



Contribution Matching Toward 3rd 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



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?



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Iran on the Inside / Buddhist Terror / Bossy Cars

TIME

HOW SERVICE CAN SAVE US

VETERANS ARE PITCHING IN BACK HOME
AND HELPING THEMSELVES TOO

BY JOE KLEIN



OUR
ANNUAL
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ISSUE

TIME.COM



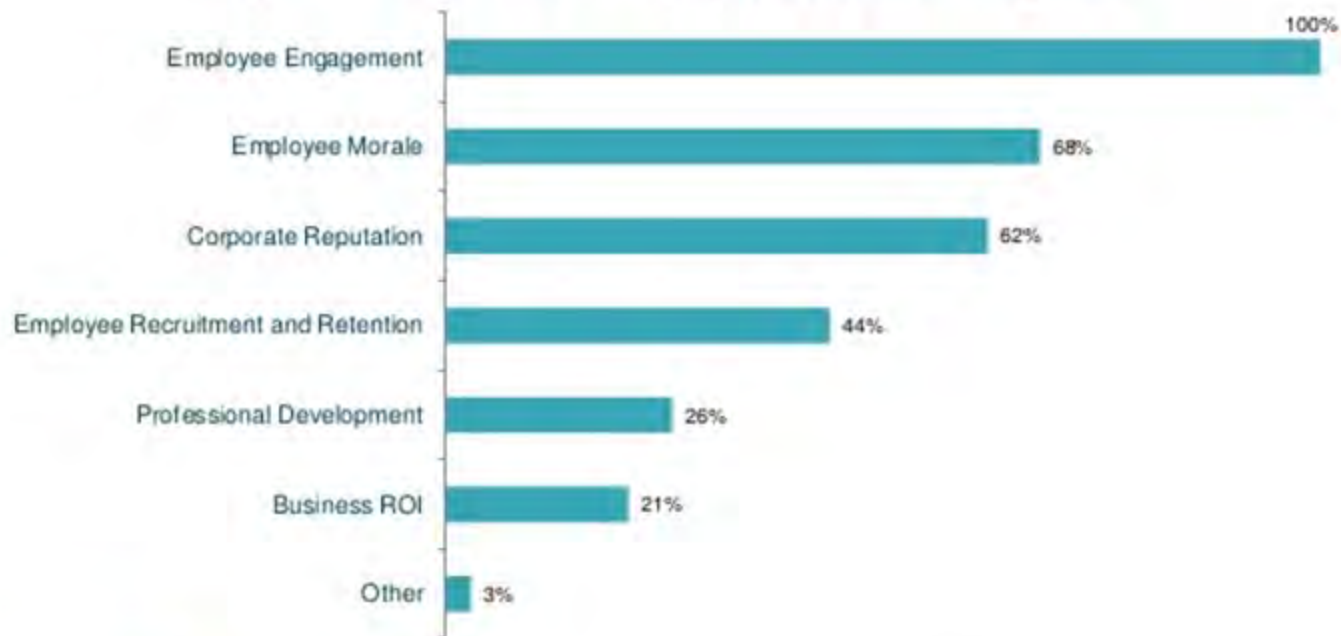
Why Staff Engage in ICV?



Reported Benefits

VolunteerMatch
Solutions

Important Benefits of Employee Volunteer Programs



Download the 2012 VolunteerMatch EVP Client Insights Survey at:
<http://solutions.volunteermatch.org/volunteermatch-insights>

Why Should Corporations Engage

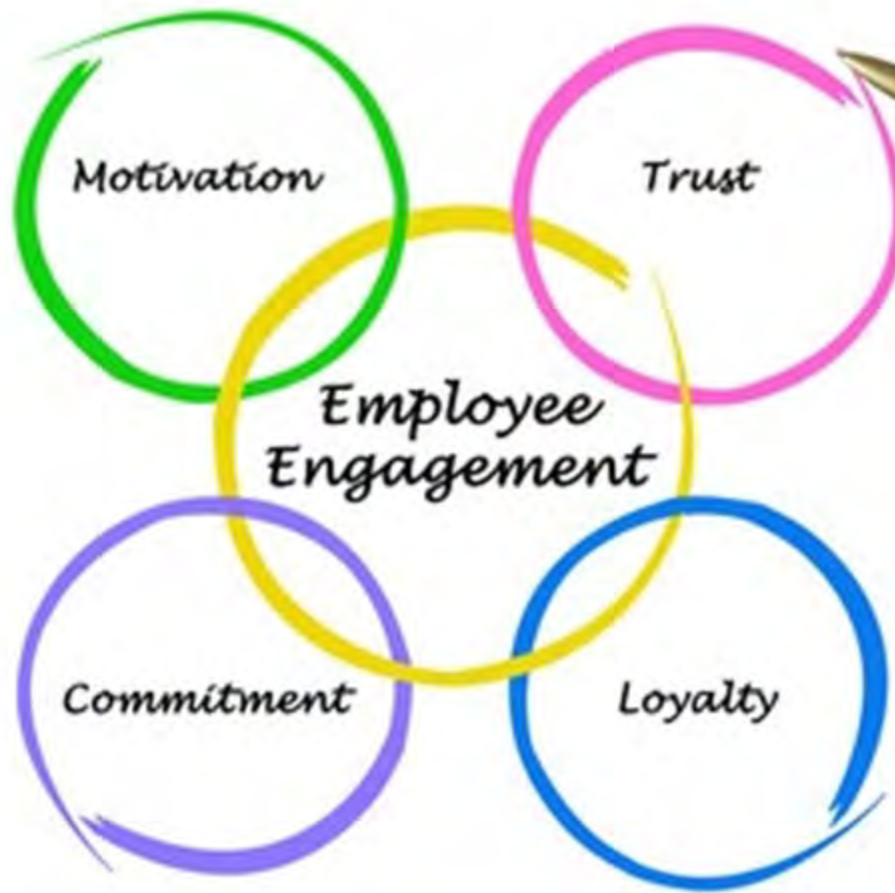
- Build positive Corporate Culture
 - Millennial staff who participate in a volunteer program are more than twice as likely to rate their work culture as “very positive”*
- Team-building/Leadership Training
- Positive Social Impact



Why Should Corporations Engage - continued

- **Recruiting/Employee Retention/Loyalty**
 - PWC : 88% of millennials gravitate toward 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)







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 Corning

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”.

RECRUITMENT

RETENTION

- 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 business school leadership programs, both in terms of cost and diversity of learning.

PERFORMANCE

ENGAGEMENT

- 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