# NCCC Logic Model for Leadership Development

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| **INPUTS** | **ACTIVITIES** | **OUTPUTS** | **OUTCOMES** |
|  |  |  | **Short Term** **(upon completion of the NCCC service, at 10 months)** | **Medium Term** **(1 year after completing NCCC service)** | **Long Term****(3 to 5 years after completing NCCC service)** |
| * AmeriCorps NCCC funding
* AmeriCorps NCCC facility and physical resources
* NCCC curriculum and training materials
* NCCC program staff
* Sponsors and partners
* Sponsor site housing
* On site supervision
* AmeriCorps NCCC education and service awards (college credits, certificate in non-profit management, Presidential Service Award, Congressional Award)
 | * Members participate in Corps Training Institute (CTI), and FEMA Academy for FEMA Corps members
* Members participate in disaster trainings
* Teams Leaders participate in AmeriCorps NCCC Team Leader Training (TLT)
* Members participate in In-service Training (pre-project & project training, transition training, Life after AmeriCorps training (LAA))
* Members participate in Independent Service Project (ISP).
* Members participate in specialty role activities.
* Members receive leadership skills support and mentoring from NCCC Unit Leaders and Team Leaders, NCCC staff and sponsors.
* Members practice technical skills and acquire hands-on experience .
* Members participate in community service projects over a 10-month period.
* Members participate in residential and team-based activities
 | * 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.
* Members complete Corps Training Institute (CTI), and FEMA Academy (if applicable).
* Team Leaders complete AmeriCorps NCCC Team Leader Training (TLT).
* Members complete In-service training (pre-project & project training, Life after AmeriCorps training (LAAA))
* Members complete specialty role activities.
* Members complete leadership development activities. [is that subsumed under specialty role activities?]
* Members complete training and activities to develop soft skills. [I think this is under specialty roles as well]
* Members complete service learning activities and ISPs,
 | **Professional skills*** Increased hard skills needed to succeed in the workplace (e.g., computer literacy, public speaking, industry certifications).
* Increased soft skills needed to succeed in the workplace (e.g., leadership, consensus building, fluent communication).
* Increased desire to pursue continuing
* Earned education and service awards.

**Life skills*** Increased knowledge of strategies and skills needed to plan, prepare, execute, and assess an endeavor.
* Increased attitude of action or change orientation to the world.
* Increased positive self-orientation and sense of self-efficacy.

**Work as a team*** Practice effective communication strategies to resolve conflict in a constructive manner
* Increased awareness, attitude, knowledge, and skills in dealing with people different from oneself.
* Members formed meaningful connections with leaders and sponsoring organizations, and people in the community they served.
* Increased awareness to employ positive team behavior in workplace, civic and religious organizations.

**Civic engagement*** 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).
* Increased level of civic orientation and civic attitudes, knowledge of civic opportunities and outlets.
 | **Professional skills*** 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).
* Increased ability to demonstrate professional skills.
* Increased applications to continuing education.
* Increased usage of education awards.
* Members who lacked a high school diploma or GED successfully complete their education requirements

**Life skills*** Increased belief in positive self-orientation and sense of self-efficacy.

**Work as a team*** Increased ability to demonstrate positive team behavior in workplace, civic and religious organizations
* Increased ability in dealing with people different from oneself.

**Civic engagement*** Increased belief in the ability to affect change through civic action.
* Increased belief in civic participation and civic orientation and attitudes.
 | **Professional skills*** Engaged in activities related to education or career goals, or demonstrate general career advancement.

**Life skills*** Improved ability to demonstrate confidence to accomplish goals, deal efficiently with unexpected events and handle unforeseen situations.

**Work as a team*** Improved ability to work with diverse populations.
* Improved ability to employ positive team behavior in their workplaces, civic organizations and religious organizations.

**Civic engagement*** 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.
* Took leadership positions within civic organizations.
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