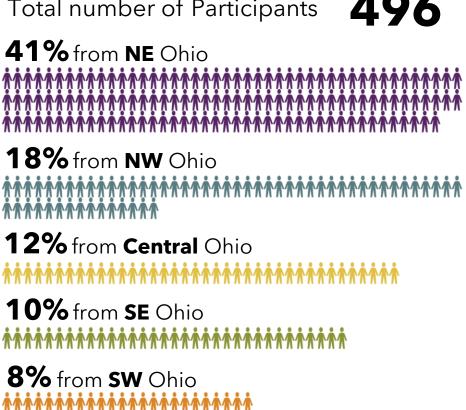
OHIO VICTIM SERVICES COMPENSATION **RESULTS 2022**

Total number of Participants

496



Most respondents were straight white women with a bachelor's degree or higher



79% White

92% Women

74% Heterosexual

74% Bachelors or higher

Salary & hourly workers were represented

47% hourly workers

52% salary workers

Out of all responses

56% serve mixed areas 47% serve rural areas 27% serve urban areas 24% serve suburban areas

Most organizations cover only one county

12% from Statewide Organizations

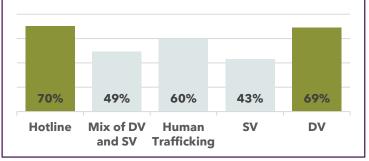
45% cover 1

29% cover **2-3**

12% cover **4 or more**

14% are Statewide

Most agencies provide hotline and/or DV victim services. Many provide a mix of services





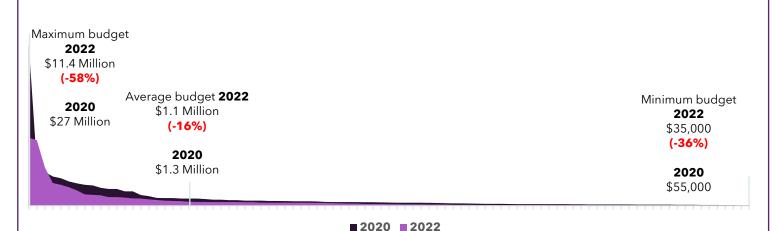




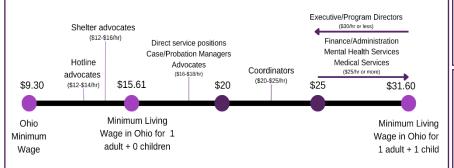


Overall, victim services organizations reported less funding is available to adequately compensate employees.





Most victim services **employees do not earn a living wage** based on average salaries reported¹



90% of responding organizations receive **federal and/or state funding**

43% of responding organizations receive more than half of their money from state and federal government

Responding organizations receive **less than 50%** of their funding **from individual donors**



45% of Directors said their organization depends on volunteers to take the place of paid workers

These volunteers often work directly with clients as **hotline support** or as **victim advocates**.



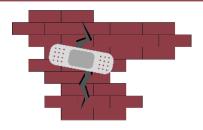


Out of 293 responses, 175 (60%) stated *lack* of compensation was the main challenge for staff retention

45% of staff said their salary does not cover their basic needs

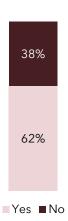


Victim Services organization staff feel overextended in their work & struggle to maintain work-life balance.



64% of Directors do
not believe their
current staffing is
adequate to support
survivor-centered,
trauma-informed,
best-practice services

Over 1/3rd of staff do **not receive enough PTO** to maintain a work life balance



Even when employees have PTO available, lack of qualified staff makes using PTO difficult because



- 1. There is **no one to cover** while they are out (n=58)
- 2. The **impact on other employees** is too great (n=44)
- 3. There is a **use it or lose it policy**, so they lose it (n=43)
- Almost half (48%) of all respondents work more than 40 hours per week (n=222)

The most influential factors for staff retention reported by VS

reported by VS respondents were pay and support

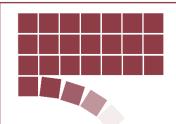


The most
influential
factor for
recruiting new
staff at VS
agencies was
pay



Employees
working 1+ other
jobs reported
fatigue &
lowered
performance at
their VS job





79% of employers have a **use it or lose it policy** for their PTO

57%

of respondents said they had to work **more than one job** to make ends meet







