

WHAT CAN CEOs DO?

Articulate and show your **support** regarding the value of volunteers to the organization.

Structure the VEP position so that it has a high scope of responsibility, is considered a strategic partner, and is linked with development and mission accomplishments.

Involve volunteers at higher levels.

Invest more resources in volunteerism.

VEP participation in key decision-making reinforces the value of their insights and impact

Promoting Job Equity for Volunteer Engagement Professionals (VEPs): MAVA's Study

Volunteer Engagement Professionals (VEPs) are commonly underpaid and undervalued and their work is often misunderstood. VEPs turn to organizations like the Minnesota Association for Volunteer Administration (MAVA) for support, education and connection. To better understand the issues facing VEPs, MAVA embarked upon an important research study in June 2017. The purpose of the research project was to validate the experience many volunteer engagement professionals describe and to examine root causes. The study underscores that there truly are equity issues in how volunteer engagement professionals are received, paid, included and understood in the workplace. The research examines why there is a lack of understanding about the essential nature of volunteers and those who lead them. The study concludes that the lack of equity for volunteer engagement professionals undermines the effectiveness of nonprofits and government entities. The report is rich with descriptions of affirmative steps that can be taken to address the issues.

For full report go to www.mavanetwork.org

KEY FINDINGS

VEPs ARE MORE LIKELY TO EXPERIENCE:

Performing multiple job functions

High turnover

Fewer full-time opportunities

When compared to Development Directors, Human Resources Directors, and Program Directors...



VEPs are less likely to serve on an executive leadership team



VEP salaries are lower in most organizations



VEPs are not seen by others as impacting strategic planning or the bottom line



VEP positions are more likely to be eliminated during difficult budget times

WHAT CAN VEPs DO?

Reshape your work image to be seen as a strategic leader.

Advocate to upgrade your position in the organization.

Apply to participate in the Service Enterprise certification program.

Discuss with top leadership how volunteer engagement can best be represented in organizational decision-making.

Share the full report throughout the organization.

Promote awareness that volunteer management is a profession guided by a body of knowledge.

Pursue academic coursework and credentials.

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