

Service Beyond the Desk

Embracing volunteerism to support our communities and improve our personal wellbeing

Virginia Executive Institute

June 7, 2024



VEI Spring 2024 Group 5



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Agenda

- ❖ The problem we hope to solve
- ❖ Benefits of Volunteering
- ❖ Barriers to Volunteering
- ❖ Recommendations to Solve the Problem
- ❖ Leading the Way!

What could our communities do with

\$15,393,194.61?



Volunteer Service Leave in the Commonwealth

State employees - 16 hours of Volunteer
Service Leave per year

- ❖ Total of 537,059 hours available
- ❖ Only 75,939 (14.4%) used

2023 Cardinal data found 461,120 hours were unused

- ❖ \$15,393,194.61
- ❖ Community engagement and support
- ❖ Employee health and wellness



Benefits of Volunteering

"Volunteering is beneficial to Virginian's across the Commonwealth, providing individual and community health benefits as well as vital opportunities for connection."

Kathy J. Spangler, Director, Serve Virginia

- ❖ Provides a sense of purpose
- ❖ Connects you to others
- ❖ Reduces stress, combats depression
- ❖ Provides mental stimulation
- ❖ Supports efforts to find friends
- ❖ Improves health and happiness
- ❖ Bring fun and fulfillment
- ❖ Fills in funding gaps / saves resources
- ❖ Brings fun and fulfillment to your life



Barriers to Volunteerism

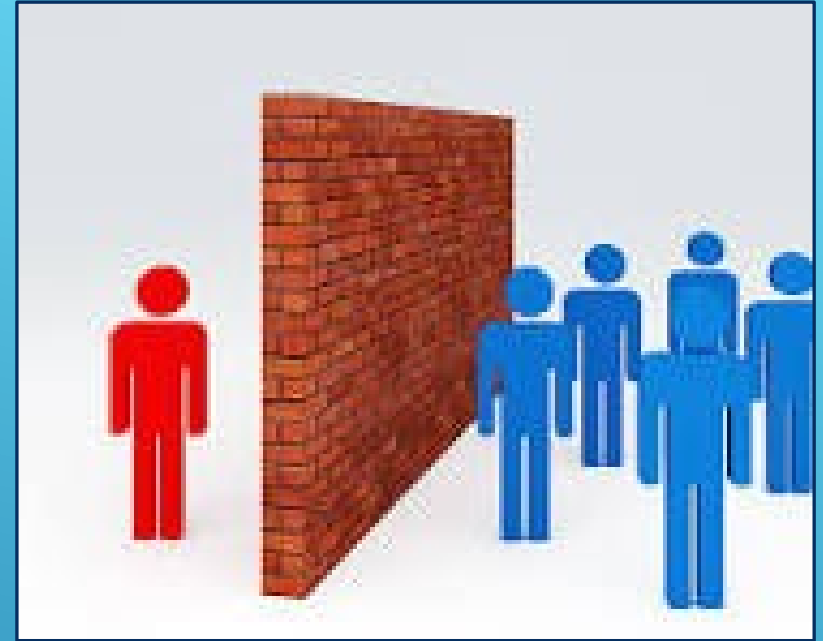
Logistical Challenges

- ❖ Lack of childcare
- ❖ Lack of transportation
- ❖ Inaccessibility for those with disabilities

Lack of Awareness

- ❖ Lack of effective communication from leadership
- ❖ Lack of access to tools and information
- ❖ Unsure how to connect with an organization that meets their interests

Lack of Time



Resources



<https://servevirginia.org>



Recommendations for Active Engagement

Reminders about available resources

Setting targets and goals

Monthly Agency Wide Notices and Updates

Reinforcement

Monthly Challenges

Recognition

Pledge Cards



Pledge Card



I am a Superstar Volunteer!

**I pledge to use my 16 hours of volunteer service
leave this calendar year!**

**I am interested in the following
volunteer opportunities:**



Group 5 Leading the Way!

Thank you to our VEI cohort for their generous contributions to Loaves & Fishes Food Pantry!

Loaves & Fishes Food Pantry provides free food, non-perishables, fresh produce, dairy, meats, and baked goods to help people in need in the greater Charlottesville area feed their families.



Appendix

DHRM Policy 4.40: https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol4_40.pdf

Serve Virginia: <https://servevirginia.org/>

Example monthly calendar of volunteer focus (observances)

Example monthly communication:

Did you know that June is “Foster a Pet Month”? Do you have interests that align with this month’s volunteer focus? If so, please use the resources available at ServeVA.com to find an organization with which you can volunteer to support this mission. Remember, your agency supports your volunteerism with 16 hours of leave time for this purpose. We encourage you to use that time to support your community and your wellbeing.”

Leave Year Volunteer Service Hours Data from DOA Cardinal System for Leave Year 2023

| BUSINESS_UNIT | COMPANY | TOTAL_EMPLOYEES | TOTAL_AVAILABLE | TOTAL_TAKES |
|---------------|---------|-----------------|-----------------|-------------|
| 11700 | VSB | 103 | 1642 | 96.75 |
| 12100 | GOV | 1 | 16 | |
| 12200 | DPB | 52 | 796.8 | 26.5 |
| 12300 | DMA | 350 | 5560 | 604.5 |
| 12700 | DEM | 216 | 3312 | 369 |
| 12800 | VVC | 327 | 5216 | 28 |
| 12900 | HRM | 117 | 1792 | 291.5 |
| 13200 | SBE | 72 | 1072 | 60 |
| 13600 | ITA | 291 | 4516.5 | 450.5 |
| 14000 | CJS | 170 | 2636.9 | 392 |
| 14100 | OAG | 567 | 8750.3 | 832.55 |
| 14300 | DDC | 21 | 336 | 141 |
| 14600 | SMV | 68 | 1072 | 31 |
| 14700 | OIG | 42 | 636 | 162 |
| 14800 | VCA | 8 | 128 | 8 |
| 15100 | DOA | 152 | 2385.5 | 337.5 |
| 15200 | TRD | 121 | 1903 | 109.5 |
| 15400 | DMV | 2530 | 37032.8 | 5227.54 |
| 15600 | DSP | 2902 | 45400 | 4068.3 |
| 15700 | CBD | 14 | 204 | 42 |
| 16100 | TAX | 925 | 14270.85 | 2261.55 |
| 16200 | ATP | 2 | 32 | 2 |
| 16400 | VMF | 22 | 336 | 8 |
| 16500 | HCD | 167 | 2638 | 234.5 |
| 16600 | SOC | 1 | 16 | |
| 18000 | SOA | 14 | 224 | |
| 18100 | DLI | 208 | 3163 | 274.35 |
| 18200 | VEC | 1061 | 16385.6 | 2046.4 |
| 18700 | SPS | 1 | 16 | |
| 19100 | VWC | 281 | 4384 | 431.46 |
| 19400 | DGS | 694 | 10680 | 1890.2 |
| 19900 | DCR | 533 | 8340.8 | 581.8 |
| 20000 | CSA | 15 | 224 | 48 |
| 20100 | DOE | 580 | 8827 | 1306.6 |
| 20200 | LVA | 141 | 2208 | 90.25 |
| 20300 | WWR | 193 | 2954.8 | 474.8 |
| 21200 | VSU | 754 | 11496 | 352 |
| 21300 | NSU | 680 | 8008 | 409.9 |
| 21400 | LWU | 709 | 3804 | 677.8 |
| 21800 | SDB | 165 | 2032 | 93.9 |
| 22200 | POR | 201 | 3097.8 | 271.85 |
| 22300 | DHP | 295 | 4678 | 869.55 |
| 22600 | BOA | 14 | 216 | 42.5 |
| 23300 | BBE | 7 | 112 | |
| 23400 | VSC | 88 | 1312 | 27 |

| | | | | |
|-------|-----|------------------------------------|--------------------------------------|-----------------|
| 23800 | MFA | 294 | 4492.32 | 213.5 |
| 23900 | FCM | 41 | 608 | 72 |
| 24100 | RBC | 82 | 1116 | 20 |
| 24200 | CNU | 597 | 8762.5 | 748.45 |
| 24500 | SCH | 66 | 988.8 | 70.4 |
| 26200 | ARS | 1138 | 17026.4 | 1241.15 |
| 26300 | RCB | 19 | 272 | 48 |
| 30100 | ACS | 549 | 8439.55 | 1032.75 |
| 35000 | SBD | 48 | 752 | 171.5 |
| 40000 | JYC | 6 | 96 | |
| 40200 | MRC | 155 | 2396 | 200.5 |
| 40300 | GIF | 481 | 7538 | 530.25 |
| 40500 | VRC | 6 | 80 | |
| 40900 | MME | 203 | 3158 | 290 |
| 41100 | DOF | 275 | 4376 | 395.5 |
| 41300 | ASA | 9 | 144 | 8 |
| 41700 | GHL | 3 | 48 | |
| 42300 | DHR | 49 | 778 | 17.5 |
| 42500 | JYF | 190 | 2825.6 | 327 |
| 50100 | DOT | 8086 | 127700.97 | 32828.35 |
| 50500 | RPT | 70 | 1102 | 123 |
| 50600 | MVD | 24 | 384 | 69 |
| 60200 | MAS | 556 | 8599 | 938.3 |
| 60600 | BPD | 10 | 160 | |
| 70200 | BVI | 275 | 4137.6 | 294.5 |
| 72000 | BHD | 663 | 10392 | 1379.7 |
| 75100 | DHH | 11 | 144 | |
| 76500 | DSS | 1807 | 27254.5 | 3634.5 |
| 77700 | DJJ | 1529 | 24143 | 2830.8 |
| 77800 | DFS | 367 | 5744 | 848.52 |
| 84100 | DAV | 37 | 592 | 62.5 |
| 84800 | IDC | 781 | 12064 | 747.5 |
| 85100 | TOB | 14 | 171.6 | 58.1 |
| 85200 | FHY | 14 | 224 | 16 |
| 85600 | OAA | 6 | 96 | |
| 90200 | PVC | 15 | 240 | |
| 90300 | JCV | 66 | 1056 | |
| 91200 | DVS | 324 | 5112 | 350 |
| 91300 | VSF | 1 | 16 | |
| 92200 | SBV | 327 | 4944 | 147 |
| 93700 | SVE | 46 | 704 | 194.25 |
| 93800 | NCI | 19 | 304 | 14 |
| 94200 | MNH | 38 | 585.6 | 28 |
| 94800 | SWE | 23 | 360 | 65.25 |
| 95700 | CAS | 5 | 80 | |
| 96000 | DFP | 86 | 1264 | 174.5 |
| 96100 | DCP | 91 | 1420 | 76 |
| 97700 | VCC | 21 | 304 | |
| | | | Total Available Hours | 537,059.09 |
| | | | Total Hours Used | 75,938.82 |
| | | | Total Unused Hours | 461,120.27 |
| | | | % Available Hours Used | 14.14% |
| | | *Calculations added by Seth Austin | Value of volunteer Hour per Serve VA | \$33.38 |
| | | | Value of Unused Hours | \$15,392,194.61 |

| | Observance | Volunteer Activity | Volunteer Organization |
|-----------|--------------------------------------|---|---|
| June | Foster a Pet Month | Be a dog walker or cat snuggler at animal shelter | Friends of Homeless Animals |
| July | Park and Recreation Month | Help visitors discover and enjoy Petersburg National Battlefield | National Park Service |
| August | Sandwich Month | Cook and deliver meals to families in the community to combat rise in food insecurity | Lasagna Love |
| September | Baby Safety Month | Assist with re-packaging diapers for easier storage, inventory, and distribution | Greater Hampton Roads Diaper Bank |
| October | Breast Cancer Awareness Month | Help cancer patients get to life-saving appointments | American Cancer Society |
| November | Veterans and Military Families Month | Offer your talents (music, art, etc) or being a companion to brave veterans | Sitter and Barfoot Veterans Care Center |
| December | Learn a Foreign Language Month | Help build English speaking skills with students learning English in natural conversations. | International Rescue Committee |