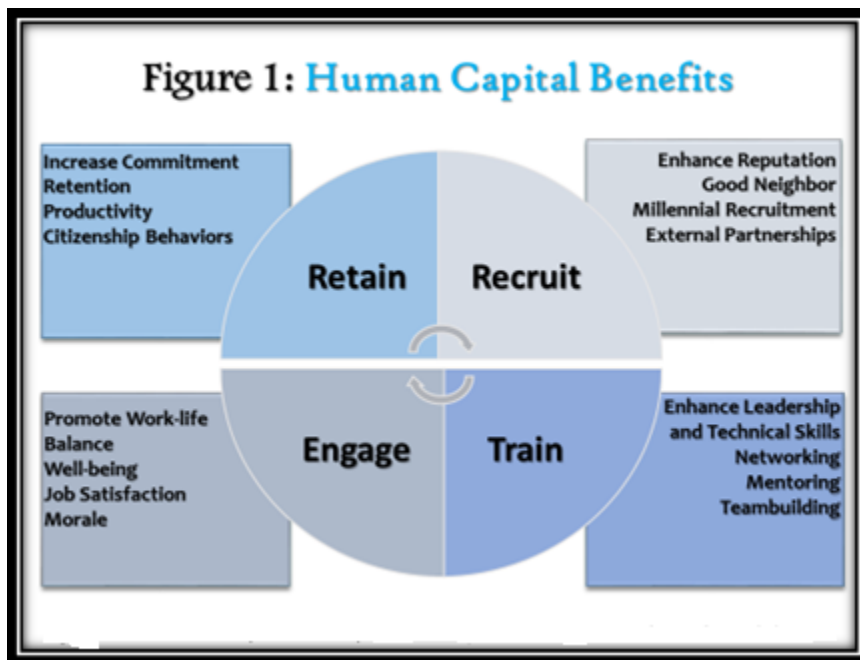


Appendix B: Benefits of Agency Volunteer Programs

Research has shown that volunteer programs enhance all aspects of the Human Capital Lifecycle, a significant incentive for Agencies which implement volunteer programs. *See Figure 1.*

- **Recruitment:** Volunteerism may enhance an agency's reputation, enhance strategies for recruiting millennials, and help build external partnerships as good neighbors.
- **Training:** Volunteer opportunities provide experiences that can enhance leadership, technical, and communication skills, and support networking, mentoring, teamwork, and morale-building.
- **Engagement:** Volunteerism promotes work-life balance, enhances well-being, satisfaction, and boosts employee morale.
- **Retention:** Volunteerism may increase commitment and value congruence with the agency and enhance productivity through good citizenship.



Hardin, R (2014). Building the case for supporting nonprofits: Examining relationships between intra-organizational volunteerism, Commitment, and citizenship behaviors. *ProQuest Dissertation and Theses.*