



FY 2025 Congressional Budget Justification

AmeriCorps



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CEO MESSAGE

For the last 30 years, AmeriCorps has tapped the unwavering spirit of the American people to meet the country's toughest challenges through sustained, results-driven service. Working with thousands of nonprofit, faith-based, and community organizations; state and local agencies; tribal nations; and other partners; AmeriCorps programs improve lives, strengthen communities, and foster civic engagement through service and volunteering.

Time and time again our country's Federal investment in national service proves to be a win-win-win: individuals and families benefit from expanded services in their community; organizations that host AmeriCorps members and AmeriCorps Seniors volunteers expand capacity to achieve their missions; and Americans who serve and volunteer benefit from training and practical skills, hands-on experience, improved mental health and decreased social isolation,¹ and an AmeriCorps Segal Education Award to pay for college or repay student loans.

A body of evidence emerging from impact evaluations suggests that AmeriCorps programs produce measurable results with a notable return on investment to taxpayers.² Notably, between 2021 and 2023, an average of 65 percent of AmeriCorps State and National investments in programs demonstrated strong or moderate levels of evidence of impact.³ Research also shows AmeriCorps is a transformative experience for AmeriCorps members and they often go on to a lifetime of service. Between 2016 and 2023, an average of 80 percent of exiting AmeriCorps members reported AmeriCorps service was a defining professional experience.⁴ During this period, 59 percent of exiting AmeriCorps members reported plans to work in the public or nonprofit sector or pursue another service experience immediately following their AmeriCorps service.⁵ Like the 82 percent of employed Americans who say they contribute to the community through their work⁶ in AmeriCorps' Volunteering and Civic Life in America research,⁷ these AmeriCorps members go on to satisfying careers that get things done for the nation.

To support the agency's mission, the President's Budget for fiscal year 2025 provides \$1.342 billion for AmeriCorps and invests in the agency's future by funding core

¹ <https://www.americorps.gov/evidence-exchange/Longitudinal-Study-of-Foster-Grandparent-and-Senior-Companion-Programs%3A-Service-Delivery-Implications-and-Health-Benefits-to-the-Volunteers>

² <https://americorps.gov/evidence-exchange/return-investment-roi-studies>

³ https://americorps.gov/sites/default/files/document/25449_CNCS_ORE_AmeriCorps_Grant_Infographic_v08.pdf

⁴ <https://www.americorps.gov/evidence-exchange/highlights-ameri-corps-member-exit-survey-dataset>

⁵ <https://www.americorps.gov/evidence-exchange/highlights-ameri-corps-member-exit-survey-dataset>

⁶ <https://americorps.gov/sites/default/files/document/spotlight-cev-series-work-civic-life.pdf>

⁷ <https://americorps.gov/about/our-impact/volunteering-civic-life>

infrastructure and reducing barriers to service. This Budget will support AmeriCorps and its state and local partners in meeting health, education, and other community needs; advancing racial and economic equity; creating opportunities for Americans from rural, urban, and suburban areas to develop new skills and serve their country; addressing climate change impacts; rebuilding after disaster and restoring public lands; developing civically engaged members of society; and uniting Americans to strengthen our nation's democracy. The Budget also includes a proposal to cancel \$25 million in surplus balances from the agency's National Service Trust, for a net total of \$1.317 billion.

The President's Budget allows AmeriCorps to continue investments that reflect the priorities of AmeriCorps' Strategic Plan. As AmeriCorps nears the end of the historic investment of American Rescue Plan funding, the agency will maintain its focus on member and volunteer recruitment efforts, living allowance and stipend increases, creating pathways to employment for members and volunteers, financial and operational reform, and strategic investment in human capital needs.

Meet Today's Challenges

The Budget will support more than 190,000 AmeriCorps members and AmeriCorps Seniors volunteers in addressing public health needs, preparing students for success in school, responding to natural disasters, supporting veterans and military families, preserving public lands, combatting climate change, assisting independent living for elders, expanding racial and economic equity, and more. The Budget will support targeted investments in communities where the need is greatest and build the agency's evidence and evaluation capabilities.

AmeriCorps was honored to be called on by President Biden to stand up a new American Climate Corps Hub to coordinate the efforts of the Federal agencies involved in launching the American Climate Corps, a skills-based workforce training and service initiative that will mobilize a new, diverse generation of more than 20,000 Americans in the first year. This Budget includes funding to support the agency in operating the Hub and growing the number of American Climate Corps members, including hiring full-time staff, executing recruitment and marketing campaigns, developing a dynamic one-stop-shop American Climate Corps website, ensuring a common member experience, deploying trainings, and more.

Enhance the Service Experience

The Budget will support the agency's goal of improving the experience of AmeriCorps members and AmeriCorps Seniors volunteers by strengthening pathways to education and employment, removing barriers to service, and increasing the member living allowance and volunteer stipend so that service is a viable opportunity for Americans of all backgrounds. I am proud this Budget supports a living allowance of \$13 per hour for AmeriCorps members. As we continue to make strides, it is important to note that increasing the living allowance without additional appropriations will result in decreasing the number of AmeriCorps member positions available. These important living allowance increases will help make service a possibility for all and not a luxury for

some, and this proposal builds toward President Biden's call for Congress to fund a living allowance increase to \$15 per hour.

The Budget also enhances AmeriCorps' efforts to recruit a diverse corps that reflects the communities they serve. Additionally, the Budget's proposed two-year funding authority for AmeriCorps NCCC and VISTA will ensure continuity of service in these programs across fiscal years and reduce disruption to members, their sponsor organizations, and the communities they serve.

Unite Americans Through Service

The impact of AmeriCorps service extends beyond direct beneficiaries, the host organization, and service participants. By bringing people from different backgrounds together to meet local needs, service unites Americans and strengthens our democracy. Whether they are responding to historic wildfires in Hawaii and rural New Mexico, clearing debris and rebuilding homes in the wake of Hurricane Ian in Florida, or helping low-income Americans access affordable tax assistance, AmeriCorps members and AmeriCorps Seniors volunteers are creating connection, building bridges, and bringing our country together.

The Budget provides key resources to strengthen the nation's volunteer sector, elevate awareness of service, support governor-supported State Service Commissions, and build the capacity of voluntary organizations to recruit and retain volunteers to increase their reach and impact.

Financial and Operational Reform

The Budget centers the agency's top priority, financial and operational reform (FOR). The Budget supports investments in AmeriCorps' people, processes, and systems and would enable the agency to continue its significant progress toward modernizing its grant and member management systems and enhancing process controls and audit readiness. AmeriCorps maintains its aggressive focus on improving mission support operations by implementing corrective actions to remediate internal control deficiencies, inadequate staff capacity, and antiquated systems, which have challenged the agency for many years and predate the current administration. AmeriCorps' executive leadership will also continue to make progress on remediating audit findings to ensure the agency is being an effective steward of taxpayer dollars.

Strengthen AmeriCorps' Workforce

Building and retaining a diverse and high-performing workforce is important to ensuring AmeriCorps can continue to maximize impact in communities where the agency has a longstanding presence and expand to communities that have historically been underserved and under supported. The Budget supports this goal by increasing funding for additional staff capacity, including a two percent inflationary pay adjustment, strengthening workplace culture, and investing in leadership training and development. These resources will help make AmeriCorps one of the best and most equitable places to work in the Federal government.

As we mark AmeriCorps' 30th anniversary⁸ and celebrate the agency's legacy of impact, our Nation is facing unprecedented and interlocking challenges that require a renewed commitment to service and civic engagement. With the resources provided in this Budget and working in partnership with state, local, and tribal partners, AmeriCorps will continue to build a culture of national service that tackles these challenges head-on while also tackling AmeriCorps' operational challenges, opening doors to opportunity and career pathways for Americans, strengthening communities and local organizations' capacities, and building unity across our Nation.

In service,

A handwritten signature in black ink that reads "Michael D. Smith". The signature is written in a cursive style with a prominent "M" and "S".

Michael D. Smith
Chief Executive Officer

⁸ <https://americorps.gov/about/amicorps30>

AGENCY OVERVIEW

AmeriCorps works hand-in hand with thousands of local partners including nonprofit, faith-based, and community organizations; state and local agencies; tribal nations; and state service commissions to support and fill service roles that not only transform communities, but also transform the lives of those who serve.

As the Federal Agency for national service and volunteering, AmeriCorps brings leadership, resources, coordination, focus, and scale to America's voluntary and service sector. AmeriCorps currently engages more than 200,000 AmeriCorps members and AmeriCorps Seniors volunteers from rural, urban, and suburban neighborhoods to serve in approximately 35,000 locations across the country. AmeriCorps transforms those who serve into lifelong civic leaders, builds the capacity of the nation's service organizations, creates opportunities for skill-building that strengthens our workforce, and fosters relationships that bridge differences and promote unity. And, the Agency has provided approximately \$4.8 billion in Segal AmeriCorps Education Awards⁹ and student loan interest payments since 1994 to those who serve to support the costs of learning and education.

AmeriCorps distributes Federal dollars to communities to create a local impact through its programs and initiatives, which include AmeriCorps State and National, AmeriCorps VISTA, AmeriCorps NCCC, AmeriCorps Seniors, the Volunteer Generation Fund, September 11 National Day of Service and Remembrance, and Martin Luther King, Jr., National Day of Service.

AmeriCorps leads with evidence to inform its program operations. Research shows that for every dollar invested in national service, \$11.80 is returned to society in higher earnings, increased output, and other community-wide benefits. Every Federal dollar invested in national service yields \$17.30 in savings to other government programs.¹⁰ Additionally, AmeriCorps and the United States Census Bureau release the Volunteering and Civic Life in America research report every two years to monitor the pulse of civic engagement across the country.¹¹

The most recent Volunteering and Civic Life in America research report shows that an estimated 23.2 percent of Americans, or more than 60.7 million people, formally volunteered with an organization between September 2020 and 2021.¹² These volunteers served an estimated 4.1 billion hours with an economic value of \$122.9 billion. In addition, the rate of Americans helping others outside of an organizational context remained stable

⁹ <https://americorps.gov/members-volunteers/segal-ameri-corps-education-award>

¹⁰ Modicamore, Dominic and Naugler, Alix., "AmeriCorps and Senior Corps: Quantifying the Impact Cost-Benefit Analysis and Return on Investment of AmeriCorps and Senior Corps (July 2020). Voices for National Service: https://voicesforservice.org/wp-content/uploads/2020/07/ICF_AmeriCorps-and-Senior-Corps_Quantifying-the-Impact_FINAL.pdf

¹¹ <https://americorps.gov/about/our-impact/volunteering-civic-life>

¹² Related data summary can be found here: <https://americorps.gov/sites/default/files/document/volunteering-civic-life-america-research-summary.pdf>

during this period. An estimated 50.9 percent of Americans, or more than 124.7 million people, informally helped their neighbors between September 2020 and 2021.

AmeriCorps continues to prioritize reducing barriers to service, recruiting a diverse corps, and creating meaningful economic and educational pathways from service. The Agency has invested in member benefits, including the increase of the living allowance in all AmeriCorps programs—a significant step toward the Administration’s goal of \$15 per hour President Biden stated at the United We Stand Summit.¹³ In addition, AmeriCorps remains committed to building relationships in Indian Country and upholding our Federal trust responsibility by providing cultural competency training to staff and creating new grant opportunities specifically for tribes. Shorter service terms (through the AmeriCorps NCCC Summer of Service) and virtual volunteer opportunities also have reduced barriers to service for those who are looking for flexible options, are elderly, or are homebound. It remains imperative for AmeriCorps to continue investing in reducing barriers to service and living allowance and senior stipend increases so all Americans have an opportunity to serve. AmeriCorps implores Congress to act in supporting the Budget, which would take an important step toward the President’s goal of a \$15 per hour minimum living allowance.

AmeriCorps' members, volunteers, and partners depend on AmeriCorps to provide reliable infrastructure to enable their work in communities. After years of underinvestment and utilizing program funds to fund operations, this budget takes AmeriCorps’ operational challenges head on. To improve mission delivery and advance AmeriCorps’ Strategic Plan, the fiscal year 2025 budget invests in the Agency’s future by funding core infrastructure and reducing barriers to service. This budget requests critical investments in AmeriCorps’ financial and operational reform plan and staffing to right-size the Agency and successfully transition AmeriCorps to a more efficient and higher performing Agency.

Progress Toward Strategic Plan Goals

As the Federal Agency for service and volunteering, AmeriCorps shares in the Biden-Harris Administration’s commitment to build a better, stronger, and more inclusive future. In 2022, AmeriCorps released its five-year Strategic Plan,¹⁴ providing a framework for addressing challenges and laying out specific objectives to meet the Agency’s goals (below). It is critical for the Agency to improve infrastructure and invest in FOR to continue progress on all of AmeriCorps’ strategic goals. The following pages include related highlights of recent progress and accomplishments.¹⁵

¹³ <https://unitedwestand.gov/>

¹⁴ <https://americorps.gov/about/agency-overview/strategic-plan>

¹⁵ Further details on AmeriCorps’ performance goals and progress related to the Strategic Plan are contained in the Addendum and Appendix 1, the Agency Annual Performance Plan and Report.



Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
<p>1.1 Mitigate the impacts of the COVID-19 pandemic and other public health crises</p> <p>1.2 Reduce greenhouse gas emissions, conserve lands and waters, and adapt to the changing climate</p> <p>1.3 Expand educational and economic opportunity</p> <p>1.4 Prioritize investment in the most underserved individuals and communities</p> <p>1.5 Recruit a diverse corps of members and volunteers who reflect those we are serving</p>	<p>2.1 Empower AmeriCorps members to thrive and complete their term of service, and empower AmeriCorps Seniors volunteers to continue their service</p> <p>2.2 Simplify the applicant journey and update AmeriCorps' member and volunteer technology system</p> <p>2.3 Strengthen pathways to education, employment, and other opportunities</p>	<p>3.1 Increase awareness of AmeriCorps and favorability toward national service among the American public</p> <p>3.2 Increase the number of AmeriCorps member and AmeriCorps Seniors volunteer service opportunities through partnerships and philanthropy</p> <p>3.3 Create a stronger, universal identity for AmeriCorps among members and volunteers</p> <p>3.4 Grow volunteering in America</p>	<p>4.1 Simplify AmeriCorps' application and administration procedures for grants and projects</p> <p>4.2 Modernize AmeriCorps' grant management technology</p> <p>4.3 Ensure responsible management of financial resources</p>	<p>5.1 Foster employee well-being and productivity</p> <p>5.2 Strengthen the foundation of diversity, equity, inclusion, and accessibility in the workplace</p> <p>5.3 Build a workplace culture that enables all AmeriCorps employees to thrive</p> <p>5.4 Invest in leadership development</p>

Note: Strategic goals and objectives are cited numerically. For example, Objective 2.1 references Strategic Plan Goal 2, Objective 2.1.

Goal 1: Partner with communities to alleviate poverty and advance racial equity

In 2023, AmeriCorps members were as—or more—racially and ethnically diverse than the nation. More than 25 percent of AmeriCorps members identify as African American, 22 percent identify as Hispanic/Latina/o, and five percent identify as Asian or Asian American. Among AmeriCorps Seniors volunteers serving in the Foster Grandparent Program and Senior Companion Program programs, 46 percent identify as African American.

AmeriCorps continues to prioritize increasing representation among AmeriCorps members and AmeriCorps Seniors volunteers to reflect varying backgrounds to support its programs.¹⁶

¹⁶ AmeriCorps member race and ethnicity data is collected via the My AmeriCorps Portal. AmeriCorps Seniors data is collected via the annual Progress Report Supplement submitted by grantees. Race and ethnicity data for the US population is from the 2022 American Community Survey (ACS) 5-Year dataset.

In July 2022, AmeriCorps joined the White House to launch the National Partnership for Student Success to meet President Biden’s call for 250,000 more tutors and mentors to accelerate student recovery and success.¹⁷ This is a public-private partnership between the Biden-Harris Administration, the Department of Education, AmeriCorps, and the Johns Hopkins Everyone Graduates Center. In December 2022, AmeriCorps announced its \$6.6 million investment in the National Partnership for Student Success initiative and volunteer programs, with the majority of the awarded grants supporting the partnership and Objective 1.3.¹⁸

Goal 2: Enhance the experience for AmeriCorps members and AmeriCorps Seniors Volunteers

To reduce barriers to service and bolster the Agency’s recruitment efforts, AmeriCorps raised the living allowance for members in the AmeriCorps State and National program from a \$17,600 minimum in FY 2023 to a projected \$18,700 minimum in FY 2024, raised the living allowance for members in the AmeriCorps VISTA program from a \$17,600 minimum in FY 2022 to a \$22,880 minimum in FY 2023, raised the stipend for volunteers in the AmeriCorps Seniors Foster Grandparent and Senior Companion programs from \$3.15 in FY 2022 to \$4.00 in FY 2023, and increased the member compensation package for members in the AmeriCorps NCCC program from \$19,352 to \$21,436 in Q4 of FY 2023. Continued investment through this Budget is necessary to maintain these increases.

The Agency continues to prioritize strengthening pathways to education and employment through funding opportunities and other Agency initiatives. AmeriCorps’ Schools of National Service¹⁹ and Employers of National Service²⁰ initiatives included 325 schools and 762 employers in 2023. The Agency is also prioritizing workforce development in notices of funding opportunities for both young adults and older Americans.

AmeriCorps State and National grantees with approved objectives focused on employment pathways can offer AmeriCorps members “early exit” which includes a pro-rated Segal AmeriCorps Education Award if they accept an employment opportunity. AmeriCorps members are also immediately part of a vast network of more than 1.32 million alumni—and millions more AmeriCorps Seniors volunteers—who can support professional networking and development.

¹⁷ <https://americorps.gov/newsroom/americorps-joins-white-house-department-education-launch><https://americorps.gov/newsroom/americorps-joins-white-house-department-education-launch-national-effort-support-studentnational-effort-support-student>

¹⁸ <https://americorps.gov/newsroom/press-release/americorps-invests-66-million-national-partnership-student-success>

¹⁹ <https://americorps.gov/partner/partnerships/schools-national-service-search>

²⁰ <https://americorps.gov/partner/partnerships/employers-national-service>

Goal 3: Unite Americans by bringing them together in service

By bringing people from different backgrounds together to address local challenges, service unites Americans and thus strengthens our democracy. A shared civic experience can foster purpose and a renewed sense of belonging and community. In the FY 2023 Days of Service grant competition, AmeriCorps awarded \$5 million in grants and cooperative agreements to support volunteer initiatives that foster civic engagement and unity during the September 11th Day of Service and Remembrance and Martin Luther King, Jr., Day of Service. In FY 2023, the Agency's Office of Communications and Marketing launched a \$200,000 multi-year message platform research study to better understand the unifying factors of national service and improve upon Agency messaging to create a more universal identity. AmeriCorps and its programs also recently invested \$1.3 million in a campaign to share stories of service and strengthen ties between alumni nationally. AmeriCorps launched the Choose AmeriCorps public service announcement campaign in FY 2023, which has received over 150 million impressions and more than \$17 million of in-kind donation television airtime in conjunction with state service commissions to raise brand awareness and identity. AmeriCorps remains committed to playing a leadership role in bridge building between Americans and being a messenger of member and volunteer stories.

As the Nation emerges from the pandemic, AmeriCorps programs continue to underfill member and volunteer slots. Addressing AmeriCorps' recruitment issues is key to the Agency's sustainability, as the national service model is built on the assumption that thousands of Americans will serve each year.

In 2022, AmeriCorps used American Rescue Plan funding to establish a Centralized Recruitment Unit, the first of its kind in recent history. The Unit is coordinating recruitment activities across the Agency and supporting external stakeholders, including grantees, state service commissions, and project sponsors in their local recruitment efforts. After approximately one year of this effort, AmeriCorps has received approximately five percent more application submissions than it received by the same time in 2022.²¹ Continued investment in these efforts are essential to achieving the Agency's shared goals.

Goal 4: Effectively steward Federal resources

The Agency's operational infrastructure has suffered from a lack of sustained investment in information technology and financial management resources to efficiently and effectively deliver on AmeriCorps' mission. AmeriCorps' strategy is to make permanent and sustainable change through a comprehensive transformative framework. The resulting FOR plan is the Agency's number one priority. FOR will strengthen the Agency's financial and resources management through continuous process improvement, remediation of internal

²¹ This number is based on data from the My AmeriCorps Portal.

control deficiencies, and enhancement of financial data governance to deliver on its mission more effectively.

The FOR plan is modeled after a successful financial transformation at the US Department of Housing and Urban Development. AmeriCorps was successful in securing an advisor²² and selected contractors involved in HUD's successful transformation. The resources requested in this budget request are essential for the FOR Plan to succeed.

As discussed throughout this request, FOR is well underway and the agency is making significant progress. The Agency has kept Congress regularly informed of progress being made on its plan. The Agency's Board of Directors reestablished its Oversight and Governance Committee, which regularly meets with management to ensure adherence to the plan and recommend course corrections if required. The Office of Inspector General has recognized the important steps AmeriCorps has taken and the change in tone at the top from Agency leadership.

In addition to sustained investment, this budget requests an Administrative Provision (Sec. 409) to establish the AmeriCorps Nonrecurring Expenses Fund as a critical tool to help the Agency address longstanding IT and infrastructure needs, such as IT security and financial systems improvement, process automation, grants and member management modernization, and other data modernization allowing the Agency to fully leverage all appropriated dollars. The approval of this provision will result in tremendous progress in achieving the Agency's strategic goals.

Goal 5: Make AmeriCorps one of the best and most equitable places to work in the Federal government

Creating a human-centered employee experience remains paramount to the Agency's ability to attract, engage, and retain a high performing workforce. In FY 2022, AmeriCorps developed a set of core values to establish behavioral expectations that anchor the agency's organizational culture through integration into policies, performance standards, and recognition programs.

In addition, this Budget request includes performance management program enhancements to better align performance standards to the Agency's pay for performance system and strengthen accountability. Continued investment in building staff competencies through the Agency's unlimited training program and a leadership development framework is integral to promoting succession planning, career advancement, and continuous learning at all levels.

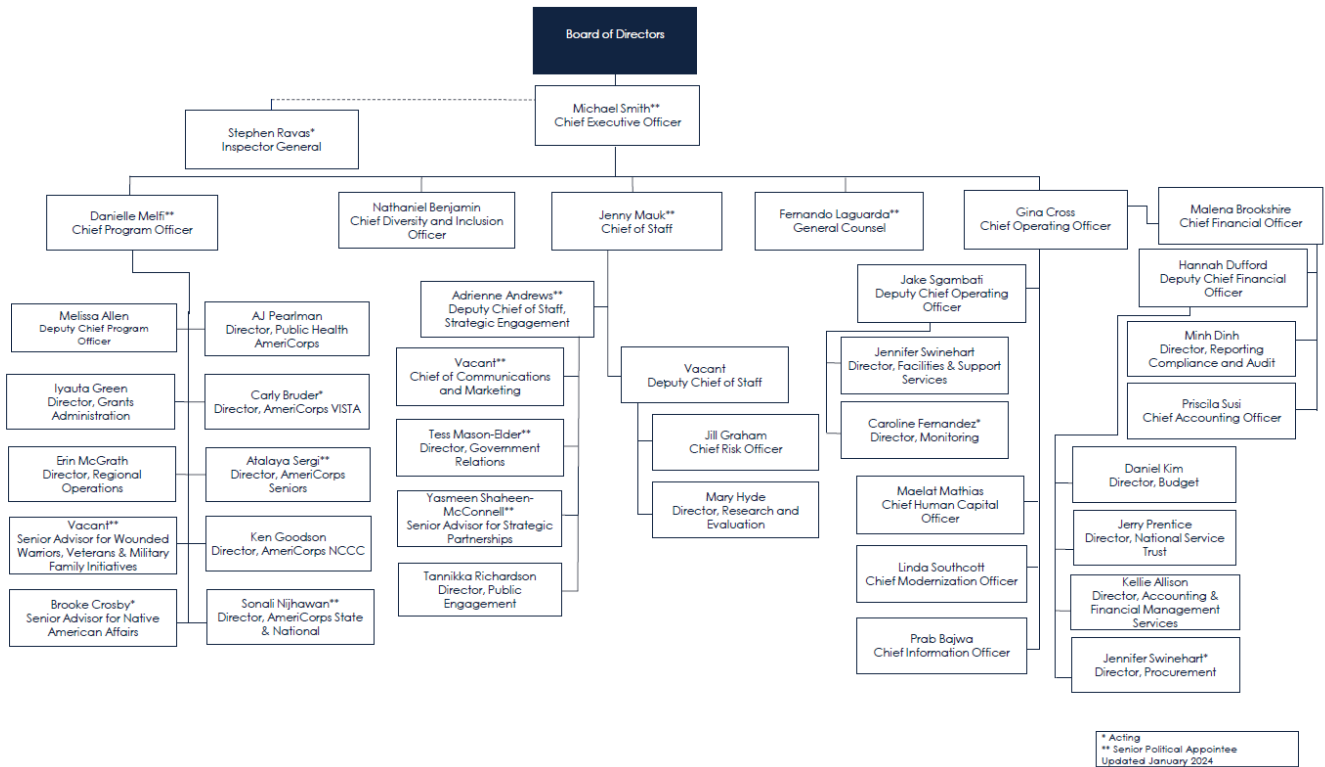
In FY 2023, the Agency initiated a position management program to better integrate financial and human capital planning and improve talent optimization. Infrastructure investments to support institutionalizing the program will enable workforce planning to inform and prioritize current and future talent needs, while also strengthening the Agency's succession planning and knowledge management capabilities.

²² <https://americorps.gov/leadership/irv-dennis>

In addition, the Agency will continue advancing its equity action plan²³ which focuses on the following five areas: (1) advancing civil rights, (2) recruiting and retaining a diverse corps, (3) partnering with native communities, (4) addressing limited proficiency and ensuring language access, and (5) increasing equity in our procurement process.

²³ <https://americorps.gov/about/agency-overview/equity-action-plan>

ORGANIZATIONAL CHART²⁴



* Acting
 ** Senior Political Appointee
 Updated January 2024

²⁴ The positions noted in this chart represent AmeriCorps' senior leadership team.

FY 2025 BUDGET REQUEST²⁵

Budget Summary (in thousands)^{26,27}

	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Total Agency	\$1,312,806	\$1,478,624	\$1,342,093	\$29,287
Operating Expenses	\$975,525	\$1,138,618	\$1,046,276	\$70,751
AmeriCorps State and National	\$557,094	\$650,834	\$591,336	\$34,242
AmeriCorps VISTA	\$103,285	\$141,626	\$136,517	\$33,232
AmeriCorps NCCC	\$37,735	\$43,300	\$42,491	\$4,756
State Commission Support	\$19,538	\$19,538	\$19,538	\$0
AmeriCorps Seniors²⁸	\$236,917	\$262,364	\$235,438	(\$1,479)
Foster Grandparents Program	\$125,363	\$143,450	\$124,625	(\$738)
Senior Companion Program	\$56,449	\$63,809	\$54,303	(\$2,146)
Retired Senior Volunteer Program	\$55,105	\$55,105	\$56,510	\$1,405
Innovation and Demonstration	\$14,706	\$14,706	\$14,706	\$0
Innovation, Demonstration, & Other	\$6,148	\$6,148	\$6,148	\$0
Volunteer Generation Fund	\$8,558	\$8,558	\$8,558	\$0
Evaluation	\$6,250	\$6,250	\$6,250	\$0
National Service Trust	\$230,000	\$213,000	\$159,951	(\$70,049)
Salaries and Expenses	\$99,686	\$118,434	\$127,104	\$27,418
Office of Inspector General	\$7,595	\$8,572	\$8,762	\$1,167
Total Agency	\$1,312,806	\$1,478,624	\$1,342,093	\$29,287
Total Agency Less National Service Trust				
Cancellation	\$1,312,806	\$1,268,624	\$1,317,093	\$4,287

Budget Request and Priorities

To improve mission delivery and advance AmeriCorps' Strategic Plan, the FY 2025 budget invests in the Agency's future by funding core infrastructure and removing barriers to service. For FY 2025, AmeriCorps is requesting \$1.342 billion, an increase of \$29.287 million above the FY 2023 Enacted level. The FY 2025 Budget Request (Budget) focuses on investments for the Agency's core business operations through its Salaries and Expenses (S&E) account, Operating Expenses, and National Service Trust.

Operating Expenses (OPE): AmeriCorps requests an overall net OPE increase of \$70.751 million above the FY 2023 Enacted level for programs. This maintains support for approximately 190,000 AmeriCorps members and AmeriCorps Seniors volunteers in

²⁵ AmeriCorps' performance plan and report is presented as an addendum to this section at the end of this Budget.

²⁶ As presented below and throughout, AmeriCorps presents budget amounts as thousands in tables, and billions or millions as applicable in supporting narrative.

²⁷ AmeriCorps' FY 2024 Budget included a \$20 million climate change initiative requested that is not represented in the table above.

²⁸ National Senior Service Corps

meeting important issues of our time - mitigating public health crises, helping communities recover from natural disasters, and increasing education and economic opportunity across the nation. These focus areas further the Agency's efforts on Goal 1. The Budget will also support living allowance increases over FY 2023 levels to the equivalent of \$13 per hour for the AmeriCorps State and National, VISTA, and NCCC programs - a significant step toward the Administration's goal of \$15 per hour. It is critical for the livelihood of AmeriCorps members-as well as recruitment and retention-that the Agency provides sufficient living allowances, furthering Agency efforts on Goal 2.

National Service Trust: The Budget requests 159,951 million for the National Service Trust, a \$70.049 million decrease from the FY 2023 enacted level. This amount is sufficient to support Segal AmeriCorps Education Awards at the requested programmatic levels; the decrease is due to updated technical and economic assumptions. The Budget also includes a proposal to cancel \$25 million in surplus balances from the Agency's National Service Trust.

Salaries and Expenses (S&E): AmeriCorps requests an increase of \$27.418 million above the FY 2023 Enacted level for Agency operations. The priorities of this request are listed below.

Budget Priority	Expected Return on Investment
<ul style="list-style-type: none"> Financial and Operational Reform: The Agency must address critical limitations in its financial and operational infrastructure to increase and maintain its effectiveness. The FOR plan discussed in the Budget will realign funding for critical technology, operations, and grants management needs. FOR is critical to the sustainability of the financial and operational infrastructure to improve the Agency's mission and interconnectivity with its grantees and members. 	<ul style="list-style-type: none"> Strengthen Agency-wide financial and operational infrastructure, policies, and procedures to enhance transparency efficiency, remediate internal control deficiencies, and improve financial stewardship. Remediate audit material weaknesses and other financial and operational deficiencies that, Agency mission delivery.

Budget Priority	Expected Return on Investment
<ul style="list-style-type: none"> • American Climate Corps: AmeriCorps remains dedicated to the mission and goals of the American Climate Corps. 	<ul style="list-style-type: none"> • Effectively reach and recruit young people to the American Climate Corps by developing and executing targeted recruitment and marketing campaigns. • Effectively support a common member experience for all American Climate Corps members by developing and maintaining a dynamic one-stop-shop website that for the first time ever creates a single national recruitment portal for all American Climate Corps opportunities. • Place American Climate Corps members on a pathway to quality jobs in the clean energy and climate resilience economy by ensuring high quality American Climate Corps opportunities and creating and deploying trainings, webinars, or other curricula to all American Climate Corps members. • Establish capacity in project management, data management and visualization, training, and outreach by hiring dedicated, full-time staff to support the American Climate Corps Hub.

In summary, all requested funding is aligned to the President’s Management Agenda²⁹ and AmeriCorps’ Strategic Plan. The Budget invests in the Agency’s future by funding core infrastructure and removing barriers to service to improve mission delivery and advance AmeriCorps’ strategic goals.

²⁹ https://assets.performance.gov/PMA/Biden-Harris_Management_Agenda_Vision_11-18.pdf

BILL LANGUAGE AND ANALYSIS

OPERATING EXPENSES

For necessary expenses for the Corporation for National and Community Service (referred to in this title as "CNCS") to carry out the Domestic Volunteer Service Act of 1973 (referred to in this title as "1973 Act") and the National and Community Service Act of 1990 (referred to in this title as "1990 Act"),

\$1,046,276,000, notwithstanding sections 198B(b)(3), 198S(g), 501(a)(4)(C), and 501(a)(4)(F) of the 1990 Act: Provided, That of the amounts provided under this heading:

- (1) up to 1 percent of program grant funds may be used to defray the costs of conducting grant application reviews, including the use of outside peer reviewers and electronic management of the grants cycle;*
- (2) \$19,538,000 shall be available to provide assistance to State commissions on national and community service, under section 126(a) of the 1990 Act and notwithstanding section 501(a)(5)(B) of the 1990 Act;*
- (3) \$42,491,000, to remain available until September 30, 2026, shall be available to carry out subtitle E of the 1990 Act;*
- (4) \$8,558,000 shall be available for expenses authorized under section 501(a)(4)(F) of the 1990 Act, which, notwithstanding the provisions of section 198P shall be awarded by CNCS on a competitive basis; and*
- (5) \$136,517,000, to remain available until September 30, 2026, shall be used for expenses authorized under Title I of the 1973 Act: Provided further, That for the purposes of carrying out the 1990 Act, satisfying the requirements in section 122(c)(1)(D) may include a determination of need by the local community.*

NATIONAL SERVICE TRUST

(INCLUDING TRANSFER OF FUNDS)

For expenses of the National Service Trust established under subtitle D of title I of the 1990 Act, \$159,951,000, to remain available until expended, of which \$150,000,000 shall be derived from the National Service Trust and \$9,951,000 shall be derived from the General Fund of the Treasury: Provided, That CNCS may transfer additional funds from the amount provided within "Operating Expenses" allocated to grants under subtitle C of title I of the 1990 Act to the National Service Trust upon determination that such transfer is necessary to support the activities of national service participants and after notice is transmitted to the Committees on Appropriations of the House of Representatives and the Senate: Provided further, That amounts appropriated for or transferred to the National Service Trust may be invested under section 145(b) of the 1990 Act without regard to the requirement to apportion funds under 31 U.S.C. 1513(b): Provided further, That of the discretionary unobligated balances from amounts made available in prior appropriations Acts to the National Service Trust, \$25,000,000 are hereby permanently cancelled, except that no amounts may be cancelled from amounts that were previously designated by the Congress as being for an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

SALARIES AND EXPENSES

For necessary expenses of administration as provided under section 501(a)(5) of the 1990 Act and under section 504(a) of the 1973 Act, including payment of salaries, authorized travel, hire

of passenger motor vehicles, the rental of conference rooms in the District of Columbia, the employment of experts and consultants authorized under 5 U.S.C. 3109, and not to exceed \$5,000 for official reception and representation expenses, \$127,104,000.

OFFICE OF INSPECTOR GENERAL

For necessary expenses of the Office of Inspector General in carrying out the Inspector General Act of 1978, \$8,762,000.

ADMINISTRATIVE PROVISIONS

SEC. 401. CNCS shall make any significant changes to program requirements, service delivery or policy only through public notice and comment rulemaking. For fiscal year 2025, during any grant selection process, an officer or employee of CNCS shall not knowingly disclose any covered grant selection information regarding such selection, directly or indirectly, to any person other than an officer or employee of CNCS that is authorized by CNCS to receive such information.

SEC. 402. AmeriCorps programs receiving grants under the National Service Trust program shall meet an overall minimum share requirement of 24 percent for the first 3 years that they receive AmeriCorps funding, and thereafter shall meet the overall minimum share requirement as provided in section 2521.60 of title 45, Code of Federal Regulations, without regard to the operating costs match requirement in section 121(e) or the member support Federal share limitations in section 140 of the 1990 Act, and subject to partial waiver consistent with section 2521.70 of title 45, Code of Federal Regulations.

SEC. 403. Donations made to CNCS under section 196 of the 1990 Act for the purposes of financing programs and operations under titles I and II of the 1973 Act or subtitle B, C, D, or E of title I of the 1990 Act shall be used to supplement and not supplant current programs and operations.

SEC. 404. In addition to the requirements in section 146(a) of the 1990 Act, use of an educational award for the purpose described in section 148(a)(4) shall be limited to individuals who are veterans as defined under section 101 of the Act.

SEC. 405. For the purpose of carrying out section 189D of the 1990 Act— (1) entities described in paragraph (a) of such section shall be considered "qualified entities" under section 3 of the National Child Protection Act of 1993 ("NCPA");

(2) individuals described in such section shall be considered "volunteers" under section 3 of NCPA; and

(3) State Commissions on National and Community Service established pursuant to section 178 of the 1990 Act, are authorized to receive criminal history record information, consistent with Public Law 92-544.

SEC. 406. Notwithstanding sections 139(b), 146 and 147 of the 1990 Act, an individual who successfully completes a term of service of not less than 1,200 hours during a period of not more than one year may receive a national service education award having a value of 70 percent of the value of a national service education award determined under section 147(a) of the Act.

SEC. 407. Section 148(f)(2)(A)(i) of the 1990 Act shall be applied in fiscal year 2025 by substituting "an approved national service position" for "a national service program that receives grants under subtitle C".

SEC. 408. (a) Section 137(a)(5) of the 1990 Act shall be applied in fiscal year 2025 as if the following were inserted before the period: , or is an alien authorized employment incident to status under paragraph (a) of section 274a.12 of title 8, Code of Federal Regulations (8 CFR 274a.12(a)) or is in possession of a valid employment authorization under paragraph (c) of such section (8 CFR 274a.12(c))".

- (b) Section 146(a)(3) of the 1990 Act shall be applied in fiscal year 2025 as if the following were inserted before the period: , or is an alien authorized employment incident to status under paragraph (a) of section 274a.12 of title 8, Code of Federal Regulations (8 CFR 274a.12(a)) or is in possession of a valid employment authorization under paragraph (c) of such section (8 CFR 274a.12(c))".*
- (c) Notwithstanding sections 141 and 146 of the 1990 Act, or any other provision of law, a participant in a national service program carried out under the authority of the 1973 Act shall be eligible for the national service educational award described in subtitle D of title I of the 1990 Act if the participant meets the criteria specified in paragraphs (1) through (4) of subsection (a) of section 137 of the 1990 Act.*

SEC. 409. (a) There is hereby established in the Treasury of the United States a fund to be known as the "AmeriCorps Nonrecurring Expenses Fund" (the Fund).

- (b) The unobligated balances of expired discretionary funds appropriated for this or any succeeding fiscal year from the General Fund of the Treasury to the Corporation for National and Community Service under the headings "Operating Expenses" and "Salaries and Expenses" in this or any other Act may be transferred (not later than the end of the fifth fiscal year after the last fiscal year for which such funds are available for the purposes for which appropriated) into the Fund.*
- (c) Amounts deposited in the Fund shall be available until expended, and in addition to such other funds as may be available for such purposes, for information technology system modernization and facilities infrastructure improvements, including nonrecurring maintenance, necessary for the operation of the Corporation, subject to approval by the Office of Management and Budget.*
- (d) Amounts in the Fund may be obligated only after the Committees on Appropriations of the House and Senate are notified at least 15 days in advance of the planned use of funds.*

BILL LANGUAGE AND ANALYSIS - CHANGES

The following table describes new or modified appropriations act language AmeriCorps seeks to advance its Strategic Plan. AmeriCorps views each of these proposals as equally essential to achieving the goals and objectives described throughout the Budget Justification.

New Bill Language and Analysis	Explanation
<p>Operating Expenses</p> <p><i>...(3) \$42,491,000, to remain available until September 30, 2026, shall be available to carry out subtitle E of the 1990 Act;</i></p> <p><i>...(5) \$136,517,000, to remain available until September 30, 2026, shall be used for expenses authorized under Title I of the 1973 Act: Provided further, That for the purposes of carrying out the 1990 Act, satisfying the requirements in section 122(c)(1)(D) may include a determination of need by the local community.</i></p>	<p>Provides two-year budget authority to AmeriCorps NCCC and AmeriCorps VISTA to ensure that serving members are supported across fiscal years. Seventy-six percent of AmeriCorps members in the AmeriCorps NCCC program and 98 percent of full-time AmeriCorps members in the VISTA program serve across fiscal years. Previous appropriations lapses have impacted the timely provision of living allowances, member travel, logistical support, and member availability for service projects. Providing two-year authority to AmeriCorps NCCC and AmeriCorps VISTA will ensure continuity of service in these programs across fiscal years, as Congress provides for the Peace Corps and many other grant and service programs, and as Congress authorized for AmeriCorps VISTA in the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5081(d)).</p>
<p>National Service Trust</p> <p><i>For expenses of the National Service Trust established under subtitle D of title I of the 1990 Act, \$159,951,000, to remain available until expended, of which \$150,000,000 shall be derived from the National Service Trust and \$9,951,000 shall be derived from the General Fund of the Treasury: Provided, That CNCS may transfer additional funds from the amount provided within "Operating Expenses" allocated to grants under subtitle C of title I of the 1990 Act to the National Service Trust upon determination that such transfer is necessary to support the activities of national service participants and after notice is transmitted to the Committees on Appropriations of the House of Representatives and the Senate: Provided further, That amounts appropriated for or transferred to the National Service Trust may be invested under section 145(b) of the 1990 Act without regard to the requirement to apportion funds under 31 U.S.C. 1513(b): Provided further, That of the discretionary unobligated balances from amounts made available in prior appropriations Acts to the National Service Trust, \$25,000,000 are hereby permanently cancelled, except that no amounts may be cancelled from amounts that were previously designated by the Congress as being for an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.</i></p>	<p>\$150 million of the National Service Trust's appropriation shall be derived from balances in the Trust temporarily rescinded in section 526 of Title V of Division B of the Department of Defense and Labor, Health and Human Services, and Education Appropriations Act, 2019 and Continuing Appropriations Act, 2019 (Public Law 115-245) and currently unavailable for obligation. \$9,951,000 million shall be derived from the General Fund of the Treasury. The Budget includes a proposal to cancel \$25 million in surplus balances available within the NST. This level of appropriations and remaining unobligated balances are sufficient to support the Budget's proposed national service participant levels³⁰.</p>

³⁰ The requested appropriation for the NST will support Education awards for a maximum Pell grant award of \$7,395. Trust fund balances will be used to partially support Education awards should the enacted maximum Pell award amount exceed 7,395.

Salaries and Expenses

For necessary expenses of administration as provided under section 501(a)(5) of the 1990 Act and under section 504(a) of the 1973 Act, including payment of salaries, authorized travel, hire of passenger motor vehicles, the rental of conference rooms in the District of Columbia, the employment of experts and consultants authorized under 5 U.S.C. 3109, and not to exceed \$5,000 for official reception and representation expenses, \$127,104,000.

Increases official reception and representation expenses from \$2,000 to \$5,000 to ensure sufficient level to support critical convenings that advance the Agency’s strategic mission.

Add Revised Sec. 408

- (a) *Section 137(a)(5) of the 1990 Act shall be applied in fiscal year 2025 as if the following were inserted before the period: , or is an alien authorized employment incident to status under paragraph (a) of section 274a.12 of title 8, Code of Federal Regulations (8 CFR 274a.12(a)) or is in possession of a valid employment authorization under paragraph (c) of such section (8 CFR 274a.12(c))".*
- (b) *Section 146(a)(3) of the 1990 Act shall be applied in fiscal year 2025 as if the following were inserted before the period: , or is an alien authorized employment incident to status under paragraph (a) of section 274a.12 of title 8, Code of Federal Regulations (8 CFR 274a.12(a)) or is in possession of a valid employment authorization under paragraph (c) of such section (8 CFR 274a.12(c))".*
- (c) *Notwithstanding sections 141 and 146 of the 1990 Act, or any other provision of law, a participant in a national service program carried out under the authority of the 1973 Act shall be eligible for the national service educational award described in subtitle D of title I of the 1990 Act if the participant meets the criteria specified in paragraphs (1) through (4) of subsection (a) of section 137 of the 1990 Act.*

In Executive Order 14012 on Restoring Faith in our Legal Systems and Strengthening Integration and Inclusion Efforts for New Americans (Feb. 2, 2021), the President recognized that more than 40 million foreign-born individuals live in the United States, fuel our economy, work across all industries, run small businesses, create jobs, and contribute to culture, government, and society. Consistent with our “character as a Nation of opportunity,” the President called for laws and policies that “encourage full participation by immigrants, including refugees, in our civic life” and the “eliminat[ion] of barriers that prevent [all] immigrants from accessing government services....” Consistent with this E.O, this provision authorizes anyone who can work in the US to serve in the US. The provision expands a Deferred Action for Childhood Arrivals (DACA)-specific provision in the President’s FY 2024 Budget to encompass a broader class of people who still meet certain legal immigration status requirements. This change will make national service available to asylees, refugees, green card holders, and individuals whose citizenship is pending following marriage, and will increase pathways to national service and educational advancement among underserved communities who are already eligible for employment in the US. Making this population eligible for national service will also increase the pool of potential members and volunteers for grantee and sponsor organizations. Removing the restriction on national service and ability to earn an AmeriCorps Segal Education Award for these persons also will increase future opportunities for these persons should they become lawful permanent residents or US citizens.

New Bill Language and Analysis

Explanation

Add Sec. 409

- (a) *There is hereby established in the Treasury of the United States a fund to be known as the "AmeriCorps Nonrecurring Expenses Fund" (the Fund).*
- (b) *The unobligated balances of expired discretionary funds appropriated for this or any succeeding fiscal year from the General Fund of the Treasury to the Corporation for National and Community Service under the headings "Operating Expenses" and "Salaries and Expenses" in this or any other Act may be transferred (not later than the end of the fifth fiscal year after the last fiscal year for which such funds are available for the purposes for which appropriated) into the Fund.*
- (c) *Amounts deposited in the Fund shall be available until expended, and in addition to such other funds as may be available for such purposes, for information technology system modernization and facilities infrastructure improvements, including nonrecurring maintenance, necessary for the operation of the Corporation, subject to approval by the Office of Management and Budget.*
- (d) *Amounts in the Fund may be obligated only after the Committees on Appropriations of the House and Senate are notified at least 15 days in advance of the planned use of funds.*

Makes unobligated, expired Operating Expenses and Salaries and Expenses appropriations available for information technology modernization investments that will support Agency grantee support, fiscal stewardship, and audit readiness. This budget authority would advance Congressional and Administration support for remediating Agency internal control deficiencies, strengthening data quality, adopting process automation, strengthening grant monitoring, reducing risk, and other compliance activities. This bill language is similar to enacted appropriations act administrative provisions that established nonrecurring expenses funds at the Department of Homeland Security (2022) and Department of Commerce (2020).

LEGISLATIVE PROPOSALS TO STRENGTHEN NATIONAL SERVICE

AmeriCorps is submitting a legislative program to Congress to amend select provisions in the Domestic Volunteer Service Act of 1973 (DVSA) and the National and Community Service Act of 1990 (NCSA). These proposals will enable AmeriCorps to better meet community needs, recruit AmeriCorps members and AmeriCorps Seniors volunteers, and more efficiently steward financial resources in alignment with the Agency's Strategic Plan stated above.

Goal 1: Partner with communities to alleviate poverty and advance racial equity

AmeriCorps proposes legislative adjustments to the AmeriCorps NCCC program to increase the program's responsiveness to disaster mitigation and climate resiliency needs, and to enable the recruitment of a more diverse corps of members. These include:

- Permanently authorize the AmeriCorps NCCC "Season of Service" to better respond to community needs and make AmeriCorps NCCC service accessible to those unable to commit to a full year term.
- Authorize AmeriCorps NCCC term extensions to facilitate disaster response and other surges.
- Change the maximum AmeriCorps NCCC age from 24 to 26 to make service more accessible to more Americans.
- Welcome immigrants and refugees into national service, catalyze state and local integration and inclusion efforts, and expand the pool of volunteers by codifying authority for anyone to serve who is eligible to work.

Goal 2: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

Amendments to the DVSA and NCSA will empower members to complete their terms of service and to strengthen pathways to education and employment. These include:

- Permanently authorize AmeriCorps members in the VISTA and NCCC programs to elect to transfer Segal AmeriCorps Education Awards, as AmeriCorps members in the AmeriCorps State and National program currently can do.
- Remove the drug conviction bar on disbursing a Segal AmeriCorps Education Award, consistent with recent reforms to Federal student aid eligibility enacted into law in 2021 and going into effect in 2024.
- Eliminate the taxation of Segal AmeriCorps Education Awards to allow members to realize the full benefit of their award without current out-of-pocket tax liability.
- Extend existing noncompetitive civil service eligibility afforded to Peace Corps and AmeriCorps VISTA to all AmeriCorps members serving an annual term.

Goal 4: Effectively steward Federal resources

AmeriCorps proposed legislative amendments to improve AmeriCorps' efficiency, reduce program disruption, and implement audit recommendations. These include:

- Authorize the expenditure of interest earnings in the National Service Trust.
- Establish five-year Board of Director member terms regardless of when appointed.

AGENCY ACCOUNTS: BUDGET JUSTIFICATIONS

On the following pages, each major Agency account is summarized and presented with related budget requests, strategic objectives and activities. To reference a list of AmeriCorps' five goals and nineteen objectives, please see the Agency Overview and the prior heading: Progress Toward Strategic Plan Goals. Strategic goals and objectives are cited numerically. For example, Objective 2.1 references Strategic Plan Goal 2, Objective 2.1.

AMERICORPS STATE AND NATIONAL

(National and Community Service Act of 1990, Title I, Subtitle C)

Program Summary

Authorized in the National and Community Service Act of 1990, AmeriCorps State and National has the largest budget of all AmeriCorps programs and has been serving the American people for 33 years. AmeriCorps State and National awards grants to organizations to support AmeriCorps members that make a difference in their communities in the areas of disaster services, economic opportunity, education, environmental stewardship, healthy futures, and veterans and military families. In FY 2023, approximately 50,245 AmeriCorps members served through AmeriCorps State and National. AmeriCorps State and National provides Americans ages 17 and older the opportunity to serve in every US state and territory, with a flexible service model that allows grantees to utilize members in varying levels of service types that best meet the community need.³¹

AmeriCorps State and National administers the following grant programs:

- State formula grants are awarded to governor-appointed state service commissions utilizing a population-based formula. In turn, the commissions fund programs within their states that address local needs. These grants represent 35.3 percent of program funds available for grant making.
- Competitive grants are awarded to organizations that provide services within a state and to organizations that provide services within two or more states that have successfully competed in a national selection process administered by AmeriCorps.
- Grants are awarded to federally recognized Indian tribes that have successfully competed in a national selection process. One percent of program funds available for grant making is allocated by statute to Indian tribes.
- US territory grants are awarded to governor-appointed territory service commissions using a population-based formula. In turn, the commissions fund programs within their territories on a competitive basis that are addressing local needs. In the event US territories do not have a service commission, AmeriCorps awards the funds directly to organizations serving in the territory. One percent of program funds available for grant making is allocated by statute to territories.

Additionally, AmeriCorps and the Centers for Disease Control and Prevention partnered to create Public Health AmeriCorps in FY 2022. This groundbreaking initiative leverages the expertise of both agencies, capitalizing on AmeriCorps' experience managing public service projects while benefitting from the CDC's technical expertise as the nation's leading public health Agency. American Rescue Plan Funding for Public Health AmeriCorps was rescinded through the Fiscal Responsibility Act; however, Public Health AmeriCorps is providing limited grantmaking in FY 2024 through alternative CDC investments and CDC and AmeriCorps continue to partner on opportunities to support vital public health priorities.

³¹ AmeriCorps service types include full-time (1,700 hour term) and less than full-time (100-900 hour term) based on the project model and needs of the communities served.

AmeriCorps State and National Budget Summary (in thousands)

	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Competitive Grants	\$326,629	\$385,762	\$348,098	\$21,6469
Formula Grants	\$183,892	\$217,183	\$195,979	\$12,087
Grants to Tribes	\$5,209	\$6,152	\$5,552	\$343
Grants to Territories	\$5,209	\$6,152	\$5,552	\$343
Subtotal Grants	\$520,939	\$615,249	\$555,181	\$34,242
Program Support	\$36,155	\$35,585	\$36,155	\$0
Total	\$557,094	\$650,834	\$591,336	\$34,242

Budget Request and Objectives

The Budget provides \$591.336 million to AmeriCorps State and National, an increase of \$34.242 million above the FY 2023 Enacted level. This funding will support approximately 44,571 members at a minimum living allowance of \$22,100 (\$13 per hour).

This includes \$23 million to grow American Climate Corps grants that will support 1,766 AmeriCorps members and build on AmeriCorps' critical efforts to mitigate climate change threats.³² In addition, the Budget provides \$8 billion in mandatory funding to support an additional 50,000 American Climate Corps members annually by 2031 and to provide job training and service opportunities on a wide range of projects that tackle climate change.

AmeriCorps State and National will continue to prioritize program funding to advance Congressional report language and the Agency's Strategic Plan through the following objectives:

- Objective 1.4: Prioritize investments in the most underserved individuals and communities
- Objective 1.5: Recruit a diverse corps of members and volunteers who reflect those we are serving
- Objective 3.1: Increase awareness of AmeriCorps
- Objective 3.2: Increase the number of AmeriCorps member service opportunities
- Objective 3.4: Grow volunteering in America

³² [President Biden Launches the American Climate Corps, Announces new AmeriCorps NCCC Forest Corps | AmeriCorps](#)

Performance Results

The following is a selection of core metrics the program has used to track its progress aligned with the Agency's strategic goals.

AmeriCorps State and National Results	FY 2022 Actual	FY 2023 Actual	FY 2024 Targets	FY 2025 Targets
Percentage funding to projects with moderate or strong evidence	58%	64%	66%	67%
Member fill rate	73%	73% ³³	73%	74%
Member retention rate	84%	80%	85%	86%

Discussion of Performance Results

AmeriCorps State and National continues to invest in projects with evidence of impact. The chart above reflects anticipated increases in related targets. Recent enrollment and retention data show that rates are lower than prior years.

Evidence/Research

AmeriCorps State and National invests in evidence-based interventions. Data collected is used to inform annual award decisions and coordinate research proposals with the Office of Research and Evaluation. Below is a selection of supporting studies from past years.

- Working in a partnership model, conservation corps' engage AmeriCorps members to provide land management agencies with resources to support community engagement, a dependable workforce that balances high quality work with reduced Agency costs, and enhance the ability of public land agencies to provide for conservation and visitor recreation. The Public Lands Service Coalition Partnership conducted a quasi-experimental design (QED) evaluation of Conservation Corps programs. The goal of the study was to examine the impact of The Corp Network's (TCN) participating AmeriCorps conservation corps programs as well as the impact on hosting agencies' capacity. The primary outcome-related goals were to determine whether there was evidence that TCN's host partners demonstrated higher levels of engagement, efficiency, and environmental stewardship than similar non-hosting agencies. The comparison group was comprised of U.S. Forest Service and State Parks units that use alternative methods (e.g., Agency crews, volunteer groups, contractors) and the treatment group was comprised of sites utilizing AmeriCorps members. Among the key findings from the evaluation were: 1) land management agencies who reported partnering with conservation corps were able to accomplish significantly more trail management work than agencies who did not partner with corps; 2) conservation corps' contribution to resource enhancement was rated highest among all partner types; 3) corps' were perceived as highly contributing to their hosting agency's goals, to perform high-quality work, and to require moderate resources or

³³ The FY 2023 member fill rate is a projection. The actual member fill rate will be available in January 2025.

effort from agency hosts, and 4) Corps were the most “irreplaceable” partner type identified by respondents.³⁴

- The Duluth Area Family Y. M. C. A.’s True North AmeriCorps (TNAC) program serves economically disadvantaged children in the city of Duluth, Minnesota and three surrounding rural counties. Students who participate receive targeted sessions in which the TNAC member provides a variety of formal “check-in” supports characterized by goal-oriented problem-solving and social-emotional skill building as well as informal support in the form of after-school activity participation and homework help. In 2022, a quasi-experimental design study was conducted to examine student scores on the Devereux Student Strengths Assessment (DESSA), which is a CASEL-aligned social emotional assessment, based on whether a student received TNAC support. The evaluation found no meaningful association between receiving TNAC support and end-of year DESSA scores ($p = 0.10$). However, there was a statistically significant and positive increase in the probability of receiving a DESSA composite score in the “typical” rating category among students receiving TNAC support ($p < 0.05$). In addition, students who received TNAC support increased their DESSA composite score by an average of 6.1 T-score points while comparison students who did not receive targeted support increased their score by an average of 4.7 points.³⁵

³⁴https://americorps.gov/sites/default/files/document/Public%20Lands%20Service%20Coalition%20Partnership%20Impact%20Evaluation_Final%20Report_508.pdf

³⁵https://americorps.gov/sites/default/files/document/Evaluation%20of%20the%20True%20North%20AmeriCorps%20Program_Final%20508.pdf

AMERICORPS VISTA

(Domestic Volunteer Service Act of 1973, Title I, Part A)

Program Summary

Established and authorized in 1964, AmeriCorps VISTA was created to support efforts to address poverty throughout the country. The program became part of the AmeriCorps network of programs in 1993. AmeriCorps VISTA provides opportunities for Americans 18 years of age and older from a diverse range of backgrounds to dedicate a year of full-time service with a sponsoring organization (“sponsor”) on a project that will create or expand programs designed to empower individuals and communities in poverty.

In FY 2023, 6,310 Americans served in the AmeriCorps VISTA program, and 1,053 of these members had some or all of their service term funded by American Rescue Plan supplemental appropriations. The Fiscal Responsibility Act rescinded unobligated American Rescue Plan funding, and no member living allowance was supported with American Rescue Plan dollars after June 4, 2023. Members served across all 50 states and territories with 667 sponsor organizations and 3,138 sites. Individuals serving with AmeriCorps VISTA are a diverse cross section of the American public. Approximately half of those members had a four-year degree or higher and 85 percent of full-year members served from their home community, joining the effort to combat poverty in their own community. The AmeriCorps VISTA program operates with four core principles that emerge from statute and drive program design and implementation:

- Anti-Poverty Focus: The statutory purpose of AmeriCorps VISTA is to strengthen and support efforts to alleviate poverty and poverty-caused problems in the US. AmeriCorps VISTA’s activities are shaped by multiple factors, including the actual conditions of poverty, the expressed needs of the local community, and the sponsor and members’ perspective on what is necessary and feasible.
- Community Empowerment: Each project is responsive and relevant to the lives of community residents and must tap into inherent community assets, strengths, and resources.
- Sustainable Solutions: AmeriCorps VISTA projects make a lasting difference through the compounded impact of AmeriCorps members serving, sponsoring agencies who supervise members and assess project progress, and the participation of project beneficiaries and community members throughout the project lifecycle.
- Capacity Building: AmeriCorps members strengthen sponsors’ efforts by expanding community partnerships, securing cash and in-kind resources, recruiting and managing volunteers, and addressing specific local needs, with all activities focused on creating pathways out of poverty for low-income communities. AmeriCorps VISTA projects expand the scale, impact, and resource-leveraging ability of specific anti-poverty initiatives.

AmeriCorps VISTA Budget Summary (in thousands)

Items	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Subsistence	\$68,885	\$93,842	\$94,728	\$25,843
Post Service Stipend	\$1,700	\$1,932	\$2,191	\$491
Healthcare	\$4,000	\$4,500	\$4,100	\$100
Childcare	\$500	\$500	\$500	\$0
Travel	\$1,500	\$1,719	\$2,200	\$700
Training	\$4,000	\$7,990	\$8,051	\$4,051
<u>Sub-Total Direct Member Costs:</u>	<u>\$80,585</u>	<u>\$110,483</u>	<u>\$111,770</u>	<u>\$31,185</u>
Grants	\$14,500	\$20,000	\$15,092	\$592
Recruitment	\$2,500	\$4,128	\$3,380	\$880
Evaluation	\$1,000	\$1,400	\$1,575	\$575
Program Admin/Support	\$4,700	\$5,615	\$4,700	\$0
Total	\$103,285	\$141,626	\$136,517	\$33,232

AmeriCorps VISTA funds its activities in the following major categories:

- Total direct members support costs included subsistence allowance, relocation travel allowance, settling in allowance, post-service stipend, healthcare, childcare, emergency travel, emergency funds, member assistance program, and training.
- Member support cost activities include member background checks, recruitment, evaluation, and grantmaking that directly supports sponsors in the provision of supervision to AmeriCorps members at locations across the country.

Budget Request and Objectives

The Budget provides \$136.517 million to AmeriCorps VISTA, an increase of \$33.232 million above the FY 2023 Enacted level. This investment will fund approximately 5,775 members at an estimated minimum living allowance of \$13.00 per hour.

AmeriCorps VISTA will continue to prioritize program funding to align with the Agency's Strategic Plan with a focus on the following objectives³⁶:

- Objective 1.3: AmeriCorps VISTA estimates that up to 50 percent of its investment will focus on this objective to expand educational and economic opportunity.
- Objective 1.4: AmeriCorps VISTA estimates that up to 40 percent of its investment will focus on this objective to prioritize investment in the most underserved individuals and communities.

³⁶ The following objectives include an estimated investment of up to 90 percent of the program's Budget. The remaining funding will support a range of other important AmeriCorps strategic objectives.

Performance Results

AmeriCorps VISTA focuses its investment on supporting local initiatives and organizations that address poverty. AmeriCorps VISTA will continue to carry out that support through a broad range of capacity-building activities that mobilize community members, leverage cash and in-kind resources, develop new partnerships, strengthen agencies, and help project activities become more sustainable, even after the AmeriCorps VISTA resource is gone.

AmeriCorps VISTA Results	FY 2022 Actuals	FY 2023 Actuals	FY 2024 Targets	FY 2025 Targets
Dollar value of cash and in-kind resources leveraged through AmeriCorps VISTA (\$ million)	\$191	\$121	\$135	\$155
Percent of participating organizations reporting that they gained capacity through AmeriCorps VISTA	95%	93%	93%	93%

Discussion of Performance Results

The AmeriCorps VISTA program consistently returns strong annual results for generating cash and-in-kind resources, mobilizing volunteers, and supporting other capacity-building activities. For example, in FY 2023, AmeriCorps members serving with VISTA generated \$121 million in cash and in-kind resources. These resources, an amount exceeding the annual Federal appropriation, are critical support for local efforts to drive anti-poverty activities. In subsequent years, the Agency expects capacity building results will remain consistent relative to the number of members participating in the program in those years.

Evidence/Research

AmeriCorps VISTA collects evidence through community-strengthening performance measures, qualitative surveys (member exit survey), and administrative data. Relevant evidence is used to inform program design and implementation decisions and coordinate research proposals with the AmeriCorps Office of Research and Evaluation.

Researchers from the AmeriCorps Office of Research and Evaluation conducted a multi-modal qualitative assessment to examine the experience of AmeriCorps VISTA sponsors engaged in an AmeriCorps-sponsored learning community. The learning community was created by AmeriCorps VISTA and focused on efforts to address food security in seven states. Through surveys and focus groups, the study found that all sponsors reported increased capacity since the beginning of their projects. Most sponsors reported gains in knowledge and best practices from peers and subject matter experts and that they plan to implement these practices in their own organizations. Additionally, the study found the initiative created new networks of practitioners, connection with like-minded programs and improved morale. Focus group feedback resulted in rapid-cycle learning and best

practices to improve the model. Results will be used to inform future application of communities of learning at AmeriCorps.

Researchers at the University of Texas conducted two studies involving AmeriCorps VISTA.³⁷

- One study found that nonprofit organizations that receive AmeriCorps members in the VISTA program show higher levels of both community volunteers serving with their organization and donations two years later than comparable nonprofit organizations that did not receive AmeriCorps members. Researchers then followed the trajectories of AmeriCorps VISTA receiving organizations from 2010-2016 and found a robust relationship of AmeriCorps VISTA service to levels of community volunteering. These findings suggest VISTA is capable of improving internal capacity at nonprofit organizations via volunteering, contributing to the understanding of how civic infrastructure grows in poor communities. The findings demonstrate how VISTA interventions can boost donations of time and money, helping high poverty communities better navigate challenging times.
- A second study used longitudinal models from 2005 to 2013 to explore whether communities with national service programs exhibited greater well-being. Using measures of well-being in 1,347 US counties, results show that where AmeriCorps members in the VISTA program are serving, communities had improved subjective wellbeing, achieved primarily by mitigating threats to well-being and positively increasing social engagement.

³⁷ Messamore, A., Paxton, P., & Velasco, K. (2021). Can Government Intervention Increase Volunteers and Donations? Analyzing the Influence of VISTA With a Matched Design. *Administration and Society*, 53(10), 15471579. <https://doi.org/10.1177/00953997211009885>

AMERICORPS NCCC

(National and Community Service Act of 1990, Title I, Subtitle E)

Program Summary

Since 1993, AmeriCorps NCCC has engaged Americans between the ages of 18 and 24 to address community needs in all 50 states and territories through 1700 hours of full-time volunteer service. AmeriCorps members in the NCCC program engage in addressing national and community priorities such as conservation, disaster response recovery and mitigation, constructing homes for low-income families, economic mobility for low-income individuals and families, and locally identified needs for people power. Since its inception, over 38,000 Americans have served in AmeriCorps NCCC, collectively completing over 55 million hours of national service.

The AmeriCorps NCCC program is implemented through four regional facilities located in California, Colorado, Iowa, and Mississippi. These regional hubs of operation allow for centralized onboarding, training, member support, and proximity to communities served, and allow AmeriCorps NCCC to act as the AmeriCorps program with the greatest ability to respond rapidly to the nation's most pressing needs.

Since summer 2022, pursuant to authority provided in the Coronavirus Aid, Relief, and Economic Security (CARES) Act, AmeriCorps NCCC has facilitated a Summer of Service pilot, engaging Americans ages 18-26 in a short-term program focused on climate change mitigation and environmental stewardship. This pilot expanded opportunities to serve and strategically advanced Administration priorities, as well as Objective 1.2, which addresses climate adaptation. The 2023 Summer of Service program also targeted affordable housing.

Over its 30-year history, AmeriCorps NCCC has established and strengthened a unique national service niche in supporting response and recovery from a variety of natural disasters. AmeriCorps NCCC has teams on standby for disaster deployment and houses the Agency's Disaster Services Unit, the coordinating entity which mobilizes and organizes Agency assets from across all programs under federally declared disasters, with notable engagement from AmeriCorps State and National grantees. Over 50 percent of the Disaster Services Unit's responding members are historically from the AmeriCorps NCCC program. With its deployable assets and focus on long-term recovery, AmeriCorps NCCC is often among the first in and last out in the disaster space. For example, AmeriCorps NCCC is currently engaged in long-term recovery efforts from Hurricane Harvey in Texas and Louisiana, a storm that landed in 2017. At the same time, over 50 percent of the AmeriCorps members on the ground in Hawaii today doing wildfire recovery are traditional members in the AmeriCorps NCCC program. AmeriCorps NCCC's FEMA Corps teams also were mobilized in support of the June 2023 response to Typhoon Mawar in Guam. A high number of AmeriCorps members in the FEMA Corps program, including 70 percent or 56 members in one recent graduating class, received a job offer from FEMA.

AmeriCorps NCCC Budget Summary (in thousands)

Items	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Program Support	\$22,641	\$25,980	\$27,397	\$4,756
Program Operations	\$15,094	\$17,320	\$15,094	\$0
Total	\$37,735	\$43,300	\$42,491	\$4,756

AmeriCorps NCCC funds its activities in the following major categories:

- Program support: payments to members that offset the costs of serving. These direct expenses include daily needs such as living allowance, meals, travel, healthcare, uniforms, personal protective equipment, and other direct support costs.
- Program operations: payroll for program staff and administrative and operations expenses such as field office leases, vehicle fleets, equipment, member recruitment, and other indirect support costs.

Budget Request and Objectives

The Budget provides \$42.491 million to AmeriCorps NCCC, an increase of \$4.756 million above the FY 2023 enacted level to fund approximately 1,200 members in the traditional program and 260 in the AmeriCorps NCCC-FEMA Corps program. This investment will support member levels similar to FY 2021 and provide member compensation at the equivalent of \$13 per hour.

AmeriCorps NCCC will continue to prioritize program funding to align with Agency strategic objectives and Congressional report language, including NCCC’s statutory purpose of meeting national and community needs. Areas of priority include:

- Objective 1.2: AmeriCorps NCCC estimates that up to 20 percent of its investment will focus on this objective to address conservation and climate change challenges.
- Objective 1.4: AmeriCorps NCCC estimates that up to 40 percent of its investment will focus on this objective to prioritize investments in underserved individuals and communities.
- Objective 1.5: AmeriCorps NCCC estimates that up to 10 percent of its investment will focus on this objective to promote member and volunteer diversity.

AmeriCorps NCCC will continue to enhance the service experience of AmeriCorps members by prioritizing:

- Objective 2.1: AmeriCorps NCCC estimates that up to 20 percent of its investment will focus on this objective to help program members thrive and complete their terms of service.
- Objective 2.1: Build upon the FY 2024 increase to the member compensation package, including critical investments in member living allowance, health care, and other benefits. Collectively, planned FY25 changes will further raise the corps member compensation package from a \$12.60/service hour equivalent to a new level of

\$13.00/service hour mark for members and \$17.60/service hour for NCCC Team Leaders

- Objective 2.3: AmeriCorps NCCC estimates that up to 50 percent of its investment will focus on this objective to strengthen pathways to education, employment, and other opportunities.

Performance Results

The following chart contains a selection of core metrics the AmeriCorps NCCC program has used to track its progress aligned with the Agency's strategic goals. AmeriCorps members serving in the NCCC program respond to priority needs across the Nation to work side-by-side with community members. At the invitation of community and organizational leaders across the Nation, AmeriCorps NCCC members contribute to strengthening communities in a wide variety of ways. In addition, AmeriCorps NCCC continues to optimize its operations to include taking steps to mitigate COVID-19 across program operations, increasing behavioral health support for members, expanding opportunities for service members with disabilities, and designing innovative partnerships to expand the impact of the AmeriCorps NCCC program for communities served and members serving.

NCCC Results	FY 2022 Actual	FY 2023 Actuals	FY 2024 Targets	FY 2025 Targets
People assisted in disaster areas	88,991	35,193	242,644	212,780
Number of strategic disaster response reports created for FEMA operations	279	518	381	381
Pounds of donations sorted	556,730	177,550	470,069	397,751
Dollars returned to communities through tax return preparation assistance	14,653,535	14,935,451	13,310,263	11,262,530
People assisted at mass care facilities	11,184	7,878	12,535	10,992
Pounds of food collected, harvested, or distributed	6,957,869	6,207,056	5,917,427	5,189,128
People with language barriers assisted with receiving public service	1,151	7,686	6,119	5,178
Number of disadvantaged youth assisted ³⁸	431	572	804	680
Wellness check calls with seniors initiated or conducted	313	1	1,363	1,153

Performance Results Discussion

AmeriCorps NCCC continues to track progress toward improving outcomes. AmeriCorps NCCC will continue to expand the number of projects successfully helping communities that are aligned to Agency objectives.

For FY 2023, the Nation experienced fewer disasters to which AmeriCorps NCCC responded compared with FY 2022. This resulted in a corresponding decrease in related results as reflected in the chart above. For example, the number of people assisted in disaster areas and the number of wellness checks conducted both decreased significantly year-over-year.

Although it is not possible for the Agency to predict disasters, nor the specific role AmeriCorps NCCC members may be asked to play as part of a response, the program will

³⁸ Target populations defined in the Serve America Act (P.L. 111-13)

continue providing critical disaster-related support when the need arises in outyears and has kept related targets.

Evidence/Research

AmeriCorps NCCC collects evidence through community strengthening performance outputs (see previous page), qualitative surveys (member onboarding, member exit, and sponsor), administrative data, and operational program research projects. Related data is used to inform annual award decisions and coordinate research proposals with the Office of Research and Evaluation. The following is a selection of relevant studies.

Longitudinal Study

AmeriCorps NCCC is engaged in a multi-year longitudinal study to identify the impact of the AmeriCorps NCCC program on member leadership development, member retention, and the program's ability to strengthen communities. In collaboration with the Agency's Office of Research and Evaluation, AmeriCorps NCCC began collecting information for the study in FY 2020. The final analysis will help AmeriCorps NCCC determine program effectiveness, support management decisions for program enhancement, and support messaging for recruitment efforts.³⁹

Sponsor Survey

In partnership with the Office of Research of Evaluation, AmeriCorps NCCC has undertaken a three-year assessment of program effectiveness, which solicited feedback from community-based project sponsors.⁴⁰ The Sponsor Survey found highly positive feedback from the program's community partners, with nearly 95 percent satisfied or very satisfied with their AmeriCorps NCCC teams, nearly 90 percent believed that the NCCC teams helped their organizations accomplish community identified goals more quickly, and nearly 90 percent believing NCCC's teams strengthened their communities. This level of effectiveness in the eyes of those served by the program demonstrates the value of trained AmeriCorps NCCC teams supporting local organizations' projects. In FY 2023, AmeriCorps NCCC served 189 unique sponsors on nearly 300 projects.

Return on Investment

Not only is AmeriCorps NCCC effective in meeting the needs of its community partners; evidence also shows the program is also has a high return on investment for the taxpayer. The Agency's Office of Research and Evaluation studied the social return on investment of work performed by AmeriCorps NCCC teams which responded to the COVID-19 pandemic. This analysis, conducted in partnership with JBS International, found the total net direct and consequential impact of the COVID-19 focused service projects provided by AmeriCorps NCCC is \$6.22 to \$1.00. The projected costs that would have been incurred by Department of Defense and FEMA for the level of services AmeriCorps NCCC provided are

³⁹https://www.americorps.gov/sites/default/files/document/AmeriCorps%20NCCC%20Leadership%20Skills%20Final%20Report%202.26.24_508_0.pdf

⁴⁰ <https://americorps.gov/evidence-exchange/american-corps-nccc-sponsor-survey>

greater, yielding a total taxpayer savings of \$3,454,000 and \$6,352,000 as compared to DOD and FEMA respectively.^{41, 42}

In just four months of FY 2023, AmeriCorps members in the NCCC program generated \$14.987 million in tax returns for low-income families and individuals, or 39.8 percent of the program's total appropriation for the entire fiscal year. This work directly advances the Agency's Strategic Plan, as 100 percent of members serving on these critical community projects received advanced tax preparation certification, an employable skill which has resulted in some alumni converting their service experience into permanent employment.

Summer of Service Success

The AmeriCorps NCCC Summer of Service pilot was assessed at various stages by the Office of Research and Evaluation in 2022, in coordination with an independent researcher from the University of Maryland. From how the pilot program was envisioned and built to assessing effectiveness of recruitment strategies deployed, partner demand for services, and the quality of the AmeriCorps NCCC Summer of Service member service experience; AmeriCorps NCCC's decision to continue to leverage its Summer of Service authority in 2023 was grounded in strong evidence. The 2022 graduation rate of 89.3 percent was improved upon in 2023 with over 96 percent of program participants fulfilling their service commitment. Furthermore, the majority of Summer of Service participants in both 2022 and again in 2023 have cited they would not have served in any AmeriCorps program if not for the short duration of Summer of Service and the fact that all costs associated with participating are covered by AmeriCorps NCCC. This demonstrates how the Summer of Service program is directly advancing AmeriCorps Strategic Plan by lowering barriers to service in AmeriCorps.

⁴¹ The projected costs of AmeriCorps NCCC members are \$1,251,000. The projected costs for Department of Defense personnel are \$4,705,000. The projected costs for Department of Defense personnel are based on the wage and health benefits of an E-2 Private Second Class. The projected costs that would have been incurred by using FEMA personnel are significantly greater. The projected costs for FEMA personnel are \$7,603,000, yielding a total taxpayer saving of \$6,352,000 when compared to the cost of AmeriCorps NCCC members. The projections for FEMA personnel are based on the wage and health benefits of a Customer Service representative.

⁴²https://www.americorps.gov/sites/default/files/document/AmeriCorps%20NCCC%20Strengthening%20Communities%20Report%20%28003%29%202.26.24_508_0.pdf

STATE SERVICE COMMISSION SUPPORT GRANTS

(National and Community Service Act of 1990, Title I, sections 126(a) and 178)

Program Summary

AmeriCorps State and National is a partnership between AmeriCorps and states through their governor-appointed state service commissions. AmeriCorps State and National provides grants based on population size to state commissions to support the capacity of the State Service Commissions to serve as the Agency's partner in grantmaking, oversight, monitoring, and technical assistance.

State Commissions Budget Summary (in thousands)

Item	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
State Commission Grants	\$19,538	\$19,538	\$19,538	\$0
Total	\$19,538	\$19,538	\$19,538	\$0

Budget Request and Objectives

The Budget provides \$19.538 million to AmeriCorps state service commissions, equal to the FY 2023 Enacted level. The funding will support the Agency's Strategic Plan with 100 percent allocation of resources to:

- Objective 1.4: Prioritizing investment in the most underserved individuals and communities
- Objective 4.3: Ensuring responsible management of financial resources

Performance Results

The following is a selection of core metrics the program has used to track its progress aligned with the Agency's strategic goals. As state service commissions are independent partners from the Agency, the metrics are focused on the deliverables from grants they receive from the agency. As AmeriCorps finalizes its Agency-level annual performance goals, it will update the measures and targets on the following table as necessary.⁴³

⁴³ See the Agency Performance Plan and Report presented in this Budget's addendum.

State Commission Results	FY 2022 Estimate	FY 2023 Estimate⁴⁴	FY 2024 Target	FY 2025 Target
Number of new applicants to commissions' AmeriCorps competitions	340	360	360	300
Percentage of commission subgrantees reporting improved capacity as a result of commission training, technical assistance, and monitoring	72%	75%	80%	82%

Discussion of Performance Results

State service commissions will continue to prioritize providing technical assistance and support to their subgrantees.

Evidence/Research

AmeriCorps will continue to assess evidence related to state service commissions and report relevant findings in future Budgets as applicable.

⁴⁴ Actuals will be available in the spring of FY 2024.

AMERICORPS SENIORS

(Domestic Volunteer Service Act of 1973, Title II)

AmeriCorps Seniors is one of the oldest programs in the AmeriCorps portfolio and has supported the engagement of older adults in national service for more than 50 years. AmeriCorps Seniors engages volunteers ages 55 and older, shines a spotlight on volunteerism by older Americans, addresses ageism, and aims to change societal views on who can create positive change in communities. AmeriCorps Seniors' 1,030 grantees serve in 17,700 locations across the country and US territories. The program's 143,000 volunteers constitute over 70 percent of all AmeriCorps national service participants and reported serving 29.7 million hours in FY 2023. Under the AmeriCorps Seniors umbrella there are four distinct grant funding opportunities.

Foster Grandparent Program

The AmeriCorps Seniors Foster Grandparent program is an intergenerational program that engages older Americans in national service to provide one-on-one mentoring, tutoring, and social-emotional support to children with exceptional needs or who have an academic, social, or economic disadvantage. In FY 2023, the Foster Grandparent program reported 14,544 total volunteers and 131,061 children and youth engaged. More than 90 percent of AmeriCorps Seniors volunteers in the Foster Grandparent program are women and approximately 57 percent are people of color, primarily African American. In 2020, the Foster Grandparent program had a return on investment of \$2.75 per funder dollar.⁴⁵

RSVP

The AmeriCorps Seniors RSVP program is one of the largest older adult volunteer programs in the nation, engaging older Americans in addressing a wide range of community needs. AmeriCorps Seniors volunteers in the RSVP program address food security, recruit and manage other volunteers, mentor and tutor children, support workforce and job readiness skill development, provide disaster preparedness and mitigation assistance, and serve veterans and military families, among other community needs. In FY 2023, the RSVP program reported 114,873 total volunteers whose service included mentoring 32,780 children, serving 156,507 veterans and their family members through a variety of services, providing respite care for 3,789 caregivers, and providing support to 256,125 seniors enabling them to live independently. The efforts of these AmeriCorps Seniors volunteers and grantees provide an opportunity for older Americans to demonstrate their can-do spirit and engage in volunteer opportunities in their local communities.

Senior Companion Program

The AmeriCorps Seniors Senior Companion program provides independent living support and companionship to other older adults and adults with disabilities. Through this program, older adults can age-in-place with support designed to reduce the negative physical and mental health impacts of social isolation. In FY 2023, the Senior Companion program reported 7,289 total volunteers, with 3,074 caregivers receiving respite care and 13,374

⁴⁵ https://americorps.gov/sites/default/files/document/Research_Brief_Senior_Corps_508.pdf

seniors receiving independent living services. Approximately 84 percent of AmeriCorps Seniors volunteers in the Senior Companion program are women and 54 percent are people of color, primarily African American. In 2020, the Senior Companion program had a return on investment of \$5.08 per funder dollar.⁴⁶

Stipend

Eligible AmeriCorps Seniors volunteers in the Foster Grandparent and Senior Companion programs receive a stipend of \$4.00 per hour (as of April 1, 2023). This stipend is to help cover the cost of service for volunteers who have incomes within 200 percent of the Federal poverty level, reducing barriers to service. Volunteers also receive accident, personal liability, and excess automobile liability insurance and assistance with the cost of transportation.

Senior Demonstration Authority - Special Initiatives

In FY 2023, AmeriCorps Seniors opened two funding opportunities under its Demonstration Authority.

- AmeriCorps Seniors Native Nations and Indigenous Elders Senior Demonstration projects (SDP) will engage 163 volunteers who receive a stipend and will impact more than 1,100 beneficiaries across Indian Country. These new partnerships will address community needs specific to Indian Country including education, mental health, food security, language preservation, workforce development and conservation efforts. These investments highlight AmeriCorps Seniors commitment to partnering with tribes, and tribal serving organizations, to address critical issues for native and indigenous communities, leveraging a long history and culture of service. These grant awards support expanding educational and economic opportunities and prioritizing investment in the most underserved individuals and communities (Objectives 1.3 and 1.4, respectively). One project from AmeriCorps' new pool of partners will be working on addressing food security and preserving sacred farming and conservation techniques (Objective 1.2). The Native Nations Senior Demonstration Program opportunity will also increase awareness and favorability toward AmeriCorps and national service (Objective 3.1) by increasing the number of service opportunities that exist across Indian Country (Objective 3.2).
- AmeriCorps Seniors is supporting older Americans through Workforce Development funding opportunity by providing grant funds to address economic opportunity and build pathways to employment for older adults. The funding opportunity focused on supporting innovative service-based programs that will provide opportunities for older Americans to gain the skills needed to transition from volunteer roles to the workforce. Designed to be sustainable and replicable, these programs are intended to extend beyond the period of AmeriCorps Seniors grant funding. Approximately \$5 million was awarded to innovative projects, ranging from training, and deploying community health workers to supporting financial literacy instruction. This opportunity was co-funded with Public Health AmeriCorps and will

⁴⁶ [AmeriCorps Seniors: Foster Grandparents and Senior Companions](#)

engage over 300 AmeriCorps Seniors volunteers, benefiting communities across the US. These grant awards support mitigating the impacts of COVID-19 pandemic and other public health crises and expanding educational and economic opportunity, Objectives 1.1 and 1.3 (respectively). The Workforce Development Senior Demonstration project opportunity will also strengthen pathways to education, employment, and other opportunities (Objective 2.3), increase awareness of AmeriCorps and favorability toward national service among the American public (Objective 3.1), and increase the number of AmeriCorps member and AmeriCorps Seniors volunteer service opportunities through partnerships and philanthropy (Objective 3.2).

AmeriCorps Seniors Budget Summary (in thousands)

Item	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Grants				
RSVP	\$51,625	\$51,625	\$53,030	1,405
Foster Grandparent Program	\$120,023	\$138,050	\$119,285	-738
Senior Companion Program	\$53,045	\$60,309	\$50,899	-2,146
<i>Subtotal</i>	\$224,693	\$249,984	\$223,214	-1,479
Business Support				
RSVP	\$3,480	\$3,480	\$3,480	0
Foster Grandparent Program	\$5,340	\$5,400	\$5,340	0
Senior Companion Program	\$3,404	\$3,500	\$3,404	0
<i>Subtotal</i>	\$12,224	\$12,380	\$12,224	0
Total	\$236,917	\$262,364	\$235,438	-1,479

Budget Request and Objectives

The Budget provides \$235.438 million to AmeriCorps Seniors, a decrease of \$1.479 million below the FY 2023 Enacted level. This funding will support approximately 139,000 older Americans in service.

Up to 90 percent of AmeriCorps Seniors funding will be allocated to:

- Objective 1.1: Mitigate the impacts of the COVID-19 pandemic and other public health crises
- Objective 1.2: Reduce greenhouse gas emissions, conserve lands and waters, and adapt to the changing climate
- Objective 1.3: Expand educational and economic opportunity

While volunteers serving with the Foster Grandparent program serve either children with special or exceptional needs, volunteers with the Senior Companion program serve older adults and adults with disabilities, and volunteers with RSVP can also serve in those areas plus they are able to meet countless other community needs.

AmeriCorps Seniors will continue to prioritize program funding to align with Agency strategic objectives and Congressional report language. Areas of anticipated priority are noted within individual program sections below.

Foster Grandparent Program

The Budget provides \$124.625 million to the AmeriCorps Seniors Foster Grandparent program, a decrease of \$738,000 below the FY 2023 Enacted level that will maintain support for an estimated 15,400 volunteers. This funding will maintain the current volunteer stipend of \$4.00 per hour.

The Budget will support:

- Objective 1.3: AmeriCorps Seniors estimates that 98.6 percent of the Federal investment (\$119.285 million) will go toward supporting this objective. The remaining 1.4 percent (\$1.665 million) will support ancillary costs associated with that program such as the yearly convening.

RSVP

The Budget provides \$56.510 million to AmeriCorps Seniors RSVP, an increase of \$1.405 above the FY 2023 Enacted level that will maintain support for an estimated 116,500 volunteers. This Budget will support the following objectives:

- Objective 1.1: AmeriCorps Seniors estimates that up to \$72 million, or one third of its federal investment will be allocated to this objective. Volunteers in the RSVP program comprise over 80 percent of all AmeriCorps Seniors volunteers serving to achieve this objective with 34 percent of the Objective's allocated budget, or \$24 million, invested to support this effort.
- Objective 1.2: Invest more than \$1.1 million dollars in Federal funding. AmeriCorps Seniors volunteers are serving to improve more than 2.3 million locations and structures by reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate.
- Objective 1.3: AmeriCorps Seniors estimates that up to 58 percent of its Federal investment, or \$132 million, will be allocated to supporting this objective. While RSVP programs only receive five percent of that funding, they comprise 43 percent of all unduplicated (i.e., unique count of) volunteers meeting this objective.

Senior Companion Program

The Budget provides \$54.303 million to the AmeriCorps Seniors Senior Companion program, a decrease of \$2.146 million below the FY 2023 Enacted level that will maintain support for an estimated 7,370 volunteers. This funding will maintain the current volunteer stipend of \$4.00 per hour.

The Budget will support the following objective:

- Objective 1.1: With a combined Federal investment of \$72 million across all AmeriCorps Seniors programs, AmeriCorps Seniors programs are invested in achieving this objective. AmeriCorps Seniors will allocate \$47 million of Objective 1.1's requested budget to Senior Companion programs.

In addition to the Agency priority objective above, the requested funding will support the following priorities:

- The Senior Companion program will use \$4.4 million of its requested budget to help support and provide respite care for caregivers of older adults and individuals with disabilities.
- The remaining 3.1 percent (\$1.665 million) will support ancillary costs associated with that program such as the yearly convening.

AmeriCorps Seniors Performance Results

AmeriCorps Seniors volunteers are trusted community volunteers who have the skills and experience to facilitate positive change in their communities. The table below demonstrates the significant impact of AmeriCorps Seniors volunteers through data reported by the AmeriCorps Seniors grantee portfolio on grant negotiated performance measures and targets to assess program outcomes, outputs, efficiencies, and impact.

Program	Results	FY 2022 Actuals	FY 2023 Targets	FY 2024 Targets	FY 2025 Targets
RSVP					
	Help people mitigate the impacts of COVID-19 and other public health crises (# of individuals)	2,302,486	1,590,127	1,637,831	1,686,966
	Help people directly by reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate (# of individuals)	55,852	65,283	67,245	69,260
	Help locations and structures by reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate (# of locations or structures)	4,431	6,487	6,682	6,682
	Help people expand their educational and economic opportunity (# of individuals)	177,747	132,031	135,992	140,072
Foster Grandparent Program					
	Help people mitigate the impacts of COVID-19 and other public health crises (# of people)	1,539	669	689	709
	Help people expand their educational and economic opportunity (# of individuals)	61,078	50,623	52,142	53,706
Senior Companion Program					
	Help people mitigate the impacts of COVID-19 and other public health crises (# of individuals)	46,068	17,584	18,112	18,655

Evidence/Research

AmeriCorps Seniors has engaged in various past research and evidence building efforts and looks forward to learning from new efforts launched in 2023. The outcomes of a sampling of past studies have contributed to improved administrative and management practices in all AmeriCorps Seniors programs (2018 ICF, Inc. case studies of programs), confirmation of the health benefits of volunteerism for low income older adults participating in the Foster Grandparent and Senior Companion programs and the benefits of respite services on caregivers served by the Senior Companion Program (2018 JBS international, Inc. longitudinal study), and shown that AmeriCorps Seniors programs (specifically the Foster Grandparent and Senior Companion programs) have a positive return-on-investment (2020 ICF, Inc. analysis).

In FY 2023, AmeriCorps Seniors invested in a three-year mixed-methods evaluation to study the effects of COVID-19 on senior volunteers and the programs. This investment will not only shine a light on if and how volunteerism has changed for older Americans nationwide and AmeriCorps Seniors volunteers specifically but will also look closely at the community organizations where AmeriCorps Seniors volunteers serve to determine if and how community-based organizations have changed due to the pandemic. This research aligns closely with several aspects of AmeriCorps' Strategic Plan. This research is scheduled to conclude at the end of FY 2025. AmeriCorps Seniors will share the results of the study in FY 2026. Specific target objectives include:

- Objective 1.1: Mitigate the impacts of the COVID-19 pandemic and other public health crises
- Objective 1.4: Prioritize investment in the most underserved individuals and communities
- Objective 1.5: Recruit a diverse corps of members and volunteers who reflect those we are serving
- Objective 2.1: Empower AmeriCorps members to thrive and complete their term of service, and empower AmeriCorps Seniors volunteers to continue their service

Also in FY 2023, AmeriCorps Seniors provided funding for five current research grantees with the Office of Research and Evaluation to expand their research to include older Americans as they each dive into distinct societal views of volunteerism. This research is also scheduled to conclude at the end of FY 2025 and results will be shared in FY 2026. Research grantees include:

- Drexel University - Arts-centered Community Action. This study will explore how public arts programming strengthens civic infrastructure and promotes civic innovation by examining how a community can leverage arts to solve community identified issues such as gentrification, displacement, racial injustice, and systemic inequality. This project also explores the influence of civic infrastructure on the volunteering behavior of seniors, including differences in how civic infrastructure affects senior volunteering across rural and urban places.

- University of Georgia Department of Public Administration and Policy - Examining the Influence of Civic Infrastructure on Rural/Urban Volunteering and Civic Engagement. This project explores the influence of civic infrastructure on the volunteering behavior of seniors and whether the civic infrastructure has a different effect on seniors' volunteering relative to younger individuals.
- University of Maine - The Future of Virtual Volunteerism Among Older Adults in a Post-Pandemic World: Is the Volunteer Sector Ready? This new study will examine the benefits and challenges presented by virtual volunteering for volunteers and their host organizations.
- University of Texas at Austin Department of Sociology - How Nonprofits Create Civic Infrastructure. This research will explore how, when, and why nonprofits undertake work that strengthens communities. This project will create a 25-year longitudinal database of multiple measures of nonprofit finances, expenditures, mission, capacity, and leadership over the period 1998-2022, leading to increased understanding of how nonprofits strengthen communities and support civic infrastructure.
- Virginia Tech and Virginia State Commission - Photovoice Project. This project will implement a Photovoice method with national service members, including AmeriCorps Seniors volunteers. Photovoice, a form of participatory research, will be used to gain a better understanding of the lived experience of people from underrepresented and underserved populations.

In FY 2023, AmeriCorps Seniors is working with the Office of Research and Evaluation to develop an evaluation plan, which will assess the process and outcomes of the workforce development Senior Demonstration programs. The research will take place throughout the duration of the grant. Research will focus on the process of implementing the service to workforce programs and the impact that the workforce demonstration grant has on the employment outcomes for the participating AmeriCorps Seniors volunteers. At the conclusion of the evaluation period, the Office of Research and Evaluation and AmeriCorps Seniors compile their research and share their findings with leadership.

INNOVATION AND DEMONSTRATION

(National and Community Service Act of 1990, Title I Subtitle H)

Program Summary

Innovation funding provides resources for AmeriCorps to bring more Americans into service, and support and encourage new forms of national service and civic participation. This funding supports the Volunteer Generation Fund and Call to Service initiatives to engage more Americans in service, including the Martin Luther King, Jr., National Day of Service and the September 11 National Day of Service and Remembrance. These activities promote national service and volunteering and disseminate effective practices to strengthen the reach and outcomes of national service programs and voluntary organizations across the country. While the impact of the pandemic caused a decrease in formal volunteering, these funds have allowed organizations an opportunity to rebuild their capacity to engage more Americans in service.

Volunteer Generation Fund

Authorized by the Edward M. Kennedy Serve America Act in 2009, this grant expands the role of AmeriCorps in strengthening the nation's volunteer infrastructure. The Volunteer Generation Fund invests in volunteer management practices that strengthen nonprofit organizations and other entities' ability to increase recruitment and retention of volunteers. Funding for this program will support engagement of 75,000 volunteers and build the capacity of more than 1,200 organizations that are meeting community needs. FY 2023 funding allowed AmeriCorps to reduce barriers to service by expanding the types of eligible entities to allow for community-based organizations to apply for funding to build their capacity.

National Days of Service

AmeriCorps' national days of service aim to inspire individuals across the country to take action in their community by serving together in honor of an individual or an event.

The purpose of the September 11 National Day of Service and Remembrance grant is to mobilize more Americans to engage in service activities that meet vital community needs to honor and commemorate the sacrifices of those who lost their lives or family members on September 11, 2001, or who rose in service to others as a result of that tragedy.

The purpose of the Martin Luther King, Jr., Day of Service grant is to mobilize more Americans to observe the Martin Luther King, Jr., Federal holiday as a day of service in communities, to encourage those who serve on this holiday to make a long-term commitment to community service, and to bring people together in service to others to make communities more equitable and create the Beloved Community of Dr. King's dream. Compared to the Martin Luther King, Jr., Day of Service the prior year, in 2023 there was a 106 percent increase in website users and a 11.3 percent increase in users visiting Volunteer Match to find local projects.

Funds from FY 2021 allowed for the engagement of approximately 72,000 volunteers to participate in National Days of Service AmeriCorps funded projects to meet the needs of

communities across the country. Projects during FY 2022 continued to be virtual and in person due to the ongoing COVID-19 pandemic.

Innovation and Demonstration Budget Summary (in thousands)

Items	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Innovation (Days of Service)	\$6,148	\$6,148	\$6,148	\$0
Volunteer Generation Fund Grants	\$8,558	\$8,558	\$8,558	\$0
Total	\$14,706	\$14,706	\$14,706	\$0

Budget Request and Objectives

The Budget provides \$14.706 million for AmeriCorps Innovation activities, equal to the FY 2023 Enacted level which will engage an estimated 100,000 individuals in volunteer service to help meet the needs of their communities.

The funding will support AmeriCorps’ Strategic Plan with priority resource allocation focused on the following objectives:

- Objective 1.4: Prioritize investment in the most underserved individuals and communities
- Objective 1.5: Recruit a diverse corps of members and volunteers who reflect those we are serving
- Objective 3.4: Grow volunteering in America

Funding will be executed through priority areas listed in the Notice of Funding Opportunity for both grants. In FY 2023, 100 percent of funding was awarded to applicants focusing on engaging underrepresented individuals as volunteers and or serving underserved individuals or communities.⁴⁷

September 11 Day of Service and Remembrance projects will focus on support for veterans, military members, and their families as well as families of the victims and those affected by the September 11, 2001, terrorist attacks, in addition to the above objectives.

⁴⁷ Requested funding will generally be allocated equally against each of these objectives.

Performance Results

The following is a selection of core metrics the program has used to track its progress aligned with the Agency's strategic goals.

Innovation Results ⁴⁸	FY 2022 Actuals	FY 2023 Targets	FY 2024 Targets	FY 2025 Targets
Volunteer Generation Fund Leveraged Volunteers	180,136	75,000	75,000	75,000
Volunteer Generation Fund Number of Organizations that received capacity building services	6,102	1,200	1,300	1,300
Volunteer Generation Fund Number of Organizations that increase their efficiency, effectiveness, and/or program reach	3,722	1,100	1,100	1,200

Discussion of Performance Results

AmeriCorps continues to invest in projects that expand national service and engage Americans in service through the Volunteer Generation Fund and Days of Service. Below are recent examples of related success based on currently available data.

- Michigan Community Service Commission used funding from the Volunteer Generation Fund to award subgrants to 12 regional partners to offer capacity-building support to the volunteer organizations in their regions of the state. Between volunteer management technology provided by MCSC, 266 trainings on volunteer management best practices delivered by MCSC and its subgrantees, and a virtual conference on volunteerism with 233 organizations in attendance, MCSC and its partners provided capacity-building services to a total of 8,285 organizations across all Michigan regions in the Fiscal Year 2022 program year. 4,697 of participating organizations demonstrated an increase in efficiency, effectiveness, and/or program reach. The commission also provided subgrants for projects honoring Martin Luther King, Jr. Day of Service and Global Youth Service Day. These grantees carried out 71 service projects that engaged 2,601 volunteers. In total, MCSC and its partners leveraged Volunteer Generation Fund funding in FY 2022 to recruit and manage 41,433 volunteers statewide who served more than 145,000 hours.

⁴⁸ FYs 2023-2025 Targets adjusted from prior years because the associated grants changed. Additional context for this adjustment is included in the last paragraph of this Innovation section. FY 2023 Actuals will be available in the spring of 2024.

- On and near the Martin Luther King, Jr., National Day of Service in 2022, The Mission Continues hosted 34 service projects in partnership with community organizations across 40 cities. Service project activities included trash clean-up, classroom painting and school beautification, community gardening, and more. In St. Louis, a Mission Continues service platoon served at EarthDance, a 14-acre organic teaching farm, by supporting with the harvest and distribution of farm-grown food. The Mission Continues shared, "The operation is helping ensure that residents have a place to grow fresh food, have the knowledge required, and have access to obtaining the food at little to no cost." Veteran volunteers served a total of 4,210 hours at Mission Continues Martin Luther King Day events, representing the equivalent of a \$126,089 community investment.
- In FY 2023 AmeriCorps expanded the list of eligible applicants to include entities in addition to State Service Commissions. This expansion of eligible applicants showed a large amount of interest with over 200 applicants for FY 2023 funding, a majority from non-profit organizations. A majority of applicants selected for funding will not be engaging with other entities, but will focus their efforts on building internal capacity to engage more volunteers thus significantly decreasing the number of organizations receiving capacity building services.

Evidence/Research

AmeriCorps' Office of Evaluation and Research will continue to identify innovative initiatives that support and expand the knowledge base for community service.

Members of AmeriCorps Office of Research and Evaluation serve alongside representatives from Points of Light on the Research Team the Virginia Community Engagement Index,⁴⁹ an innovative effort by the Virginia Service Commission that brings together dozens of stakeholders across the state's service ecosystems (including educational institutions, faith organizations, elected officials, funders, and others) to develop a holistic, comprehensive statewide indicator of how Virginians are currently engaging in civic life, how that engagement is impacting communities, and where opportunities to amplify and build capacity exist.

The 2020 Volunteer Generation Fund evaluation and capacity building project results will inform recommendations and provide resources on volunteer management evidence-based practices on the areas of recruitment and retention strategies, engaging diverse volunteers, data collection, and challenges during the pandemic to all national service programs, including the new generation of Volunteer Generation Fund awards that align their programmatic focus with the National Partnership for Student Success.⁵⁰

⁴⁹<https://servevirginia.org/why-serve/>

⁵⁰<https://americorps.gov/sites/default/files/document/Literature%20Review%20for%20Volunteer%20Management.pdf>

EVALUATION

(National and Community Service Act of 1990, Title I, section 179)

Program Summary

Evidence building and use are essential for the Agency to fulfill its mission and achieve its strategic goals. Access to credible, actionable, and timely information about entity-wide performance creates opportunities for innovation, improvement, and increased impact. Building and using evaluation evidence at the organizational, programmatic, and operational levels will help maximize Agency performance. The Agency's appropriated evaluation operating expenses ("program funds") are a significant resource for supporting the Agency's efforts to build and use evidence and an important component of its evidence ecosystem. Evidence building activities supported by evaluation program funds and other program funds are highlighted in this chapter.

In addition to the research and evaluation projects funded by evaluation program funds, the Agency allocates other appropriated funds to build its body of evidence. AmeriCorps has been consistently recognized by Results for America as one of the leading Federal agencies in its *Invest in What Works Federal Standards of Excellence*. Result for America's ratings acknowledge AmeriCorps for its commitment to use data and evidence in its budget, policy and management decisions and to underpin the impact of the Agency's community grant investments. In addition, for the past seven years the Agency has met the budgetary allocation recommendation rate of one percent or more of its operating budget to evidence building activities. For example, in FY 2023 the Agency invested over 12 million dollars of annual OPE Funds in research and evaluation which exceeds one percent of the Agency's appropriated operating expenses. This investment and the Agency's Strategic Learning and Evidence Building Plan align with recent Government Accountability Office guidance.⁵¹

Government Accountability Office and OMB guidance for building and using evidence recommends that agencies build a diversified portfolio of high-quality, credible sources of evidence to support decision-making.⁵² AmeriCorps leverages its evaluation program funds and other OPE funds to cultivate knowledge about what service approaches work while coordinating with service partners to incorporate evidence into service activities.

⁵¹ [Evidence-Based Policymaking: Practices to Help Manage and Assess the Results of Federal Efforts](#)

⁵² See page 8 of GAO-23-105460 Evidence-Based Policymaking.

Budget Summary (in thousands)

Item	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Evaluation	\$6,250	\$6,250	\$6,250	\$0
Total	\$6,250	\$6,250	\$6,250	\$0

Budget Request and Objectives

The Budget provides \$6.250 million to AmeriCorps Evaluation activities, equal to the FY 2023 Enacted Level.

The Agency's evaluation program funds will stabilize funding for evidence building activities and support the systematic evaluation of the Agency's expanding programming.⁵³ The funding will support the following Agency priorities:

- Objective 1.4: Prioritize investment in the most underserved individuals and communities
- Objective 2.1: Empower AmeriCorps members to thrive and complete their term of service, and empower AmeriCorps Seniors volunteers to continue their service
- Objective 2.3: Strengthen pathways to education, employment, and other opportunities
- Objective 3.4: Grow volunteering in America

The requested budget will help AmeriCorps continue to build evidence, use evidence, and provide organizational learning activities in three fundamental ways:

- Funding for AmeriCorps research and analysis;
- funding for program evaluation;
- funding for fostering an organizational culture of learning; and continuous improvement.

Funding for AmeriCorps Research and Analysis

The AmeriCorps Volunteering and Civic Engagement/Infrastructure Research and Analysis Program includes:

- The Current Population Survey - Civic Engagement and Volunteering Supplement provides nationally representative statistics on civic engagement and volunteering trends. This data measures growth and decline in a range of civic engagement behaviors among the US population. This work focuses on Objective 3.4.
- The National Service and Civic Engagement Research Grant Program sponsors research about motivations for volunteering, who is volunteering, the different ways in which people engage in their communities, social and economic outcomes associated

⁵³ This investment supports activities outlined in the Foundations for Evidence-Based Policymaking Act of 2018 (Pub. L. No. 115-435) and OMB M-21-17, "Evidence-Based Policymaking: Learning Agendas and Annual Evaluation Plans.

with civic engagement, and volunteer management best practices. This work focuses on growing volunteering in America (Objective 3.4).

- The National Service Survey Research Program provides critical data about the experiences and near- and long-term benefits and impacts for members and volunteers participating in AmeriCorps programs. This program will support Agency efforts that empower AmeriCorps members to thrive and complete their term of service, and empower AmeriCorps Seniors volunteers to continue their service (Objective 2.1). It will also help Agency efforts to strengthen pathways to education, employment, and other opportunities (Objective 2.3). Additional investment in this survey research will enable the use of more robust research methodologies (e.g., pre/post testing, longitudinal, comparative), strengthening confidence in, and utility of, this critical data source. In addition, renewed Agency investment in this program enables the assessment of member and volunteer experiences and outcomes.

Funding for AmeriCorps Program Evaluation

The AmeriCorps Program Evaluation and Capacity Building Program includes: (1) a portfolio of evaluation projects designed to systematically assess the implementation, outcomes, impacts and return on investment of national service strategies and interventions, and (2) projects designed to support and strengthen the Agency's evidence-based grantmaking. Illustrative program evaluation and capacity building projects including those identified below.

- The AmeriCorps NCCC program evaluation is a multi-year, multi-component study that systematically assesses the types of service AmeriCorps members engage in and their outcomes (database of administrative data), the leadership and other professional, life and civic engagement skills developed by members over time (longitudinal survey), factors associated with member retention and attrition (comparative analysis), and community impacts (case studies).⁵⁴
- The Program Lifecycle evaluation project is a multi-year initiative evaluating national service projects focused on addressing climate change and recovery from opioid and substance use disorders as well as an evaluation of the Volunteer Generation Fund. Each grantee organization participating in one of these evaluations is invited to participate in a customized evaluation capacity building program.
- The Return-on-Investment project is a multi-year initiative that includes targeted analyses of different evidence-based national service strategies and interventions. The analyses estimate the economic and social costs and benefits of different evidence-based national service interventions over time.

⁵⁴ The AmeriCorps NCCC impacts studies' reports will be available in the early spring of 2024.

- The Evidence Building and Use Training and Technical Assistance project is a multiyear initiative designed to build the evaluation competencies of Agency grantees and to provide them support with their evidence building activities.
- The Systematic Evidence Review contract, managed by the Office of Research and Evaluation, supports the Agency’s grant application review process. The evidence provided as part of applicants’ proposals is independently assessed for rigor and quality. These third-party assessments of evidence submitted in grant applications facilitate prioritized investment in evidence-based national service projects.

Funding for Fostering an Organizational Culture of Learning and Continuous Improvement

The AmeriCorps Office of Research and Evaluation supports organizational learning and continuous improvement in two primary ways: (1) collaboration with the Agency’s Chief Data Officer and her team to enhance the data literacy of Agency staff and publish datasets like the Current Population Survey/Civic Engagement and Volunteering Supplement, and Member Exit Survey on the Open Data Platform, and (2) design and manage contracts that enable the strategic use of research and evaluation evidence.

For example, the Strategic Evidence Use contract is used to create derivative products that translate research and evaluation for non-technical audiences, design newsletters that highlight recent research and evaluation resources, host webinars that showcase actionable research and evaluation findings, and support convenings that encourage dialogue among Agency staff, researchers, and evaluators. This content is disseminated internally and externally through AmeriCorps website.⁵⁵ Content managed (in full or in part) by AmeriCorps’ Office of Research and Evaluation with significant contract support includes the following:

- Volunteering in America
- Evidence Exchange
- AmeriCorps’ Open Data
- Transformative Impact (Culture of Evidence video series)
- Supporting Research and Evaluation (content for all links)
- Office of Research and Evaluation Digest
- Office of Research and Evaluation Webinars

Performance Results

AmeriCorps uses its Learning Agenda tracker and dashboard to assess progress made on key learning and evidence building activities. The AmeriCorps Research and Evaluation Council and all Agency staff have access to the tracker to facilitate accountability and transparency in the implementation of the learning agenda and progress toward meeting the Agency’s evidence building and use goals.

⁵⁵ <https://americorps.gov/about/our-impact>

Discussion of Performance Results

The Agency is on track for implementing key evidence building and use priorities as described in the Strategic Learning and Evidence Building Plan.⁵⁶ Illustrative achievements are summarized in the section below.

Evidence/Research

The Agency has grown the body of evidence for national service and reestablished its position as a national thought leader for civic engagement.

- AmeriCorps released a 2023 State of the Evidence Report. This report builds on the 2017 State of the Evidence Report to coalesce the various studies produced by or for AmeriCorps from 2017 to 2022.⁴⁰ This report takes stock of the Agency's shared impact on participants, partners, communities and the state of volunteering and civic engagement in the United States by compiling our evidence base to see where the Agency has been and the potential for the next thirty years of AmeriCorps.
- AmeriCorps showcased comprehensive research on civic engagement trends in the US and shares best practices for expanding the reach and impact of America's volunteers.⁵⁷
- AmeriCorps has collected information on exiting members since 2015 through its AmeriCorps Member Exit Survey to assess critical information on member service experiences such as the development of their life and career skills, cultural competency, civic engagement, and self-efficacy. Recently, information and data has been publicly released through AmeriCorps' Open Data portal and Evidence Exchange.⁵⁸

AmeriCorps will use this body of evidence to inform Agency strategies for investing in underserved communities and the individuals residing in these communities.

⁵⁶ <https://americorps.gov/sites/default/files/document/AmeriCorps-Learning-Agenda-2022-2026.pdf>

⁴⁰ Newly released 2023 State of Evidence report: <https://americorps.gov/evidence-exchange/2023state-evidence-report>

⁵⁷ <https://americorps.gov/about/our-impact/volunteering-civic-life>

⁵⁸ <https://data.americorps.gov/National-Service/2021-AmeriCorps-MES-AmeriCorps-Member-Exit-Survey/58uq-h8je>; <https://data.americorps.gov/National-Service/2022-AmeriCorps-MES-AmeriCorps-Member-Exit-Survey/59ia-vsnnMember-Exit-Survey/59ia-vsnn>; <https://www.youtube.com/watch?v=mVPg4VKq5lo>; <https://americorps.gov/evidence-exchange/americorps-fosters-civic-engagement-americorps><https://americorps.gov/evidence-exchange/americorps-fosters-civic-engagement-americorps-member-exit-survey-analysis-2017member-exit-survey-analysis-2017>

SALARIES AND EXPENSES

(National and Community Service Act of 1990, Section 501(a)(5); Domestic Volunteer Service Act of 1973, Section 504(a))

Program Summary

The AmeriCorps S&E account provides resources for the Federal administration of all Agency programs. Administrative categories include personnel, contracts, rent, and communications. These activities provide the operational foundation for the Agency to effectively and efficiently meet its mission.

Salaries and Expenses Budget Summary (in thousands)

Item	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
1100 Salaries	\$46,855	\$54,067	\$50,806	\$3,951
1200 Benefits	\$15,901	\$21,238	\$18,188	\$2,287
1300 Benefits (Other)	\$848	\$848	\$848	\$0
Subtotal Compensation	\$63,604	\$76,153	\$69,842	\$6,238
2500 Contracts	\$26,447	\$30,991	\$46,322	\$19,875
2300 Rent, Comms, Utilities	\$6,381	\$7,477	\$7,361	\$980
2100 Travel	\$1,617	\$1,924	\$1,917	\$300
2200 Transportation of Things	\$170	\$170	\$170	\$0
2600 Supplies	\$200	\$200	\$200	\$0
3100 Equipment	\$977	\$1,229	\$992	\$15
4200 Insurance	\$200	\$200	\$200	\$0
2400 Printing	\$90	\$90	\$100	\$10
Total	\$99,686	\$118,434	\$127,104	\$27,418
FTE	442	511	469	27

Budget Request and Objectives

The Budget provides \$127.104 million to AmeriCorps, an increase of \$27.418 million above the FY 2023 Enacted level.

The additional funding requested for FY 2025 supports a two percent employee pay increase for inflation; the FOR plan; IT modernization; and increased staffing that will all help advance AmeriCorps strategic goals and related results discussed in Appendix 1. Additional details for these activities are provided on the following pages.

The Salaries and Expenses Budget will provide \$15 million to fund an American Climate Corps hub. This investment will include staffing and technology to support the American Climate Corps, in addition to support for recruitment and related information, trainings, and partnership development to engage relevant stakeholders in successfully executing the initiative.

S&E Funding Details

Financial and Operational Reform Plan (+\$10 Million Versus FY 2023 Enacted)

The Budget will allow AmeriCorps to build on and sustain progress toward its FOR plan to transform Agency business operations and significantly improve mission delivery within the next four years. This plan will strengthen the Agency's financial and resources management through continuous process improvement, remediation of internal controls deficiencies and enhancements of financial data governance to support data-informed decisions. Through consistent funding and strategic investments, AmeriCorps can achieve strong financial management and internal controls; transparent, accurate, and timely data to better inform decisions; successful implementation of proven transformation efforts; and continued focus on building and sustaining improvements to core infrastructure and mission support functions.

Continued success on the FOR plan requires significant investments in FY 2025 in people, processes, and technology to build on and sustain strategic improvement outlined below. These improvements are attributed to strengthened collaboration across the Office of the Chief Financial Officer and other mission support offices, as well as work groups and subject matter experts. Through FOR-related improvements made in 2023, AmeriCorps:

- Implemented an Agency-wide governance structure to improve communication and coordination of the FOR plan;
- Launched the Rapid Assessment Team, comprised of AmeriCorps staff, financial management staff from the Agency's shared services provider, and contractors from the same team that helped other agencies achieve success in their financial transformations. The Agency has detailed work plans that identify specific recommendations for remediation that lies ahead;
- Increased staff capacity and training to support improvements in financial operations by recruiting new positions to remediate internal control deficiencies, strengthening the Agency's financial management, and increasing budget expertise. With the help of the Rapid Assessment Team, the Agency is also on track for developing and delivering training to staff by February of FY 2024;
- Awarded a blanket purchase agreement to assist financial infrastructure remediation. The selected firm has direct experience in improving a large government Agency's financial infrastructure resulting an unqualified audit opinion after ten years of disclaimed audit opinions; and
- Continued to strengthen its partnership with the Agency's shared services provider and improve alignment of the Agency's business processes. This is a key component of Agency reform efforts. Together with the Agency's shared services provider, the Agency is standardizing financial statements procedures and working toward automating financial reporting processes.

Specific FOR plan efforts the Agency will carry out in FY 2025 to sustain efforts already underway to fully execute the Agency's FOR plan with expected results include the following:

- Maintain engagement of Comprehensive and Targeted Reform Services contractors to design, implement, and sustain internal control improvements and corrective actions for all Agency programs and offices. Beginning in FY 2023 and continuing into FY 2024, the Agency is developing a detailed plan to remediate internal control deficiencies by identifying key financial statement close processes and developing related flowcharts, system narratives, policy and procedure statements and control checklists. The detailed work plan includes effective oversight encompassing all Agency programs and offices, and its shared service providers that allows to achieve full positive assurance. These resources will be utilized to perform data analytics to identify high risk transactions and document the results, allowing AmeriCorps to complete implementation of process improvements to reduce low value work and increase high-value work (such as automating statistical sampling, data entry, dashboards, and reports).
- Improve financial reporting and data integrity to meet Federal requirements, including process automation deployment where possible. AmeriCorps will strive for automated solutions that links and shares data across risks, assessments, evaluations, and controls. These solutions will encompass all reporting, phases, and processes for a comprehensive OMB Circular A-123 program (including readiness assessments and control documentation) for current needs and future potential growth, and have functionality to connect to other work-streams, such as audit findings and resolution efforts and policies/procedures.

American Climate Corps (+\$15 Million Versus FY 2023 Enacted)

AmeriCorps remains committed to supporting the American Climate Corps hub to coordinate the efforts of the Federal agencies involved in President Biden's American Climate Corps.⁵⁹ The American Climate Corps is a skills-based workforce training and service initiative that will mobilize a new, diverse generation of more than 20,000 Americans to conserve our lands and waters, bolster community resilience, deploy clean energy, implement energy efficient technologies, and advance environmental justice.

The Budget will invest \$15 million in the American Climate Corps Hub to continue advancing the President's American Climate Corps initiative. More specifically, AmeriCorps will develop and execute targeted marketing campaigns to effectively reach future American Climate Corps members. These campaigns will be crucial in mobilizing and recruiting a new, diverse generation. The Agency will also develop and maintain a dynamic one-stop-shop American Climate Corps website, with capacity for expanded functionalities to effectively support the member experience. In addition, AmeriCorps held four virtual

⁵⁹ <https://www.whitehouse.gov/briefing-room/statements-releases/2023/09/20/fact-sheet-biden-harris-administration-launches-american-climate-corps-to-train-young-people-in-clean-energy-conservation-and-climate-resilience-skills-create-good-paying-jobs-and-tackle-the-climate/>

listening sessions targeting stakeholders in communities across the country, including rural communities, Native Nations, environmental justice communities, and with organized labor and youth and young adults. As a result, over eight hours of listening sessions and participation from more than 2,000 people will help inform implementation of digital campaigns. Furthermore, the American Climate Corps Hub will work across the interagency to establish and streamline pathways into Federal service, to make good on the American Climate Corps' commitment to place members on pathways into good paying jobs in the private and public sectors. These pathways will be essential for Federal partners to efficiently implement and achieve goals of the American Climate Corps initiative.

Additionally, AmeriCorps, in partnership with American Climate Corps agencies, will create and deploy trainings, webinars, or other curricula to all American Climate Corps members to put them on a pathway to quality jobs in the clean energy and climate resilience economy. Lastly, the Agency will hire dedicated, full-time staff capacity with expertise in data management and visualization, training, and outreach to meet the needs of this initiative.

Performance Results

See Performance Plan Addendum 1 for related goals and objectives.

Evidence/Research

AmeriCorps will continue to assess strategies to better understand and use data to inform S&E business decisions.

NATIONAL SERVICE TRUST

(National and Community Service Act of 1990, Title 1, Subtitle D)

Program Summary

The National Service Trust was established by the National and Community Service Trust Act of 1993 to provide funds for Segal AmeriCorps Education Awards for eligible participants who complete AmeriCorps service. Funding for the Trust comes from appropriations, investment proceeds, recoveries of improperly paid educational awards, and any gifts and donations the Trust receives.

With the exception of investment proceeds, funds are available to:

- Repay qualified student loans;
- Pay education expenses at a qualified institution of higher education; or
- Repay eligible interest expenses.

The amount of an education award depends on the length of service performed by an AmeriCorps member, which varies between full-time and partial-time levels, and is based on the value of the full Federal Pell Grant amount set by the Congress. A member generally has seven years to use an education award.⁶⁰

National Service Trust Budget Summary (in thousands)

Item	FY 2023 Enacted	FY 2024 President's Budget	FY 2025 President's Budget	FY 2025 - FY 2023 Difference (\$)
Trust	\$230,000	\$185,000	\$159,951	-\$70,049
Total	\$230,000	\$185,000	\$159,951	(\$70,049)

Budget Request and Objectives

The Budget provides \$159.951 million, a decrease of \$70.049 million below the FY 2023 Enacted level, to support Segal AmeriCorps Education Awards for the number of national service positions proposed in the Budget at the estimated Pell Grant value of \$7,395. Trust fund balances will be used to partially support Education awards should the enacted maximum Pell award amount exceed 7,395.

This proposal will continue to provide sufficient funding to support the following priorities:

- Objective 1.3: Expand educational and economic opportunities
- Objective 4.3: Ensure responsible management of financial resources

⁶⁰ For additional details on the National Service Trust, education awards, and related financial methodologies, please see AmeriCorps Annual Management Report located at <https://americorps.gov/about/agency-overview/budget-performance-plans>.

The Budget also includes a legislative proposal to amend Title 42, U.S. Code, to restore authority to expend Trust investment earnings. The Edward M. Kennedy Serve

America Act of 2009, Public Law 111-13, 123 Stat. 1460, which reauthorized the National and Community Service Act of 1990 and the Domestic Volunteer Service Act of 1973, excluded investment proceeds from available balances in the National Service Trust. Although there is no impact on present or budget year AmeriCorps’ program levels, AmeriCorps looks forward to working with the Congress to restore the authority to obligate interest proceeds accrued since 2009. With this authority, lower appropriations levels would be needed for the National Service Trust to support education awards due to the availability of the accrued interest earned for this purpose.

Performance Results

The following is a selection of core metrics the program has used to track its progress aligned with the Agency’s strategic goals.

National Service Trust Results	PY 2022 Actual	PY 2023 Target	PY 2024 Target	PY 2025 Target
Percent of Members Who Earned Award ⁶¹	80%	80%	80%	80%

Discussion of Performance Results

The prior year earned award numbers will increase as grantees complete their reporting. Historically, the portion of enrolled members earning education awards has been approximately 80 percent. AmeriCorps will continue to explore opportunities to increase the percent of members earning and using educational awards.

For additional information about the National Service Trust and related education award data, including breakouts by program, please see AmeriCorps’ Annual Management Report located on the Agency’s website.

⁶¹ AmeriCorps education awards are earned by Program Year (PY). Please see AmeriCorps’ Annual Management Report for additional information: https://www.americorps.gov/sites/default/files/document/AmeriCorps-FY22Annual-Management-Report_508.pdf Please see this report for additional member award data.

THE OFFICE OF INSPECTOR GENERAL

Program and Mission Summary

Protecting the public's investment in national service is the mission of AmeriCorps' Office of Inspector General (OIG). Independent oversight promotes efficiency and effectiveness in agency programs, holds agency officials and grantees accountable for misconduct, safeguards the integrity of national service, and protects the rights of whistleblowers. The OIG oversees AmeriCorps programs and operations by conducting audits and reviews to curb wasteful spending and mismanagement, investigating fraud and wrongdoing, recommending effective policies and best practices, and taking steps necessary to prevent and detect fraud, waste, abuse, and inefficiencies.

The OIG's oversight extends to over 2,700 grants (plus thousands of subrecipient organizations, members, and volunteers) throughout the United States, the Territories, and the Indian Tribes. Continuous changes within the agency, including a major reorganization and restructuring of grant operations and weakness in financial management require heightened oversight to ensure the agency is effectively managing its grant programs and satisfactorily executing its core business functions. Other risks include frequent turnover of staff, manual processes, a complex grant risk assessment model, limited and under-resourced grant monitoring, a high-risk acquisition and development plan to replace an antiquated grants and member management systems, and cybersecurity vulnerabilities. AmeriCorps' leadership team recognizes these challenges and has welcomed the OIG's active engagement.

Fiscal Year 2025 Budget Request Summary

The Budget provides \$8,762,000 to the AmeriCorps OIG, an increase of \$1,167,000 (15.4 percent) over the FY 2023 Enacted Budget, to conduct meaningful oversight and perform office operations.

Budget Summary (in thousands)

	FY 2023 Enacted Budget	FY 2024 Continuing Resolution	FY 2025 Request ¹	Difference FY 2024-FY 2025
Immediate Office	\$478	\$568	\$718	\$150
Office of Counsel	\$670	\$925	\$1,072	\$147
Office of Mission Support	\$1,101	\$666	\$745	\$79
Office of Audits	\$2,144	\$2,201	\$2,519	\$318
Office of Investigations	\$2,083	\$2,201	\$2,529	\$328
Office of Information Technology	\$993	\$905	\$1,045	\$140
OIG Training	\$95	\$95	\$98	\$3
OIG Annual CIGIE	\$31	\$34	\$36	\$2
Totals	\$7,595	\$7,595	\$8,762	\$1,167

¹OIG is requesting multi-year or no year spending authority for appropriated funds.

FY 2025 Strategic Focus

In FY 2025, the OIG will concentrate efforts on strengthening our data analytics capabilities with a focus on predictive analytic models to identify risk in grants and subrecipient grantee monitoring. To do this, the OIG must make necessary investments in our information technology infrastructure and personnel, including data literacy training, that will have a significant impact on our ability to proactively perform critical oversight on areas of highest risk to the Corporation. These resources are necessary for the OIG to continue delivering the impactful audits and investigations that executive branch and congressional stakeholders require, including those mandated by statute. Personnel represents the largest element of OIG’s costs, and our requested budget will support our personnel goals, allowing us to meet critical oversight priorities.

Audit Outcomes and Strategic Focus

The OIG’s Office of Audits conducts audits, evaluations, and reviews of AmeriCorps’ grants, programs, and activities, as well as the agency’s internal operations, playing a role in the oversight of AmeriCorps grantees and subgrantees. Additionally, the Office of Audits performs mandated audits, including the annual Federal Financial Statements, Federal Information Security Modernization Act (FISMA), and Payment Integrity Information Act (PIIA) audits. Audits, evaluations, and reviews help mitigate risks of fraud, waste, and abuse by assessing whether AmeriCorps grant recipients provide adequate stewardship and identifying systemic deficiencies and misspent funds.

Under the Government Corporation Control Act, AmeriCorps' annual agency management report must include financial statements audited by an independent public accounting firm under the supervision of AmeriCorps OIG. AmeriCorps has received a disclaimer of opinion on their financial statement audit for the past six years and is anticipated to receive the same opinion in fiscal year 2023. The Office of Audit spends an outsized portion of their resources advising management on federal financial management and proper internal control implementation. Management has developed an aggressive corrective action plan related to financial management, necessitating close monitoring by our office.

Our audit work periodically uncovers evidence of fraud or other unlawful conduct that auditors refer to OIG investigators for further action, generating cases that are ultimately referred to the Department of Justice (DOJ). As a result of our audit oversight, the OIG has uncovered systemic weaknesses, which AmeriCorps must address. The OIG's oversight helps ensure that the financial, administrative, and programmatic activities of national service operate effectively, efficiently, and in compliance with the law. The OIG's audits have a direct effect on agency grantees, strengthening the performance and integrity of those organizations.

Pandemic Oversight and Strategic Focus

In FY 2021, the OIG began its pandemic oversight activities and continues to engage the agency in areas of risk specific or unique to American Rescue Plan (ARP) funding or programs. The OIG's Director of Pandemic Oversight coordinates these efforts, including front-end oversight of new or expanded programs and the use of data analytics to uncover fraudulent misuse of Paycheck Protection Program loans, the Economic Injury Disaster loan program and unemployment insurance benefits.

In FY 2022, AmeriCorps began distributing portions of its \$1 billion in ARP funding. An interagency agreement with the Centers for Disease Control brought AmeriCorps an additional \$400 million investment for Public Health AmeriCorps (PHA). Over \$155 million has been awarded through approximately 190 grants since FY 2022. Like other new programs, PHA is considered high-risk and we continue to monitor AmeriCorps activities as these funds are expended.

Additionally, the OIG has participated in outreach efforts to support awareness, development of risk models to identify patterns of fraud schemes and strengthen oversight of ARP funding.

Investigation Outcomes and Strategic Focus

The OIG's Office of Investigations pursues criminal, civil, and administrative wrongdoing related to AmeriCorps programs and operations, including by entities that receive AmeriCorps funds, as well as whistleblower reprisal investigations. Its goal is to identify and prosecute fraud schemes, helping AmeriCorps and its grantees develop strong internal controls that deter and prevent additional fraud in the future. Collaborative relationships with United States Attorneys' offices across the nation serve as a force multiplier in this mission. OIG investigations ensure that those who misuse AmeriCorps funds are held accountable, which serves as a meaningful deterrent to fraud and other misconduct.

Since FY 2019, the OIG has directed its investigative resources primarily to civil and criminal enforcement of significant fraud cases. Our civil, criminal, and administrative investigations during that period have yielded ten civil settlements and five criminal pleas with \$15 million in recoveries or funds put to better use. The OIG is actively working with Federal prosecutors and civil litigators throughout the country on 10 additional civil and criminal investigations, as well as preparing other cases for referral. Typical investigations involve:

- theft, diversion of funds, and embezzlement from AmeriCorps grant programs for personal gain;
- theft from Federal benefit programs, including veterans' benefits, Payroll Protection Program loans, Economic Injury Disaster Loans, and the Federal Pandemic Unemployment Program;
- time and attendance fraud by grant-funded staff and national service members, which deprives communities of needed services, defrauds the public, and misdirects Federal resources;
- fabrication or alteration of the criminal history checks required by law to protect program beneficiaries by excluding convicted murderers and sex offenders from national service; and
- theft or fabrication of member/volunteer identities to steal stipends and living allowances.

In addition to detecting and deterring fraud, the OIG's investigative work has identified weaknesses in agency processes and produced programmatic improvements. Using lessons learned from recent fraud cases, investigators train AmeriCorps staff and grantee and subgrantee personnel in strategies to identify and prevent fraud. An outreach program led by OIG investigators, auditors, and attorneys provide training for incoming agency staff and briefings for the AmeriCorps grantee community intended to improve fraud awareness and, ultimately, prevent fraud. The interactions between OIG personnel and front-line grantee and agency staff play an important role in improving grantee stewardship and mitigating fraud, waste, and abuse.

Inspector General Reform Act Statement

Pursuant to Section 6(g)(1) of the IG Act, as amended, the OIG submits the following summary concerning its annual budget, which is expected to suffice:

- AmeriCorps OIG is requesting multi-year spending authority for FY 2025 appropriation in the amount of \$8,762 million;
- The amount for OIG's training needs is \$98,000; and
- The portion of these amounts needed to support the operations of the CIGIE is \$36,000, based on CIGIE's annual assessment of 0.40 percent of each OIG's appropriation.

APPENDIX 1 - AGENCY ANNUAL PERFORMANCE PLAN AND REPORT

The Government Performance Results Act (GPRA Modernization Act), as amended, requires each Agency to include annually with its Budget, a plan and report that establishes performance goals, describes related progress, and provides a general framework for helping to strengthen public investment results.⁶² This addendum provides AmeriCorps' GPRA-related Agency performance information. Each section includes performance measures for which the Agency has determined target levels of achievement, and other important indicators of accomplishment. Tables in each section are inclusive of key performance indicators and performance goals, as published in the Agency's Strategic Plan.⁶³

⁶² Pub. L. 111-352; Pub. L. 103-62

⁶³ <https://americorps.gov/about/agency-overview/strategic-plan>

Goal 1: Partner with communities to advance racial equity and alleviate poverty

Goal 1⁶⁴: Partner with communities to advance racial equity and alleviate poverty

Objective 1.1: Help more than 11.2 million people mitigate the impacts of COVID-19 and other public health crises.

	2021	2022	2023	2024	2025	2026
Target	-	2.2M	2.3M	2.5M	2.1M	2.1M
Actual	3.1M	3.0M	2.2M	-	-	-

Objective 1.1: By FY 2026, 66% of AmeriCorps program funding in mitigating the impacts of COVID-19 and other public health crises will have moderate or strong levels of evidence.

	2021	2022	2023	2024	2025	2026
Target	-	51%	55%	59%	62%	66%
Actual	59%	23%	22%	-	-	-

Objective 1.2: Help more than 3.8 million people directly by reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate.

	2021	2022	2023	2024	2025	2026
Target	-	0.8M	0.8M	0.8M	0.7M	0.7M
Actual	1.1M	0.5M	0.4M	-	-	-

Objective 1.2: Help improve more than 1.8 million locations and structures by reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate.

	2021	2022	2023	2024	2025	2026
Target	-	0.4M	0.4M	0.4M	0.3M	0.3M
Actual	0.6M	0.5M	0.4M	-	-	-

Objective 1.2: By FY 2026, 70% of AmeriCorps program funding in reducing greenhouse gas emissions, conserving lands and waters, and adapting to the changing climate will have moderate or strong levels of evidence.

	2021	2022	2023	2024	2025	2026
Target	-	54%	58%	62%	66%	70%
Actual	50%	31%	35%	-	-	-

Objective 1.3: Help more than 6.2 million people expand their educational and economic opportunity.

	2021	2022	2023	2024	2025	2026
Target		1.4M	1.4M	1.4M	1.0M	1.0M
Actual	1.4M	1.5M	1.6M	-	-	-

Objective 1.3: By FY 2026, 89% of AmeriCorps program funding in expanding educational and economic opportunity will have moderate or strong levels of evidence.

	2021	2022	2023	2024	2025	2026
Target	-	77%	80%	83%	86%	89%
Actual	74%	77%	74%	-	-	-

⁶⁴ The 2023 "Actual" values in the table are based on actual results from project completion reports for AmeriCorps NCCC. For the AmeriCorps Seniors program, the 2023 values are estimates derived from the performance targets established by individual grantees. For AmeriCorps State & National, both the 2022 and 2023 values are estimates derived from the performance targets established by individual grantees and subgrantees. Actual results for AmeriCorps Seniors and AmeriCorps State and National are not available until 18 months after their award cycles end.

Discussion of Progress Toward Objectives

AmeriCorps made significant progress on important measures of its Goal 1 targets.⁶⁵ For example, preliminary results indicate the Agency achieved 96 percent its target for helping Americans to mitigate the impact of COVID-19 and other health crises. And these results also show that AmeriCorps exceeded by 200,000 its target for helping Americans expand their educational and economic opportunity.

Of the targets for which significant progress was not made, AmeriCorps is still analyzing data to determine the most important influencing factors.

Contextual factors influencing performance include elements of the Goal structure itself. For example:

- Objective 1.1 - 1.3 includes an emphasis on funding programs with moderate to strong levels of evidence. As our grantmaking to innovative or new organizations increases, the Agency acknowledges a corresponding decrease in levels of evidence as new some new organizations lack a research infrastructure.
- Objective 1.5 cannot be marked as meeting our goal, however significant progress is evident in the data. Across the participant pool, AmeriCorps is more diverse than most of our determinate categories. However, because white people and males, for example remain underrepresented, the Objective cannot be deemed as achieved.

Once AmeriCorps has completed its review of likely contributing factors, the Agency will make any necessary adjustments to it processes. These adjustments may include, but are not limited to, updating outyear targets based on the most recent actuals or exploring additional methods to incentivize related priority results through award incentives, technical assistance to applicants, etc.

Additional Highlights

Aligned with this goal and to advance related priorities, AmeriCorps:

- Continued to partner with communities and organizations across the country to alleviate poverty and advance racial equity. AmeriCorps programming has mitigated the impacts of COVID -19, worked to combat the effects of climate change, expanded educational and economic opportunity, and prioritized underserved communities.

Continued to build on diversity, equity, inclusion, accessibility success. In FY 2023, AmeriCorps members were as—or more—racially and ethnically diverse than the nation. More than 25 percent of AmeriCorps members identify as African American and 22 percent identify as Hispanic/Latina/o. Among AmeriCorps Seniors volunteers serving in the Foster Grandparent Program and Senior Companion Program programs, 46 percent identify as

⁶⁵ AmeriCorps reporting on Goal 1 is affected by an awardee data reporting lag, resulting from standard agency award making and award duration. Full results are not anticipated until eighteen months after the closure of fiscal years.

African American. AmeriCorps continues to prioritize increasing representation among AmeriCorps programs.

Objective 1.5: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

	2021	2022	2023	2024	2025	2026
Race and ethnicity of members and volunteers progressively reflects the demographic diversity of those we serve. (“Over” indicates the demographic group is over-represented in AmeriCorps compared to the general population; “Under” indicates the demographic group is under-represented in AmeriCorps compared to the general population; “No Difference” indicates insufficient evidence exists to conclude that the demographic group is over- or over-represented.) ⁶⁶						
AmeriCorps Members (ASN, VISTA, NCCC)						
Non-white	Over	Over	Over	-	-	-
Hispanic/Latino(a)	Over	Over	Over	-	-	-
AmeriCorps Seniors Volunteers (FGP, SCP)						
Non-white	Over	Over	Over	-	-	-
Hispanic/Latino(a)	Under	Under	Under	-	-	-
AmeriCorps Seniors Volunteers (RSVP)						
Non-white	Under	Under	Over	-	-	-
Hispanic/Latino(a)	Under	Under	Under	-	-	-
	2021	2022	2023	2024	2025	2026

Gender of members and volunteers progressively reflects the demographic diversity of those we serve.⁶⁷

AmeriCorps Members (ASN, VISTA, NCCC)

Female	Over	Over	Over	-	-	-
Male	Under	Under	Under	-	-	-

AmeriCorps Seniors Volunteers (FGP, SCP)

⁶⁶ AmeriCorps member demographic data were aggregated across all member programs, AmeriCorps Seniors volunteer demographic data were aggregated across stipended and non-stipended programs. Observed counts for race, ethnicity, gender, and socioeconomic status-related variable levels in each aggregate data set were compared against analogous national-level population estimates given by the most-recently published versions of the U.S. Census Bureau's American Community Survey 5-year, and Public Use Microdata Samples.

AmeriCorps member race, ethnicity, and gender data is collected via the My AmeriCorps Portal. AmeriCorps Seniors data is collected via the annual Progress Report Supplement submitted by grantees. Race, ethnicity, and gender data for the U.S. population is from the 2022 American Community Survey (ACS) 5-Year dataset. The “Non-white” category in the table represents an assessment of whether non-white participants (regardless of ethnicity) are collectively over- or under-represented. See Appendix B for a breakout of results by AmeriCorps program and specific racial and ethnic demographic groups.

⁶⁷ In 2021, AmeriCorps added a “non-binary” option to the gender selections for AmeriCorps members and a “Gender Fluid/Does Not Identify as Male or Female” option to the gender selections for AmeriCorps Seniors volunteers. In FY 2023, approximately 2.0% of members and 0.5% of volunteers fell into these groups. These groups are not included in the statistical analysis because the American Community Survey does not collect equivalent data at this time, so we have nothing to compare them against.

Objective 1.5: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

	2021	2022	2023	2024	2025	2026
Female	Over	Over	Over	-	-	-
Male	Under	Under	Under	-	-	-
AmeriCorps Seniors Volunteers (RSVP)						
Female	Over	Over	Over	-	-	-
Male	Under	Under	Under	-	-	-

	2021	2022	2023	2024	2025	2026
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Socioeconomic status of members and volunteers progressively reflects the demographic diversity of those we serve. ⁶⁸

AmeriCorps Members with Higher Socioeconomic Status	Not Available	Over	Over	-	-	-
AmeriCorps Seniors Volunteers with Higher Socioeconomic Status	Not Available	Not Available	Not Available	-	-	-

⁶⁸ AmeriCorps began collecting member socioeconomic status data in 2022. A literature review and a preliminary statistical analysis determined that mother’s highest level of education is an acceptable proxy for members’ relative socioeconomic statuses. The greater a member’s mother’s level of education, the more likely that person is to have a relatively high socioeconomic status. Data collection is pending for AmeriCorps Seniors volunteer socioeconomic status.

Goal 2: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

Goal 2: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

Objective 2.1: Percentage of AmeriCorps members who complete their service term.

	2021	2022	2023	2024	2025	2026
Target	-	81%	83%	85%	87%	89%
Actual	85%	84%	80%	-	-	-

Objective 2.1: AmeriCorps Seniors programs will reach pre-COVID-19 enrollment levels.

	2021	2022	2023	2024	2025	2026
Target	-	150,600	161,700	172,800	183,900	195,100
Actual	140,100	142,100	142,795	-	-	-

Objective 2.3: Grow by 10 percent annually the number of Employers of National Service and Schools of National Service.

	2021	2022	2023	2024	2025	2026
Target	-	10% (1,086)	10% (1,130)	10%	10%	10%
Actual	988	4% (1,027)	4% (1,069)			

Discussion of Progress Toward Objectives

AmeriCorps made progress on the percentage of Agency members who complete their service term, achieving 96 percent of its performance target.⁶⁹

Of the targets for which significant progress was not made, AmeriCorps is still analyzing data to determine the most important influencing factors. Preliminary assessments have prompted the following:

- Recruitment and retention rates are being thoroughly reviewed by Agency officials, with multiple separate analyses anticipated in the coming months
- Agency commitment to the Other Indicator supporting Objective 2.1 on member retention remains an emphasis. This Other Indicator lists participant benefits expanded or made easier to access - including member living allowance.
- AmeriCorps is fully invested in achieving mission success in Objective 2.2, which focuses on modernization of our participant enrollment technology.

Once AmeriCorps has completed its review of likely contributing factors, the Agency will make any necessary adjustments to its processes. These adjustments may include, but are not limited to, updating outyear targets based on the most recent actuals or exploring additional methods to incentivize related priority results through award incentives, TA to applicants, etc.

⁶⁹ AmeriCorps reporting on Goal 2 is affected by an awardee data reporting lag, resulting from standard agency award making, award duration and diverse participant service terms.

Aligned with this goal and to advance related priorities, AmeriCorps:

- Supported the National Partnership for Student Success in collaboration with the White House, US Department of Education, and Everyone Graduates Center at Johns Hopkins University.²³ This public-private partnership was designed to meet President Biden’s call for 250,000 more tutors and mentors by 2025 to accelerate student recovery and success and provide the academic, mental health, and other support students need to unlock their full potential. In September 2023, the US Department of Education shared a fact sheet highlighting Johns Hopkins University’s findings that an estimated 187,000 caring adults stepped forward in the last year to provide support to students in schools - nearly 75 percent of the President’s goal.⁷⁰
- Continued to prioritize strengthening pathways to education and employment through funding opportunities and other Agency initiatives. AmeriCorps’ Schools of National Service and Employers of National Service initiatives includes 315 schools and 754 employers as of September 2023. The Agency also prioritized workforce development in Notices of Funding Opportunities for both young adults and older Americans.

Below are some additional indicators the Agency tracks to understand context for this Goal.

Other Goal 2 Indicators: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers

Objective 2.2: Percentage of progress completed toward the launch of a new member/volunteer match and management system.

Priority Modernization Milestones Complete	2021	2022	2023	2024	2025	2026
Target	-	2	4	9	4	-
Actual	-	1	4	-	-	-

Evidence/Learning Agenda

AmeriCorps is continuing to identify and align key learning agenda items for this goal. As the Agency finalizes relevant items, it will report them out in future budgets.

⁷⁰ <https://www.ed.gov/news/press-releases/fact-sheet-biden-harris-administration-announces-new-actions-build-work-accelerate-learning-and-improve-student-achievement>

Goal 3: Unite Americans by bringing them together in service

Goal 3: Unite Americans by bringing them together in service⁷¹

Objective 3.3: By FY 2026, more than 90 percent of members and volunteers report they feel a strong affiliation to AmeriCorps.

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	90%
Actual	63%	62%	64%			

Discussion of Progress Toward Objectives

AmeriCorps continues to make progress on the objective above, increasing achievement by 2 percentage points between FY 2022 and FY 2023.

As mentioned earlier in this Budget, the Agency also continued to support and realize results for its newly established Centralized Recruitment Unit. The Unit coordinated recruitment activities across the Agency and supported external stakeholders, including grantees, state service commissions, and project sponsors in their local recruitment efforts.

Additionally, since the unit’s creation in FY 2022, AmeriCorps:

- Supported the launch of a national, multifaceted paid advertising campaign to raise awareness about national service opportunities, which resulted in over 67.5 million impressions and over 559,000 clicks to the website.
- Generated thousands of leads through paid ads, social media content, select in-person recruitment events, and the website.
- Spread awareness of AmeriCorps service opportunities among over 400,000 college students and recent graduates from over 1,400 colleges and universities to date through use of the Handshake early talent recruitment platform.
- Conducted follow-up with over 32,000 leads who had started but not yet completed service applications to provide application tips, workshops, and information.
- Provided recruitment training and technical assistance to grantees and state service commissions.
- Developed strategic relationships with federal agencies (such as Peace Corps, Department of Defense, and Department of Education) and other external organizations (such as American School Counselors Association, National Association for Secondary School Principals, Superintendents Association, and Boys and Girls Clubs of America) to help AmeriCorps reach its target recruitment audiences in high volume.
- Created mechanisms for displaying and leveraging recruitment data so the team can understand the demographic characteristics of who serves with AmeriCorps and track return on investment and continue refining its strategies.

⁷¹ In previous reports AmeriCorps included Goal 3.4 (1-in-3 adults will volunteer at least once per year), but it is no longer being included as an agency public reporting priority.

Below are some additional indicators the Agency tracks to understand context for this Goal.

Other Goal 3 Indicators: Unite Americans by bringing them together in service						
Objective 3.1: Number of media placements made by the Agency and associated with the AmeriCorps brand.						
	2021	2022	2023	2024	2025	2026
Number	92,900	330,000	241,200	-	-	-
Objective 3.2: Number of 'pitches' to other Federal agency offices about the role AmeriCorps members or AmeriCorps Seniors volunteers could play to advance their agency's mission.						
	2021	2022	2023	2024	2025	2026
Number	-	8	19	-	-	-

Evidence/Learning Agenda

Aligned with the objectives outlined earlier and the Agency's learning agenda, AmeriCorps will execute the following to better understand what works and do more of it.

- Assess an annual awareness and favorability survey
- Design and implement a new AmeriCorps Participant Survey to collect the data needed for measuring the achievement of objective 3.3. The survey will build upon the longstanding member and volunteer surveys managed and sponsored by the Agency.
- Develop and assess the Annual "Volunteering and Civic Life in America" report, including adults and youth volunteer rates
- Identify and help the Agency incorporate best practices on volunteer deployment, management, retention

Goal 4: Effectively steward Federal resources

Goal 4: Effectively steward Federal resources

Objective 4.1: 80 percent of frontline staff report a healthy balance between providing training and technical assistance to grantees, sponsors, and partners and grantmaking and administrative functions on behalf of grantees, sponsors, and partners.

	2021	2022	2023	2024	2025	2026
Target	-	-	50%	60%	70%	80%
Actual	N/A	40%	58%	-	-	-

Objective 4.3.1: Reduce overdue Agency grant closeouts to ≤5 percent of all closeouts.

	2021	2022	2023	2024	2025	2026
Target		≤ 25%	≤ 20%	≤ 15%	≤ 10%	≤ 5%
Actual	25%	11%	3%	-	-	-

Objective 4.3.2: Each susceptible program will maintain improper payments beneath the susceptibility Federal threshold (<\$10M) and have improper payment estimates <10 percent.

	2021	2022	2023	2024	2025	2026
ASN Target	-	>\$10M	>\$10M	>\$10M	>\$10M	<\$10M
ASN Actual	>\$10M	>\$10M	>\$10M	-	-	-
	>10%	<10%	<10%			

	2021	2022	2023	2024	2025	2026
FGP Target	-	>\$10M	>\$10M	<\$10M	<\$10M	<\$10M
FGP Actual	>\$10M	>\$10M	<\$10M	-	-	-
	>10%	>10%	<10%			

	2021	2022	2023	2024	2025	2026
RSVP Target	-	<\$10M	<\$10M	<\$10M	<\$10M	<\$10M
RSVP Actual	<\$10M	<\$10M	N/A	-	-	-
	>10%	>10%	N/A ⁷²			

	2021	2022	2023	2024	2025	2026
SCP Target	-	<\$10M	<\$10M	<\$10M	<\$10M	<\$10M
SCP Actual	<\$10M	<\$10M	<\$10M	-	-	-
	>10%	>10%	>10%			

Objective 4.3.3: Achieve a clean audit opinion.

	2021	2022	2023	2024	2025	2026
Target	-	Yes	Yes	Yes	Yes	Yes
Actual	No	No	No	-	-	-

Objective 4.3.3: Eliminate repeat findings.

	2021	2022	2023	2024	2025	2026
Target	-	0	0	0	0	0
Actual	11	14	13 ⁷³	-	-	-

Objective 4.3.4: At least 20 percent of total annual contract volume goes to small businesses and FAR socioeconomic programs.

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	20%
Actual	25%	40%	34%	-	-	-

⁷² RSVP is no longer required to publish statistically valid improper payment rates. The rate produced in FY2022 was below the statutory threshold, so RSVP was removed as a susceptible program.

⁷³ In the FY 23 Audit, two repeat material weaknesses were merged into one.

Discussion of Progress Toward Objectives

AmeriCorps increased by 18 percentage points the number of front line staff reporting a healthy work balance. This result is also more than 8 percentage points above the Agency's related target.

The Agency also significantly reduced its overdue awards closeouts to 3 percent from 11 percent the prior year, which was also 17 percentage points below the related target.

With regard to the Agency's financial health, AmeriCorps made modest but important progress toward a clean audit by reducing the number of repeat findings to 13 from 14 in the prior year.

In addition, AmeriCorps reduced improper payment rates dramatically as a result of changes made to National Service Criminal History Check requirements and Agency-wide corrective actions. As a result, the program is no longer required to undergo Phase Two level testing and report a statistically valid improper payment rate under the Payment Integrity Information Act of 2019. This program had been required to undergo Phase Two-level testing since 2014.

Finally, building on the Agency's progress toward replacing legacy systems, AmeriCorps completed important modernization milestones, including:

- Acquired a Commercial Off the Shelf grants management system and are preparing to award a vendor for the in-house development efforts.
- Documented user stories that are critical to finalizing priority system specifications
- Continued developing a data migration plan and a thoughtful strategy for decommissioning legacy systems.
- Continued to engage stakeholders in preparing for critical ongoing modernization change management activities

More of the Agency's financial and operational reform progress is highlighted earlier in this Budget's Salaries and Expenses section.

Below are some additional indicators the Agency tracks to understand context for this Goal.

Other Goal 4 Indicators: Effectively steward Federal resources

Objective 4.2: Percent of total [grant management system] projects completed

Priority Modernization Milestones Complete	2021	2022	2023	2024	2025	2026
Target	-	5	5	7	4	-
Actual	-	3	4	-	-	-

Objective 4.3.3: # of material weaknesses resolved

	2021	2022	2023	2024	2025	2026
Actual	0	0	0	-	-	-

Objective 4.3.3: # of significant deficiencies resolved

	2021	2022	2023	2024	2025	2026
Actual	0	0	1	-	-	-

Evidence/Learning Agenda

AmeriCorps is continuing to identify and align key learning agenda items for this goal. As the Agency finalizes relevant items, it will report them out in future budgets.

Goal 5: Make AmeriCorps one of the best and most equitable places to work in the Federal government

Goal 5: Make AmeriCorps one of the best and most equitable places to work in the Federal government

Objective 5.1: At least 70% of AmeriCorps employees will agree or strongly agree that their workload is reasonable - from a baseline of 40% in FY 2021 - as reported in the Federal Employee Viewpoint Survey.

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	70%
Actual	40%	47%	57%	-	-	-

Objective 5.2: DEIA is integrated into the culture and practices of the Agency. At least 82 percent of AmeriCorps employees will agree or strongly agree that DEIA is integrated into the culture and practices of the Agency-as reported in the Federal Employee Viewpoint Survey.⁷⁴

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	82%
Actual	-	76%	78%	-	-	-

Objective 5.3: Employees are satisfied with their jobs, their pay, and their organization. Global Satisfaction Index⁷⁵: achieve a score of at least 72 (the combined small agency average) - from a baseline of 54 in FY 2020 - on the Federal Employee Viewpoint Survey.

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	72%
Actual	59%	61%	67%	-	-	-

Objective 5.4: An engaged workforce that pursues leadership development opportunities. Employee Engagement Index⁷⁶: achieve a score of at least 75 (the combined small agency average) - from a baseline of 71 in FY 2020 - on the Federal Employee Viewpoint Survey.

	2021	2022	2023	2024	2025	2026
Target	-	-	-	-	-	75%
Actual	75%	76%	79%	-	-	-

Discussion of Progress Toward Objectives

AmeriCorps is making noteworthy progress against the objectives above. For example, the Agency has already exceeded its five-year target for successful employee engagement and is already achieving more than 90 percent of its five-year targets for employee job satisfaction and DEIA integration.

⁷⁴ Progress on this performance goal is currently tracked using an item from the Federal Employee Viewpoint Survey that was added by AmeriCorps in FY 2022: "Diversity, equity, inclusion and accessibility (DEIA) is integrated into the culture and practices of my workplace." Therefore, no results are available for FY 2021.

⁷⁵ This index combines employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.

⁷⁶ This index concentrates on factors that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals).

Over the last 3 years the Agency has also experienced encouraging Goal 5 -related trends:

- Applicants per vacancy have increased to 264 from 83 in FY 2021.

For the Budget year and beyond, AmeriCorps will continue to monitor progress, identify lessons learned, and expand successful practices where appropriate.

Below are some additional indicators the Agency tracks to understand context for this Goal.

Other Goal 5 Indicators: Make AmeriCorps one of the best and most equitable places to work in the Federal government

Objective 5.1 Employee retention

	2021	2022	2023	2024	2025	2026
Percent	82%	89%	83%	-	-	-

Objective 5.2: Percentage of DEIA training attendees who believe the training enhanced their understanding of DEIA issues

	2021	2022	2023	2024	2025	2026
Percent	-	83%	84%	-	-	-

Objective 5.3: Percent of staff satisfied with the recognition they receive

	2021	2022	2023	2024	2025	2026
Percent	58%	60%	62%	-	-	-

Objective 5.3: Employee Turnover

	2021	2022	2023	2024	2025	2026
Percent⁷⁷	18%	15%	18%	-	-	-

⁷⁷ Preliminary results.

APPENDIX 2 - AMERICORPS PARTICIPANT RACE, ETHNICITY, AND GENDER DETAILS

Comparison of AmeriCorps Participant Race, Ethnicity, and Gender to the U.S. Population at the National Level		
<p>“Over” indicates the racial, ethnic, or gender group is over-represented in AmeriCorps compared to the general population; “Under” indicates the group is under-represented in AmeriCorps compared to the general population; “No Difference” indicates insufficient evidence exists to conclude that the racial, ethnic, or gender group is under- or over-represented.</p>		
AmeriCorps State and National	2022	2023
American Indian or Alaska Native	Over	Over
Asian or Asian American	No Difference	Under
Black or African American	Over	Over
Native Hawaiian and Other Pacific Islander	Over	Over
Other	Over	Over
Two or More Races	Under	Under
White	Under	Under
Female	Over	Over
Male	Under	Under
Hispanic or Latina/o	Over	Over
Public Health AmeriCorps	2022	2023
American Indian or Alaska Native	No Difference	Over
Asian or Asian American	No Difference	No Difference
Black or African American	Over	Over
Native Hawaiian and Other Pacific Islander	Insufficient data	No Difference
Other	No Difference	No Difference
Two or More Races	No Difference	Under
White	Under	Under
Female	Over	Over
Male	Under	Under
Hispanic or Latina/o	Under	Under
AmeriCorps NCCC	2022	2023
American Indian or Alaska Native	No Difference	No Difference
Asian or Asian American	Under	No Difference
Black or African American	Under	No Difference
Native Hawaiian and Other Pacific Islander	Over	No Difference
Other	Under	Under
Two or More Races	No Difference	No Difference
White	Over	Over
Female	No Difference	No Difference
Male	Under	No Difference
Hispanic or Latina/o	Under	Under

Comparison of AmeriCorps Participant Race, Ethnicity, and Gender to the U.S. Population at the National Level (continued)

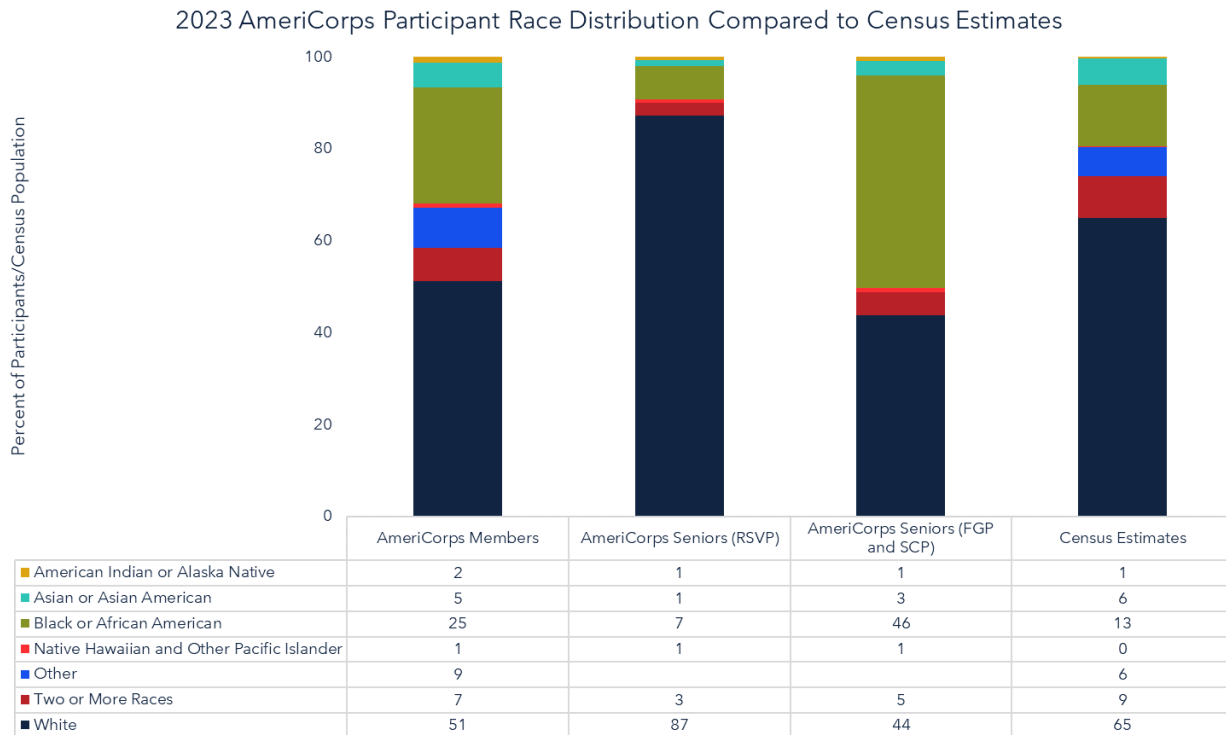
“Over” indicates the racial, ethnic, or gender group is over-represented in AmeriCorps compared to the general population; “Under” indicates the group is under-represented in AmeriCorps compared to the general population; “No Difference” indicates insufficient evidence exists to conclude that the racial, ethnic, or gender group is under- or over-represented.

AmeriCorps VISTA	2022	2023
American Indian or Alaska Native	Over	Over
Asian or Asian American	No Difference	Under
Black or African American	Over	Over
Native Hawaiian and Other Pacific Islander	Over	Over
Other	Over	Over
Two or More Races	Under	Under
White	Under	Under
Female	Over	Over
Male	Under	Under
Hispanic or Latina/o	No Difference	Under
AmeriCorps Seniors (Foster Grandparent and Senior Companion)	2022	2023
American Indian or Alaska Native	Over	Over
Asian or Asian American	Under	Under
Black or African American	Over	Over
Native Hawaiian and Other Pacific Islander	Over	Over
Two or More Races	Under	Under
White	Under	Under
Female	Over	Over
Male	Under	Under
Hispanic or Latina/o	Under	Under
AmeriCorps Seniors (RSVP)	2022	2023
American Indian or Alaska Native	Under	Under
Asian or Asian American	Under	Under
Black or African American	Under	Under
Native Hawaiian and Other Pacific Islander	Over	Over
Two or More Races	Under	Under
White	Over	Over
Female	Over	Over
Male	Under	Under
Hispanic or Latina/o	Under	Under

AmeriCorps Participant Race and Ethnicity Distributions Compared to Census Estimates

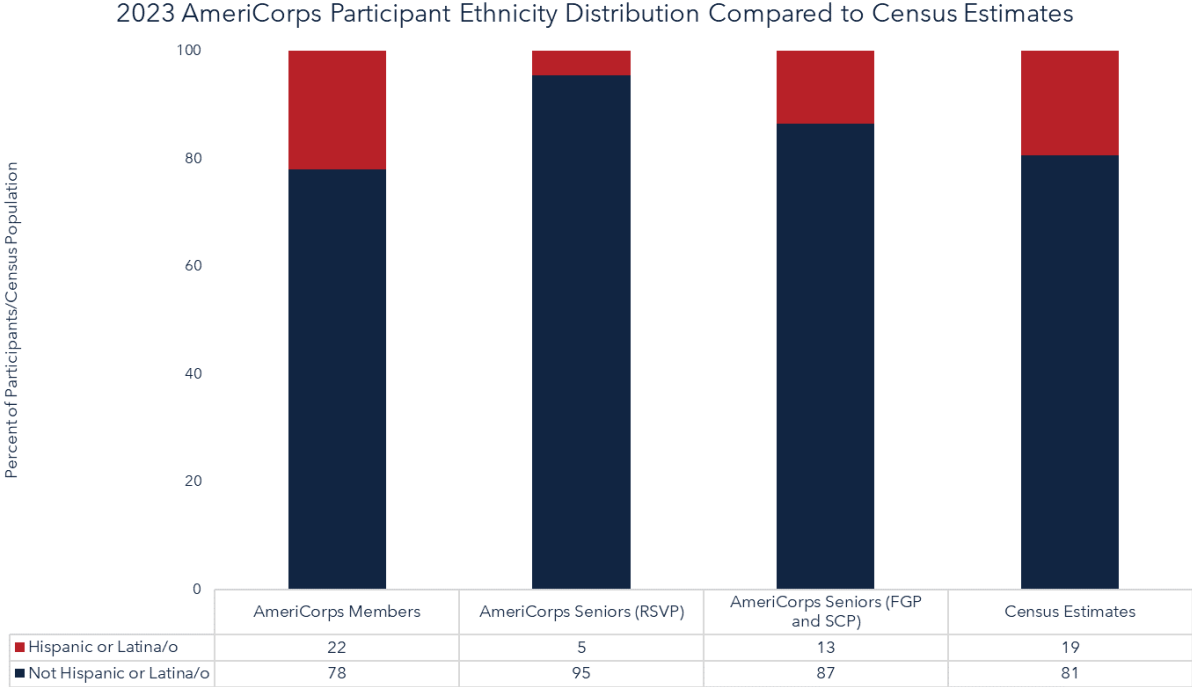
AmeriCorps race and ethnicity data in charts on the following pages is for the most recent fiscal year available, 2023. Race and ethnicity estimates for the US population are from the 2022 American Community Survey (ACS) 5-Year dataset⁷⁸.

Table 1: 2023 AmeriCorps Participant Race Distribution Compared to Census Estimates



⁷⁸ US Census Bureau. 2023. Demographic and housing estimates [DP05], 2018-2022 American Community Survey 5-year estimates. Available at: <https://data.census.gov/cedsci/>. Last accessed: Jan. 23, 2024.

Table 2: 2023 AmeriCorps Participant Ethnicity Distribution Compared to Census Estimates



APPENDIX 3 - CYBERSECURITY SPEND BY NATIONAL INSTITUTES OF STANDARDS CATAGORIES (IDENTIFY, PROTECT, DETECT, RESPOND, RECOVERY)

NIST Framework Category - Capability	FY2025 President's Budget
Identify - Cyber Human Capital	\$85,735
Identify - Securing Infrastructure Investments	\$1,000,000
Identify - Sector Risk Management Agency (SRMA)	\$1,000,000
Identify - Continuous Diagnostics and Mitigation (CDM)	\$51,728
Identify - Mobile Device Management	\$750,000
Identify - Authorization and Policy	\$583,495
Protect - Trusted Internet Connections	\$218,545
Protect - Credentialing and Access Management	\$622,017
Protect - System Security Testing and Analysis	\$43,709
Protect - Cloud Security	\$717,128
Protect - Secure Data Transmission	\$231,008
Detect - Anti-Phishing and Malware Defense	\$24,761
Detect - Data Loss Prevention	\$1,215,243
Detect - Intrusion Prevention	\$45,020
Respond - Incident Management and Response	\$437,091
Recover - Disaster Recovery	\$500,050

APPENDIX 4: NATIONAL SERVICE PARTICIPANTS BY PROGRAM (FY 2014 - FY 2023)

The tables below display actual AmeriCorps member and AmeriCorps Seniors volunteer counts by term type and fiscal year as of January 2024. AmeriCorps Seniors volunteer counts; which include the Foster Grandparent, RSVP, Senior Companion and Senior Demonstration programs; are pulled from progress report supplements submitted annually by grantees. Prior to 2021, Senior Demonstration Program grantees were not required to submit these reports. In 2021, AmeriCorps Seniors expanded the Senior Demonstration Program and grantees began submitting progress report supplements. Therefore, actual volunteer counts for the Senior Demonstration Program are available starting in 2021.

Table 1: National Service Participants FY 2014- FY 2018

Program	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Foster Grandparent Program	24,826	24,753	24,818	22,790	22,477
RSVP	231,983	210,386	205,450	183,932	174,198
Senior Companion Program	12,085	11,737	11,731	11,140	10,685
Senior Demonstration Program	-	-	-	-	-
AmeriCorps State and National	62,939	62,079	60,777	60,280	58,209
<i>Full-time⁷⁹</i>	30,110	31,101	30,519	28,312	26,893
<i>Three-quarter time</i>	-	-	-	-	-
<i>Half-time</i>	8,472	8,663	9,170	9,572	9,363
<i>Reduced half-time</i>	2,576	2,389	2,364	2,441	2,580
<i>Two Year half-time</i>	314	1	-	-	-
<i>Quarter-time</i>	8,964	8,292	8,055	8,810	8,605
<i>Minimum-time</i>	12,503	11,633	10,669	11,145	10,768
<i>Abbreviated Time</i>	-	-	-	-	-
AmeriCorps VISTA	7,776	7,545	8,368	8,549	8,002
<i>Full-time members</i>	5,831	5,807	6,150	6,144	5,526
<i>Summer Associates</i>	1,945	1,738	2,218	2,405	2,476
AmeriCorps NCCC	1,975	1,818	1,830	1,713	1,539
<i>Traditional</i>	1,075	1,133	1,240	1,192	1,095
<i>FEMA</i>	900	685	590	521	444
<i>Summer of Service</i>	-	-	-	-	-
Other Programs	-	-	1,016	1,124	776
<i>Abbreviated-time</i>	-	-	504	449	83
<i>Full-time members</i>	-	-	240	464	463
<i>Half-time</i>	-	-	87	19	-
<i>Reduced half-time</i>	-	-	-	51	2
<i>Quarter-time</i>	-	-	-	13	-
<i>Minimum-time</i>	-	-	185	128	228
<i>Three-quarter time</i>	-	-	-	-	-
Total	341,584	318,318	313,990	289,528	275,886

⁷⁹ Counts by term type in this table sum to the total term counts on the program rows

Table 2: National Service Participants FY 2019- FY 2023

Program	2019⁸⁰	2020	2021	2022	2023⁸¹
Foster Grandparent Program	21,511	19,553	16,208	15,324	14,544
RSVP	163,847	146,663	115,482	116,585	114,873
Senior Companion Program	10,297	9,300	7,767	7,614	7,289
Senior Demonstration Program	-	-	631	2,564	6,089
AmeriCorps State and National⁸²	57,136	51,767	50,271	47,032	50,245
<i>Full-time members⁸³</i>	25,394	23,340	21,727	19,039	15,318
<i>Three-quarter time</i>	1,765	2,571	3,292	3,288	4,148
<i>Half-time</i>	8,302	6,971	6,620	6,116	6,686
<i>Reduced half-time</i>	2,539	2,867	2,656	2,890	3,324
<i>Two Year half-time</i>	-	-	-	-	-
<i>Quarter-time</i>	8,184	6,709	6,466	6,744	10,040
<i>Minimum-time</i>	10,952	9,297	9,433	8,760	10,229
<i>Abbreviated Time</i>	-	12	77	195	500
AmeriCorps VISTA	8,120	8,205	7,703	6,028	6,310
<i>Full-time members</i>	5,348	5,349	4,944	3,884	3,963
<i>Summer Associates</i>	2,772	2,856	2,759	2,144	2,347
AmeriCorps NCCC	1,360	1,382	1,271	1,028	716
<i>Traditional</i>	988	1,179	998	849	477
<i>FEMA</i>	372	203	273	179	128
<i>Summer of Service</i>	-	-	-	-	111
Total	262,271	236,870	199,333	196,175	200,066

⁸⁰ FY 2019 - FY 2021 decreases in participant counts attributable to COVID-19 Service interruptions.

⁸¹ The FY 2023 AmeriCorps State and National numbers include members enrolled through Public Health AmeriCorps. Public Health AmeriCorps is a partnership between AmeriCorps and the Centers for Disease Control and Prevention to support the recruitment, training, and development of a new generation of public health leaders.

⁸² Due to the nature of AmeriCorps State and National and Public Health AmeriCorps award and enrollment cycles, final counts of members enrolled through a given fiscal year's awards are not available until 15 months after that fiscal year ends. To account for this significant delay, the member counts for these programs in the table reflect members enrolled through the prior fiscal year's awards (e.g. members enrolled through FY 2022 awards display under FY 2023).

⁸³ Counts by term type in this table sum to the total term counts on the program rows

Term Type Descriptions

Full-time: For AmeriCorps State and National and Public Health AmeriCorps, full-time is defined as serving a minimum of 1,700 hours. For AmeriCorps VISTA, it is equivalent to serving full time for one year. Both are equivalent to 1 Member Service Year (MSY).

Three-quarter time: Defined as serving a minimum of 1,200 hours. It is equivalent to 0.7 Member Service Years (MSYs).

Half-time: Defined as serving a minimum of 900 hours. It is equivalent to 0.5 Member Service Years (MSYs).

Reduced half-time: Defined as serving a minimum of 675 hours. It is equivalent to 0.38095240 Member Service Years (MSYs).

Two Year half-time: Defined as serving 900 hours. It is equivalent to 0.5 Member Service Years (MSYs).

Quarter-time: Defined as serving a minimum of 450 hours. It is equivalent to 0.26455027 Member Service Years (MSYs).

Minimum-time: Defined as serving a minimum of 300 hours. It is equivalent to 0.21164022 Member Service Years (MSYs).

Abbreviated-time: Defined as serving a minimum of 100 hours. It is equivalent to .05627705 Member Service Years (MSYs).

Summer Associates: Only applicable for AmeriCorps VISTA. Each Summer Associates service term is associated with 0.21164021 Member Service Years (MSYs).

APPENDIX 5: GOOD ACT REPORT

The Good Accounting Obligation in Government Act (GAO-IG Act or “the Act”; Public Law 115-414) requires each agency to include, in its annual budget justification, a report that identifies each public recommendation issued by the Government Accountability Office (GAO) and federal Offices of Inspectors General (OIG), which has remained unimplemented for one year or more as of the annual budget justification submission date. AmeriCorps’ report is available at the following Agency web page: [Budget and Performance Plans | AmeriCorps](#)

AmeriCorps Report Summary: AmeriCorps has 238 total open Government Accountability Office (GAO) and AmeriCorps Office of the Inspector General (OIG) recommendations. One of the 238 recommendations was issued by the GAO. The remaining 237 recommendations were issued by AmeriCorps’ OIG as part of prior audits, evaluations, and other activities. These recommendations were published in the OIG’s Semi- Annual Report (SAR) to Congress 2023 Volume 2 as Open and Unimplemented recommendations. The report lists recommendations that have been open for no less than one year and for which either final action has not been taken or the agency disagrees with the recommendation or recommendation sub-part and considers it to be closed and unimplemented.

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