



**DEVELOPING COMMUNITY
ENGAGEMENT PARTNERSHIPS:
UTILIZING THE COMMONWEALTH'S
GREATEST RESOURCE**



OUR TEAM

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BENEFITS TO THE EMPLOYER

- Visible Social Investment
- Improved Employee Engagement
- Improved Recruitment and Retention

BENEFITS TO THE EMPLOYEE

- Increased Sense of Purpose
- Improved Connection with Employer
- Camaraderie
- Skill Development



CURRENT PRACTICES

"If you do the same thing you've
always done, you'll get the same
things you've always gotten"
- wise people

School Assistance and Volunteer Service Leave

Application: Classified and "At-Will" employees

POLICY

It is the policy of the Commonwealth to grant employees up to 16 hours of paid leave in any leave year to provide volunteer services through eligible non-profit organizations within or outside their communities. Such service may be provided as a member of a service organization or through authorized school assistance.

§2.2-2821.2 of the Code of Virginia increases from 16 to 24 the number of hours of paid leave in any leave year (in addition to other paid leave) that may be allowed to state employees to serve with a volunteer fire department and rescue squad or auxiliary unit thereof.

Note: This time is not in addition to the 16 hours of paid volunteer service leave to provide other volunteer services or school assistance.

PURPOSE

The purpose of this policy is to set forth the Commonwealth's philosophy and administrative guidelines regarding volunteer and school assistance leave and to support the Governor's Commission on National and Community Service which encourages Virginians to dedicate service to others.

Policy: 4.40

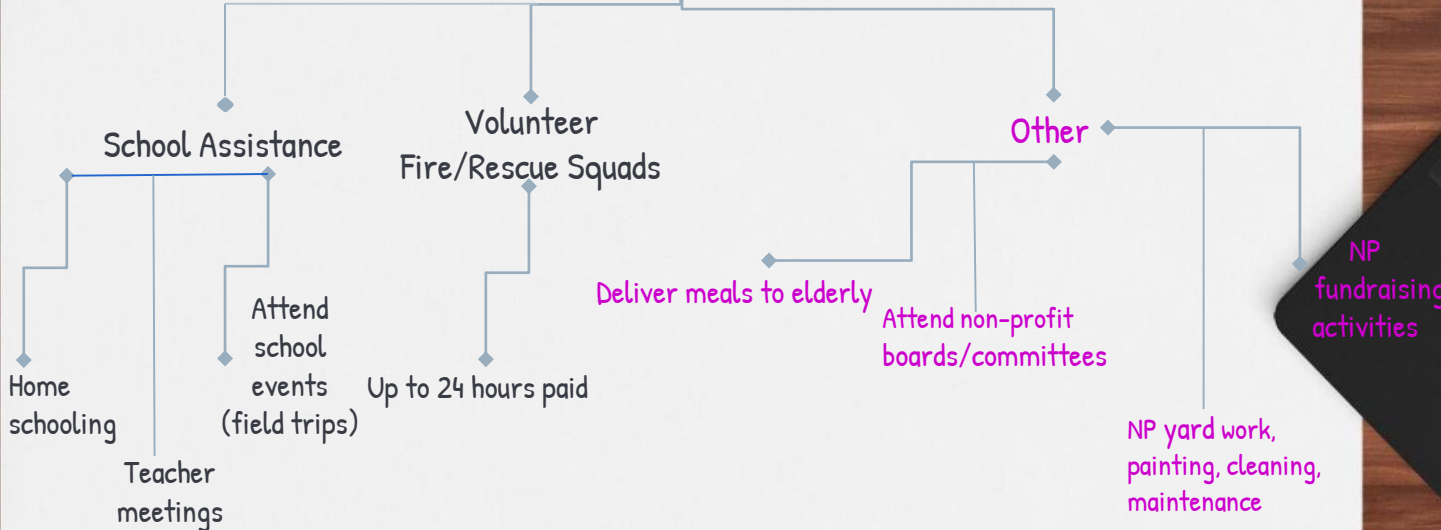
Effective Date: 7/1/01

Revised: 11/25/05

Revised: 1/26/10

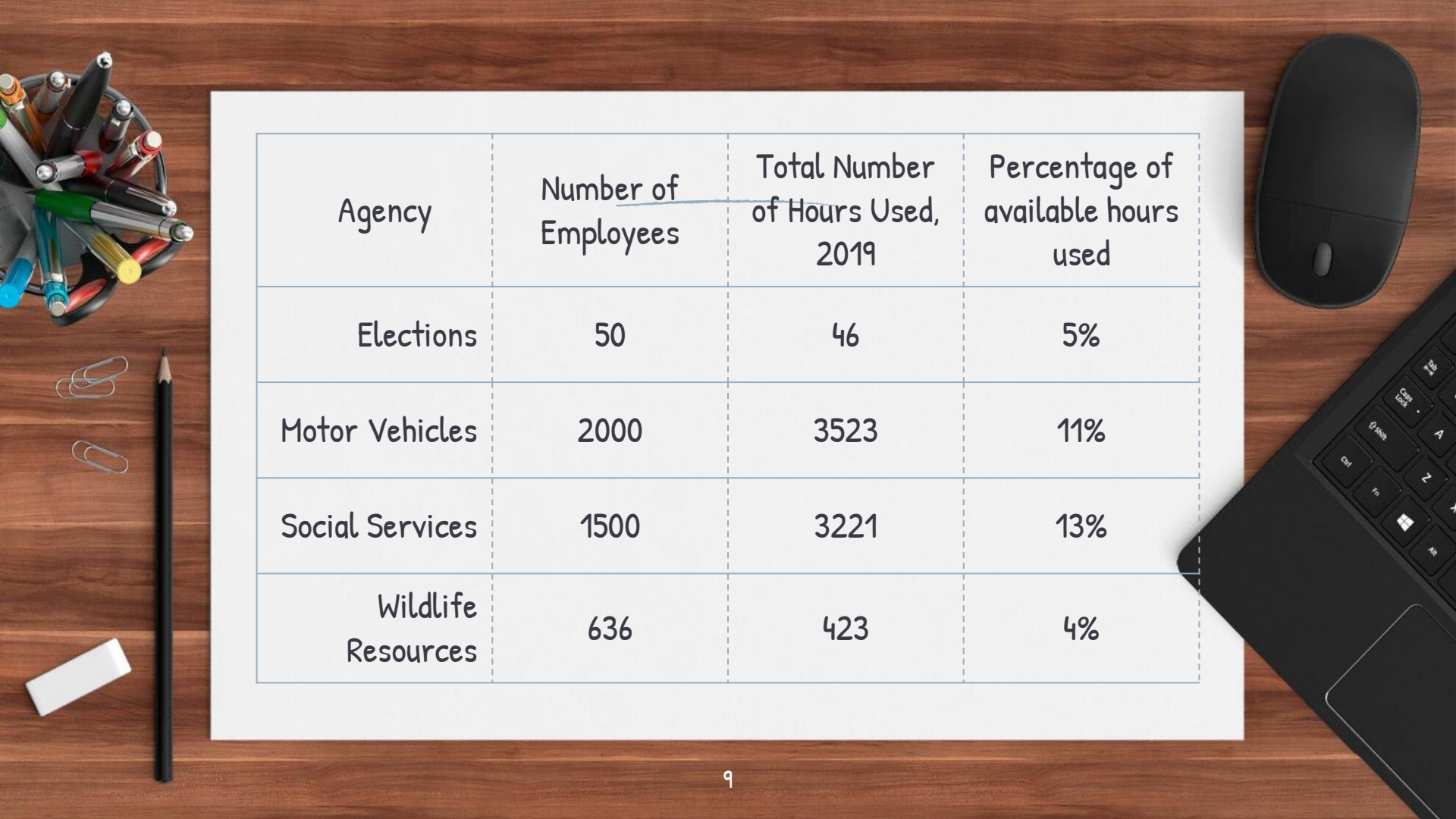
ALLOWABLE ACTIVITIES (CURRENT)

"Reasons for Leave"



DATA

- > Department of Elections
- > Department of Motor Vehicles
- > Department of Social Services
- > Department of Wildlife Resources



Agency	Number of Employees	Total Number of Hours Used, 2019	Percentage of available hours used
Elections	50	46	5%
Motor Vehicles	2000	3523	11%
Social Services	1500	3221	13%
Wildlife Resources	636	423	4%

BARRIERS TO VOLUNTEERING

- LACK OF AWARENESS ABOUT VOLUNTEER SERVICE LEAVE
- NOT KNOWING WHICH CHARITABLE AGENCIES HAVE VOLUNTEER NEEDS
- DIFFICULTY SCHEDULING
- CONCERNS OVER TAKING LEAVE FROM WORK

PRIVATE SECTOR EMPLOYERS LAUDED FOR EMPLOYEE VOLUNTEER PROGRAMS (EVPs)

- SALESFORCE
- INTUIT
- AUTODESK
- DELOITTE
- PATAGONIA
- CISCO
- NATIONWIDE
- VMWARE



PRIVATE SECTOR EMPLOYERS EXAMPLES

CSAA Insurance Group

- Travel to national parks 10x annually to help with maintenance and beautification projects
- Receive a paid day off (Friday), then spend the weekend volunteering and camping. Can bring friends and family.

Salesforce

- Up to 56 total paid hours (seven days)
- Awards of \$1,000 upon completion (7 days); to be donated to the nonprofit of their choice.

PUBLIC SECTOR EMPLOYERS EXAMPLES

North Carolina

Community Service Leave- 24 hours per year OR 1 hour per week for a total of 36 hours a year for tutoring or mentoring at a school or 45 hours per year for literacy volunteer activities

Massachusetts

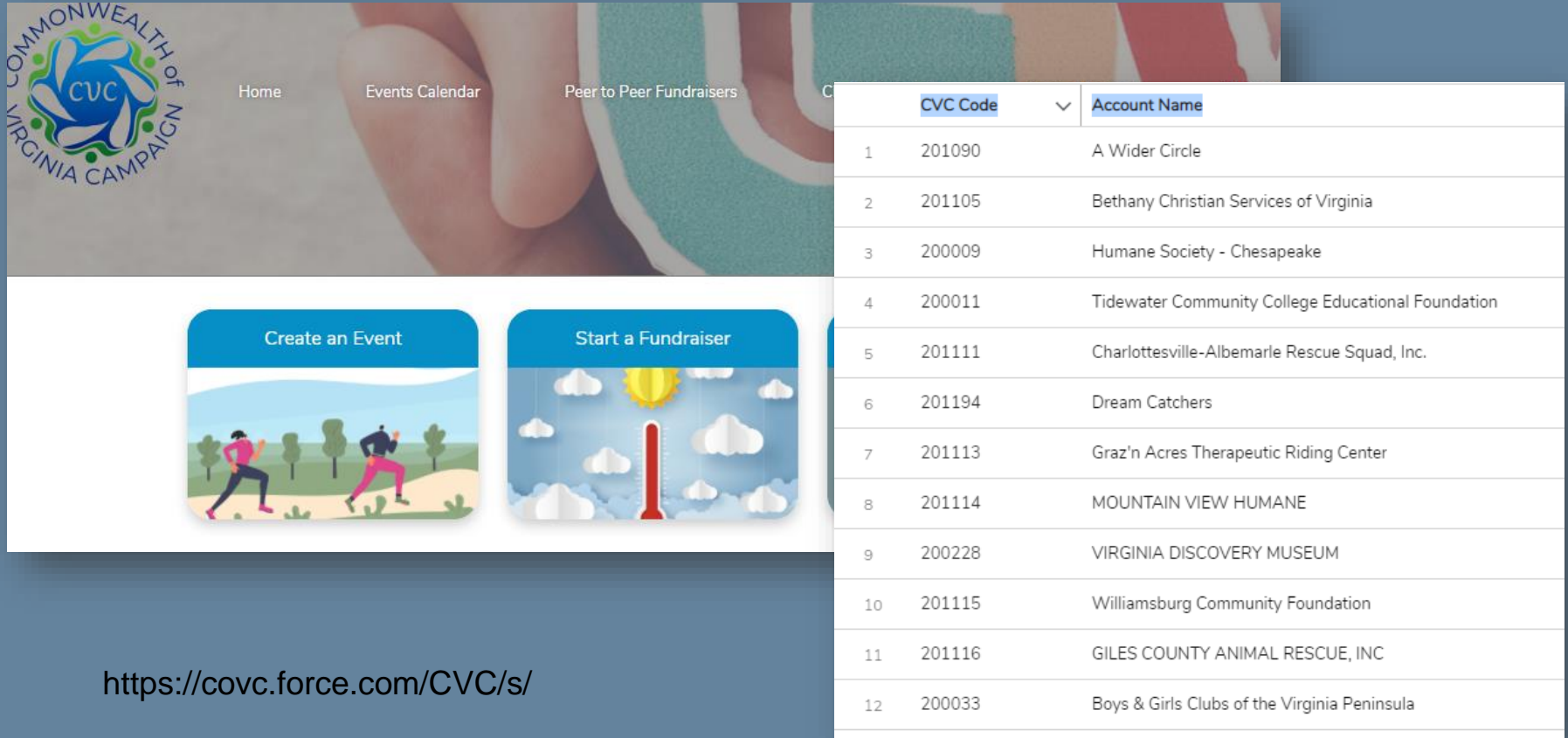
State Employees Responding as Volunteers (SERV)- up to 1 day per month at approved non-profit organizations up to 96 hours annually

OUR PROPOSAL

To leverage the infrastructure of the Commonwealth of Virginia Campaign (CVC) to make it easier for Virginia state employees to engage in volunteerism.



COMMONWEALTH OF VIRGINIA CAMPAIGN WEBSITE



The screenshot displays the Commonwealth of Virginia Campaign Website interface. At the top left is the CVC logo, a circular emblem with a blue and green floral design and the text 'COMMONWEALTH OF VIRGINIA CAMPAIGN' and 'CVC'. To the right of the logo are navigation links: 'Home', 'Events Calendar', 'Peer to Peer Fundraisers', and a partially visible 'C'. Below the navigation is a banner with two main action buttons: 'Create an Event' (with an illustration of two runners) and 'Start a Fundraiser' (with an illustration of a sun, clouds, and a thermometer). On the right side, a dropdown menu is open, showing a list of accounts with their corresponding CVC codes.

	<u>CVC Code</u>	<u>Account Name</u>
1	201090	A Wider Circle
2	201105	Bethany Christian Services of Virginia
3	200009	Humane Society - Chesapeake
4	200011	Tidewater Community College Educational Foundation
5	201111	Charlottesville-Albemarle Rescue Squad, Inc.
6	201194	Dream Catchers
7	201113	Graz'n Acres Therapeutic Riding Center
8	201114	MOUNTAIN VIEW HUMANE
9	200228	VIRGINIA DISCOVERY MUSEUM
10	201115	Williamsburg Community Foundation
11	201116	GILES COUNTY ANIMAL RESCUE, INC
12	200033	Boys & Girls Clubs of the Virginia Peninsula

<https://covc.force.com/CVC/s/>

RECOMMENDATION #1

An outreach campaign be initiated to update the information in the CVC website to include each charity's opportunities for volunteers:

- Description of the charity's mission
- Capacity for individual, small group, or large group volunteer activity
- Type of activities the volunteers would be engaged in
- Contact information for the volunteer coordinator

Account Boys & Girls Clubs of the Virginia Peninsula			
Record Type	CVC Code	Total of Gifts	Gifts Last Year
Charity	200033	\$85.00	\$279.00

DETAILS		RELATED
Account Name	Boys & Girls Clubs of the Virginia Peninsula	Record Type Charity
Type	Charity	Account Owner CloudFor Good
Website	https://www.bagclub.com/	Parent Account
Description		Phone 757-223-7204
Notes		Industry
Current Campaign Status ⁱ	Approved	Employees
Charity Status ⁱ	Returning - Four+ Years	
Charity Code	00 200033	

RECOMMENDATION #2

A campaign is initiated, similar to the CVC, where volunteer activity coordinators are designated in each Agency, Department or Division to identify and promote opportunities for employees to engage in volunteerism

Coordinators would use the information available on the CVC website to identify volunteer opportunities and the organize volunteer 'events'

Coordinators would be encouraged to organize one or more small and/or large group volunteer activities depending on the size of employee pool so that team could participate together

Coordinators might select volunteerism opportunities supporting a variety of charitable missions or opportunities aligned with the agency's mission

Employee participation would be tracked through approved leave

What Does Success Look Like?

- Robust list of diverse participating charities operating in locations across the Commonwealth
- 99% of agencies participating after 4 years
- 50% of employees participating



THANK YOU!

Any
questions?