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NCCC



National Civilian Community Corps

CORPORATION
FOR NATIONAL
SERVICE

The AmeriCorps*National Civilian Community Corps (NCCC) is authorized under Title I, Subtitle E of the National and Community Service Trust Act of 1990, as amended. The National Civilian Community Corps is a Federally-operated demonstration program which addresses four major issues: (1) whether residential service programs administered by the Federal Government can significantly increase support for national and community service; (2) whether such programs can expand the opportunities for willing individuals to meet the nation's unmet needs; (3) whether former members of the military can provide guidance and training to such program; and (4) whether domestic national service programs can serve as an effective substitute for military service in a time of military downsizing. Program participants known as Corps members (CMs), are young persons between the ages of 18 and 24 who have diverse racial, ethnic, socio-economic, and geographical backgrounds. CMs serve an 11-month, full-time tenure. Upon successful completion of service, participants are eligible to receive an educational award from the National Service Trust in the amount of \$4,725 or a cash benefit half that amount. The NCCC also includes a summer component for ages 14-17.

AmeriCorps NCCC is a program dedicated to "getting things done" through community service in communities across the country. Currently there are four campuses of about 230 CMs each: Aberdeen, Maryland; Charleston, South Carolina; Denver, Colorado; and San Diego, California. CMs have been selected based on their commitment and willingness to serve in their communities.

CMs live dormitory-style and train together at military bases. Training--using service learning methods--is focused on leadership, team building, citizenship and physical conditioning. Skills for specific projects are taught before CMs begin their community efforts. CMs, work in teams of ten to twelve.

Staffing for NCCC campuses represents a mixture of former military, Peace Corps, VISTA, other domestic service corps, and others with experience in training and leading young adults. Staff members participate in a 2 to 3 week training before campuses open and CMs undergo an initial four week training orientation--Corpmember Leadership Training Institute (CLTI)--after arriving at campus.

Following CLTI, CMs immediately launched into their service projects--more than 20 per campus. It is estimated that the NCCC will be involved in more than 2000 projects annually in the four target areas of the AmeriCorps-Environment, Education, Public Safety and Unmet Human Needs.

1100 Vermont Avenue, NW
Washington, DC 20525
Telephone 202-606-5000
Fax 202-606-5271

Getting Things Done.
AmeriCorps, National Service
Learn and Serve America
National Senior Service Corps

all campuses on
Env Internet

(1)

NCCC - Briefing 5-20-94

35 - Board members, 27 in management

5 committees -

budget, activities at camps, project
committees, evaluation

General Scott introduces Rich
Allen who says Americorps
umbrella for youth to help
country. Focus on making change
in communities.

18,000 to 20,000 participants
will be selected from govt.

Local non-profits applied
through state. Corps

operate NCCC and VISTA.

create infrastructure where
Americorps participants are
part of the delivery system.

NCCC - blend of military and
civilian ingredients.

NCCC focusing on environment
in signature way.

a national movement - Americorps

NCCC - 180 people to be

Americorps banner
can create the face of
national

Recru
App

MISSION STATEMENT

ULS 10 N

all bases are
closing or downsizing

(2)

Overview -

military retirees, PC volunteers,
157A volunteers

Legislative History

1992 Bipartisan group of Senators

propose a CCD in Dept

App Bill

Maile part of NSTA.

The 1st Class

4 Main Campuses

Summer Program

Over 1,000 participants

June 94

July 94

July 1994

Northeast

Summer Camp

Southeast

250

200

13-17

250

Charleston, SC Fort Devens, Mass

Jeff Beale

August 94

Sept. 94

Sept. 15

Midwest

West

San Diego

250

250

(President will visit)

Camp Staff

Diagrams

Aug 28
Lowry
PFB

11-mth commitment

6-week training

Supervised groups of 10

Based on military facilities

Collaborative effort

Comm Benefits

Improved Infrastructure

Resources to address Unmet Needs

Increased economic activity

\$3. million local payroll.

Sec 8

(3)

National Beneficial
Improved social & racial relations
Increasing list of epist. federal
resources

Increased public ^{Comm Working}
Directors - Group (Advisory)

Acad for ^{Camp Comm} _{Comm Serv} Gr Serv
Proj Dr

Dep'ty Comm

Unit Leader

Team Leader

Reprint & Characteristics }
50/50 m/f, 18-24 }
Comm to serving }
Corps Members

Benefits 2362

4724
Comm Working Groups
Key Role
Work Joint
Participating
Comm Project
Comm

(4)

Sarah

Am NCCG Proute

Recn Cores

Service Charges

Publ
Priv

Com & Con Outriver

Private Sectn & Corp Par

On to Serv

50 - no. sec. di

50 - sec. di

Saving

Coll / high grade & non. C

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where carcasses located

5090W 24 blue 890 As

14 Hesp 3.5 Nat - A

62.5 - callen

26.5 - L. 5

11 - Long the L. 5.

3 Indep Review some
applicants

environment, education
human needs, disaster relief

(9)

Application Process

Potential part of appl.

Applicants come in

Set up in files alphabetically

Evaluate Applications

Info Coded, Put in
Computers. Each appl. read
by 3 people
after score sheet.

Participants need help.

Got from 2 recommendations.

JTPA Guidelines

MEPC

Outreach

College, Univ, L.S (Counselors)

Community organization

- call Sheriff - L.S.

David - enson

Evaluation Committee

Mentoring Program (During
and after Program)

Set up Peer Mentors at Campsites

Develops Mentor Plan After Camp

Members Leave

DeW Hefner - has responsibility for
 logistics - supplies, equipment
 facilities, vehicles, procurement
 human resources - interview
 determine salaries; legal
 services (MOUS)

0820

Total Funds \$31 million

HQ 3. - Salaries, Benefits, Rent, Sign
 Aug 14. Advent

Summer Camp \$493,106

Trust Fund 5!

Cash Benefit 478,167

Appx Funds \$20 m.

Rehabilit In 10.

POD Funds 1.2

Carry over 0

Americops funds 159,867

Ann over to 95 - \$10.

606-5000

1. ext 259
 deputy
 general

~~0820~~

Steward Davis, Counsel

Spoke on ethics - Officer of Gov't
 Ethics

Main Concerns About Avoid
 Appearances of Conflict

Covered by Title 18

14-17

(8)

Summer Program - mandated
by legislation

Teams of 10 50% record in
100 between 14-17 - 50% female

Do projects in com around
Don & Devin

Staff - retired pulitzer
BO will add teachers
teachers assistants
Eligible for \$1,000 for college
education award

offices of university
Corps/Community
staff visits to site
congressional office
local press

Get list of groups

Advertised in papers

Recruit

July 12

CP

Inst

Cart

Book

Project 121



NATIONAL CIVILIAN COMMUNITY CORPS

AN AMERICORPS PROGRAM

Corps Member Application Form

Rec'd
4/19/94

Date April 12, 1994
 Last Name _____ First _____ Middle _____
 Street Address _____
 City/State/Zip Code _____ Virginia, _____
 Home Phone _____ Other Number Where You Can be Reached _____

PRIVACY ACT NOTICE

The collection of this information is authorized by provisions of Public Law 103-82, Subtitle E. The information may also be used for general routine uses for the NCCC, providing the information is voluntary. It will not be disclosed outside the government without written permission.

I. PERSONAL

Social Security Number _____
 Sex ☐ Male ☒ Female
 Date of Birth 10 / 18 / 72
 Number of dependents 0
 Will you need a child care plan? ☐ Yes ☒ No
 Are you a citizen of the United States?
☒ Yes ☐ No
 If no, are you a permanent resident alien?
☐ Yes ☐ No

II. PROGRAM

Please check the program you wish to be considered for

- ☒ National Service Program (11-months, ages 18-24)
☐ Summer National Service Program (2-months, ages 14-17)

III. EDUCATION

What is the highest grade level of education that you have completed? When?

(Check one and note the month and year of completion)

- ☒ Bachelor's degree Expected May 1994
☐ Some college _____
☐ Associate's degree _____
☐ GED _____
☐ 12th- H.S. diploma _____
☐ 9th, 10th, or 11th _____
☐ 8th grade or less _____
☐ Other degree or certificates (list) _____

IV. COMMUNITY INVOLVEMENT

Have you participated in other corps, community service programs, or done any other volunteer work? ☒ Yes ☐ No

If yes, list program name, describe type of service & inclusive dates:

See attachment #1

V. EMPLOYMENT

Are you currently employed? ☒ Yes ☐ No If yes, how many hours per week do you work? 10

Are you participating in an employment training program?

☐ Yes ☒ No If yes, what program? _____

Please list job experiences

Employer Name College of William & Mary, Department of Biology

Address Millington Hall, Room 316. Williamsburg, Virginia 23185

Phone Number (804)-221-2407

Job Title Lab Assistant Job Description Provide assistance in lab with research, specimen, slide preparation and hystology.

Hours Per Week 10 Dates Employed 9/93- Present

Reason for Leaving N/A

Employer Name Baskin Robbins Ice Cream

Address Richmond Highway. Alexandria, Virginia 22310

Phone Number (703)-799-7980

Job Title Shift Supervisor Job Description Supervised other employees, opened & closed the store. Handled Cash and checks, operated cash register.

Hours Per Week 20 Dates Employed 3/88-9/89, Summers 1990-1993.

Reason for Leaving Left for college

VI. SKILLS

As a corps member you will be asked to participate in projects related to the nation's educational, human service, public safety, and environmental needs.

Please list any special skills and/or interests you may have relating to these four areas:

See attachment #1

VII. INCOME

The NCCC is in search of participants from diverse economic backgrounds.

Does your family receive public assistance (e.g., AFDC, Food Stamps)? ☐ Yes ☒ No

If yes, please specify

Total household income from all sources \$ 20,000 (parent's)

How many people (parents, siblings, children) live with you? 0

VIII. ETHNICITY

The NCCC would like to ensure participants are from ethnically diverse backgrounds.

Check one (optional)

☐ African American

☒ Asian or Pacific Islander

☐ Caucasian (not Hispanic)

☐ Hispanic

☐ Native American or Alaskan Native

☐ Other (specify) _____

IX. HEALTH ISSUES

Have you ever had any serious illnesses/injuries in your life? ☐ Yes ☒ No

If yes, please explain:

Do you have any health condition(s) or contagious disease(s) that you are being treated for or that you know of at this time?

☒ Yes ☐ No

If yes, please explain:

I have an underactive thyroid for which I have been prescribed Synthroid.

Have you been under the care of any physical or mental health provider (e.g., physician, chiropractor, mental health clinics) in the last year? ☐ Yes ☒ No

If yes, please explain and include the name and phone number of your attending physician:

X. LEGAL

Existence of a criminal conviction(s)/adjudication(s) may, depending on the circumstance(s), disqualify you from consideration. However, misrepresentation of that record will disqualify you. The NCCC will run background checks.

Have you ever been convicted/adjudicated of any violations other than minor traffic violations? ☐ Yes ☒ No

If yes, for what have you been convicted, when and where?

Do you have any pending charges or are you under any type of investigation? ☐ Yes ☒ No

If yes, please explain:

Are you now on probation or parole? ☐ Yes ☒ No

If yes, provide the name, address and phone number of the judge, probation or parole officer whom we can contact to verify the information above.

Name _____ Phone Number _____

Address _____

XI. PERSONAL QUESTIONS

We would like to know a little more about you and offer the following questions as examples for your response. Feel free to use a separate sheet of paper to complete your reply.

What do you think are three serious problems facing your community? What do you think are three serious problems facing America? Why do you want to join the National Civilian Community Corps? What do you hope to gain from this experience? What do you hope to do after you graduate from the NCCC?

See attachment #2 & #3.

XII. RECOMMENDATIONS

NCCC requires applicants to provide **two** recommendations. These two people should be teachers, employers, or community members. These people should be people who know you well, but cannot be relatives. Return both of the enclosed Recommendation Forms with your application.

XIII. CERTIFICATION

I hereby certify that the information provided on this application is true and correct to the best of my knowledge. I understand that any misinformation or material omission could result in unfavorable consideration or immediate dismissal. I allow release of this information for verification and evaluation purposes.

Signature _____

Date

4/13/94

XIV. FOR APPLICANTS UNDER 18 YEARS OF AGE

I have reviewed this application and I understand the responsibilities and benefits of the National Civilian Community Corps. I authorize my son/daughter/legal ward to apply for and participate in the NCCC.

Signature of Parent/Guardian _____

Date _____

Name (please print) _____

Address _____

Phone _____

Mail completed application along with recommendations to:

NATIONAL CIVILIAN COMMUNITY CORPS

Recruitment Division

1100 Vermont Avenue, NW - 11th Floor

Washington, DC 20525

We estimate the burden of response to be one hour. If you have any comments on the amount of time it took you to complete this application or any other questions concerning the application, please forward them to:

Paperwork Reduction Project

Office of Management and Budget, Room 3001

New Executive Building

Washington, DC 20503

or contact the NCCC at the above address.

IV. COMMUNITY INVOLVEMENT

Alpha Phi Omega, National Service Organization: Volunteered in various programs including Recycling, Special Olympics, Housing Partnership, Superdance for MDA, Escort Service, and Ushering. (Fall 1991- Present).

College of William & Mary Recycling Organization: Helped promote campus-wide recycling efforts. (Fall 1990- Present).

Mount Vernon Hospital: As volunteer assisted medical staff and patients. Escorted patients and delivered lab specimens. (Summer 1992).

Presidential Classroom, Washington D.C: As a Program Intern, coordinated Presidential Classroom programs by working in 24 hour, intern-run student services office. Supervised 300+ high school and international students, and assisted them with logistics, emergency care and personal problems. (Summer 1993).

VI. SKILLS

Educational: As an Orientation Aide for entering freshmen, assisted them in their transition from high school to college. Acted as a resource to the students, their parents and the college community. Enhanced my leadership skills by participated as an intern in Presidential classroom, an educational program teaching high school students the nature and the functions of government in Washington DC. Assisted professor in preparing for laboratory experiments for biology courses, requiring accuracy and attention to detail. Developed skills in training and supervising co-workers at Baskin Robbins.

Human Service: Have developed excellent interpersonal and communication skills with diverse populations including medical patients, people with special needs, youth and lower income individuals through extensive community service work.

Public Safety: Participated in Alpha Phi Omega's escort service program to ensure public safety on campus.

Environmental Needs: In addition to majoring in Biology and taking such courses as "Ecology," have developed leadership and organizational skills by serving as the recycling coordinator for Alpha Phi Omega and as a liaison between this service organization and the campus-wide recycling organization.

The three critical problems facing my community include the environment, apathy amongst the youth, and the high cost of education. On our college campus environmental issues are a big concern. Lake Matoaka, a lake on the college grounds, has been declared environmentally unsafe for swimming and canoeing because of bacteria growing in it due to inappropriate disposal of waste by the College community. Other serious environmental problems on campus include soil erosion and de-forestation due to the construction of a new building on campus, which was protested by both faculty and students. Apathy amongst the college students is yet another problem that requires immediate attention. Many students on campus are indifferent towards issues such as the environment, cultural diversity, crime and violence. They are content with their lives as long as they perceive no threat to their well-being. Unfortunately apathy breeds ignorance which can have a damning affect on the future of the country. Finally the high cost of education is a burden on many students who cannot afford education within their budget. They have to work many long hours and borrow money to finance their education. This puts a strain on their ability to perform well in school. They also have to sacrifice numerous social activities with their friends in order to make money for educational purposes.

America is one of the richest countries in the world, yet it is marred by problems including low standards of education, inadequate health care system and the environment. America faces one of the highest rates of illiteracy in the developed world. Low standards of education lead to apathy and lack of motivation amongst the youth who want to make "quick money" without working for it. Violence and crime stem from the lack of proper education for the youth; by educating our society we can combat such problems. Today America faces an acute problem of health care mismanagement. In order for a country to progress, its citizens should be in sound mind and health. Our health care system does not provide care for millions of needy citizens, and those who do receive government subsidized health care coverage are faced with inferior and insensitive quality of care. Lastly, the environment is an issue of concern to our communities and to the United States as a whole. Global warming, de-forestation, ozone layer depletion, extinction and pollution are all issues that affect the environment, and without fully addressing these issues or taking subsequent actions we will not be able to solve the problems that face us today.

By being a part of the National Civilian Community Corps, I hope to make a difference in the life of at least one person. The educational benefits that I will receive through this program will

help me finance my future education. My primary interest lies in the field of Public Health, and through this program I hope to gain practical experience in this area which cannot be replaced or attained through a college degree. This experience will also benefit me in my future endeavors. By being a part of NCCC I feel that I will become more aware and sensitive to the needs of others and to the problems that prevail in our communities. I also believe that this program will further enhance my leadership skills and give me an opportunity to make new friends with a diverse group of people from all walks of life. Furthermore, the knowledge and understanding that I gain through this program will play a vital role in my life regardless of my future plans.

After graduating from National Civilian Community Corps, I would like to attend graduate school in Public Health, and eventually work in a field related to development and public health.

May 6, 1994

Sarah Whitman
Deputy Director
National Community Civilian Corps
1100 Vermont Ave., 11th Floor
Washington, D.C. 20525

Dear Ms. Whitman:

I would like to thank National Community Civilian Corps for giving me the opportunity to be a part of the first class of NCCC. However, due to certain unavoidable circumstances, I would request a change in the region that I have been assigned.

During my phone conversation, Kate Becker advised me to explain my situation to you in order to be considered for another region. Under normal circumstances, I would have been happy with my assignment, but due to a family emergency I will be travelling to New Delhi, India for the entire summer starting May 18th. My cousin sister, with whom I am very close, is suffering from cancer which has spread all over her body. Her serious nature of illness at such a young age (she is only 22 years old and we have been very good friends all our life) necessitates my presence with her. Due to this reason, I will appreciate if you consider assigning me to another region so that I can spend my summer with her.

My assigned region opens June 22nd, I will not be in the country; but if my assignment is changed to the western part of the U.S. which does not begin until September 13th, I can visit my sister and still be able to take part in the program.

I am sincerely interested in the program and an affirmative answer to my request will be greatly appreciated. Thank you once again in this matter. I look forward to hearing from you soon.

Sincerely,

Enclosures:

1. Copy of confirmed ticket
2. Copy of travel itinerary

P.S. I can be reached at my college phone till May 15th:
May 16th and 17th, I will be at home, phone:

Dawn Forte.
29 Hastings Circle
Greensboro, NC 27406



National Civilian Community Corps

CORPORATION
FOR NATIONAL
SERVICE

July 18, 1996

Joel Berg
Office of the Secretary
U.S. Department of Agriculture
14th & Independence Ave. SW
Washington, DC 20250

Dear Mr. Berg:

Thank you for your candid remarks and recommendations on the James Rosebush and Campaign Consultation proposals. As I may have mentioned, Don Scott held a committee meeting in Washington on July 9th to discuss the two proposals and determine the next step. The development committee consisted of board members Janet Wood, Charlie Kirkwood and Dick Carver. Representing the Corporation for National Service, Private Sector Initiatives was Mark Feldman. It was the first of many development committee meetings to come. Discussion centered around defining our goals and needs and possible marketing strategies.

Comments from board members who responded to our request were considered in the unanimous decision to re-open the ad for competitive bid. We amended the original RFQ to include more specifics in what we are looking for and are advertising the ad in two publications recommended by several of the board members: *The Chronicle for Philanthropy* and *The Non-Profit Times*. The ad will run in the *Commerce Business Daily* starting the week of July 22.

Minutes from the meeting will be sent out as well as a finalized date for the next board meeting the week of July 22.

Again, thank you for getting back to me as quickly as you did. The results of this meeting indicate we have a lot of work ahead of us.

Sincerely,

Annalisa Robles

1201 New York Avenue, NW
Washington, DC 20525
Telephone 202-606-5000

Getting Things Done.
AmeriCorps, National Service
Learn and Serve America
National Senior Service Corps



National Civilian Community Corps

CORPORATION
FOR NATIONAL
SERVICE

December 20, 1995

Mr. Joel Berg
Office of the Secretary
U.S. Department of Agriculture
14th & Independence Ave., SW
Room 542-A
Washington, DC 20250

Dear Mr. Berg:

Your support of AmeriCorps*National Civilian Community Corps has made it possible for nearly two thousand young Americans to promote civic pride and responsibility through team work and community service in this unique national service program.

The enclosed booklet, *Program Blueprint*, provides the core principles and details upon which this residential program is based. We hope that it will be your guide in answering questions and promoting this national service option with your colleagues, family and friends.

On behalf of the AmeriCorps*NCCC staff and Corpsmembers, we thank you for the opportunity to serve our great nation through this program option.

Sincerely,

Donald L. Scott
Director

1201 New York Avenue, NW
Washington, DC 20525
Telephone 202-606-5000

Getting Things Done.
AmeriCorps, National Service
Learn and Serve America
National Senior Service Corps

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Program Blueprint:

An Implementation Guide



National Civilian Community Corps





NATIONAL CIVILIAN COMMUNITY CORPS

WESTERN REGION

33500 Truxtun Road

San Diego, CA

92133-1212

(619) 524-0728

FAX (619) 524-0391

June 12, 1996

Dear AmeriCorps Provider:

I am the Education/Outplacement Counselor for the AmeriCorps*National Civilian Community Corps, Western Region. One of my main responsibilities is to assist Corpsmembers in locating and securing employment after their successful completion of our program. I believe that you might be of assistance in my locating challenging positions related to National Service. I am contacting all AmeriCorps programs nationwide and asking for their assistance.

If you anticipate any staff positions opening within your organization, please fax a copy of the announcement(s) to me. My plan is to share this information with all of our four A*NCCC campuses (Perry Point Maryland, Charleston South Carolina, Denver Colorado, and San Diego California) . I will share any information you give me with over 800 well-trained and dedicated Corpsmembers, as well as all program staff nationwide.

If you have questions, please feel free to contact me. Thank you for your time and cooperation in this manner. I hope to hear from you soon.

Sincerely,

Bruce L. Huntington, M.P.A.

(619) 524-0134

National
Civilian
Community
Corps

DRAFT

USDA FOREST SERVICE
PROPOSAL
for
NATIONAL CIVILIAN COMMUNITY CORPS

January 21, 1994

DRAFT

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2. *Training Description*
3. *Training Features*
4. *Project Opportunities*
5. *Benefits to other National Service Issues*

DRAFT

PROPOSAL SUMMARY

The USDA Forest Service and cooperative partners strive to introduce citizens of all ages and cultures to a broader spectrum of thinking and doing than the traditional perceptions of Environmental education. The Forest Service can provide the opportunity to help the National Civilian Community Corps (NCCC) address the broad spectrum of Americans' environmental needs through training and community involvement. Environmental education helps people create an sustainable environment that promotes economic success and social stability, as well as individual growth and self confidence. It is a program designed to help people gain the awareness, knowledge, skills, motivation, and commitment to manage the earth's resources sustainably and take personal responsibility for maintaining and improving environmental quality. Communities with citizens of all ages and cultures will be enabled to prevent and solve environmental problems, and thereby become actively involved in efforts to improve the quality of their lives.

The USDA Forest Service, in cooperation with the NCCC, can provide natural resource training using instructional opportunities and experiences, in an outdoor as well as traditional classroom setting. Important benefits of this training program will be the completion of environmental projects to serve the local communities, and development of retainable life long skills. Training will also prepare corps members to become trainers, and provide them with the knowledge and skills needed to promote community involvement. All training will relate to the community, urban and rural, and prepare corps members to be more responsive in communities of varying sizes and cultures.

The USDA Forest Service is prepared to provide training for the NCCC program in environmental education, disaster training and response, and other areas of natural resources management. This program enables the Forest Service to further extend its mission of "caring for the land and serving the people."

We also suggest extended Forest Service involvement as needed and appropriate. Successful programs have shown that a strong mentoring program is needed to provide encouragement, sustain enthusiasm and promote creativity. Mentoring and continual evaluation, with feedback, ensures successful long term program gains and lasting results as young adults continue to explore and expand into community service projects. We are uniquely positioned with our large land base and partnerships to provide mentoring and opportunities for creative projects. As a partner with the NCCC program we could provide continual monitoring, evaluation, and feedback of projects throughout the year to help further ensure success of the program. The Forest Service also

DRAFT

Training Description

The Forest Service's environmental education training program supports the National Service priorities by preparing students to identify local problems, assess and investigate feasible solutions thereto, develop appropriate programs, and evaluate program(s) effectiveness. The program bridges all disciplines helping people understand the connection between environmental quality and the quality of life. It provides a means for citizens to take an active role in managing their resources sustainably and improving the quality of life in their communities. Their acquired respect for the environment in turn builds respect for themselves and others. The program will encourage and empower young adults to develop and practice a personal natural resource management ethic.

Environmental education training exposes corps members to information regarding natural resources, the environment, careers in natural resources, and will introduce them to conservation and ecology concepts. Programs will provide specialized training for disaster relief and recovery projects, as well as safety training in the proper use and handling of tools and equipment. The education provided will enable corps members to identify appropriate approaches to reach communities of diverse ethnic, socioeconomic, and geographic backgrounds. Approaches include fun filled activities to stimulate interest and develop or reinforce an attitude of ownership and pride in their community.

DRAFT

Training Features

- On the job training (OJT), training through participation in unfunded and infrastructure projects.
- Uses the natural environment as a learning laboratory.
- Trains corps members in environmental education. Prepares them to be trainers and provides training tools to use and share while training others.
- Mentoring

OJT projects will benefit taxpayers, corps members, the Forest Service, and the environment. In the process, OJT provides a learning experience that produces measurable results of high priority to the local community. Projects will provide immediate, demonstrable results, and success, reinforcing students' self confidence and self-esteem. It will also build pride and confidence in participants' ability to accomplish results. The experience and training provided will contribute to NCCC programs by developing and strengthening leadership skills, strong work ethics, teamwork, and sustainable life skills. The knowledge and skills gained will re-enforce their marketable skills that will help them become gainfully employed adults.

Corps members learn to use the natural environment as a laboratory to enable them to teach environmental responsibilities regardless of their future projects' geographic location. The training will also prepare corps members to be more responsive to whatever needs they encounter in communities of different sizes and cultures. Listening Skills will aid the corps members in discovering discover the needs of the community and respond appropriately.

Corps members will be equipped with instructional tools better preparing them to share knowledge and experiences with children and adults of all ages and abilities. As corps members participate in community projects they will use acquired presentation methods to encourage audience interaction and create a shared ownership of projects from their audience.

The Forest Service and its partners can provide mentors, which have the resources to advise and provide guidance toward careers in the natural resource fields. Not only will corps members have a role model but as future trainers and participants in community projects they will be better equipped to serve as role models, which includes sharing acquired knowledge and skills. The culmination of the training and experiences will prepare them to successfully perform community service projects and a provide high level of rewarding self satisfaction.

RAFT

Project Opportunities

The programs provide opportunities for innovative partnerships of community organizations and business, municipalities, universities, youth groups, health care facilities, environmental organizations, and other federal agencies. Programs strive to provide immediate, tangible and measurable program community benefits. The long range goal is continual program growth and ownership by the community to ensure program longevity. The following are examples of project opportunities:

- Conduct projects on forests, rivers, streams, wetlands and public lands. i.e.; improve or build trails and camp sites, riparian improvements, habitat improvements, build fences, planting projects, map surveying, erosion control.
- Respond to natural disasters in assistance and recovery efforts. Present information regarding, and assist in, disaster preparedness.
- Conduct environmental education programs to help citizens of all ages understand and appreciate the environment and guide programs with activities that help improve environmental quality. Examples include:
 - educating and eliminating lead poisoning
 - recycling and reducing waste
 - planting trees, shrubs and gardens
 - fire prevention & safety (outside and inside the home)
 - developing, renovating and beautifying community areas
 - cleaning of shorelines, streams, etc.
 - safe handling of household chemicals
- Organize nature hikes, interpretive displays, wildlife clubs, etc., with local community involvement. Group activities help to build community spirit and cooperation.
- Plan systems of urban bike and walking trails to help lessen dependence on fossil fuels and decrease air pollution, while involving the citizens in improving their community and providing a recreation opportunity for children and adults of all ages.

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Benefits to other National Service Issues

Corps members will learn and grow, and as they serve in rural and urban communities the training and quality programs they present will be clearly defined and have measurable results which will help achieve the goals for all the National Service issues, such as:

Education - Programs reinforce academic skills through audience participation, while having fun with reading, writing, and math. They will apply math to construction projects, and they will learn science through environmental restoration, planting and growing new trees, and improving wildlife and fisheries habitat, etc.. Programs which reinforce academic and sensory skills further early childhood development and improve educational achievement for citizens of all ages. Programs increase communication skills, and develop critical thinking skills.

Human Needs - Rebuilding and improving rural and urban neighborhoods, while teaching environmental education and assisting in programs that involve citizens of all ages and cultures in the community, will result in building community pride and long term commitment, for long term gains.

Public Safety - When programs are provided that involve the community, build pride, and provide recreational activities for the community crime rates go down. Environmental programs can help accomplish improvements that will lead to lower crime incidents.

The National Civilian Community Corps (NCCC) is a part of the new Corporation for National and Community Service. The program will be operated by General Donald L. Scott, U.S. Army (Retired). he will be advised by a National Advisory Board comprised of various secretaries of federal agencies and appointees representative of educational institutions, industry, youth organizations, military and service groups.

DESCRIPTION OF THE PROGRAM

The National Civilian Community Corps is a residential national service program in which young Americans will be given an opportunity to provide service to communities in the environment, education, public safety, and human needs. Combining the best of the military system with the best practices of the community service world, corps members will receive training to enhance their leadership skills, promote team building, discipline, work-training, citizenship and physical conditioning. Members will also receive project-specific training that will assist them in performing community service projects.

The NCCC will offer two main programs: 1) an 11 month program for participants between the ages of 18 and 24 to serve on community projects (renewable for a second year); and, 2) a 7 week summer program for youth ages 14 through 17. During 1994, four military bases in various regions of the United States will house year round corps members and an additional base will be used for the summer program. We anticipate enrolling 1,000 young people during the first year.

PRIMARY GOALS OF NCCC:

1. Establish a residential community service program that provides participants an opportunity to help solve unmet needs in the community and receive training for future careers in both the public and private sectors.
2. Develop a rapidly deployable service unit that is mobile and can serve any area of the country for flexible periods of time.
3. Provide a substantive alternative for military personnel affected by the defense downsizing to continue serving their country by helping to run the NCCC camps in conjunction with others from the civilian community to provide training and leadership to Corps members.

STIPENDS AND EDUCATIONAL AWARDS: In return for a year of public service to the nation in the full-time program, corps members will receive room, board, reimbursement of necessary expenses, a living allowance of at least \$733 a month and either an educational credit up to a maximum of \$4,725 or half that amount in post-service cash benefit. (For the summer program participants receive the same benefits, except that the educational credit will be \$1,000 or half of that amount in post-service cash benefit.) NCCC members will also receive health and child care benefits and other support services, if needed.

PARTICIPANTS: NCCC corps members will be a diverse group from all over the country and of all races, classes, creeds and socio-economic backgrounds. At least 50% of the participants will be economically disadvantaged youths, and youth without high-school diplomas can apply. Participants will submit an application to the Director of the NCCC, Brigadier General Don Scott, U.S. Army (Ret.), and he or a designee will select members for the corps. The Department of Labor, in conjunction with the Department of Defense, will help identify and assist in establishing a recruiting system.

TRAINING: All corps members in the full-time program will participate in a 3 to 6 week service training program that includes a comprehensive service-learning curriculum. After their service is complete the corps members will receive education and job training before they complete their tour of duty.

ADMINISTRATION OF THE PROGRAM: NCCC corps members will be divided into permanent units and every unit will be assigned to a camp. The units will be grouped together as appropriate in the camps for operation, support and boarding purposes. A superintendent will be appointed to be the head of every NCCC camp and will identify and select the community service projects for their camps. The training, supervision and programs will be run by a permanent cadre that will include retired, discharged or inactive military persons and individuals with experience in service, educational or other arenas. A unit leader will be selected from among a permanent cadre of camp personnel to accompany the unit throughout their term of service. The Defense Department shall establish a liaison office to the NCCC to help coordinate activities and help develop a cadre of personnel to manage and supervise NCCC camps and projects. Camps will be distributed in urban and rural areas in various regions throughout the United States.

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USDA FOREST SERVICE

PROPOSAL

for

NATIONAL CIVILIAN COMMUNITY CORPS

January 21, 1994

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PROPOSAL SUMMARY

The USDA Forest Service and cooperative partners strive to introduce citizens of all ages and cultures to a broader spectrum of thinking and doing than the traditional perceptions of Environmental education. The Forest Service can provide the opportunity to help the National Civilian Community Corps (NCCC) address the broad spectrum of Americans' environmental needs through training and community involvement. Environmental education helps people create an sustainable environment that promotes economic success and social stability, as well as individual growth and self confidence. It is a program designed to help people gain the awareness, knowledge, skills, motivation, and commitment to manage the earth's resources sustainably and take personal responsibility for maintaining and improving environmental quality. Communities with citizens of all ages and cultures will be enabled to prevent and solve environmental problems, and thereby become actively involved in efforts to improve the quality of their lives.

The USDA Forest Service, in cooperation with the NCCC, can provide natural resource training using instructional opportunities and experiences, in an outdoor as well as traditional classroom setting. Important benefits of this training program will be the completion of environmental projects to serve the local communities, and development of retainable life long skills. Training will also prepare corps members to become trainers, and provide them with the knowledge and skills needed to promote community involvement. All training will relate to the community, urban and rural, and prepare corps members to be more responsive in communities of varying sizes and cultures.

The USDA Forest Service is prepared to provide training for the NCCC program in environmental education, disaster training and response, and other areas of natural resources management. This program enables the Forest Service to further extend its mission of "caring for the land and serving the people."

We also suggest extended Forest Service involvement as needed and appropriate. Successful programs have shown that a strong mentoring program is needed to provide encouragement, sustain enthusiasm and promote creativity. Mentoring and continual evaluation, with feedback, ensures successful long term program gains and lasting results as young adults continue to explore and expand into community service projects. We are uniquely positioned with our large land base and partnerships to provide mentoring and opportunities for creative projects. As a partner with the NCCC program we could provide continual monitoring, evaluation, and feedback of projects throughout the year to help further ensure success of the program. The Forest Service also

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Training Description

The Forest Service's environmental education training program supports the National Service priorities by preparing students to identify local problems, assess and investigate feasible solutions thereto, develop appropriate programs, and evaluate program(s) effectiveness. The program bridges all disciplines helping people understand the connection between environmental quality and the quality of life. It provides a means for citizens to take an active role in managing their resources sustainably and improving the quality of life in their communities. Their acquired respect for the environment in turn builds respect for themselves and others. The program will encourage and empower young adults to develop and practice a personal natural resource management ethic.

Environmental education training exposes corps members to information regarding natural resources, the environment, careers in natural resources, and will introduce them to conservation and ecology concepts. Programs will provide specialized training for disaster relief and recovery projects, as well as safety training in the proper use and handling of tools and equipment. The education provided will enable corps members to identify appropriate approaches to reach communities of diverse ethnic, socioeconomic, and geographic backgrounds. Approaches include fun filled activities to stimulate interest and develop or reinforce an attitude of ownership and pride in their community.

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Training Features

- On the job training (OJT), training through participation in unfunded and infrastructure projects.
- Uses the natural environment as a learning laboratory.
- Trains corps members in environmental education. Prepares them to be trainers and provides training tools to use and share while training others.
- Mentoring

OJT projects will benefit taxpayers, corps members, the Forest Service, and the environment. In the process, OJT provides a learning experience that produces measurable results of high priority to the local community. Projects will provide immediate, demonstrable results, and success, reinforcing students' self confidence and self-esteem. It will also build pride and confidence in participants' ability to accomplish results. The experience and training provided will contribute to NCCC programs by developing and strengthening leadership skills, strong work ethics, teamwork, and sustainable life skills. The knowledge and skills gained will re-enforce their marketable skills that will help them become gainfully employed adults.

Corps members learn to use the natural environment as a laboratory to enable them to teach environmental responsibilities regardless of their future projects' geographic location. The training will also prepare corps members to be more responsive to whatever needs they encounter in communities of different sizes and cultures. Listening Skills will aid the corps members in discovering discover the needs of the community and respond appropriately.

Corps members will be equipped with instructional tools better preparing them to share knowledge and experiences with children and adults of all ages and abilities. As corps members participate in community projects they will use acquired presentation methods to encourage audience interaction and create a shared ownership of projects from their audience.

The Forest Service and its partners can provide mentors, which have the resources to advise and provide guidance toward careers in the natural resource fields. Not only will corps members have a role model but as future trainers and participants in community projects they will be better equipped to serve as role models, which includes sharing acquired knowledge and skills. The culmination of the training and experiences will prepare them to successfully perform community service projects and a provide high level of rewarding self satisfaction.

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Project Opportunities

The programs provide opportunities for innovative partnerships of community organizations and business, municipalities, universities, youth groups, health care facilities, environmental organizations, and other federal agencies. Programs strive to provide immediate, tangible and measurable program community benefits. The long range goal is continual program growth and ownership by the community to ensure program longevity. The following are examples of project opportunities:

- Conduct projects on forests, rivers, streams, wetlands and public lands. i.e.; improve or build trails and camp sites, riparian improvements, habitat improvements, build fences, planting projects, map surveying, erosion control.
- Respond to natural disasters in assistance and recovery efforts. Present information regarding, and assist in, disaster preparedness.
- Conduct environmental education programs to help citizens of all ages understand and appreciate the environment and guide programs with activities that help improve environmental quality. Examples include:
 - educating and eliminating lead poisoning
 - recycling and reducing waste
 - planting trees, shrubs and gardens
 - fire prevention & safety (outside and inside the home)
 - developing, renovating and beautifying community areas
 - cleaning of shorelines, streams, etc.
 - safe handling of household chemicals
- Organize nature hikes, interpretive displays, wildlife clubs, etc., with local community involvement. Group activities help to build community spirit and cooperation.
- Plan systems of urban bike and walking trails to help lessen dependence on fossil fuels and decrease air pollution, while involving the citizens in improving their community and providing a recreation opportunity for children and adults of all ages.

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CIVILIAN COMMUNITY CORPS

PRIMARY GOALS OF CCC:

1. Establish a residential service option that provides participants an opportunity to help solve unmet needs in the community and at the same time enhance their own leadership skills, improve their self esteem and receive invaluable training for future careers in both the public and private sectors.
2. Develop a rapidly deployable service unit that is mobile and can serve any area of the country for flexible periods of time.
3. Provide a meaningful alternative for military personnel affected by the defense downsizing to continue serving their country by helping to run the CCC camps and to work together with others from the service community to provide training and program leadership for CCC members.

DESCRIPTION OF THE PROGRAM:

Program Concept: The CCC is a residential national service option in which participants are housed and trained together on military bases and then deployed to community service sites as a team. Combining the best of the military system with the best practices of community service corps, the CCC participants will help solve unmet needs in the education, environment, human needs and public safety areas while developing lifelong leadership skills. The CCC will offer two main programs (1) a 12 month program for participants between the ages of 16 and 24 to serve on community projects (renewable for a second year) and (2) a summer program for youth ages 14 through 18.

Stipends and Educational Awards: In return for a year of public service to the nation in the full-time program, the corps members will receive room, board, reimbursement of necessary expenses, a living allowance, and either an educational credit up to a maximum of \$4,725 or half that amount in post-service cash benefit. (For the summer program participants receive the same benefits, except that the educational credit will be \$1000 or half of that amount in post-service cash benefit.) CCC members will also receive health care and child care and other support services, if needed.

Participants: CCC corps members will be a diverse group from all over the country and of all races, classes, creeds and socio-economic backgrounds. At least 50% of the participants will be economically disadvantaged youths, and youth without high-school diplomas can apply. Participants will submit an application to the Director of the CCC, General Don Scott, U.S. Army (retired), and he or a designee will select members for the corps. The Department of Labor, in conjunction with the Department of Defense, will help to identify and assist in establishing a recruiting system.

Training: All corps members in the full-time program will participate in a 3-to-6 week service training program that includes a comprehensive service learning curriculum designed to promote team-building, discipline, leadership, work-training, citizenship and physical conditioning. Members will also receive project-specific training that will assist them in performing their community service projects. After their service is complete the corps members will receive education and job training before they complete their tour of duty.

ADMINISTRATION OF THE PROGRAM:

CCC Headquarters: The CCC is a part of the new Corporation for National and Community Service. The program will be run by General Don Scott. General Scott will be advised by a Civilian Community Corps National Advisory Board comprising various Secretaries and persons appointed by General Scott who are broadly representative of educational institutions, industry, youth organizations, military and service groups to assist in development and administration of the new CCC.

Organization of Corps into Units and Camps: CCC corps members will be divided into permanent units and every unit will be assigned to a camp. The units will be grouped together as appropriate in the camps for operation, support and boarding purposes. A superintendent will be appointed to be the head of every CCC camp and will identify and select the community service projects for their camps. The training, supervision and programs will be run by a permanent cadre that in addition to retired, discharged or inactive military service persons, shall be composed of persons with experience in service, educational or other arenas. A unit leader will be selected from among a permanent cadre of camp personnel to accompany the unit throughout their term of service. The Defense Department shall establish a liaison office to the CCC to help coordinate activities and help develop a cadre of personnel to manage and supervise CCC camps and projects. Camps will be distributed in urban and rural areas in various regions throughout the United States.

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Original to: CofS-Ron Blackley
cc: OPA/OPL DepDir-Joel Berg

THE WHITE HOUSE
WASHINGTON

December 27, 1993

MEMORANDUM TO RON BLACKLEY

FROM:

PHIL CAPLAN *PC*

SUBJ:

Civilian Community Corps

As we spoke about after a breakfast last month, I have enclosed briefing material about the Civilian Community Corps, part of the Corporation for National and Community Service.

The legislation calls for the Secretary of Agriculture to "develop proposals for the Corps" and to sit on the Advisory Board (see pp. 63 and 68 of the attached statute).

General Donald Scott or Sarah Whitman, both of the CCC, will follow-up with you soon.

Please call if you have any questions.

Thank you.

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permit eligible individuals to participate in school-to-work programs approved by the Secretaries of Labor and Education.

(e) **INTEREST PAYMENTS DURING FORBEARANCE ON LOAN REPAYMENT.**—The Corporation shall provide by regulation for the payment on behalf of an eligible individual of interest that accrues during a period for which such individual has obtained forbearance in the repayment of a qualified student loan (as defined in subsection (b)(6)), if the eligible individual successfully completes the individual's required term of service (as determined under section 146(b)). Such regulations shall be prescribed after consultation with the Secretary of Education.

(f) **EXCEPTION.**—With the approval of the Director, an approved national service program funded under section 121, may offer participants the option of waiving their right to receive a national service educational award in order to receive an alternative post-service benefit funded by the program entirely with non-Federal funds.

(g) **DEFINITION OF INSTITUTION OF HIGHER EDUCATION.**—Notwithstanding section 101 of this Act, for purposes of this section the term "institution of higher education" has the meaning provided by section 481(a) of the Higher Education Act of 1965 (20 U.S.C. 1088(a)).

Subtitle E—Civilian Community Corps

SEC. 151. [42 U.S.C. 12653] PURPOSE.

It is the purpose of this subtitle to authorize the establishment of a Civilian Community Corps to provide a basis for determining—

(1) whether residential service programs administered by the Federal Government can significantly increase the support for national service and community service by the people of the United States;

(2) whether such programs can expand the opportunities for willing young men and women to perform meaningful, direct, and consequential acts of community service in a manner that will enhance their own skills while contributing to their understanding of civic responsibility in the United States;

(3) whether retired members and former members of the Armed Forces of the United States, members and former members of the Armed Forces discharged or released from active duty in connection with reduced Department of Defense spending, members and former members of the Armed Forces discharged or transferred from the Selected Reserve of the Ready Reserve in connection with reduced Department of Defense spending, and other members of the Armed Forces not on active duty and not actively participating in a reserve component of the Armed Forces can provide guidance and training under such programs that contribute meaningfully to the encouragement of national and community service; and

(4) whether domestic national service programs can serve as a substitute for the traditional option of military service in the Armed Forces of the United States which, in times of re-

ductions in the size of the Armed Forces, is a diminishing national service opportunity for young Americans.

SEC. 152. [42 U.S.C. 12653a] ESTABLISHMENT OF CIVILIAN COMMUNITY CORPS DEMONSTRATION PROGRAM.

(a) **IN GENERAL.**—The Corporation may establish the Civilian Community Corps Demonstration Program to carry out the purpose of this subtitle.

(b) **PROGRAM COMPONENTS.**—Under the Civilian Community Corps Demonstration Program authorized by subsection (a), the members of a Civilian Community Corps shall receive training and perform service in at least one of the following two program components:

- (1) A national service program.
- (2) A summer national service program.

(c) **RESIDENTIAL PROGRAMS.**—Both program components are residential programs. The members of the Corps in each program shall reside with other members of the Corps in Corps housing during the periods of the members' agreed service.

SEC. 153. [42 U.S.C. 12653b] NATIONAL SERVICE PROGRAM.

(a) **IN GENERAL.**—Under the national service program component of the Civilian Community Corps Demonstration Program authorized by section 152(a), eligible young people shall work in teams on Civilian Community Corps projects.

(b) **ELIGIBLE PARTICIPANTS.**—A person shall be eligible for selection for the national service program if the person—

- (1) is at least 16 and not more than 24 years of age; and
- (2) is a high school graduate or has not received a high school diploma or its equivalent.

(c) **DIVERSE BACKGROUNDS OF PARTICIPANTS.**—In selecting persons for the national service program, the Director shall endeavor to ensure that participants are from economically, geographically, and ethnically diverse backgrounds.

(d) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the national service program shall be economically disadvantaged youths.

(e) **PERIOD OF PARTICIPATION.**—Persons desiring to participate in the national service program shall enter into an agreement with the Director to participate in the Corps for a period of not less than nine months and not more than one year, as specified by the Director, and may renew the agreement for not more than one additional such period.

SEC. 154. [42 U.S.C. 12653c] SUMMER NATIONAL SERVICE PROGRAM.

(a) **IN GENERAL.**—Under the summer national service program of the Civilian Community Corps Demonstration Program authorized by section 152(a), a diverse group of youth aged 14 through 18 years who are from urban or rural areas shall work in teams on Civilian Community Corps projects.

(b) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the summer national service program shall be economically disadvantaged youths.

(c) SEASONAL PROGRAM.—The training and service of Corps members under the summer national service program in each year shall be conducted after April 30 and before October 1 of that year.

SEC. 155. [42 U.S.C. 12653d] CIVILIAN COMMUNITY CORPS.

(a) DIRECTOR.—Upon the establishment of the Civilian Community Corps Demonstration Program, the Civilian Community Corps shall be under the direction of the Director appointed pursuant to section 159(c)(1).

(b) MEMBERSHIP IN CIVILIAN COMMUNITY CORPS.—

(1) PARTICIPANTS TO BE MEMBERS.—Persons selected to participate in the national service program or the summer national service program components of the Program shall become members of the Civilian Community Corps.

(2) SELECTION OF MEMBERS.—The Director or the Director's designee shall select individuals for membership in the Corps.

(3) APPLICATION FOR MEMBERSHIP.—To be selected to become a Corps member an individual shall submit an application to the Director or to any other office as the Director may designate, at such time, in such manner, and containing such information as the Director shall require. At a minimum, the application shall contain information about the work experience of the applicant and sufficient information to enable the Director, or the superintendent of the appropriate camp, to determine whether selection of the applicant for membership in the Corps is appropriate.

(c) ORGANIZATION OF CORPS INTO UNITS.—

(1) UNITS.—The Corps shall be divided into permanent units. Each Corps member shall be assigned to a unit.

(2) UNIT LEADERS.—The leader of each unit shall be selected from among persons in the permanent cadre established pursuant to section 159(c)(2). The designated leader shall accompany the unit throughout the period of agreed service of the members of the unit.

(d) CAMPS.—

(1) UNITS TO BE ASSIGNED TO CAMPS.—The units of the Corps shall be grouped together as appropriate in camps for operational, support, and boarding purposes. The Corps camp for a unit shall be in a facility or central location established as the operational headquarters and boarding place for the unit. Corps members may be housed in the camps.

(2) CAMP SUPERINTENDENT.—There shall be a superintendent for each camp. The superintendent is the head of the camp.

(3) ELIGIBLE SITE FOR CAMP.—A camp may be located in a facility referred to in section 162(a)(3).

(e) DISTRIBUTION OF UNITS AND CAMPS.—The Director shall ensure that the Corps units and camps are distributed in urban areas and rural areas in various regions throughout the United States.

(f) STANDARDS OF CONDUCT.—

(1) IN GENERAL.—The superintendent of each camp shall establish and enforce standards of conduct to promote proper moral and disciplinary conditions in the camp.

(2) **SANCTIONS.**—Under procedures prescribed by the Director, the superintendent of a camp may—

(A) transfer a member of the Corps in that camp to another unit or camp if the superintendent determines that the retention of the member in the member's unit or in the superintendent's camp will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members in that unit or camp, as the case may be; or

(B) dismiss a member of the Corps from the Corps if the superintendent determines that retention of the member in the Corps will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members.

(3) **APPEALS.**—Under procedures prescribed by the Director, a member of the Corps may appeal to the Director a determination of a camp superintendent to transfer or dismiss the member. The Director shall provide for expeditious disposition of appeals under this paragraph.

SEC. 156. [42 U.S.C. 12653.] TRAINING.

(a) **COMMON CURRICULUM.**—Each member of the Civilian Community Corps shall be provided with between three and six weeks of training that includes a comprehensive service-learning curriculum designed to promote team building, discipline, leadership, work, training, citizenship, and physical conditioning.

(b) **ADVANCED SERVICE TRAINING.**—

(1) **NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the national service program shall receive advanced training in basic, project-specific skills that the members will use in performing their community service projects.

(2) **SUMMER NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the summer national service program shall not receive advanced training referred to in paragraph (1) but, to the extent practicable, may receive other training.

(c) **TRAINING PERSONNEL.**—

(1) **IN GENERAL.**—Members of the cadre appointed under section 159(c)(2) shall provide the training for the members of the Corps, including, as appropriate, advanced service training and ongoing training throughout the members' periods of agreed service.

(2) **COORDINATION WITH OTHER ENTITIES.**—Members of the cadre may provide the advanced service training referred to in subsection (b)(1) in coordination with vocational or technical schools, other employment and training providers, existing youth service programs, or other qualified individuals.

(d) **FACILITIES.**—The training may be provided at installations and other facilities of the Department of Defense, and at National Guard facilities, identified under section 162(a)(3).

SEC. 157. [42 U.S.C. 12653f] SERVICE PROJECTS.

(a) **PROJECT REQUIREMENTS.**—The service projects carried out by the Civilian Community Corps shall—

(1) meet an identifiable public need;

(c) **OTHER AUTHORIZED BENEFITS.**—While receiving training or engaging in service projects as members of the Civilian Community Corps, members may be provided the following benefits:

- (1) Allowances for travel expenses, personal expenses, and other expenses.
- (2) Quarters.
- (3) Subsistence.
- (4) Transportation.
- (5) Equipment.
- (6) Clothing.
- (7) Recreational services and supplies.
- (8) Other services determined by the Director to be consistent with the purposes of the Program.

(d) **SUPPORTIVE SERVICES.**—As the Director determines appropriate, the Director may provide each member of the Corps with health care services, child care services, counseling services, and other supportive services.

(e) **POST SERVICE BENEFITS.**—Upon completion of the agreed period of service with the Corps, a member shall elect to receive the educational assistance under subsection (f) or the cash benefit under subsection (g).

(f) **NATIONAL SERVICE EDUCATIONAL AWARDS.**—A Corps member who successfully completes a period of agreed service in the Corps may receive the national service educational award described in subtitle D if the Corps member—

- (1) serves in an approved national service position; and
- (2) satisfies the eligibility requirements specified in section 146 with respect to service in that approved national service position.

(g) **ALTERNATIVE BENEFIT.**—If a Corps member who successfully completes a period of agreed service in the Corps is ineligible for the national service educational award described in subtitle D, the Director may provide for the provision of a suitable alternative benefit for the Corps member.

SEC. 159. [42 U.S.C. 12653h] ADMINISTRATIVE PROVISIONS.

(a) **SUPERVISION.**—The Chief Executive Officer shall monitor and supervise the administration of the Civilian Community Corps Demonstration Program authorized to be established under section 152. In carrying out this section, the Chief Executive Officer shall—

- (1) approve such guidelines, recommended by the Board, for the design, selection of members, and operation of the Civilian Community Corps as the Chief Executive Officer considers appropriate;
- (2) evaluate the progress of the Corps in providing a basis for determining the matters set forth in section 151; and
- (3) carry out any other activities determined appropriate by the Board.

(b) **MONITORING AND COORDINATION.**—The Chief Executive Officer shall—

- (1) monitor the overall operation of the Civilian Community Corps;

(2) emphasize the performance of community service activities that provide meaningful community benefits and opportunities for service learning and skills development;

(3) to the maximum extent practicable, encourage work to be accomplished in teams of diverse individuals working together; and

(4) include continued education and training in various technical fields.

(b) PROJECT PROPOSALS.—

(1) DEVELOPMENT OF PROPOSALS.—

(A) SPECIFIC EXECUTIVE DEPARTMENTS.—Upon the establishment of the Program, the Secretary of Agriculture, the Secretary of the Interior, and the Secretary of Housing and Urban Development shall develop proposals for Corps projects pursuant to guidance which the Director shall prescribe.

(B) OTHER SOURCES.—Other public and private organizations and agencies, including representatives of local communities in the vicinity of a Corps camp, may develop proposals for projects for a Corps camp. Corps members shall also be encouraged to identify projects for the Corps.

(2) CONSULTATION REQUIREMENTS.—The process for developing project proposals under paragraph (1) shall include consultation with the Corporation, representatives of local communities, and persons involved in other youth service programs.

(c) PROJECT SELECTION, ORGANIZATION, AND PERFORMANCE.—

(1) SELECTION.—The superintendent of a Corps camp shall select the projects to be performed by the members of the Corps assigned to the units in that camp. The superintendent shall select projects from among the projects proposed or identified pursuant to subsection (b).

(2) INNOVATIVE LOCAL ARRANGEMENTS FOR PROJECT PERFORMANCE.—The Director shall encourage camp superintendents to negotiate with representatives of local communities, to the extent practicable, innovative arrangements for the performance of projects. The arrangements may provide for cost-sharing and the provision by the communities of in-kind support and other support.

SEC. 158. [42 U.S.C. 12653g] AUTHORIZED BENEFITS FOR CORPS MEMBERS.

(a) IN GENERAL.—The Director shall provide for members of the Civilian Community Corps to receive benefits authorized by this section.

(b) LIVING ALLOWANCE.—The Director shall provide a living allowance to members of the Corps for the period during which such members are engaged in training or any activity on a Corps project. The Director shall establish the amount of the allowance at any amount not in excess of the amount equal to 100 percent of the poverty line that is applicable to a family of two (as defined by the Office of Management and Budget and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2))).

(E) TRAINING.—The Director shall provide to members of the permanent cadre appropriate training in youth development techniques and the principles of service learning. All members of the permanent cadre shall be required to participate in the training.

(3) INAPPLICABILITY OF CERTAIN CIVIL SERVICE LAWS.—The Director, the members of the permanent cadre, and the other staff personnel shall be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service. The rates of pay of such persons may be established without regard to the provisions of chapter 51 and subchapter III of chapter 53 of such title.

(4) VOLUNTARY SERVICES.—Notwithstanding any other provision of law, the Director may accept the voluntary services of individuals. While away from their homes or regular places of business on the business of the Corps, such individuals may be allowed travel expenses, including per diem in lieu of subsistence, in the same amounts and to the same extent, as authorized under section 5703 of title 5, United States Code, for persons employed intermittently in Federal Government service.

SEC. 160. [42 U.S.C. 12653i] STATUS OF CORPS MEMBERS AND CORPS PERSONNEL UNDER FEDERAL LAW.

(a) IN GENERAL.—Except as otherwise provided in this section, members of the Civilian Community Corps shall not, by reason of their status as such members, be considered Federal employees or be subject to the provisions of law relating to Federal employment.

(b) WORK-RELATED INJURIES.—

(1) IN GENERAL.—For purposes of subchapter I of chapter 81 of title 5, United States Code, relating to the compensation of Federal employees for work injuries, members of the Corps shall be considered as employees of the United States within the meaning of the term "employee", as defined in section 8101 of such title.

(2) SPECIAL RULE.—In the application of the provisions of subchapter I of chapter 81 of title 5, United States Code, to a person referred to in paragraph (1), the person shall not be considered to be in the performance of duty while absent from the person's assigned post of duty unless the absence is authorized in accordance with procedures prescribed by the Director.

(c) TORT CLAIMS PROCEDURE.—A member of the Corps shall be considered an employee of the United States for purposes of chapter 171 of title 28, United States Code, relating to tort claims liability and procedure.

SEC. 161. [42 U.S.C. 12653j] CONTRACT AND GRANT AUTHORITY.

(a) PROGRAMS.—The Director may, by contract or grant, provide for any public or private organization to perform any program function under this subtitle.

(b) EQUIPMENT AND FACILITIES.—

(1) FEDERAL AND NATIONAL GUARD PROPERTY.—The Director shall enter into agreements, as necessary, with the Secretary of Defense, the Governor of a State, territory or

(2) coordinate the activities of the Corps with other youth service programs administered by the Corporation; and

(3) carry out any other activities determined appropriate by the Board.

(c) STAFF.—

(1) DIRECTOR.—

(A) APPOINTMENT.—Upon the establishment of the Program, the Chief Executive Officer shall appoint a Director. The Director may be selected from among retired commissioned officers of the Armed Forces of the United States.

(B) DUTIES.—The Director shall—

(i) design, develop, and administer the Civilian Community Corps programs;

(ii) be responsible for managing the daily operations of the Corps; and

(iii) report to the Chief Executive Officer.

(C) AUTHORITY TO EMPLOY STAFF.—The Director may employ such staff as is necessary to carry out this subtitle. The Director shall, to the maximum extent practicable, utilize in staff positions personnel who are detailed from departments and agencies of the Federal Government and, to the extent the Director considers appropriate, shall request and accept detail of personnel from such departments and agencies in order to do so.

(2) PERMANENT CADRE.—

(A) ESTABLISHMENT.—The Director shall establish a permanent cadre of supervisors and training instructors for Civilian Community Corps programs.

(B) APPOINTMENT.—The Director shall appoint the members of the permanent cadre.

(C) EMPLOYMENT CONSIDERATIONS.—In appointing individuals to cadre positions, the Director shall—

(i) give consideration to retired, discharged, and other inactive members and former members of the Armed Forces recommended under section¹ 162(a)(2);

(ii) give consideration to former VISTA, Peace Corps, and youth service program personnel;

(iii) ensure that the cadre is comprised of males and females of diverse ethnic, economic, professional, and geographic backgrounds; and

(iv) consider applicants' experience in other youth service programs.

(D) COMMUNITY SERVICE CREDIT.—Service as a member of the cadre shall be considered as a community service opportunity for purposes of section 4403 of the National Defense Authorization Act for Fiscal Year 1993 and as employment with a public service or community service organization for purposes of section 4464 of that Act.

¹ So in law. Section 104(e)(2)(E)(ii) of the National and Community Service Trust Act of 1993 amended clause (i) of section 159(c)(2)(C) by striking "195K(a)(2)" and inserting "section 162(a)(2)". This amendment made to the cross reference probably should not have included the word "section" in the inserted text.

commonwealth, or the commanding general of the District of Columbia National Guard, as the case may be, to utilize—

(A) equipment of the Department of Defense and equipment of the National Guard; and

(B) Department of Defense facilities and National Guard facilities identified pursuant to section 162(a)(3).

(2) OTHER PROPERTY.—The Director may enter into contracts or agreements for the use of other equipment or facilities to the extent practicable to train and house members of the Civilian Community Corps and leaders of Corps units.

SEC. 162. [42 U.S.C. 12653k] RESPONSIBILITIES OF OTHER DEPARTMENTS.

(a) SECRETARY OF DEFENSE.—

(1) LIAISON OFFICE.—

(A) ESTABLISHMENT.—Upon the establishment of the Program, the Secretary of Defense shall establish an office to provide for liaison between the Secretary and the Civilian Community Corps.

(B) DUTIES.—The office shall—

(i) in order to assist in the recruitment of personnel for appointment in the permanent cadre, make available to the Director information in the registry established by section 4462 of the National Defense Authorization Act for Fiscal Year 1993; and

(ii) provide other assistance in the coordination of Department of Defense activities with the Corps.

(2) CORPS CADRE.—

(A) LIST OF RECOMMENDED PERSONNEL.—Upon the establishment of the Program, the Secretary of Defense, in consultation with the liaison office established under paragraph (1) shall develop a list of individuals to be recommended for appointment in the permanent cadre of Corps personnel. Such personnel shall be selected from among members and former members of the Armed Forces referred to in section 151(3) who are commissioned officers, noncommissioned officers, former commissioned officers, or former noncommissioned officers.

(B) RECOMMENDATIONS REGARDING GRADE AND PAY.—The Secretary of Defense shall recommend to the Director an appropriate rate of pay for each person recommended for the cadre pursuant to this paragraph.

(C) CONTRIBUTION FOR RETIRED MEMBER'S PAY.—If a listed individual receiving retired or retainer pay is appointed to a position in the cadre and the rate of pay for that individual is established at the amount equal to the difference between the active duty pay and allowances which that individual would receive if ordered to active duty and the amount of the individual's retired or retainer pay, the Secretary of Defense shall pay, by transfer to the Corporation from amounts available for pay of active duty members of the Armed Forces, the amount equal to 50 percent of that individual's rate of pay for service in the cadre.

(3) **FACILITIES.**—Upon the establishment of the Program, the Secretary of Defense shall identify military installations and other facilities of the Department of Defense and, in consultation with the adjutant generals of the State National Guards, National Guard facilities that may be used, in whole or in part, by the Civilian Community Corps for training or housing Corps members. The Secretary of Defense shall carry out this paragraph in consultation with the liaison office established under paragraph (1).

(4) **INFORMATION REGARDING CORPS.**—The Secretary of Defense may permit Armed Forces recruiters to inform potential applicants for the Corps regarding service in the Corps as an alternative to service in the Armed Forces.

(b) **SECRETARY OF LABOR.**—Upon the establishment of the Program, the Secretary of Labor shall identify and assist in establishing a system for the recruitment of persons to serve as members of the Civilian Community Corps. In carrying out this subsection, the Secretary of Labor may utilize the Employment Service Agency or the Office of Job Training.

SEC. 163. [42 U.S.C. 12653i] ADVISORY BOARD.

(a) **ESTABLISHMENT AND PURPOSE.**—Upon the establishment of the Program, there shall also be established a Civilian Community Corps Advisory Board to advise the Director concerning the administration of this subtitle and to assist in the development and administration of the Corps.

(b) **MEMBERSHIP.**—The Advisory Board shall be composed of the following members:

- (1) The Secretary of Labor.
- (2) The Secretary of Defense. ✓
- (3) The Secretary of the Interior.
- (4) The Secretary of Agriculture. ✓
- (5) The Secretary of Education.
- (6) The Secretary of Housing and Urban Development.
- (7) The Chief of the National Guard Bureau.
- (8) Individuals appointed by the Director from among persons who are broadly representative of educational institutions, voluntary organizations, industry, youth, and labor unions.
- (9) The Chief Executive Officer.

(c) **INAPPLICABILITY OF TERMINATION REQUIREMENT.**—Section 14 of the Federal Advisory Committee Act (5 U.S.C. App.) shall not apply to the Advisory Board.

SEC. 164. [42 U.S.C. 12653m] ANNUAL EVALUATION.

Pursuant to the provisions for evaluations conducted under section 179, and in particular subsection (g) of such section, the Corporation shall conduct an annual evaluation of the Civilian Community Corps programs authorized under this subtitle.

SEC. 165. [42 U.S.C. 12653n] FUNDING LIMITATION.

The Corporation, in consultation with the Director, shall ensure that no amounts appropriated under section 501 are utilized to carry out this subtitle.

SEC. 166. [42 U.S.C. 12653o] DEFINITIONS.

In this subtitle:

(1) **BOARD.**—The term “Board” means the Board of Directors of the Corporation.

(2) **CORPS.**—The terms “Civilian Community Corps” and “Corps” mean the Civilian Community Corps required under section 155 as part of the Civilian Community Corps Demonstration Program.

(3) **CORPS CAMP.**—The term “Corps camp” means the facility or central location established as the operational headquarters and boarding place for particular Corps units.

(4) **CORPS MEMBERS.**—The term “Corps members” means persons receiving training and participating in projects under the Civilian Community Corps Demonstration Program.

(5) **DIRECTOR.**—The term “Director” means the Director of the Civilian Community Corps.

(6) **INSTITUTION OF HIGHER EDUCATION.**—The term “institution of higher education” has the meaning given that term in section 1201(a) of the Higher Education Act of 1965 (20 U.S.C. 1141(a)).

(7) **PROGRAM.**—The terms “Civilian Community Corps Demonstration Program” and “Program” mean the Civilian Community Corps Demonstration Program established pursuant to section 152.

(8) **SERVICE LEARNING.**—The term “service learning”, with respect to Corps members, means a method—

(A) under which Corps members learn and develop through active participation in thoughtfully organized service experiences that meet actual community needs;

(B) that provides structured time for a Corps member to think, talk, or write about what the Corps member did and saw during an actual service activity;

(C) that provides Corps members with opportunities to use newly acquired skills and knowledge in real life situations in their own communities; and

(D) that helps to foster the development of a sense of caring for others, good citizenship, and civic responsibility.

(9) **SUPERINTENDENT.**—The term “superintendent”, with respect to a Corps camp, means the head of the camp under section 155(d).

(10) **UNIT.**—The term “unit” means a unit of the Corps referred to in section 155(c).

Subtitle F—Administrative Provisions

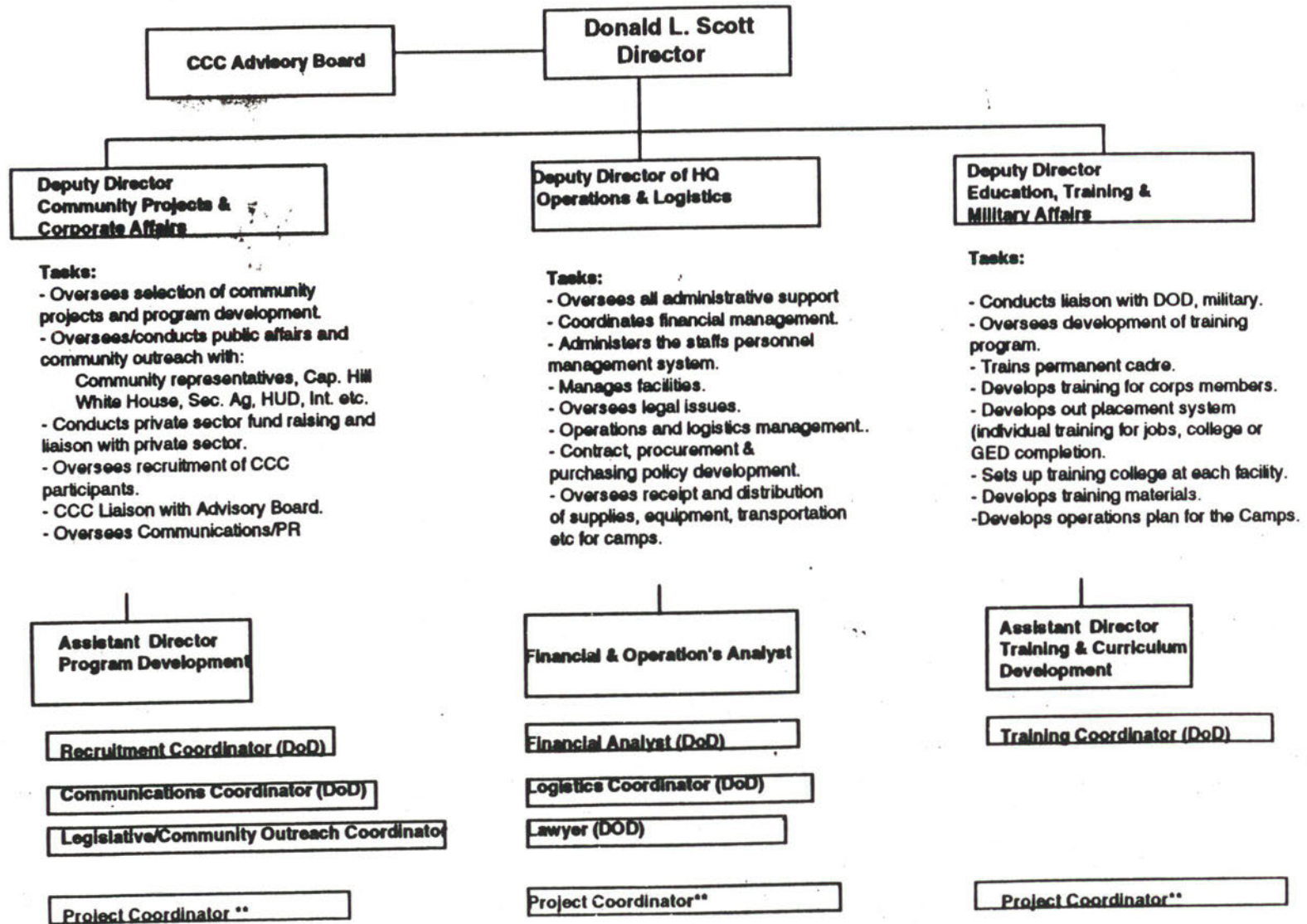
SEC. 171. [42 U.S.C. 12631] FAMILY AND MEDICAL LEAVE.

(a) **PARTICIPANTS IN PRIVATE, STATE, AND LOCAL PROJECTS.**—For purposes of title I of the Family and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.), if—

(1) a participant has provided service for the period required by section 101(2)(A)(i) (29 U.S.C. 2611(2)(A)(i)), and has met the hours of service requirement of section 101(2)(A)(ii), of such Act with respect to a project; and

(2) the service sponsor of the project is an employer described in section 101(4) of such Act (other than an employing

National Civilian Community Corps Headquarters Organizational Chart



** Project Coordinators will work for all of the Deputies and conduct any projects that they need to have completed.

Headquarters

CCC Employees = 14 (This includes two administrative support positions.)

DoD Employees = 6

permit eligible individuals to participate in school-to-work programs approved by the Secretaries of Labor and Education.

(e) **INTEREST PAYMENTS DURING FORBEARANCE ON LOAN REPAYMENT.**—The Corporation shall provide by regulation for the payment on behalf of an eligible individual of interest that accrues during a period for which such individual has obtained forbearance in the repayment of a qualified student loan (as defined in subsection (b)(6)), if the eligible individual successfully completes the individual's required term of service (as determined under section 146(b)). Such regulations shall be prescribed after consultation with the Secretary of Education.

(f) **EXCEPTION.**—With the approval of the Director, an approved national service program funded under section 121, may offer participants the option of waiving their right to receive a national service educational award in order to receive an alternative post-service benefit funded by the program entirely with non-Federal funds.

(g) **DEFINITION OF INSTITUTION OF HIGHER EDUCATION.**—Notwithstanding section 101 of this Act, for purposes of this section the term "institution of higher education" has the meaning provided by section 481(a) of the Higher Education Act of 1965 (20 U.S.C. 1088(a)).

Subtitle E—Civilian Community Corps

SEC. 151. [42 U.S.C. 12853] PURPOSE.

It is the purpose of this subtitle to authorize the establishment of a Civilian Community Corps to provide a basis for determining—

(1) whether residential service programs administered by the Federal Government can significantly increase the support for national service and community service by the people of the United States;

(2) whether such programs can expand the opportunities for willing young men and women to perform meaningful, direct, and consequential acts of community service in a manner that will enhance their own skills while contributing to their understanding of civic responsibility in the United States;

(3) whether retired members and former members of the Armed Forces of the United States, members and former members of the Armed Forces discharged or released from active duty in connection with reduced Department of Defense spending, members and former members of the Armed Forces discharged or transferred from the Selected Reserve of the Ready Reserve in connection with reduced Department of Defense spending, and other members of the Armed Forces not on active duty and not actively participating in a reserve component of the Armed Forces can provide guidance and training under such programs that contribute meaningfully to the encouragement of national and community service; and

(4) whether domestic national service programs can serve as a substitute for the traditional option of military service in the Armed Forces of the United States which, in times of re-

ductions in the size of the Armed Forces, is a diminishing national service opportunity for young Americans.

SEC. 152. [42 U.S.C. 12653a] ESTABLISHMENT OF CIVILIAN COMMUNITY CORPS DEMONSTRATION PROGRAM.

(a) **IN GENERAL.**—The Corporation may establish the Civilian Community Corps Demonstration Program to carry out the purpose of this subtitle.

(b) **PROGRAM COMPONENTS.**—Under the Civilian Community Corps Demonstration Program authorized by subsection (a), the members of a Civilian Community Corps shall receive training and perform service in at least one of the following two program components:

- (1) A national service program.
- (2) A summer national service program.

(c) **RESIDENTIAL PROGRAMS.**—Both program components are residential programs. The members of the Corps in each program shall reside with other members of the Corps in Corps housing during the periods of the members' agreed service.

SEC. 153. [42 U.S.C. 12653b] NATIONAL SERVICE PROGRAM.

(a) **IN GENERAL.**—Under the national service program component of the Civilian Community Corps Demonstration Program authorized by section 152(a), eligible young people shall work in teams on Civilian Community Corps projects.

(b) **ELIGIBLE PARTICIPANTS.**—A person shall be eligible for selection for the national service program if the person—

- (1) is at least 16 and not more than 24 years of age; and
- (2) is a high school graduate or has not received a high school diploma or its equivalent.

(c) **DIVERSE BACKGROUNDS OF PARTICIPANTS.**—In selecting persons for the national service program, the Director shall endeavor to ensure that participants are from economically, geographically, and ethnically diverse backgrounds.

(d) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the national service program shall be economically disadvantaged youths.

(e) **PERIOD OF PARTICIPATION.**—Persons desiring to participate in the national service program shall enter into an agreement with the Director to participate in the Corps for a period of not less than nine months and not more than one year, as specified by the Director, and may renew the agreement for not more than one additional such period.

SEC. 154. [42 U.S.C. 12653c] SUMMER NATIONAL SERVICE PROGRAM.

(a) **IN GENERAL.**—Under the summer national service program of the Civilian Community Corps Demonstration Program authorized by section 152(a), a diverse group of youth aged 14 through 18 years who are from urban or rural areas shall work in teams on Civilian Community Corps projects.

(b) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the summer national service program shall be economically disadvantaged youths.

(c) SEASONAL PROGRAM.—The training and service of Corps members under the summer national service program in each year shall be conducted after April 30 and before October 1 of that year.

SEC. 155. [42 U.S.C. 12653d] CIVILIAN COMMUNITY CORPS.

(a) DIRECTOR.—Upon the establishment of the Civilian Community Corps Demonstration Program, the Civilian Community Corps shall be under the direction of the Director appointed pursuant to section 159(c)(1).

(b) MEMBERSHIP IN CIVILIAN COMMUNITY CORPS.—

(1) PARTICIPANTS TO BE MEMBERS.—Persons selected to participate in the national service program or the summer national service program components of the Program shall become members of the Civilian Community Corps.

(2) SELECTION OF MEMBERS.—The Director or the Director's designee shall select individuals for membership in the Corps.

(3) APPLICATION FOR MEMBERSHIP.—To be selected to become a Corps member an individual shall submit an application to the Director or to any other office as the Director may designate, at such time, in such manner, and containing such information as the Director shall require. At a minimum, the application shall contain information about the work experience of the applicant and sufficient information to enable the Director, or the superintendent of the appropriate camp, to determine whether selection of the applicant for membership in the Corps is appropriate.

(c) ORGANIZATION OF CORPS INTO UNITS.—

(1) UNITS.—The Corps shall be divided into permanent units. Each Corps member shall be assigned to a unit.

(2) UNIT LEADERS.—The leader of each unit shall be selected from among persons in the permanent cadre established pursuant to section 159(c)(2). The designated leader shall accompany the unit throughout the period of agreed service of the members of the unit.

(d) CAMPS.—

(1) UNITS TO BE ASSIGNED TO CAMPS.—The units of the Corps shall be grouped together as appropriate in camps for operational, support, and boarding purposes. The Corps camp for a unit shall be in a facility or central location established as the operational headquarters and boarding place for the unit. Corps members may be housed in the camps.

(2) CAMP SUPERINTENDENT.—There shall be a superintendent for each camp. The superintendent is the head of the camp.

(3) ELIGIBLE SITE FOR CAMP.—A camp may be located in a facility referred to in section 162(a)(3).

(e) DISTRIBUTION OF UNITS AND CAMPS.—The Director shall ensure that the Corps units and camps are distributed in urban areas and rural areas in various regions throughout the United States.

(f) STANDARDS OF CONDUCT.—

(1) IN GENERAL.—The superintendent of each camp shall establish and enforce standards of conduct to promote proper moral and disciplinary conditions in the camp.

(2) **SANCTIONS.**—Under procedures prescribed by the Director, the superintendent of a camp may—

(A) transfer a member of the Corps in that camp to another unit or camp if the superintendent determines that the retention of the member in the member's unit or in the superintendent's camp will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members in that unit or camp, as the case may be; or

(B) dismiss a member of the Corps from the Corps if the superintendent determines that retention of the member in the Corps will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members.

(3) **APPEALS.**—Under procedures prescribed by the Director, a member of the Corps may appeal to the Director a determination of a camp superintendent to transfer or dismiss the member. The Director shall provide for expeditious disposition of appeals under this paragraph.

SEC. 156. [42 U.S.C. 12653.] TRAINING.

(a) **COMMON CURRICULUM.**—Each member of the Civilian Community Corps shall be provided with between three and six weeks of training that includes a comprehensive service-learning curriculum designed to promote team building, discipline, leadership, work, training, citizenship, and physical conditioning.

(b) **ADVANCED SERVICE TRAINING.**—

(1) **NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the national service program shall receive advanced training in basic, project-specific skills that the members will use in performing their community service projects.

(2) **SUMMER NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the summer national service program shall not receive advanced training referred to in paragraph (1) but, to the extent practicable, may receive other training.

(c) **TRAINING PERSONNEL.**—

(1) **IN GENERAL.**—Members of the cadre appointed under section 159(c)(2) shall provide the training for the members of the Corps, including, as appropriate, advanced service training and ongoing training throughout the members' periods of agreed service.

(2) **COORDINATION WITH OTHER ENTITIES.**—Members of the cadre may provide the advanced service training referred to in subsection (b)(1) in coordination with vocational or technical schools, other employment and training providers, existing youth service programs, or other qualified individuals.

(d) **FACILITIES.**—The training may be provided at installations and other facilities of the Department of Defense, and at National Guard facilities, identified under section 162(a)(3).

SEC. 157. [42 U.S.C. 12653f] SERVICE PROJECTS.

(a) **PROJECT REQUIREMENTS.**—The service projects carried out by the Civilian Community Corps shall—

(1) meet an identifiable public need;

(2) emphasize the performance of community service activities that provide meaningful community benefits and opportunities for service learning and skills development;

(3) to the maximum extent practicable, encourage work to be accomplished in teams of diverse individuals working together; and

(4) include continued education and training in various technical fields.

(b) PROJECT PROPOSALS.—

(1) DEVELOPMENT OF PROPOSALS.—

(A) SPECIFIC EXECUTIVE DEPARTMENTS.—Upon the establishment of the Program, the Secretary of Agriculture, the Secretary of the Interior, and the Secretary of Housing and Urban Development shall develop proposals for Corps projects pursuant to guidance which the Director shall prescribe.

(B) OTHER SOURCES.—Other public and private organizations and agencies, including representatives of local communities in the vicinity of a Corps camp, may develop proposals for projects for a Corps camp. Corps members shall also be encouraged to identify projects for the Corps.

(2) CONSULTATION REQUIREMENTS.—The process for developing project proposals under paragraph (1) shall include consultation with the Corporation, representatives of local communities, and persons involved in other youth service programs.

(c) PROJECT SELECTION, ORGANIZATION, AND PERFORMANCE.—

(1) SELECTION.—The superintendent of a Corps camp shall select the projects to be performed by the members of the Corps assigned to the units in that camp. The superintendent shall select projects from among the projects proposed or identified pursuant to subsection (b).

(2) INNOVATIVE LOCAL ARRANGEMENTS FOR PROJECT PERFORMANCE.—The Director shall encourage camp superintendents to negotiate with representatives of local communities, to the extent practicable, innovative arrangements for the performance of projects. The arrangements may provide for cost-sharing and the provision by the communities of in-kind support and other support.

SEC. 154. [42 U.S.C. 12653g] AUTHORIZED BENEFITS FOR CORPS MEMBERS.

(a) IN GENERAL.—The Director shall provide for members of the Civilian Community Corps to receive benefits authorized by this section.

(b) LIVING ALLOWANCE.—The Director shall provide a living allowance to members of the Corps for the period during which such members are engaged in training or any activity on a Corps project. The Director shall establish the amount of the allowance at any amount not in excess of the amount equal to 100 percent of the poverty line that is applicable to a family of two (as defined by the Office of Management and Budget and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2))).

(c) OTHER AUTHORIZED BENEFITS.—While receiving training or engaging in service projects as members of the Civilian Community Corps, members may be provided the following benefits:

- (1) Allowances for travel expenses, personal expenses, and other expenses.
- (2) Quarters.
- (3) Subsistence.
- (4) Transportation.
- (5) Equipment.
- (6) Clothing.
- (7) Recreational services and supplies.
- (8) Other services determined by the Director to be consistent with the purposes of the Program.

(d) SUPPORTIVE SERVICES.—As the Director determines appropriate, the Director may provide each member of the Corps with health care services, child care services, counseling services, and other supportive services.

(e) POST SERVICE BENEFITS.—Upon completion of the agreed period of service with the Corps, a member shall elect to receive the educational assistance under subsection (f) or the cash benefit under subsection (g).

(f) NATIONAL SERVICE EDUCATIONAL AWARDS.—A Corps member who successfully completes a period of agreed service in the Corps may receive the national service educational award described in subtitle D if the Corps member—

- (1) serves in an approved national service position; and
- (2) satisfies the eligibility requirements specified in section 146 with respect to service in that approved national service position.

(g) ALTERNATIVE BENEFIT.—If a Corps member who successfully completes a period of agreed service in the Corps is ineligible for the national service educational award described in subtitle D, the Director may provide for the provision of a suitable alternative benefit for the Corps member.

SEC. 159. [42 U.S.C. 12653b] ADMINISTRATIVE PROVISIONS.

(a) SUPERVISION.—The Chief Executive Officer shall monitor and supervise the administration of the Civilian Community Corps Demonstration Program authorized to be established under section 152. In carrying out this section, the Chief Executive Officer shall—

- (1) approve such guidelines, recommended by the Board, for the design, selection of members, and operation of the Civilian Community Corps as the Chief Executive Officer considers appropriate;
- (2) evaluate the progress of the Corps in providing a basis for determining the matters set forth in section 151; and
- (3) carry out any other activities determined appropriate by the Board.

(b) MONITORING AND COORDINATION.—The Chief Executive Officer shall—

- (1) monitor the overall operation of the Civilian Community Corps;

(2) coordinate the activities of the Corps with other youth service programs administered by the Corporation; and

(3) carry out any other activities determined appropriate by the Board.

(c) STAFF.—

(1) DIRECTOR.—

(A) APPOINTMENT.—Upon the establishment of the Program, the Chief Executive Officer shall appoint a Director. The Director may be selected from among retired commissioned officers of the Armed Forces of the United States.

(B) DUTIES.—The Director shall—

(i) design, develop, and administer the Civilian Community Corps programs;

(ii) be responsible for managing the daily operations of the Corps; and

(iii) report to the Chief Executive Officer.

(C) AUTHORITY TO EMPLOY STAFF.—The Director may employ such staff as is necessary to carry out this subtitle. The Director shall, to the maximum extent practicable, utilize in staff positions personnel who are detailed from departments and agencies of the Federal Government and, to the extent the Director considers appropriate, shall request and accept detail of personnel from such departments and agencies in order to do so.

(2) PERMANENT CADRE.—

(A) ESTABLISHMENT.—The Director shall establish a permanent cadre of supervisors and training instructors for Civilian Community Corps programs.

(B) APPOINTMENT.—The Director shall appoint the members of the permanent cadre.

(C) EMPLOYMENT CONSIDERATIONS.—In appointing individuals to cadre positions, the Director shall—

(i) give consideration to retired, discharged, and other inactive members and former members of the Armed Forces recommended under section¹ 162(a)(2);

(ii) give consideration to former VISTA, Peace Corps, and youth service program personnel;

(iii) ensure that the cadre is comprised of males and females of diverse ethnic, economic, professional, and geographic backgrounds; and

(iv) consider applicants' experience in other youth service programs.

(D) COMMUNITY SERVICE CREDIT.—Service as a member of the cadre shall be considered as a community service opportunity for purposes of section 4403 of the National Defense Authorization Act for Fiscal Year 1993 and as employment with a public service or community service organization for purposes of section 4464 of that Act.

¹ So in law. Section 104(e)(2)(E)(ii) of the National and Community Service Trust Act of 1993 amended clause (i) of section 159(c)(2)(C) by striking "195K(a)(2)" and inserting "section 162(a)(2)". This amendment made to the cross reference probably should not have included the word "section" in the inserted text.

(E) TRAINING.—The Director shall provide to members of the permanent cadre appropriate training in youth development techniques and the principles of service learning. All members of the permanent cadre shall be required to participate in the training.

(3) INAPPLICABILITY OF CERTAIN CIVIL SERVICE LAWS.—The Director, the members of the permanent cadre, and the other staff personnel shall be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service. The rates of pay of such persons may be established without regard to the provisions of chapter 51 and subchapter III of chapter 53 of such title.

(4) VOLUNTARY SERVICES.—Notwithstanding any other provision of law, the Director may accept the voluntary services of individuals. While away from their homes or regular places of business on the business of the Corps, such individuals may be allowed travel expenses, including per diem in lieu of subsistence, in the same amounts and to the same extent, as authorized under section 5703 of title 5, United States Code, for persons employed intermittently in Federal Government service.

SEC. 160. [42 U.S.C. 12653a] STATUS OF CORPS MEMBERS AND CORPS PERSONNEL UNDER FEDERAL LAW.

(a) IN GENERAL.—Except as otherwise provided in this section, members of the Civilian Community Corps shall not, by reason of their status as such members, be considered Federal employees or be subject to the provisions of law relating to Federal employment.

(b) WORK-RELATED INJURIES.—

(1) IN GENERAL.—For purposes of subchapter I of chapter 81 of title 5, United States Code, relating to the compensation of Federal employees for work injuries, members of the Corps shall be considered as employees of the United States within the meaning of the term "employee", as defined in section 8101 of such title.

(2) SPECIAL RULE.—In the application of the provisions of subchapter I of chapter 81 of title 5, United States Code, to a person referred to in paragraph (1), the person shall not be considered to be in the performance of duty while absent from the person's assigned post of duty unless the absence is authorized in accordance with procedures prescribed by the Director.

(c) TORT CLAIMS PROCEDURE.—A member of the Corps shall be considered an employee of the United States for purposes of chapter 171 of title 28, United States Code, relating to tort claims liability and procedure.

SEC. 161. [42 U.S.C. 12653b] CONTRACT AND GRANT AUTHORITY.

(a) PROGRAMS.—The Director may, by contract or grant, provide for any public or private organization to perform any program function under this subtitle.

(b) EQUIPMENT AND FACILITIES.—

(1) FEDERAL AND NATIONAL GUARD PROPERTY.—The Director shall enter into agreements, as necessary, with the Secretary of Defense, the Governor of a State, territory or

commonwealth, or the commanding general of the District of Columbia National Guard, as the case may be, to utilize—

(A) equipment of the Department of Defense and equipment of the National Guard; and

(B) Department of Defense facilities and National Guard facilities identified pursuant to section 162(a)(3).

(2) **OTHER PROPERTY.**—The Director may enter into contracts or agreements for the use of other equipment or facilities to the extent practicable to train and house members of the Civilian Community Corps and leaders of Corps units.

SEC. 162. [42 U.S.C. 12653k] RESPONSIBILITIES OF OTHER DEPARTMENTS.

(a) SECRETARY OF DEFENSE.—

(1) LIAISON OFFICE.—

(A) **ESTABLISHMENT.**—Upon the establishment of the Program, the Secretary of Defense shall establish an office to provide for liaison between the Secretary and the Civilian Community Corps.

(B) **DUTIES.**—The office shall—

(i) in order to assist in the recruitment of personnel for appointment in the permanent cadre, make available to the Director information in the registry established by section 4462 of the National Defense Authorization Act for Fiscal Year 1993; and

(ii) provide other assistance in the coordination of Department of Defense activities with the Corps.

(2) CORPS CADRE.—

(A) **LIST OF RECOMMENDED PERSONNEL.**—Upon the establishment of the Program, the Secretary of Defense, in consultation with the liaison office established under paragraph (1) shall develop a list of individuals to be recommended for appointment in the permanent cadre of Corps personnel. Such personnel shall be selected from among members and former members of the Armed Forces referred to in section 151(3) who are commissioned officers, noncommissioned officers, former commissioned officers, or former noncommissioned officers.

(B) **RECOMMENDATIONS REGARDING GRADE AND PAY.**—The Secretary of Defense shall recommend to the Director an appropriate rate of pay for each person recommended for the cadre pursuant to this paragraph.

(C) **CONTRIBUTION FOR RETIRED MEMBER'S PAY.**—If a listed individual receiving retired or retainer pay is appointed to a position in the cadre and the rate of pay for that individual is established at the amount equal to the difference between the active duty pay and allowances which that individual would receive if ordered to active duty and the amount of the individual's retired or retainer pay, the Secretary of Defense shall pay, by transfer to the Corporation from amounts available for pay of active duty members of the Armed Forces, the amount equal to 50 percent of that individual's rate of pay for service in the cadre.

(3) **FACILITIES.**—Upon the establishment of the Program, the Secretary of Defense shall identify military installations and other facilities of the Department of Defense and, in consultation with the adjutant generals of the State National Guards, National Guard facilities that may be used, in whole or in part, by the Civilian Community Corps for training or housing Corps members. The Secretary of Defense shall carry out this paragraph in consultation with the liaison office established under paragraph (1).

(4) **INFORMATION REGARDING CORPS.**—The Secretary of Defense may permit Armed Forces recruiters to inform potential applicants for the Corps regarding service in the Corps as an alternative to service in the Armed Forces.

(b) **SECRETARY OF LABOR.**—Upon the establishment of the Program, the Secretary of Labor shall identify and assist in establishing a system for the recruitment of persons to serve as members of the Civilian Community Corps. In carrying out this subsection, the Secretary of Labor may utilize the Employment Service Agency or the Office of Job Training.

SEC. 163. [42 U.S.C. 12653i] ADVISORY BOARD.

(a) **ESTABLISHMENT AND PURPOSE.**—Upon the establishment of the Program, there shall also be established a Civilian Community Corps Advisory Board to advise the Director concerning the administration of this subtitle and to assist in the development and administration of the Corps.

(b) **MEMBERSHIP.**—The Advisory Board shall be composed of the following members:

- (1) The Secretary of Labor.
- (2) The Secretary of Defense. ✓
- (3) The Secretary of the Interior.
- (4) The Secretary of Agriculture. ✓
- (5) The Secretary of Education.
- (6) The Secretary of Housing and Urban Development.
- (7) The Chief of the National Guard Bureau.
- (8) Individuals appointed by the Director from among persons who are broadly representative of educational institutions, voluntary organizations, industry, youth, and labor unions.
- (9) The Chief Executive Officer.

(c) **INAPPLICABILITY OF TERMINATION REQUIREMENT.**—Section 14 of the Federal Advisory Committee Act (5 U.S.C. App.) shall not apply to the Advisory Board.

SEC. 164. [42 U.S.C. 12653m] ANNUAL EVALUATION.

Pursuant to the provisions for evaluations conducted under section 179, and in particular subsection (g) of such section, the Corporation shall conduct an annual evaluation of the Civilian Community Corps programs authorized under this subtitle.

SEC. 165. [42 U.S.C. 12653n] FUNDING LIMITATION.

The Corporation, in consultation with the Director, shall ensure that no amounts appropriated under section 501 are utilized to carry out this subtitle.

SEC. 166. [42 U.S.C. 12653o] DEFINITIONS.

In this subtitle:

- (1) **BOARD.**—The term “Board” means the Board of Directors of the Corporation.
- (2) **CORPS.**—The terms “Civilian Community Corps” and “Corps” mean the Civilian Community Corps required under section 155 as part of the Civilian Community Corps Demonstration Program.
- (3) **CORPS CAMP.**—The term “Corps camp” means the facility or central location established as the operational headquarters and boarding place for particular Corps units.
- (4) **CORPS MEMBERS.**—The term “Corps members” means persons receiving training and participating in projects under the Civilian Community Corps Demonstration Program.
- (5) **DIRECTOR.**—The term “Director” means the Director of the Civilian Community Corps.
- (6) **INSTITUTION OF HIGHER EDUCATION.**—The term “institution of higher education” has the meaning given that term in section 1201(a) of the Higher Education Act of 1965 (20 U.S.C. 1141(a)).
- (7) **PROGRAM.**—The terms “Civilian Community Corps Demonstration Program” and “Program” mean the Civilian Community Corps Demonstration Program established pursuant to section 152.
- (8) **SERVICE LEARNING.**—The term “service learning”, with respect to Corps members, means a method—
 - (A) under which Corps members learn and develop through active participation in thoughtfully organized service experiences that meet actual community needs;
 - (B) that provides structured time for a Corps member to think, talk, or write about what the Corps member did and saw during an actual service activity;
 - (C) that provides Corps members with opportunities to use newly acquired skills and knowledge in real life situations in their own communities; and
 - (D) that helps to foster the development of a sense of caring for others, good citizenship, and civic responsibility.
- (9) **SUPERINTENDENT.**—The term “superintendent”, with respect to a Corps camp, means the head of the camp under section 155(d).
- (10) **UNIT.**—The term “unit” means a unit of the Corps referred to in section 155(c).

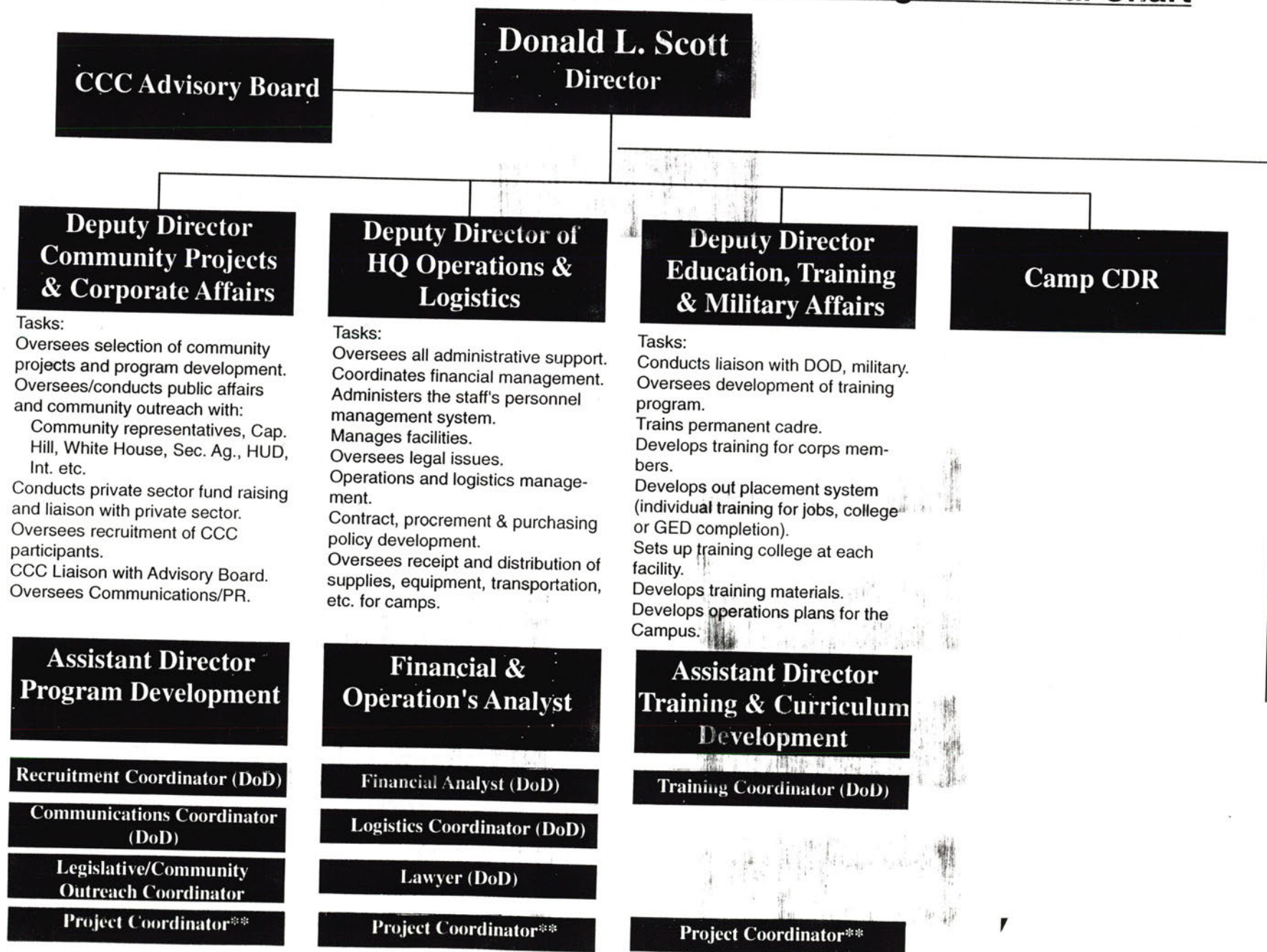
Subtitle F—Administrative Provisions

SEC. 171. [42 U.S.C. 12631] FAMILY AND MEDICAL LEAVE

(a) **PARTICIPANTS IN PRIVATE, STATE, AND LOCAL PROJECTS.**—For purposes of title I of the Family and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.), if—

- (1) a participant has provided service for the period required by section 101(2)(A)(i) (29 U.S.C. 2611(2)(A)(i)), and has met the hours of service requirement of section 101(2)(A)(ii), of such Act with respect to a project; and
- (2) the service sponsor of the project is an employer described in section 101(4) of such Act (other than an employing

National Civilian Community Corps Headquarters Organizational Chart

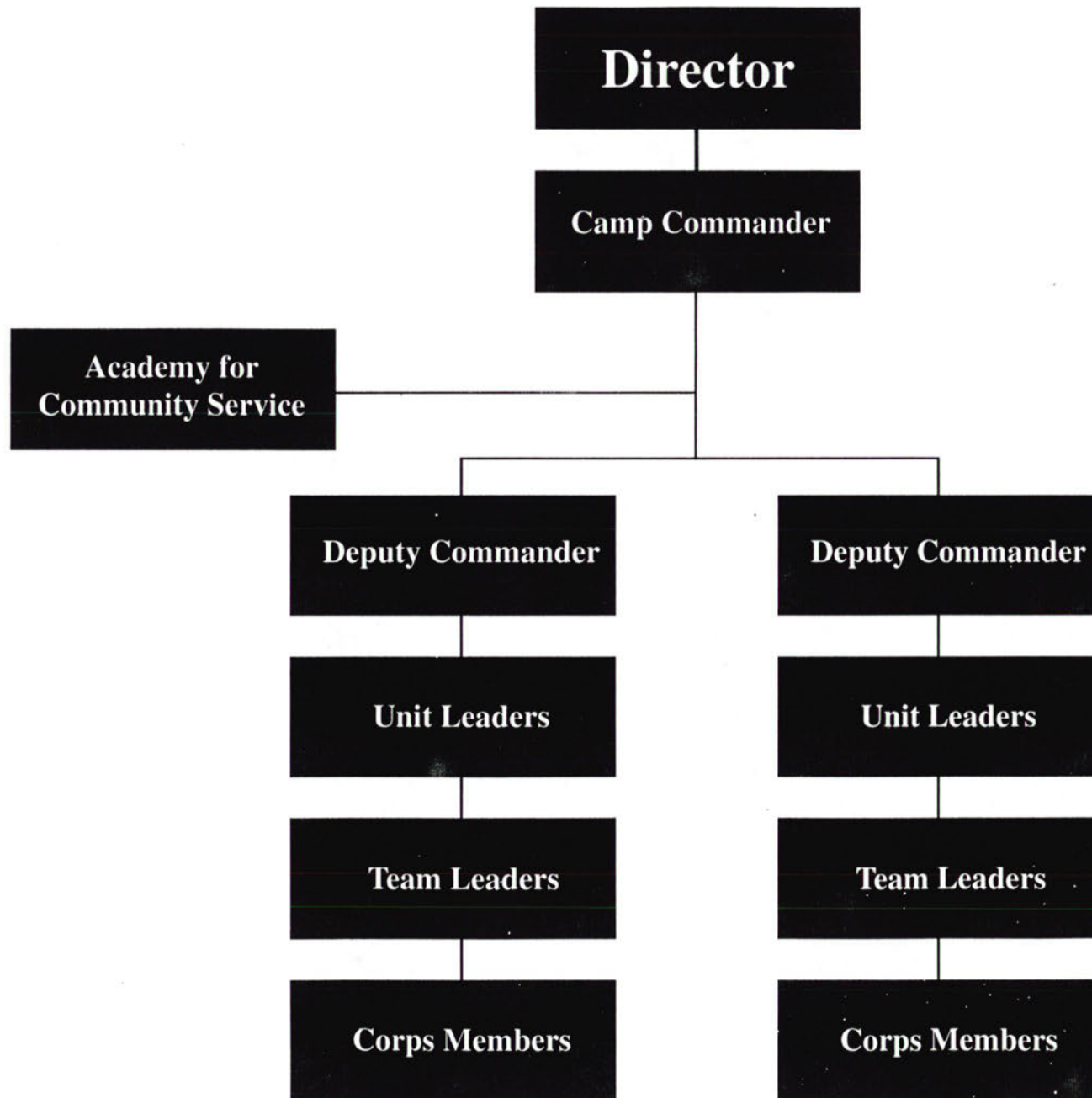


** Project Coordinators will work for all of the Deputies and conduct any projects that they need to have completed.

Headquarters

CCC Employees = 14 (This includes two administrative support positions.)

DoD Employees = 6



United States Senate

WASHINGTON, DC 20510-3803

PHOTOCOPY
PRESERVATION

THE CIVILIAN COMMUNITY CORPS (CCC) DEMONSTRATION PROGRAM

Legislative History

Originally introduced in March as part of S.2373, the Civilian Community Corps was accepted as an amendment to the 1992 Defense Authorization Bill -- offered by Senators Boren, Wofford, Nunn, Kennedy, Mikulski, Simon, Dixon, Dole, Warner, Domenici, McCain, Reid and Seymour. For FY'93, the appropriations for the Civilian Community Corps will be \$20 million.

The CCC component was one of three civil-military youth service initiatives that were included as part of both bills by this strong bipartisan coalition. \$30 million was appropriated to the National Guard Youth Opportunities Pilot Programs to run ten demonstration programs for dropouts and other at-risk youth. These programs, run by the National Guard, are part residential and part non-residential in nature. \$20 million was also appropriated for the Commission on National and Community Service to run programs that involve former, inactive or discharged military personnel in non-residential youth service efforts and/or are located in communities negatively impacted by military downsizing.

Program, Participants & Content

There will be established two divisions of the new CCC: a Summer National Service Program and a National Service Program.

The Summer National Service Program will give young people between the ages of 14-18, primarily from disadvantaged backgrounds, the opportunity to work for a few months on projects that will benefit the community. In return they can receive room, board, reimbursement of necessary expenses, a living allowance, and either an educational credit up to a maximum of \$1,000 or half that amount in a post-service cash benefit.

The National Service Program will give a diverse group of young people between the ages of 17-25 -- from all over the country of all races, classes, creeds and socio-economic backgrounds -- an opportunity to work on valuable community projects for 9 months to 1

year. Corpsmembers will receive advance service training in project-specific skills so as to be able to tackle more difficult assignments of greater community benefit. The National Service Program provides room, board, reimbursement of necessary expenses, a living allowance, and an educational credit up to a maximum of \$5,000 or half that amount in a post-service cash benefit.

Initiatives will be developed to assist corpsmembers complete the transition from the CCC to school or work. Support services shall be provided to the extent necessary.

The CCC programs are to be run by a permanent cadre that in addition to retired, discharged or inactive military service persons, shall be composed of persons with experience in service, educational or other arenas. The cadre will also ensure the training of the corpsmembers of both the summer and national service programs. This cadre will be comprised of people from diverse ethnic, economic, professional and geographic backgrounds.

Every corpsmember will take part in a 3-6 week common curriculum that includes a comprehensive service-learning curriculum designed to promote team-building, discipline, leadership, work, training, citizenship, and physical conditioning. National Service corpsmembers will receive additional project-specific skills training.

Each camp superintendent will identify and select community service projects that will encourage diverse teams working together in corps. The projects will be labor intensive, and provide community benefit and opportunities for service-learning and skills development. The Secretaries of Agriculture, Interior, and HUD shall develop proposals for Corps projects pursuant to guidelines prescribed by the Director. Other public and private agencies, including representatives of local communities in the vicinity of a Corps camp, as well as corpsmembers themselves, may also develop proposals for projects. As defined by the National and Community Service Act of 1990, community service includes physical labor, and human and social services.

Administration of the Demonstration Program

The new CCC will be run under the auspices of the bipartisan Commission on National and Community Service -- a federal agency created by the National and Community Service Act of 1990.

A Director will be named by the Commission's Board. The Director may be a retired military person. The Director will be advised by a Civilian Community Corps National Advisory Board comprised of various Secretaries and persons appointed by the Director who are broadly representative of educational institutions, industry, youth organizations, labor unions, service groups...to assist in the development and administration of the new CCC.

The new CCC will be residential in nature and to the maximum extent practical will use excess capacity in military bases. Also to the maximum extent practical, retired, discharged or inactive military personnel will be involved in operating the new CCC.

The Defense Department shall establish a Liaison Office to the CCC to help coordinate activities and to help develop a cadre of personnel to manage and supervise CCC camps, projects, and corpsmembers.

The Department of Labor, in conjunction with the Department of Defense, will help to identify and assist in establishing a recruiting system for young men and women corpsmembers.

PHOTOCOPY
PRESERVATION



NCCC

NATIONAL CIVILIAN COMMUNITY CORPS

AN AMERICORPS PROGRAM

Fact Sheet

THE PROGRAM:

A new residential service program, National Civilian Community Corps (NCCC) expands opportunities for young Americans to work in teams to meet critical needs in urban and rural communities. Drawing on the best methods used by civilian service projects, NCCC adds the experience of the Armed Forces in motivating and training American youth.

THE CORPS:

Corps members live dormitory-style and train together at military bases. Training — using service learning methods — is focused on leadership, team building, citizenship and physical conditioning. Skills for specific projects are taught before corps members begin their community efforts. Corps members, working in teams of ten, are expected to provide leadership and day-to-day project planning.

ELIGIBILITY:

NCCC is open to young adults 18-24 willing to commit to an 11-month program of service. An 8-week summer program is planned for ages 14-17. Corps members must be citizens or permanent residents of the U.S. Selection is based primarily on an application and personal references. Part of NCCC's mission is demonstrating the strength that diversity gives to an organization.

SERVICES:

NCCC focuses on projects that protect and conserve natural resources, promote public safety and help meet the educational and human needs of children, older persons and others in a community. Many corps members are trained for disaster relief and recovery projects.

BENEFITS:

Corps members receive lodging, meals, uniforms, health care, child care, job skill training and earn an \$8,000 living allowance over 11 months of service. NCCC also provides an education award of \$4,725; or, a corps member can choose a cash award of \$2,362. The real compensation for corps members comes from having as much responsibility and as many challenges as they can handle. The NCCC experience is expected to help members become skilled leaders committed to their communities.

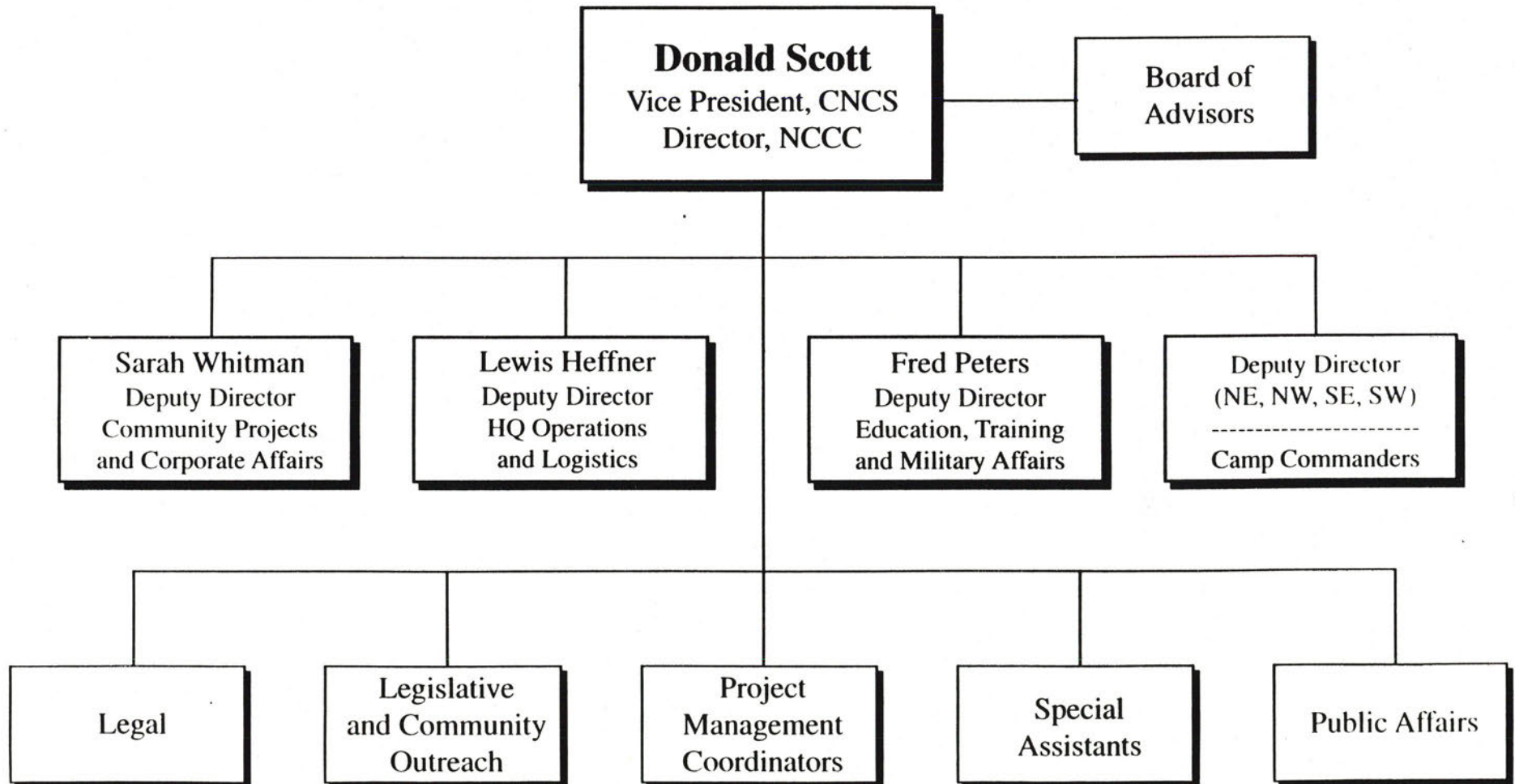
ABOUT AMERICORPS:

AmeriCorps is the name for the new national service programs created by the Congress and President Clinton as part of the National and Community Service Trust Act of 1993. The NCCC is part of AmeriCorps. Up to 20,000 Americans will serve in AmeriCorps by early 1995.

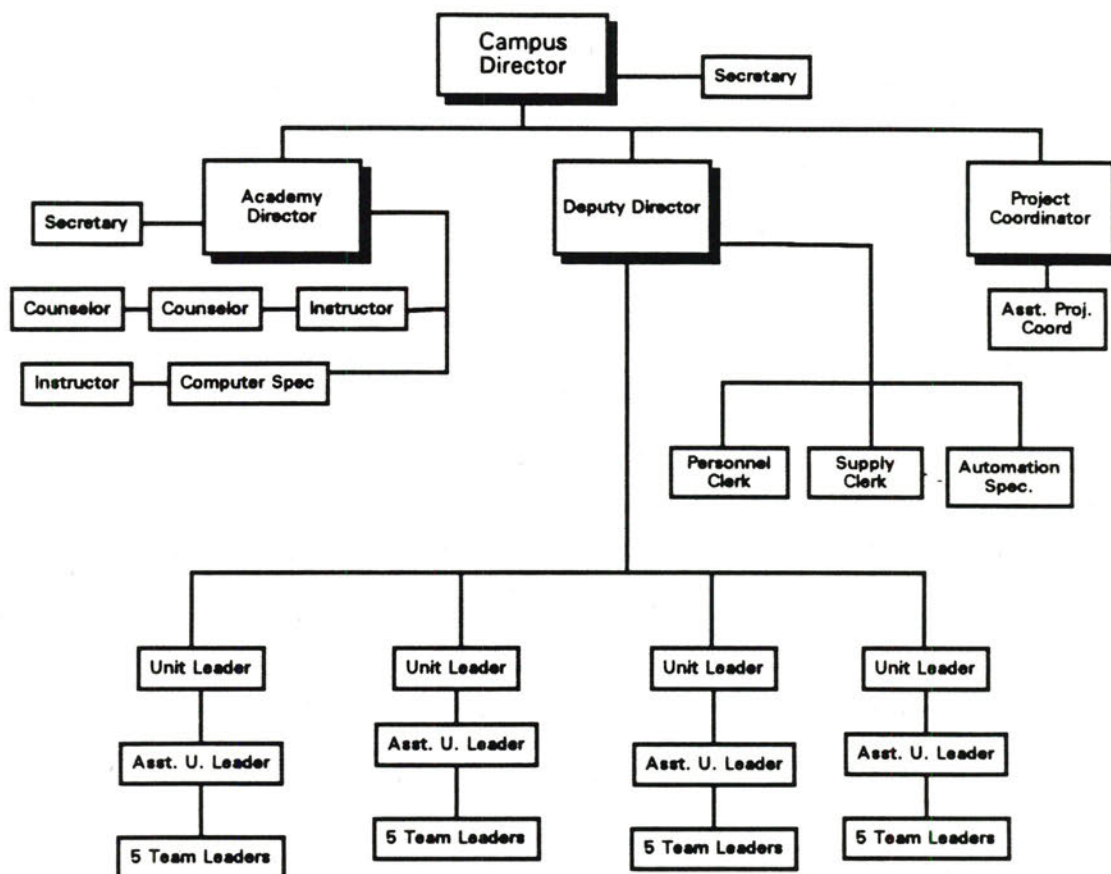
FOR MORE INFORMATION WRITE OR CALL:

NCCC, 1100 Vermont Avenue, NW, Washington, DC 20525
1-800-94-ACORPS, (202) 606-5000

NCCC Organization

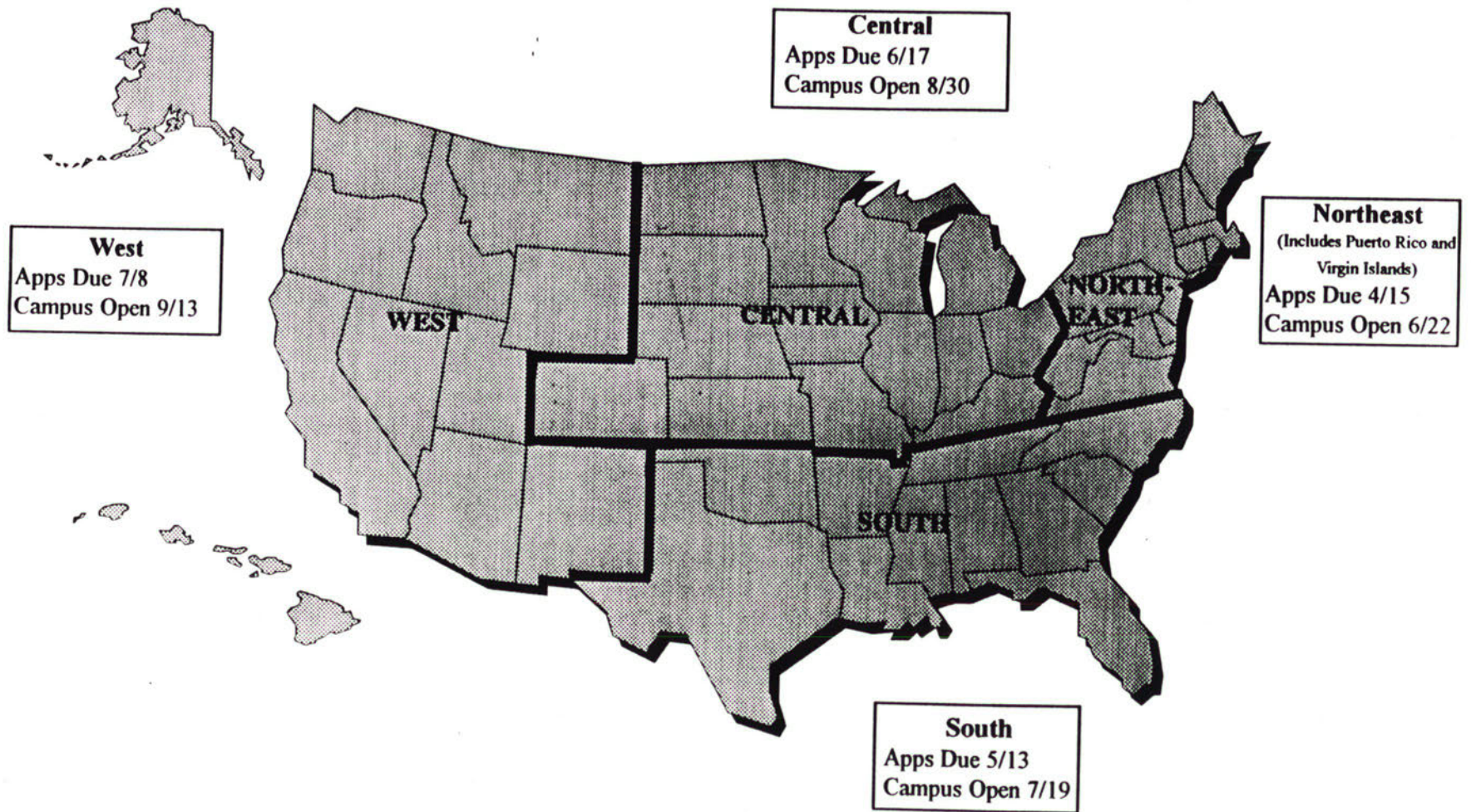


**AMERICORPS
NATIONAL CIVILIAN COMMUNITY CORPS
REGIONAL CAMPUS ORGANIZATIONAL DIAGRAM**



NCCC Staff	Number	Contract Hires	Number
Campus Director	1	Counselor	2
Deputy Campus Director	1	Instructor	2
Academy Director	1	Computer Specialist	1
Project Coordinator	1	Team Leader	20
Asst. Proj Coordinator	1	Secretary	2
Unit Leader	4	Personnel Clerk	1
Asst. Unit Leader	4	Supply Clerk	1
		Office Automation Spec.	1
Total	13		30

National Civilian Community Corps Regions



permit eligible individuals to participate in school-to-work programs approved by the Secretaries of Labor and Education.

(e) **INTEREST PAYMENTS DURING FORBEARANCE ON LOAN REPAYMENT.**—The Corporation shall provide by regulation for the payment on behalf of an eligible individual of interest that accrues during a period for which such individual has obtained forbearance in the repayment of a qualified student loan (as defined in subsection (b)(6)), if the eligible individual successfully completes the individual's required term of service (as determined under section 146(b)). Such regulations shall be prescribed after consultation with the Secretary of Education.

(f) **EXCEPTION.**—With the approval of the Director, an approved national service program funded under section 121, may offer participants the option of waiving their right to receive a national service educational award in order to receive an alternative post-service benefit funded by the program entirely with non-Federal funds.

(g) **DEFINITION OF INSTITUTION OF HIGHER EDUCATION.**—Notwithstanding section 101 of this Act, for purposes of this section the term "institution of higher education" has the meaning provided by section 481(a) of the Higher Education Act of 1965 (20 U.S.C. 1088(a)).

Subtitle E—Civilian Community Corps

SEC. 151. [42 U.S.C. 12653] PURPOSE.

It is the purpose of this subtitle to authorize the establishment of a Civilian Community Corps to provide a basis for determining--

(1) whether residential service programs administered by the Federal Government can significantly increase the support for national service and community service by the people of the United States;

(2) whether such programs can expand the opportunities for willing young men and women to perform meaningful, direct, and consequential acts of community service in a manner that will enhance their own skills while contributing to their understanding of civic responsibility in the United States;

(3) whether retired members and former members of the Armed Forces of the United States, members and former members of the Armed Forces discharged or released from active duty in connection with reduced Department of Defense spending, members and former members of the Armed Forces discharged or transferred from the Selected Reserve of the Ready Reserve in connection with reduced Department of Defense spending, and other members of the Armed Forces not on active duty and not actively participating in a reserve component of the Armed Forces can provide guidance and training under such programs that contribute meaningfully to the encouragement of national and community service; and

(4) whether domestic national service programs can serve as a substitute for the traditional option of military service in the Armed Forces of the United States which, in times of re-

ductions in the size of the Armed Forces, is a diminishing national service opportunity for young Americans.

SEC. 152. [42 U.S.C. 12653a] ESTABLISHMENT OF CIVILIAN COMMUNITY CORPS DEMONSTRATION PROGRAM

(a) **IN GENERAL.**—The Corporation may establish the Civilian Community Corps Demonstration Program to carry out the purpose of this subtitle.

(b) **PROGRAM COMPONENTS.**—Under the Civilian Community Corps Demonstration Program authorized by subsection (a), the members of a Civilian Community Corps shall receive training and perform service in at least one of the following two program components:

- (1) A national service program.
- (2) A summer national service program.

(c) **RESIDENTIAL PROGRAMS.**—Both program components are residential programs. The members of the Corps in each program shall reside with other members of the Corps in Corps housing during the periods of the members' agreed service.

SEC. 153. [42 U.S.C. 12653b] NATIONAL SERVICE PROGRAM

(a) **IN GENERAL.**—Under the national service program component of the Civilian Community Corps Demonstration Program authorized by section 152(a), eligible young people shall work in teams on Civilian Community Corps projects.

(b) **ELIGIBLE PARTICIPANTS.**—A person shall be eligible for selection for the national service program if the person—

- (1) is at least 16 and not more than 24 years of age; and
- (2) is a high school graduate or has not received a high school diploma or its equivalent.

(c) **DIVERSE BACKGROUNDS OF PARTICIPANTS.**—In selecting persons for the national service program, the Director shall endeavor to ensure that participants are from economically, geographically, and ethnically diverse backgrounds.

(d) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the national service program shall be economically disadvantaged youths.

(e) **PERIOD OF PARTICIPATION.**—Persons desiring to participate in the national service program shall enter into an agreement with the Director to participate in the Corps for a period of not less than nine months and not more than one year, as specified by the Director, and may renew the agreement for not more than one additional such period.

SEC. 154. [42 U.S.C. 12653c] SUMMER NATIONAL SERVICE PROGRAM

(a) **IN GENERAL.**—Under the summer national service program of the Civilian Community Corps Demonstration Program authorized by section 152(a), a diverse group of youth aged 14 through 18 years who are from urban or rural areas shall work in teams on Civilian Community Corps projects.

(b) **NECESSARY PARTICIPANTS.**—To the extent practicable, at least 50 percent of the participants in the summer national service program shall be economically disadvantaged youths.

(c) **SEASONAL PROGRAM.**—The training and service of Corps members under the summer national service program in each year shall be conducted after April 30 and before October 1 of that year.

SEC. 155. (42 U.S.C. 12633d) CIVILIAN COMMUNITY CORPS.

(a) **DIRECTOR.**—Upon the establishment of the Civilian Community Corps Demonstration Program, the Civilian Community Corps shall be under the direction of the Director appointed pursuant to section 159(c)(1).

(b) **MEMBERSHIP IN CIVILIAN COMMUNITY CORPS.**—

(1) **PARTICIPANTS TO BE MEMBERS.**—Persons selected to participate in the national service program or the summer national service program components of the Program shall become members of the Civilian Community Corps.

(2) **SELECTION OF MEMBERS.**—The Director or the Director's designee shall select individuals for membership in the Corps.

(3) **APPLICATION FOR MEMBERSHIP.**—To be selected to become a Corps member an individual shall submit an application to the Director or to any other office as the Director may designate, at such time, in such manner, and containing such information as the Director shall require. At a minimum, the application shall contain information about the work experience of the applicant and sufficient information to enable the Director, or the superintendent of the appropriate camp, to determine whether selection of the applicant for membership in the Corps is appropriate.

(c) **ORGANIZATION OF CORPS INTO UNITS.**—

(1) **UNITS.**—The Corps shall be divided into permanent units. Each Corps member shall be assigned to a unit.

(2) **UNIT LEADERS.**—The leader of each unit shall be selected from among persons in the permanent cadre established pursuant to section 159(c)(2). The designated leader shall accompany the unit throughout the period of agreed service of the members of the unit.

(d) **CAMPS.**—

(1) **UNITS TO BE ASSIGNED TO CAMPS.**—The units of the Corps shall be grouped together as appropriate in camps for operational, support, and boarding purposes. The Corps camp for a unit shall be in a facility or central location established as the operational headquarters and boarding place for the unit. Corps members may be housed in the camps.

(2) **CAMP SUPERINTENDENT.**—There shall be a superintendent for each camp. The superintendent is the head of the camp.

(3) **ELIGIBLE SITE FOR CAMP.**—A camp may be located in a facility referred to in section 162(a)(3).

(e) **DISTRIBUTION OF UNITS AND CORPS.**—The Director shall ensure that the Corps units and camps are distributed in urban areas and rural areas in various regions throughout the United States.

(f) **STANDARDS OF CONDUCT.**—

(1) **IN GENERAL.**—The superintendent of each camp shall establish and enforce standards of conduct to promote proper moral and disciplinary conditions in the camp.

(2) **SANCTIONS.**—Under procedures prescribed by the Director, the superintendent of a camp may—

(A) transfer a member of the Corps in that camp to another unit or camp if the superintendent determines that the retention of the member in the member's unit or in the superintendent's camp will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members in that unit or camp, as the case may be; or

(B) dismiss a member of the Corps from the Corps if the superintendent determines that retention of the member in the Corps will jeopardize the enforcement of the standards or diminish the opportunities of other Corps members.

(3) **APPEALS.**—Under procedures prescribed by the Director, a member of the Corps may appeal to the Director a determination of a camp superintendent to transfer or dismiss the member. The Director shall provide for expeditious disposition of appeals under this paragraph.

SEC. 156. [42 U.S.C. 12652a] TRAINING.

(a) **COMMON CURRICULUM.**—Each member of the Civilian Community Corps shall be provided with between three and six weeks of training that includes a comprehensive service-learning curriculum designed to promote team building, discipline, leadership, work, training, citizenship, and physical conditioning.

(b) **ADVANCED SERVICE TRAINING.**—

(1) **NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the national service program shall receive advanced training in basic, project-specific skills that the members will use in performing their community service projects.

(2) **SUMMER NATIONAL SERVICE PROGRAM.**—Members of the Corps participating in the summer national service program shall not receive advanced training referred to in paragraph (1) but, to the extent practicable, may receive other training.

(c) **TRAINING PERSONNEL.**—

(1) **IN GENERAL.**—Members of the cadre appointed under section 159(c)(2) shall provide the training for the members of the Corps, including, as appropriate, advanced service training and ongoing training throughout the members' periods of agreed service.

(2) **COORDINATION WITH OTHER ENTITIES.**—Members of the cadre may provide the advanced service training referred to in subsection (b)(1) in coordination with vocational or technical schools, other employment and training providers, existing youth service programs, or other qualified individuals.

(d) **FACILITIES.**—The training may be provided at installations and other facilities of the Department of Defense, and at National Guard facilities, identified under section 162(a)(3).

SEC. 157. [42 U.S.C. 12653] SERVICE PROJECTS.

(a) **PROJECT REQUIREMENTS.**—The service projects carried out by the Civilian Community Corps shall—

(1) meet an identifiable public need;

(2) emphasize the performance of community service activities that provide meaningful community benefits and opportunities for service learning and skills development;

(3) to the maximum extent practicable, encourage work to be accomplished in teams of diverse individuals working together; and

(4) include continued education and training in various technical fields.

(b) PROJECT PROPOSALS.—

(1) DEVELOPMENT OF PROPOSALS.—

(A) SPECIFIC EXECUTIVE DEPARTMENTS.—Upon the establishment of the Program, the Secretary of Agriculture, the Secretary of the Interior, and the Secretary of Housing and Urban Development shall develop proposals for Corps projects pursuant to guidance which the Director shall prescribe.

(B) OTHER SOURCES.—Other public and private organizations and agencies, including representatives of local communities in the vicinity of a Corps camp, may develop proposals for projects for a Corps camp. Corps members shall also be encouraged to identify projects for the Corps.

(2) CONSULTATION REQUIREMENTS.—The process for developing project proposals under paragraph (1) shall include consultation with the Corporation, representatives of local communities, and persons involved in other youth service programs.

(c) PROJECT SELECTION, ORGANIZATION, AND PERFORMANCE.—

(1) SELECTION.—The superintendent of a Corps camp shall select the projects to be performed by the members of the Corps assigned to the units in that camp. The superintendent shall select projects from among the projects proposed or identified pursuant to subsection (b).

(2) INNOVATIVE LOCAL ARRANGEMENTS FOR PROJECT PERFORMANCE.—The Director shall encourage camp superintendents to negotiate with representatives of local communities, to the extent practicable, innovative arrangements for the performance of projects. The arrangements may provide for cost-sharing and the provision by the communities of in-kind support and other support.

SEC. 158. [42 U.S.C. 12853g] AUTHORIZED BENEFITS FOR CORPS MEMBERS.

(a) IN GENERAL.—The Director shall provide for members of the Civilian Community Corps to receive benefits authorized by this section.

(b) LIVING ALLOWANCE.—The Director shall provide a living allowance to members of the Corps for the period during which such members are engaged in training or any activity on a Corps project. The Director shall establish the amount of the allowance at any amount not in excess of the amount equal to 100 percent of the poverty line that is applicable to a family of two (as defined by the Office of Management and Budget and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2)).

(c) **OTHER AUTHORIZED BENEFITS.**—While receiving training or engaging in service projects as members of the Civilian Community Corps, members may be provided the following benefits:

- (1) Allowances for travel expenses, personal expenses, and other expenses.
- (2) Quarters.
- (3) Subsistence.
- (4) Transportation.
- (5) Equipment.
- (6) Clothing.
- (7) Recreational services and supplies.
- (8) Other services determined by the Director to be consistent with the purposes of the Program.

(d) **SUPPORTIVE SERVICES.**—As the Director determines appropriate, the Director may provide each member of the Corps with health care services, child care services, counseling services, and other supportive services.

(e) **POST SERVICE BENEFITS.**—Upon completion of the agreed period of service with the Corps, a member shall elect to receive the educational assistance under subsection (f) or the cash benefit under subsection (g).

(f) **NATIONAL SERVICE EDUCATIONAL AWARDS.**—A Corps member who successfully completes a period of agreed service in the Corps may receive the national service educational award described in subtitle D if the Corps member—

- (1) serves in an approved national service position; and
- (2) satisfies the eligibility requirements specified in section 146 with respect to service in that approved national service position.

(g) **ALTERNATIVE BENEFIT.**—If a Corps member who successfully completes a period of agreed service in the Corps is ineligible for the national service educational award described in subtitle D, the Director may provide for the provision of a suitable alternative benefit for the Corps member.

SEC. 159. [42 U.S.C. 12653b] ADMINISTRATIVE PROVISIONS

(a) **SUPERVISION.**—The Chief Executive Officer shall monitor and supervise the administration of the Civilian Community Corps Demonstration Program authorized to be established under section 152. In carrying out this section, the Chief Executive Officer shall—

- (1) approve such guidelines, recommended by the Board, for the design, selection of members, and operation of the Civilian Community Corps as the Chief Executive Officer considers appropriate;
- (2) evaluate the progress of the Corps in providing a basis for determining the matters set forth in section 151; and
- (3) carry out any other activities determined appropriate by the Board.

(b) **MONITORING AND COORDINATION.**—The Chief Executive Officer shall—

- (1) monitor the overall operation of the Civilian Community Corps;

- (2) coordinate the activities of the Corps with other youth service programs administered by the Corporation; and
- (3) carry out any other activities determined appropriate by the Board.

(c) STAFF.—

(1) DIRECTOR.—

(A) APPOINTMENT.—Upon the establishment of the Program, the Chief Executive Officer shall appoint a Director. The Director may be selected from among retired commissioned officers of the Armed Forces of the United States.

(B) DUTIES.—The Director shall—

- (i) design, develop, and administer the Civilian Community Corps programs;
- (ii) be responsible for managing the daily operations of the Corps; and
- (iii) report to the Chief Executive Officer.

(C) AUTHORITY TO EMPLOY STAFF.—The Director may employ such staff as is necessary to carry out this subtitle. The Director shall, to the maximum extent practicable, utilize in staff positions personnel who are detailed from departments and agencies of the Federal Government and, to the extent the Director considers appropriate, shall request and accept detail of personnel from such departments and agencies in order to do so.

(2) PERMANENT CADRE.—

(A) ESTABLISHMENT.—The Director shall establish a permanent cadre of supervisors and training instructors for Civilian Community Corps programs.

(B) APPOINTMENT.—The Director shall appoint the members of the permanent cadre.

(C) EMPLOYMENT CONSIDERATIONS.—In appointing individuals to cadre positions, the Director shall—

- (i) give consideration to retired, discharged, and other inactive members and former members of the Armed Forces recommended under section¹ 162(a)(2);
- (ii) give consideration to former VISTA, Peace Corps, and youth service program personnel;
- (iii) ensure that the cadre is comprised of males and females of diverse ethnic, economic, professional, and geographic backgrounds; and
- (iv) consider applicants' experience in other youth service programs.

(D) COMMUNITY SERVICE CREDIT.—Service as a member of the cadre shall be considered as a community service opportunity for purposes of section 4403 of the National Defense Authorization Act for Fiscal Year 1993 and as employment with a public service or community service organization for purposes of section 4464 of that Act.

¹ So in law. Section 104(e)(2)(EXH) of the National and Community Service Trust Act of 1993 amended clause (i) of section 159(e)(2)(C) by striking "195K(a)(2)" and inserting "section 162(a)(2)". This amendment made to the cross reference probably should not have included the word "section" in the inserted text.

(E) **TRAINING.**—The Director shall provide to members of the permanent cadre appropriate training in youth development techniques and the principles of service learning. All members of the permanent cadre shall be required to participate in the training.

(3) **INAPPLICABILITY OF CERTAIN CIVIL SERVICE LAWS.**—The Director, the members of the permanent cadre, and the other staff personnel shall be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service. The rates of pay of such persons may be established without regard to the provisions of chapter 51 and subchapter III of chapter 53 of such title.

(4) **VOLUNTARY SERVICES.**—Notwithstanding any other provision of law, the Director may accept the voluntary services of individuals. While away from their homes or regular places of business on the business of the Corps, such individuals may be allowed travel expenses, including per diem in lieu of subsistence, in the same amounts and to the same extent, as authorized under section 5703 of title 5, United States Code, for persons employed intermittently in Federal Government service.

SEC. 160. [42 U.S.C. 12633] STATUS OF CORPS MEMBERS AND CORPS PERSONNEL UNDER FEDERAL LAW.

(a) **IN GENERAL.**—Except as otherwise provided in this section, members of the Civilian Community Corps shall not, by reason of their status as such members, be considered Federal employees or be subject to the provisions of law relating to Federal employment.

(b) **WORK-RELATED INJURIES.**—

(1) **IN GENERAL.**—For purposes of subchapter I of chapter 81 of title 5, United States Code, relating to the compensation of Federal employees for work injuries, members of the Corps shall be considered as employees of the United States within the meaning of the term "employee", as defined in section 8101 of such title.

(2) **SPECIAL RULE.**—In the application of the provisions of subchapter I of chapter 81 of title 5, United States Code, to a person referred to in paragraph (1), the person shall not be considered to be in the performance of duty while absent from the person's assigned post of duty unless the absence is authorized in accordance with procedures prescribed by the Director.

(c) **TORT CLAIMS PROCEDURE.**—A member of the Corps shall be considered an employee of the United States for purposes of chapter 171 of title 28, United States Code, relating to tort claims liability and procedure.

SEC. 161. [42 U.S.C. 12653] CONTRACT AND GRANT AUTHORITY.

(a) **PROGRAMS.**—The Director may, by contract or grant, provide for any public or private organization to perform any program function under this subtitle.

(b) **EQUIPMENT AND FACILITIES.**—

(1) **FEDERAL AND NATIONAL GUARD PROPERTY.**—The Director shall enter into agreements, as necessary, with the Secretary of Defense, the Governor of a State, territory or

commonwealth, or the commanding general of the District of Columbia National Guard, as the case may be, to utilize—

(A) equipment of the Department of Defense and equipment of the National Guard; and

(B) Department of Defense facilities and National Guard facilities identified pursuant to section 162(a)(3).

(2) OTHER PROPERTY.—The Director may enter into contracts or agreements for the use of other equipment or facilities to the extent practicable to train and house members of the Civilian Community Corps and leaders of Corps units.

SEC. 162. [42 U.S.C. 12653k] RESPONSIBILITIES OF OTHER DEPARTMENTS.

(a) SECRETARY OF DEFENSE.—

(1) LIAISON OFFICE.—

(A) ESTABLISHMENT.—Upon the establishment of the Program, the Secretary of Defense shall establish an office to provide for liaison between the Secretary and the Civilian Community Corps.

(B) DUTIES.—The office shall—

(i) in order to assist in the recruitment of personnel for appointment in the permanent cadre, make available to the Director information in the registry established by section 4462 of the National Defense Authorization Act for Fiscal Year 1993; and

(ii) provide other assistance in the coordination of Department of Defense activities with the Corps.

(2) CORPS CADRE.—

(A) LIST OF RECOMMENDED PERSONNEL.—Upon the establishment of the Program, the Secretary of Defense, in consultation with the liaison office established under paragraph (1) shall develop a list of individuals to be recommended for appointment in the permanent cadre of Corps personnel. Such personnel shall be selected from among members and former members of the Armed Forces referred to in section 151(3) who are commissioned officers, noncommissioned officers, former commissioned officers, or former noncommissioned officers.

(B) RECOMMENDATIONS REGARDING GRADE AND PAY.—The Secretary of Defense shall recommend to the Director an appropriate rate of pay for each person recommended for the cadre pursuant to this paragraph.

(C) CONTRIBUTION FOR RETIRED MEMBER'S PAY.—If a listed individual receiving retired or retainer pay is appointed to a position in the cadre and the rate of pay for that individual is established at the amount equal to the difference between the active duty pay and allowances which that individual would receive if ordered to active duty and the amount of the individual's retired or retainer pay, the Secretary of Defense shall pay, by transfer to the Corporation from amounts available for pay of active duty members of the Armed Forces, the amount equal to 50 percent of that individual's rate of pay for service in the cadre.

(3) **FACILITIES.**—Upon the establishment of the Program, the Secretary of Defense shall identify military installations and other facilities of the Department of Defense and, in consultation with the adjutant generals of the State National Guards, National Guard facilities that may be used, in whole or in part, by the Civilian Community Corps for training or housing Corps members. The Secretary of Defense shall carry out this paragraph in consultation with the liaison office established under paragraph (1).

(4) **INFORMATION REGARDING CORPS.**—The Secretary of Defense may permit Armed Forces recruiters to inform potential applicants for the Corps regarding service in the Corps as an alternative to service in the Armed Forces.

(b) **SECRETARY OF LABOR.**—Upon the establishment of the Program, the Secretary of Labor shall identify and assist in establishing a system for the recruitment of persons to serve as members of the Civilian Community Corps. In carrying out this subsection, the Secretary of Labor may utilize the Employment Service Agency or the Office of Job Training.

SEC. 163. [42 U.S.C. 12653i] ADVISORY BOARD.

(a) **ESTABLISHMENT AND PURPOSE.**—Upon the establishment of the Program, there shall also be established a Civilian Community Corps Advisory Board to advise the Director concerning the administration of this subtitle and to assist in the development and administration of the Corps.

(b) **MEMBERSHIP.**—The Advisory Board shall be composed of the following members:

- (1) The Secretary of Labor.
- (2) The Secretary of Defense.
- (3) The Secretary of the Interior.
- (4) The Secretary of Agriculture.
- (5) The Secretary of Education.
- (6) The Secretary of Housing and Urban Development.
- (7) The Chief of the National Guard Bureau.
- (8) Individuals appointed by the Director from among persons who are broadly representative of educational institutions, voluntary organizations, industry, youth, and labor unions.
- (9) The Chief Executive Officer.

(c) **INAPPLICABILITY OF TERMINATION REQUIREMENT.**—Section 14 of the Federal Advisory Committee Act (5 U.S.C. App.) shall not apply to the Advisory Board.

SEC. 164. [42 U.S.C. 12653m] ANNUAL EVALUATION.

Pursuant to the provisions for evaluations conducted under section 179, and in particular subsection (g) of such section, the Corporation shall conduct an annual evaluation of the Civilian Community Corps programs authorized under this subtitle.

SEC. 165. [42 U.S.C. 12653n] FUNDING LIMITATION.

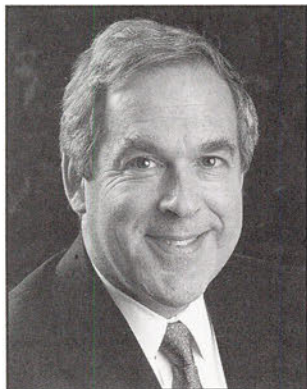
The Corporation, in consultation with the Director, shall ensure that no amounts appropriated under section 501 are utilized to carry out this subtitle.

SEC. 166. [42 U.S.C. 12653o] DEFINITIONS.

In this subtitle:

The Corporation for National and Community Service

Management Team



Eli Segal
President and
Chief Executive Officer
...

"The President believes strongly that national service will play a key role in rebuilding our communities," says Eli Segal, chief executive officer of the Corporation. "National service is a movement committed to the principle of getting things done."

As head of the Corporation, which was formed by merging the federal agencies ACTION and the Commission on National and Community Service and incorporating the new Civilian Community Corps, Segal's job is to help President Clinton revive the spirit of community throughout America.

Before accepting the President's nomination to direct the Corporation, Segal served as chief of staff of the Clinton-Gore campaign, chief financial officer of the transition, director of the White House Office of National Service, and assistant to the President (a position he continues to hold).

Prior to coming to Washington, Segal was best noted for his entrepreneurial flair as a businessman. Most recently, he was founder and president of a Boston-based direct marketing company and the publisher of *Games* magazine.

Segal served as the national finance chair of the Hart for President Campaign in 1987, and as assistant campaign manager for the McGovern campaign in 1972, where he first met and worked with Bill Clinton.

Segal has served on the board of directors of the International Human Rights Law Group, and as a trustee of Lesley College and the Petra Foundation.

A native of Brooklyn, New York, he received his bachelor's degree from Brandeis University and his law degree from the University of Michigan.



James Joseph
Chair
Board of Directors
(nominated)
...

James Joseph believes that the desire to serve is universal. People only need more opportunities to put that desire into action. The Corporation, he says, is the perfect vehicle to provide these opportunities for Americans of all ages and backgrounds.

As head of the Council on Foundations, a Washington-based center for more than 1,300 grant-making organizations, Joseph has extensive experience and special expertise in philanthropic and private sector partnerships.

Prior to becoming president and chief executive officer of the Council on Foundations, Joseph served as under secretary of the Interior in the Carter administration. He also worked as vice president of Cummins Engine Company and president of the Cummins Engine Foundation.

Joseph has taught at Yale University, the Claremont Colleges in California, and Stillman College in Tuscaloosa, Alabama, where he was a leader in the local civil rights movement. He is a member of the Presidential Commission on Historically Black Colleges and Universities.

Joseph also is a member of the Council on Foreign Relations and the Overseas Development Council. In addition, he serves on the Board of Directors of the Brookings Institute, the Children's Defense Fund, the Colonial Williamsburg Foundation, Africare, the National Endowment for Democracy, and the Points of Light Foundation.

Author of many books and articles, he is best known for *The Charitable Impulse*, a study of wealth and social conscience in communities and cultures outside the United States. Joseph holds degrees from Yale Divinity School and Southern University.



Shirley Sagawa
Executive Vice President and
Managing Director
(nominated)
...

Shirley Sagawa believes that national service "not only taps the powerful energy of our nation's young people to solve the pressing problems of our communities -- it also teaches them the rights and responsibilities of citizenship."

Sagawa is well known in the service community for playing key roles in drafting national service legislation. She was a leading advocate for national service in the 1980's, when the concept of a new national program of community service was just beginning to emerge. As chief counsel for youth policy on the Senate Labor and Human Resources Committee, she co-authored the National and Community Service Act of 1990, which created the Commission on National and Community Service, for which she served a two-year appointment (by President Bush) as the board's vice chair. Most recently, as special assistant to President Clinton for domestic policy and policy assistant to the First Lady, she helped guide into law the National and Community Service Trust Act of 1993, which created the Corporation.

Before moving to the White House, Sagawa served as senior counsel and director of youth policy at the National Women's Law Center. Previously, she served on the executive committee of the Organization of Pan Asian American Women.

Sagawa is a graduate of Harvard Law School, where she was an editor of the *Harvard Law Review* and co-president of the Women's Law Association. Sagawa has a master's degree from the London School of Economics and a bachelor's from Smith College.



Donald Scott
Vice President and Director of
the Civilian Community Corps

...

"Of all the things I could have hoped to do, this is the most important. It answers my desire to contribute to society in the highest form," says General Donald Scott, who heads the new Civilian Community Corps.

The CCC will involve more than 1,000 American men and women ages 16 through 24 in residential year-long community service programs. The programs will employ former military personnel and make use of military compounds, aiming to ease the hardships military-centered communities face as a result of defense downsizing. The CCC also will demonstrate community service as an alternative to military service.

With over 30 years of Army experience, Scott has long envisioned a civilian program based on the best elements of military service. He plans a program that will develop leadership in young Americans by giving them the opportunity to pass from youth to adulthood with skills and a commitment to community.

A self-described product of national service, Scott says the biggest impact the Army had on his life was in the skills, discipline and way of living it taught him. He says his deepest desire is to help America's young people acquire those same gifts.

Prior to joining the Corporation, Scott served as Atlanta Mayor Maynard Jackson's chief of staff and chief operating officer. Scott's Army career included serving in command positions at each level from second lieutenant to brigadier general. He also has been a professor of Military Science at Tuskegee University. Scott received a master's degree in counseling and human development from Troy State University.



Catherine Milton
Vice President and Director of
National and Community Service Programs

...

When Catherine Milton came to Washington in 1991 to direct the former Commission on National and Community Service, she envisioned a national service program that would "enable all Americans to know the power of making a difference."

Now, as the Corporation's director of National and Community Service Programs, Milton is responsible for helping communities build high quality service initiatives -- running the gamut from Serve-America programs (which involve kindergarten through high school students in service) to programs funded through the President's initiative (for which participants will receive education awards in exchange for service).

Milton's own community service began with addressing needs in public safety. During the Carter Administration, Milton spent four years working on gun control and regulatory issues with the Treasury Department. She has served as the assistant director of the Police Foundation, on the Senate Special Committee on Aging (where she wrote and guided into law legislation to assist victims of crime), and on the U.S. Attorney's Task Force on Family Violence. She also is the author of several books, including *Women in Policing*.

In 1984 Milton founded the Haas Center for Public Service at Stanford University—a program that now involves over 80 percent of the campus' students in community service. She also helped organize Campus Compact, an alliance of college and university presidents in support of service.

Milton has received many awards from organizations, ranging from the American Society of Public Administration to her alma mater, Mount Holyoke College, which recently gave her an honorary doctorate degree.



Jim Scheibel
Vice President and Director of
ACTION
(nominated)

...

What impresses Jim Scheibel most about service is its ability to empower citizens. "National service programs not only enable people to tend to their communities' well-being, they also help them take charge of their future."

Scheibel will head the Corporation's ACTION programs, including the VISTA (Volunteers in Service to America), Foster Grandparents, Senior Companions, and Retired Senior Volunteers Programs.

Scheibel is a long-time believer in the power of citizens of all ages to make great contributions to their communities. Serving on Saint Paul's city council throughout the 1980s, and for the last four years as Mayor, Scheibel has long promoted youth corps programs. And as a member of the national VISTA staff in the late 1970s, he supported programs that involve people of all ages in service to their communities. He also helped establish *Friends of VISTA*, a network which links more than 100,000 former VISTA volunteers.

As Mayor, Scheibel has established youth programs including the Saint Paul Youth Corps, the Youth Council, and the Capitol City Youth Corps, a job corps program which last year provided over 800 young people with employment, wages and skills. Scheibel also started the nation's first housing fund for middle-income families, Saint Paul's first practical skills program for new Americans, and several neighborhood-based health and environmental services throughout the city.

Scheibel has served as chair of the U.S. Conference of Mayors task force on hunger and homelessness. He holds a degree from St. John's University in Minnesota.

The Corporation for National and Community Service

Management Team

The Corporation for National and Community Service

Corporation Objectives

OBJECTIVES FOR THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE

OCTOBER 1, 1993 - DECEMBER 31, 1994

1) Assuring that up to 20,000 AmeriCorps Members will be Serving by the end of 1994.

AmeriCorps includes the President's unique grants program to national and community non-profits; VISTA; and the new Civilian Community Corps. Through these three alternatives, a total of up to 20,000 well trained, socio-economically diverse, committed participants will be serving in high-quality programs, throughout rural and urban areas, and earning educational awards by the end of 1994. To achieve this goal, the Corporation will:

- Launch grants-making and CCC components by no later than June 1994, with substantial roll-outs by September, 1994;
- Design all programs to achieve direct and demonstrable results, with maximum impact in the national priority areas;
- Establish high but realistic standards of what constitutes success, to be understood and adhered to by programs and participants;
- Encourage reasonable program experimentation both to develop new models and to induce a broad range of participants (whether in or out of college) to apply; and
- Attract program and participant applications which significantly exceed available funding.

2) Building a Strong Infrastructure to Support National Service.

The Corporation will:

- Merge ACTION, the Commission on National and Community Service, and the CCC into a strong, unified entity (incorporating the staff of the White House Office of National Service), making the Corporation well positioned for long-term growth;
- Seek every opportunity to apply the principles of reinventing government to its work;

- Make state governments full partners in national service, with the timely creation of independent state commissions committed to, and able to deliver, quality programs;
- Develop high-quality technical assistance and training methods to maximize the number of successful programs, program staff and participants; and develop high quality monitoring and evaluation techniques so that the Corporation will learn quickly and comprehensively the strengths and weaknesses of individual programs, state commissions, and the over-all national service effort; and
- Implement methods by which fraud, waste and patronage will be avoided without creating an oversized bureaucracy.

3) **Promoting the Overall Ethic of Service.**

National service is more than a series of federal programs; it is a movement driven by an ethic. To further this goal, the Corporation will:

- Use every reasonable method to create a national identity for the Corporation's programs, with the primary focus being on the successes in the communities being served, on the participants, and on the programs;
- Demonstrate the support of the Executive Branch for the activities of the Corporation in several ways, including the design of high visibility, high impact demonstration programs within the trust program; the integration of service into each agency's own programs; the encouragement of employee participation in service programs, including those developed by the agency; and the regular use of the bully pulpit of the White House, the Cabinet Secretaries and all independent agencies;
- Expand the traditional programs administered by the Corporation, providing significant opportunities for hundreds of thousands of younger and older Americans to serve;
- Engage the Points of Light Foundation in a cooperative effort on common projects, including communications and corporate outreach; and
- Build strong alliances with the private sector (including foundations) to expand its sources of funds, programs, and support.

November 22, 1993