Contribution Matching Toward 3\textsuperscript{rd} party

- Easily integrated (per payroll deduction/matching)
- Handled as benefit as function of HR dept.
- Exponentially lower cost (staff share)
- Suitable for every employee
- Little to no lead time preparing
- No recruitment
- No training
- Choice of location and project
- Break from regular day to day activities

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ADVENTURES IN SERVICE
Sample Types of volunteering available

- Work with elephants, animals
- Assembling & distributing wheelchairs to landmine victims
- Building adobe lorena stoves
- Installing concrete floors in the homes of single moms
- Repairing and maintaining facilities for community centers and schools
- Installing shelves
- Building desks and chairs
- Hanging chalk boards, painting classrooms
- Construction
- Installation water pumps/water filtration

Volunteers engaging in management consulting report the highest skill gains
Volunteers engaging in painting, construction, and handy work report the highest team gains
Questions to Ask your volunteer program provider

- How long they have been operating?
- Are they for profit or nonprofit?
- Do funds go toward project materials?
- Do they work with orphanages?
- How regularly has the group been working in this community?
- Is the project chosen by the local community?
- Is this opportunity equally available to all employees?
- How much of the company’s time will be needed to facilitate this experience?
- Has the organization been vetted by any outside associations?
- What kinds of insurance (liability, medical) provided?
TIME

HOW SERVICE CAN SAVE US

VETERANS ARE PITCHING IN BACK HOME AND HELPING THEMSELVES TOO

BY JOE KLEIN
Why Staff Engage in ICV?

Volunteers say that they feel better—physically / mentally / emotionally.

Volunteering helps people manage and lower stress levels.

Volunteers feel a deeper connection to communities and to others.

Volunteers are more informed health care consumers and are more engaged and involved in taking care of their health.

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ADVENTURES IN SERVICE
Reported Benefits

Important Benefits of Employee Volunteer Programs

- Employee Engagement: 100%
- Employee Morale: 68%
- Corporate Reputation: 62%
- Employee Recruitment and Retention: 44%
- Professional Development: 26%
- Business ROI: 21%
- Other: 3%

Download the 2012 VolunteerMatch EVP Client Insights Survey at:
http://solutions.volunteermatch.org/volunteermatch-insights
Why Should Corporations Engage

- Build positive Corporate Culture
  - Millennial staff who participate in a volunteer program are more than twice as likely to rate their work culture as “very positive”*
- Team-building/Leadership Training
- Positive Social Impact
Why Should Corporations Engage - continued

- **Recruiting/Employee Retention/Loyalty**
  - PWC: 88% of millennials gravitate to companies with CSR programs
  - *86% would consider leaving if their employers’ CSR didn’t meet their expectations*
  - 2011 Deloitte Volunteer IMPACT survey*: 61% Millennials said volunteer programs are a factor when choosing between 2 potential jobs that are otherwise equal

- **Cultural Competency**
- **Sense of Empowerment**
- **Great PR**
  - 40% of company’s reputation is determined by volunteering and CSR programs (2011 Pulse Survey)
Employee Engagement

- Motivation
- Trust
- Commitment
- Loyalty
BENEFITS OF SKILLS BASED VOLUNTEERING

"Global volunteering develops people in a remarkable way; it is truly transformative... it is an investment in innovation"
Laura Asiala - Former Director of Corporate Citizenship at Dow Coming

According to Net Impact:
- Average of 75-80% respondents across 25 countries prefer to work for a company known for its social responsibility.
- 53% of working professionals state that the ability to make an impact is essential to on-the-job happiness.
- 35% of students would take a pay cut to work at a company committed to CSR.
- 78% students say money "was less important to them than personal fulfillment".

- 87% of employees feel more loyal to their company if it supports a cause
- Employees who made an impact while on their job are 2x as likely to stay.
  - Benefit Group, a US investment firm, found that its turnover had dropped from 22% to just 7% three years after implementing an ICV program.

Research shows that more engaged employees are more productive. They are more profitable, more customer-focused, safer and more likely to withstand the temptation to leave the organization.
- A recent study from George Washington University found that, beyond "stimulating new insights", international corporate volunteer programs are a better investment than businesses school leadership programs, both in terms of cost and diversity of learning.

- 90% of participants highlight international volunteer programs as "best leadership development program", "helped develop skills to complete day jobs", and are "more likely to complete career at company".
- According to Points of Light, 90% of companies saw a drop in turnover.
- According to Gallup, "by shifting the focus to employee engagement, companies are more likely to motivate their workers to expend discretionary effort and reach their performance objectives."
In-House ICV Programs

Pros:
- Ties in with local expertise
- Laser focused with mission statement
- Control over every aspect

Cons:
- Biased against parents (& some say women)
- Costly
- Time consuming to manage logistics over different time zones and languages
- Doesn’t provide break from normal work
- Required recruitment, training, securing visas, etc
- Project may not be largest local need
- Liability