA site

Civic Ventures Encore Fellows
Toni La Belle
tlabelle@encorefellowships.net

Dupont WA site

Social Venture Partners Encore
Fellows
Rona Pryor
Rona@svpi.org

“Encore Fellowships are a smooth transitional pathway for our eligible pre-retirees wishing to contribute to the greater good after leaving Intel. It’s a new stage of work, with greater flexibility and connection with the local community.”

– Richard Taylor, Corporate Vice President, Human Resources, Intel Corporation

About Intel

Intel (NASDAQ: INTC) is a world leader in computing innovation. The company designs and builds the essential technologies that serve as the foundation for the world's computing devices. Additional information about Intel is available at intel.com.



Intel and the Intel logo are trademarks of Intel Corporation in the U.S. and other countries.

About Civic Ventures

Civic Ventures is a nonprofit think tank on baby boomers, work and social purpose. Through vehicles such as Encore Fellowships, Civic Ventures aims to help millions of boomers find encore careers combining personal meaning, continued income and social impact. The goal: to produce a windfall of talent to help solve society's greatest problems. For more information, visit www.encore.org.

A PARTNER
PROGRAM OF **The**
Encore Fellowships
Network™ POWERED BY
CIVIC VENTURES®

● **ENCORE**
; **CAREERS**

