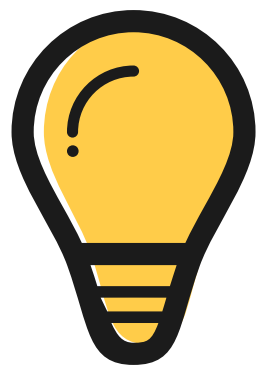


# PARTNER FAQs.



## WHAT DO ALLIES DO?

Allies work on capacity-building projects that are likely to have an impact beyond their terms. This can include but is not limited to: recruiting volunteers, building partnerships, expanding outreach, and launching new programs.

## WHAT DO ALLIES BRING?

Allies bring a passion for making a difference. They have varied work and life experiences that can contribute to building communities. They have diverse educational backgrounds that can be applied to a variety of projects and tasks in your organization.

## WHAT ARE ALLIES SCHEDULES?

Allies work 34 hours per week. That consists of 9 hours a day, Monday through Thursday with 30 minutes for lunch. Three to four Fridays a month, Allies are with us for leadership and professional development.

## WHAT DO ALLIES LEARN?

Our leadership development program challenges and supports Allies to become leaders who connect across social boundaries, facilitate collaborative action, recognize and mobilize community assets, commit to continuous learning and self-development, and are accountable for creating impact. Allies gain a deep knowledge of their community and important skills from local community leaders, practitioners, educators, and residents. They also learn from the diverse backgrounds, perspectives, and experiences of their fellow Allies.

## WHAT IS THE SELECTION PROCESS LIKE?

Allies participate in a matching fair with potential partner sites. Candidates that most closely align with the skills and characteristics identified by the partner interview with them. Feedback from candidates and partners are used to offer matches after the interview.

"The biggest benefits of our partnership is we get someone who is eager and excited to learn. [Our Ally, Miracle] asks a lot of good questions and gives a lot of great feedback. Her perspective is valued in the organization and allows us to see beyond our day-to-day experiences. She's so receptive, she's like a sponge. She came with a lot of passion and is using that passion in service of our mission."

- Ashley McSwain, Executive Director, Community Family Life Services

"Public Allies is an investment that reaps both tangible and intangible rewards. It's not just free labor - you're investing in an effective workforce while being able to support a young person from the DC community."

- Jeanette McCune, Director of DC Schools and Community Initiatives, The Kennedy Center

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## WHAT ARE THE EXPECTATIONS OF HOSTING PARTNERS?

- Create a meaningful position description that's likely to strengthen the organization and have impact after the Ally leaves
- Identify a supervisor who can serve as supervisor, mentor and coach as needed throughout the 10 months
- Attend 2-3 Public Allies supervisor meetings (including orientation before program start)
- Implement an orientation to the organization and the Ally's role within the first week
- Review and approve bi-weekly time logs and monthly reports on the objectives outlined in the position description
- Meet with the Ally and Program Manager at least three times (Program Manager available for additional meetings upon request)
- Partner with Public Allies Program Manager to celebrate successes and manage challenges during the 10 months
- Support Ally with connecting to higher education and/or employment upon completion
- Attend Ally's Presentation of Learning and Public Allies End of Year Celebration

## WHAT IS THE COST SHARE FOR PARTNERS?

The partner contribution for FY20 is \$18,500 total, or \$1850 per month. If the organization pays in three payments or less, the Ally can be placed on Public Allies' payroll. If more payments are needed, the Ally can be placed on the partner's payroll. Your contribution helps to cover the cost of the program and ensures Allies receive health care, child care, interest-free student loan deferments, and, upon successful completion of the program, up to \$5,775 in an education award to pay back student loans or pay for future education.

## IS THERE A LIMIT TO THE NUMBER OF ALLIES PLACED WITHIN AN ORGANIZATION?

There is no formal limit on the number of Allies an organization can request, but we encourage organizations to request no more than 3 Allies.

## IF AN ALLY STARTS BEFORE JUNE, DO THEY STILL PARTICIPATE IN A 10-MONTH TERM?

Yes, the term is 10 months from when the Ally starts.

## IF FOR SOME REASON IT TURNED OUT THAT AN ALLY WASN'T WORKING OUT, IS THERE AN OBLIGATION TO FINISH THE PLACEMENT?

We do our best to work with partners to set the Allies up success. This means clear guidelines, scheduled check ins about progress, an understanding of how communication should be framed to have desired impact, and timed benchmarks for different aspects of the objectives.

We have a progressive discipline policy that includes a verbal warning, written warning, suspension and termination. The Public Allies Program Manager should be notified as soon the supervisor notices an unhealthy performance pattern. At each disciplinary stage, the Ally should be reminded expectations, specific instances when the Ally did not meet expectations, asked what supports are needed to achieve expectations, and aware of the date to check in to ensure that the behavior has changed. There are some cases where immediate termination is necessary. We request that partners also notify Program Managers before taking any disciplinary actions.

In summary, we work together with hosting partners to uphold standards and ensure that an Allies have opportunities to improve. Public Allies can also work with hosting partners to refill open positions if the first Ally does not meet standards or has extenuating circumstances that will not enable them to complete the apprenticeship.

Have more questions that weren't covered here? Contact Alphonzo Jackson at [alphonzoj@publicallies.org](mailto:alphonzoj@publicallies.org)