



Corps-to-Career Program

Corps-to-Career —through group work and one-on-one assistance—provides the practical knowledge and skills needed to successfully obtain employment or pursue higher education. At intake, the Corps-to-Career staff work with new corpsmembers individually to assess needs and define realistic goals. Throughout the members' time at CCNB, Corps-to-Career helps to support them while monitoring progress toward their goals. As the corpsmembers approach completion of their service, the Corps-to-Career Coordinator works on the skills necessary to find a job (e.g. job search), get a job (e.g. resume preparation, interview techniques), and keep a job (e.g. focus on employer expectations). For many of our corpsmembers, Corps-to-Career helps them apply for and secure entry-level jobs or positions related to their field education and job-training experience at CCNB.

CCNB partners with hundreds of local businesses and government agencies to place corpsmembers in positions that match their interests and pay greater-than-minimum wage. Specific job fields include but are not limited to: administrative/clerical, automotive, conservation, construction/related, education, garden education, habitat restoration, landscaping/tree care, restaurant service, sales/retail, warehouse/labor, youth service and home adult/childcare. In addition to securing employment opportunities, the Corps-to-Career program also helps corpsmembers secure scholarships and take advantage of vocational training or post-secondary educational opportunities. All corpsmembers and corps alumni have access to CCNB's Corps-to-Career computer lab—which allows them to work on their resumes and cover letters, as well as search and apply for jobs.

Corps-to-Career also helps corpsmembers recognize and change negative attitudes and behaviors—often the most significant barriers to achieving their career and academic goals. CCNB contracts with experienced counselors to conduct peer group support sessions to help corpsmembers with conflict resolution, team building, anger management, and other communication skills,

The Corps-to-Career component of our corpsmember development program serves as the vital bridge from corpsmembers' training and education at CCNB to successful and meaningful futures for these young people and their families. Hundreds of young adults (both current corpsmembers and alumni) are provided with the social services, career planning, and practical knowledge & skills they need to successfully transition from CCNB's training program into high quality jobs or post-secondary educational opportunities. Corps-to-Career supports and provides guidance to corpsmembers from the time they arrive at CCNB through their completion of the training program—and *for two years after they graduate from our program*. This final aspect is critical to ensuring that youth continue to be successful, and we are proud to report that well over 90% of CCNB graduates secure higher-than-minimum wage jobs or pursue higher education opportunities thanks to Corps-to-Career.

*For more information on the Corps-to-Career Program, please contact CCNB's Education Director Terence Desborough at (415) 454-4554 ext. 152 or tdesborough@conservationcorpsnorthbay.org.
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