



THE DAVID M. UNDERWOOD CHAPTER
AMERICAN HUMANICS
NONPROFIT CERTIFICATE PROGRAM

Vision Passion Growth Leadership

Thank you for your interest in and support of the American Humanics Nonprofit Certificate Program! You are receiving this letter if you are or once were formally affiliated with our program as an internship site, or if you have made a serious inquiry about becoming affiliated. We are in the process of improving our internship program by *a)* updating our internship opportunities, *b)* placing opportunities online for easier access to our students, *c)* upgrading to more efficient record-keeping, and *d)* assisting students in reducing *educational debt* by providing stipends, scholarships and compensation for work. Please join us in this effort by giving this letter your serious attention as one of our American Humanics "Nonprofit Partners".

If you are interested in becoming affiliated or renewing your affiliation, please complete the enclosed interest form in the envelope provided.

In the next few weeks, *you will receive an email* explaining the affiliation process and detailing your organization's affiliation status: *a)* currently affiliated; *b)* expired affiliation; or *c)* not affiliated. You will also receive information about how to renew or become affiliated as an internship site. Your email will have several attachments and/or direct you to the website where you can download the forms you need to submit. Included among those forms will be an online "Nonprofit Partner Profile" for you to complete and email back to us. We will then post your opportunity on our website for American Humanics students to access when researching for their senior, capstone experience!

In addition to these administrative updates, allow us to alert you to the many exciting things that are happening in the American Humanics community.

- The David M. Underwood (DMU) Chapter, American Humanics Nonprofit Certificate Program at the University of Houston was awarded the national *2007 Program EXCELLENCE Award* at the annual American Humanics Management Institute held in Washington, D.C. This honor is awarded to just **one AH program each year. The winner is the program that out-performs all other 70+ campus AH programs in meeting the national standards of academic and experiential programming required for students to earn certification.** This award is the culmination of 14 years of hard work on behalf of our students, alumni and local nonprofit partners.
- At the national level, American Humanics Inc. (www.humanics.org) is developing a plan to assist our students and alumni in combating rising levels of "educational debt". Educational Debt has become a crucial factor influencing college graduates' career decisions. *As an entry level nonprofit employee, many graduates have debt equaling a year or more of their annual salary.* (Please see our fact sheets enclosed.)

- Through a generous grant from the W.K. Kellogg Foundation, American Humanics, Inc. will be awarding over \$5 million dollars to our "Next Generation Leaders" over the next five years in the form of *internship stipends*. This effort is the first in a long-term plan to assist and encourage college students in considering nonprofit careers, and to engage national and local nonprofits as partners in this goal. These competitive stipends will be given to students who exhibit outstanding leadership skills and are beginning internships to meet the requirement for AH certification. In the first year, *six UH students* were chosen and awarded stipends of \$4,500 each to support their internships with Houston-area nonprofit organizations that *provide additional compensation*.
- Directly related to the Educational Debt crisis, the DMU Chapter has received a generous endowment contribution of **\$350,000** from *Hope Center Youth & Family Services* to generate *internship stipends* and academic scholarships for students who will carry on the work of the organization with at-risk youth.
- AH, Inc. has teamed up with AmeriCorps, a national tuition assistance program, to create ***ProCorps***, an initiative administered by American Humanics, Inc. that places students and alumni of AH-affiliated campuses in paid nonprofit positions. Participating AH students are eligible for stipends and tuition reimbursement *if their internship concentrates in either volunteer management or with at-risk youth*. Nonprofit organizations apply to American Humanics, Inc. to become a host site. (See enclosed flyer)

The internship experience is the capstone experience of American Humanics and is the vehicle leading to employment. We hope you will read the materials enclosed, watch for the email for information about your affiliation status, and join us in making it possible for more college graduates to prepare for and choose a career in nonprofit organizations without the added burden of educational debt. **Please don't forget to return the interest form in the return envelope provided so we can update our records and include you in future communications.** Thank you for all you do for the community and for our students and graduates.

Sincerely,

Margaret O'Donnell, LCSW
Program Director

Lori Godwin, B.S., AH Certified
Program Coordinator

AMERICAN HUMANICS

Vision Passion Growth Leadership

We at the DMU American Humanics Chapter are asking our local nonprofit partners to join us in our commitment to address the issue of EDUCATIONAL DEBT and develop the next generation of nonprofit leaders.

With the Hope Center Endowment, we will be able to supplement student stipends and scholarships for years to come. We believe, and have observed, that when students are compensated for their internships, they are able to reduce hours spent in full or part-time jobs, depend less on student loans, and concentrate their time and attention on their education and internship responsibilities. They also feel and become more responsible to their employers.

What can you and your organization do?

FIRST: *Offer quality internship opportunities that help your organization meet its goals and that meet our students' requirements for certification by*

- becoming affiliated or renewing your affiliation with our program as an internship site. *Complete the attached interest form and return it in the envelope provided. We'll send you the Affiliation Agreement to complete and mail back to us. We will also email to you the Nonprofit Partner Profile which will describe your internship opportunity. Your opportunity will be posted on a password protected page on our website (www.uh.edu/humanics) for AH students to review as they are considering possible internships for their AH requirement.*

NEXT: *Commit to providing compensation for internships by*

- establishing an hourly pay rate (minimum wage or above) for American Humanics interns, or
- providing a stipend* per semester, or
- contributing to the University of Houston to send your intern to the national Management Institute (\$750), a requirement for certification, and
- reimbursing interns for expenses incurred on the job.

What is in it for you?

REAL WORK: *AH students at the University of Houston must complete 480 hours, usually over two semesters—this is 180 hours more than AH, Inc. requires for certification. To be eligible for the internship, an American Humanics student must be a senior or post-baccalaureate and have completed or be enrolled in the required courses preparing them for nonprofit management.(See Requirements Description)*

Most academic internships consist of 150 hours during one semester (about 10 hours per week) and have vague goals and requirements, at best. Hosting an AH intern means you will have a well-prepared senior student at the equivalent of a part time employee for up to nine months – time enough for you to train them, give them real responsibility, and mentor them toward their first professional nonprofit position (perhaps in YOUR organization!)

DINNER FOR TWO: *We want you to be there when your intern "walks across the stage" to receive their hard-earned certificate. When you host an intern and provide a form of compensation as described above, your organization will receive two tickets to the annual Recognition Dinner during May commencement week. Your organization will also be listed in the program as a participating partner.*

* There is no "typical" stipend amount. Our *highest* paying internships offer about \$10.00/hour or about \$2,500.00 each semester. Your organization is **not required** to provide compensation to be eligible as an internship site. Providing compensation does contribute to making internships more competitive in attracting students.

Year One Plan-of-Action

Student Debt and Internships Plan of Action

by Lauren Asher, Associate Director, Project on Student Debt
Chair, Subcommittee on Student Debt and Internships

STUDENT DEBT: A Rising Challenge for Nonprofit Employers

To recruit and retain the next generation of leaders, nonprofit organizations rely not only on young people's interest in serving others, but also on their financial capacity to enter and remain in this critical but lower paying sector. That capacity is increasingly limited by rising student debt burdens.

As college costs rise and grant aid fails to keep pace, more students are graduating from college with higher levels of student loan debt than ever before. In the past decade, average debt levels for graduating seniors with loans more than doubled, and will continue to rise. Two out of three new graduates must factor student loan payments – which can be hundreds of dollars a month – along with costs for housing and health care into their choice of career.

Employers and policymakers are now beginning to recognize that requiring college graduates to shoulder heavy debt burdens so early in their lives may have serious consequences for our society and economy. Here are a few key facts about student debt and its implications for the nonprofit workforce, as well as some suggested goals and opportunities for nonprofit employers to get involved in the emerging debate.

Key Facts

- By the time they graduate, two-thirds (66.4%) of students at four-year colleges have student loan debt, including nearly two-thirds (62%) of *public* university graduates. In 1993, less than one-half of all graduating seniors had student loans.ⁱ^[i]
- Three-quarters (74.5%) of new college graduates who take jobs with nonprofits have student loan debt.ⁱⁱ^[ii]
- Over the past decade, the average debt for graduating seniors with student loans more than doubled from \$9,250 to \$19,200 – a 108% increase (58% after accounting for inflation). For graduates of *public* universities, the debt level rose from \$8,000 to \$17,250 – a 116% increase (65% after accounting for inflation) ⁱⁱⁱ^[iii]
- Students from lower income families are more likely to have student loans. Of Pell grant recipients who got their Bachelor's degrees in 2004, 88.5% had student loans, compared to 51.7% of non-Pell recipients.^{iv}^[iv] (Most Pell grant recipients have family incomes of \$40,000 or less.)
- Student debt can put careers in public and community service out of reach. More than 23% of all graduates from public universities and 38% of private four-year college graduates have too much debt to be able to repay their loans on a new *teacher's* salary. A full 37% of public and 55% of private college graduates would not be able to manage their loan payments as starting *social workers*.^v^[v]
- More than 40% of college graduates who do not pursue graduate school blame student loan debt.^{vi}^[vi]

http://www.humanics.org/site/c.omL2KIN4LvH/b.2157139/k.7378/Student_Debt__Internships_Initiative.htm

What is Educational Debt?

Educational Debt refers to the debt incurred by college student's to pay for their college education—tuition, books, fees.

FACT:

74.5% of graduates who enter the nonprofit workforce graduated with educational debt (pp. 2)

FACT:

Between 1993 and 2000 percentage of students who graduated with educational debt increased from 49.2% to 65.5% and average *undergraduate* student debt skyrocketed to over \$19,000 in 2001 (pp. 3)

FACT:

The perceptions and concerns about *low pay* and *paying back student debt* are top deterrents to college graduates seeking employment in the nonprofit sector (pp. 6)

While American Humanics students are attracted to the nature of nonprofit sector work, they are concerned about the low pay offered by most nonprofits and lack of stipends/scholarships available for internships in the face of mounting debt.

“As the sector once again strives to ‘do more with less’, nonprofit leaders should be aware of the financial hardship recent graduates are offering to make when they seek employment in the sector”. (pp. 12)

If the educational debt could be eased while the student is still in school, graduates would be more likely to make the sacrifice when it comes to lower salaries in nonprofit work.

What can the nonprofit sector do to minimize the effect educational debt has on students looking for internships in the nonprofit sector?

- Offer hourly wages, stipends and/or scholarships to interns to ease some of the educational debt students incur while ‘working for free’
- Treat your interns like regular employees—take them to valuable trainings, workshops and other professional development events
- Reimburse interns for expenses accrued on the job
- Provide lunch as often as possible

To see what American Humanics, Inc. is doing to help offset Educational Debt visit www.humanics.org

(click on *Initiative for Nonprofit Sector Careers* and then on *Student Debt/Internship Initiative*)



American Humanics AmeriCorps*ProCorps

An initiative designed to enhance nonprofit volunteer management and programs serving at-risk youth



AH ProCorps is an AmeriCorps initiative administered by American Humanics that places students and alumni of AH-affiliated campuses in paid positions as volunteer coordinators and/or at-risk youth workers. AH ProCorps members can serve in full-time (1700 hours), half-time (900 hours), or quarter-time (450 hours) positions and earn an AmeriCorps Education Award of up to \$4,725.

Organizations that serve as host sites for AH ProCorps members can benefit from the opportunity to employ AH students and alumni with the passion, skills and knowledge to work within the nonprofit sector.

AH ProCorps members will join the ranks of 400,000 other dedicated individuals who serve their fellow citizens through a variety of AmeriCorps programs such as VISTA and the National Civilian Community Corps (NCCC). They will learn teamwork, communication, responsibility, and other essential skills that will help prepare them for a career in the nonprofit sector.

What are the benefits of joining AH ProCorps?

An AH ProCorps member will serve as a full-fledged AmeriCorps member, and thus be eligible to earn an AmeriCorps Education Award of up to \$4,725 a year (for up to 2 years). The Award can be used to repay student loans or can be applied toward the cost of attending any accredited college or university, including tuition. Other benefits unique to AH's AmeriCorps program include:

- Invaluable paid experience with a nonprofit organization as a volunteer coordinator and/or at-risk youth worker. Any AmeriCorps Education Award earned by the member will be in addition to regular financial compensation provided by the host site organization.
- Service with the AH ProCorps program would fulfill the internship requirement for AH Certification.
- AH ProCorps service would help AH students meet AH competencies, particularly those in Youth Development and Volunteer Management.
- The Education Award is good for up to seven years and can be applied toward the cost of attending any accredited college or university. Such flexibility to use the Education Award is especially beneficial to members who plan to pursue a post-graduate degree.
- Paid child care and student loan forbearance may be available to those who qualify.

Who qualifies?

To serve as an AH AmeriCorps*ProCorps member, he/she must:

- Be a United States citizen, national, or legal permanent resident.
- Be at least 17 years of age.
- Be a student or alumni of a degree-seeking program at an American Humanics-affiliated college or university.
- Be seeking a quarter-time (450 hours), half-time (900 hours), or full-time (1700 hours) term of service as a volunteer coordinator and/or at-risk youth worker. A limited number of reduced half-time slots (675 hours) may also be available.

Who should I contact for more information?

If you are interested in serving as an AH ProCorps member or are interested in becoming a host site, please contact Ben Nemenoff, Director of AH ProCorps at bnemenoff@humanics.org or (816) 561-6415 ext. 114.



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YES! Our organization wants to join American Humanics in preparing and supporting future nonprofit professionals.

Name of Organization:

Contact Person:

Title/Position:

Contact Information

Mailing Address:

Phone:

Email:

Organization web site: