



Promise Fellow Pre-Service Information

Pre-Service Opportunities

Pre-Service is an optional short-term opportunity, separate from service, which allows candidates to engage in beneficial training or orientation activities offered by their host site prior to their official service start date. Most sites use Pre-Service to invite candidates to join organization/department staff orientation days. Not all host sites will offer this option and most members will be on site for the first time on their start date.

Pre-Service may be completed on a voluntary basis without compensation, or the host site may compensate a member for their pre-service time. This is up to the host site and will be indicated on an online form. Pre-service is not meant to last more than a few days. The Alliance recommends no more than 1-2 days for voluntary pre-service, and no more than 5 days paid pre-service. Extended paid pre-service must be approved by the Alliance in advance. Please discuss and mutually agree to your pre-service selection with your member BEFORE submitting the online form. The Alliance reviews to ensure compliance of CNCS AmeriCorps guidelines specifically relating to non-duplication and non-displacement.

Please Note: any required orientation must take place during a member's term or service and cannot be part of Pre-Service.

For sites and members who mutually agree to a Pre-Service period, please review the below requirements. Pre-Service is voluntary and host sites cannot expect it as a requirement to service.

Pre-Service Requirements

- Individuals cannot perform any duties during pre-service that they will be required to do during their term of service – pre-service activities must be distinct and separate from the Promise Fellow role. This can be an orientation period, but can include NO direct service with youth, or be a separate role entirely.
- A pre-service position cannot displace another paid, volunteer or staff position at the host site organization.
- Individuals are not AmeriCorps members during this time. This is a separate position and no hours will count towards service requirements; individuals will not earn a living allowance or be eligible for any benefits through the Alliance during this period.
- The position must end prior to the service start date.
- All supervisors and members must complete the Pre-Service Form for approval PROIR to engaging in any pre-service activities.

Questions or Concerns?

Contact Bette Benson, Compliance and Program Manager, at bbenson@mnyouth.net or 651.340.0758