Imagine you had no idea what an ESE was, what type of information would you want to know to assess whether an ESE was a worthwhile investment?

What are the outcomes you strive for and what have your results been?

Is there a profit?

Economic impact.

How much time and staffing is needed?

How does it impact and change the lives of it's participants?

How do you recruit and retain employees?

Social impact

How do you define success of the participant

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Imagine you had no idea what an ESE was, what type of information would you want to know to assess whether an ESE was a worthwhile investment?

How many people can it help each year?

What support services do you offer to help participants succeed?

The ROI

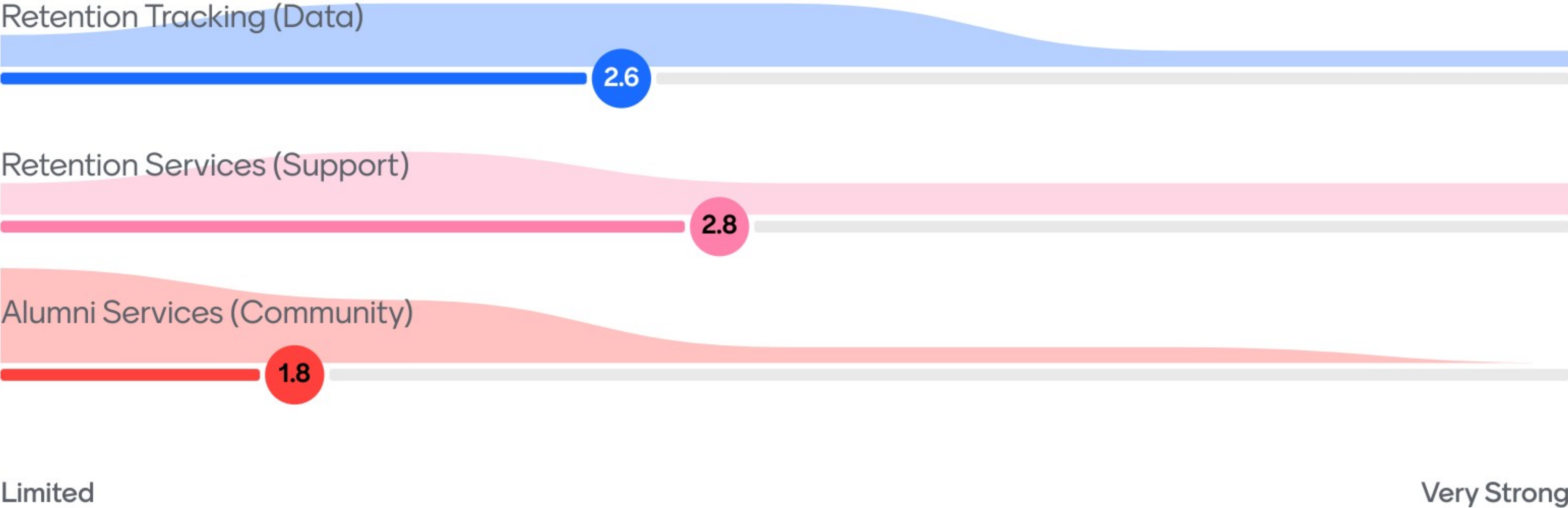If participants gained holistic skills. Other participant outcomes

How do we efficiently manage efforts towards an ESE?

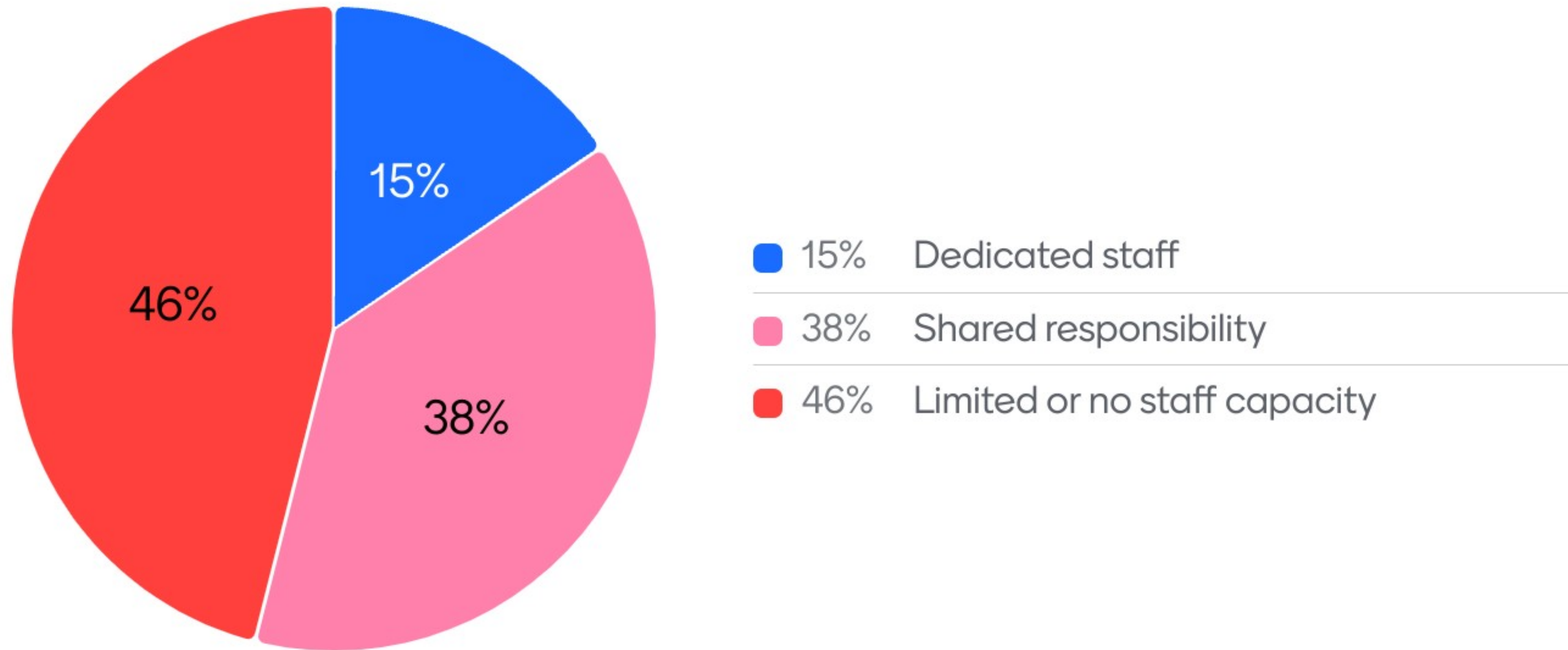Details. How it relates to organization Long term strategy

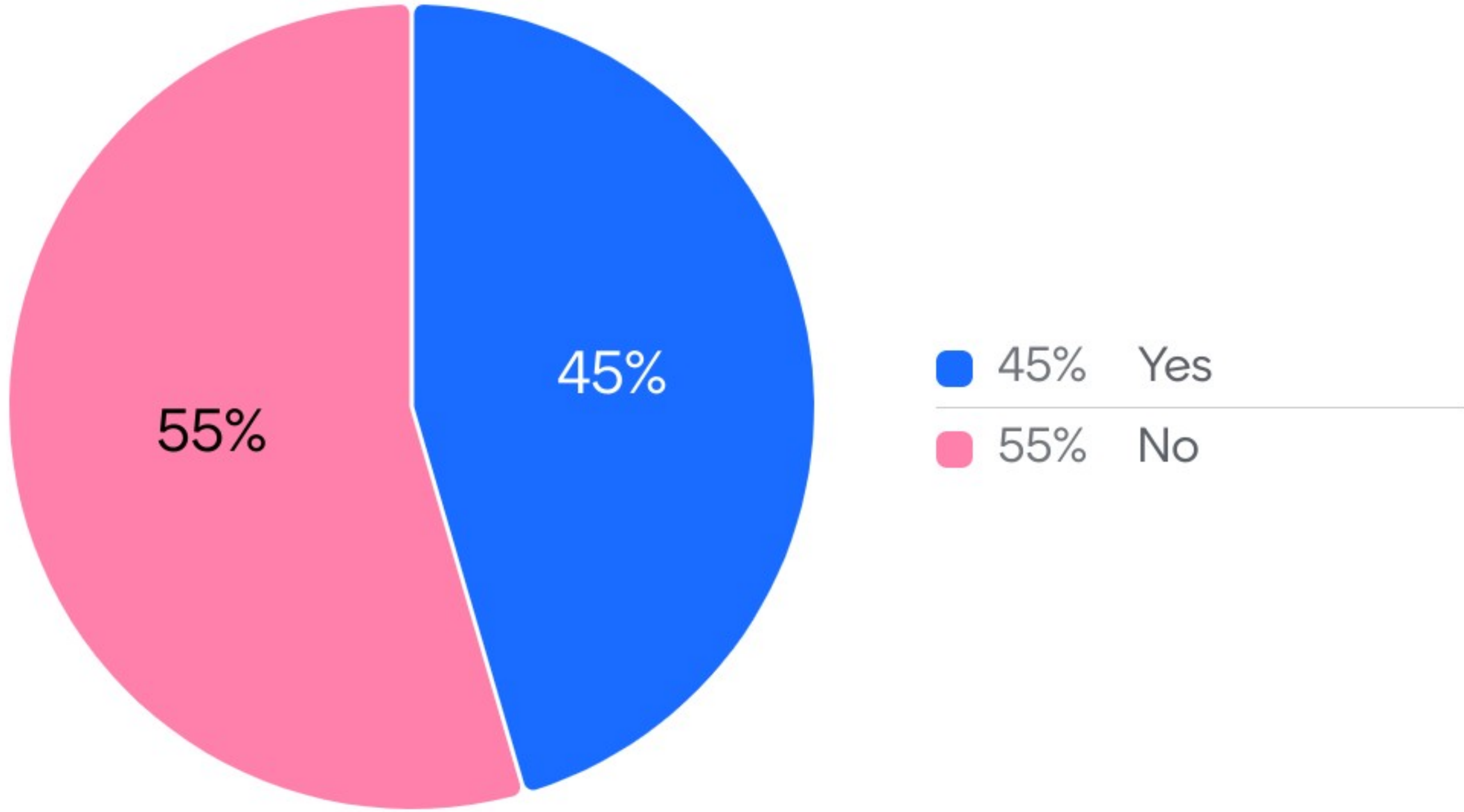How long should the program be

Lasting impacts

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How do you currently staff for retention and alumni services?

🟦	15%	Dedicated staff
🟪	38%	Shared responsibility
🟥	46%	Limited or no staff capacity

What type of events or community building activities have you done?

Networking events

Job fairs and participant mixers.

Inviting alumni to program graduation

Gratitude and remembrance events to celebrate impact and remember clients and staff who have passed

We have a "Beginnings Bash" that celebrates corpsmembers who graduated the program that year and where we invite alumni as well (limited success on that front so far)

Cohort managed showcase concert

For our current program participants we do quarterly community building events. We work with youth so we like to have fun with them. BBQs, bowling, Top Golf, escape rooms

Quarterly member appreciation luncheons/awards

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What type of events or community building activities have you done?
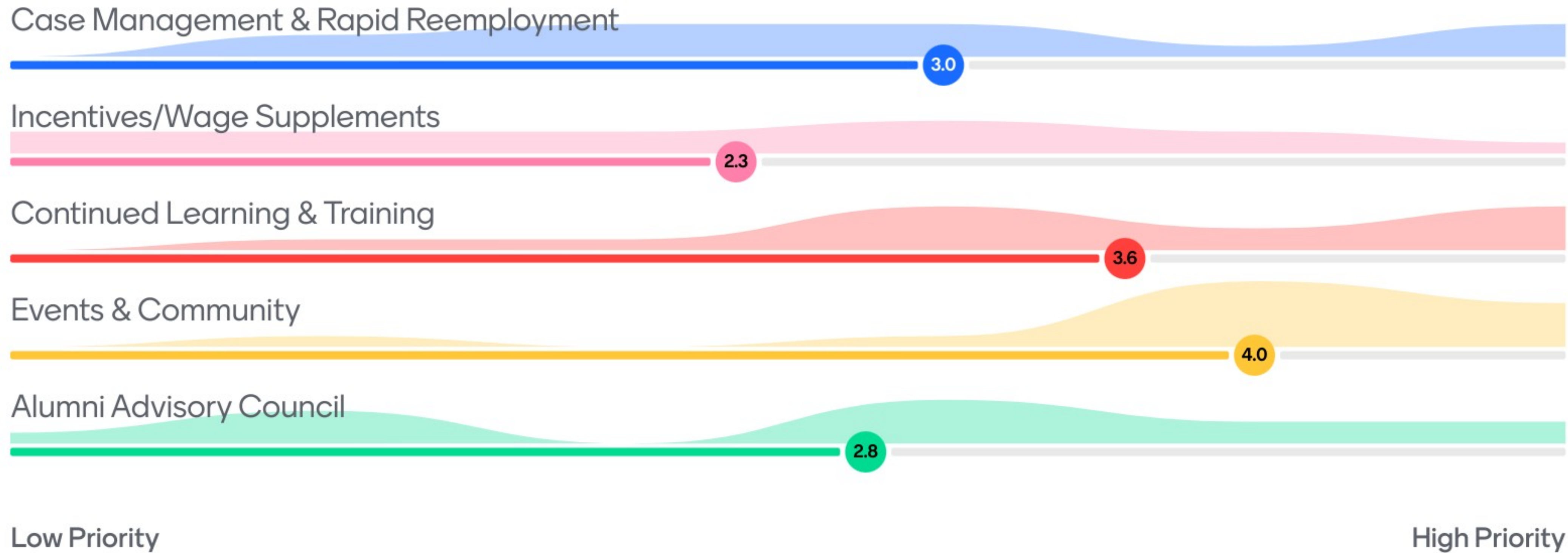
Participant appreciation day

ReEntry College/University Resource Fair, Program open house

10

How would you prioritize these retention and alumni service practices in your upcoming work?

Case Management & Rapid Reemployment — 3.0

Incentives/Wage Supplements — 2.3

Continued Learning & Training — 3.6

Events & Community — 4.0

Alumni Advisory Council — 2.8

Low Priority   High Priority

Based on everything you learned today, what commitment can you make?

start an alumni newsletter	Explore launching an alumni board	Share this information with many different people at my org!	Invite alumni to holiday party
Move up the priority on our career pathing plans	Set up a way to have alumni speak with current current participants	Create monetary incentives for surveys and feedback	Hold a stakeholder roundtable on retention experience

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Based on everything you learned today, what commitment can you make?

Explore different case management systems, so that we can straighten our retention and follow up.

Think through who we consider/classify who is alumni of which program so we can disaggregate data and better understand impact

Read REDFs Best Practices on Alumni Services report!

Make dedicated time and space for case management

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