

## Fellowship for Worker Coop Developers 2016 Recruitment and Program Timeline\*

\*Schedule subject to change

Below is a timeline of key activities of the DAWI application process and initial Fellowship program events. Please mark your calendar for these events. **Selected participants are expected to participate in these activities, so please plan ahead in the event that you are chosen.**

Date	Event
Thursday, Oct. 29 2015 (12:30 p.m. – 1:15 p.m. PST)	Applicant Information Webinars (please attend one).  <i><a href="https://global.gotomeeting.com/meeting/join/607482797">https://global.gotomeeting.com/meeting/join/607482797</a></i> <i>Or, call in using your telephone.</i> <i>United States: +1 (636) 277-0130</i> <i>Access Code: 607-482-797</i>
Tuesday, Nov. 3 2015 (9:30 a.m.-10:15 a.m. PST)	
Tuesday, Nov. 10 2015 (1:30 p.m-2:15 p.m. PST)	
Friday, Nov. 13, 2015	Applications due by 5:00 p.m. Pacific
Mon., Nov. 30 – Wed., Dec. 2, 2015	Phone interviews
Wednesday-Friday, Dec. 16-18, 2015	Applicants notified of decision
<b><i>Friday-Sunday, Jan. 29-31, 2016</i></b>	<b><i>3 Day Residential Opening Retreat (required). Plan to arrive Thursday evening and leave no earlier than 1 p.m. on Sunday.</i></b>
<b><i>Thursday, March 10, 2016</i></b> <i>(9:15 a.m. to 12:15 p.m. Pacific)</i>	<b><i>First webinar</i></b>
<b><i>Friday-Sunday, April 1-3, 2016</i></b>	<b><i>3 Day Residential Opening Retreat (required). Plan to arrive Thursday evening and leave no earlier than 1 p.m. on Sunday.</i></b>
<b><i>Thursday, April 21, 2016</i></b> <i>(9:15 a.m. to 12:15 p.m. Pacific)</i>	<b><i>Second webinar</i></b>
<b><i>Thursday, May 12, 2016</i></b> <i>(9:15 a.m. to 12:15 p.m. Pacific)</i>	<b><i>Third webinar</i></b>
<b><i>Thursday-Saturday, June 3-5</i></b>	<b><i>3 Day Residential Opening Retreat (required). Plan to arrive Thursday evening and leave no earlier than 1 p.m. on Sunday.</i></b>

## **Fellowship for Worker Coop Developers Frequently Asked Questions**

### **What are the Fellowship selection criteria?**

#### The eligible applicant will:

1. Work as a paid worker cooperative developer.
2. Have at least 6 months of worker cooperative development experience at his/her current organization.
3. Have experience in developing at least one worker cooperative (in current position or past).
4. Express interest in exploring scale in their cooperative development work.
5. Commit to developing and/or testing a new tool for cooperative scale building during the course of the Fellowship.
6. Commit to fully participating in the Fellowship, which includes: three, 3 day retreats staggered throughout the year, three skills-building webinars scheduled between retreats, testing of tools for building scale and other periodic assignments.
7. Demonstrate a commitment to developing himself/herself as a leader.
8. Commit to actively learn and share knowledge, skills and insights with others.
9. Have the written support of his/her executive director (or board chair if applicant is executive director) to participate in the Fellowship.

#### His/her organization and/or cooperative/s will:

- Primarily serve low-income communities.
- Currently in the coop start-up phase or beyond.
- Be a member of, or be willing to join a national worker cooperative association.

\*Exceptions made on a case-by-case basis.

### **How are Fellows selected?**

DAWI will select 8-10 Fellows who will form the Class of 2016 Fellowship cohort. Our goal is to achieve a balanced cohort of Fellows who have diverse backgrounds and represent a range of cooperative models, but share common challenges and opportunities.

DAWI staff will review applications, host information sessions and interview candidates. Finalists will be chosen and notified by Dec. 18th, 2015.

**How is the Program Organized?**

The Fellowship consists of the following key components:

1. **Retreats:** During retreats at the beginning, middle and end of the Program, Fellows participate in networking and other community-building activities with peers and mentors.
2. **Group Study Trips:** DAWI’s retreats are combined with study trips. This allows Fellows to experience and learn from scaled worker cooperatives, and meet with seasoned cooperative developers.
3. **Skills-based Webinars:** These webinars provide content facilitated by professionals in such areas as cooperative finance and governance for scalability. Webinars introduce tools for cooperative developers to implement for scale.
4. **Goal Setting:** Fellows identify both personal leadership goals and cooperative-scaling goals that form their learning plans for the Fellowship.
5. **Periodic Assignments:** Fellows complete periodic assignments to ground their learning in their work.

**What is the time commitment?**

<u>Activities over the 6-month Fellowship</u>	<u>Estimated Time</u>
Retreats	Three – 3 day retreats held plus travel to and from retreat location
Group Study Trip	Multi-day study trip (co-located with retreats)
Webinars	Three – 3 hour webinars focused on skills-building
Periodic Assignments	Varies; 1-2 hours per month

**What is the cost of the Fellowship?**

The cost of the 5-month Fellowship is based on a sliding scale, as follows:

Org. Budget: \$0 to \$249,000:	\$200
Org. Budget: \$250,000 to \$499,999:	\$400
Org. Budget: \$500,000 or greater	\$600

Philanthropic support raised by DAWI covers the majority of Fellowship costs, which are estimated to be more than \$10,000 per person. We encourage applicants to ask their organizations cover their portion of the cost.

For more information about DAWI, please visit our website at [institut.usworkercoop.org](http://institut.usworkercoop.org) or contact us at (415) 379-9201 ext. 7.

