



2011 Deloitte Volunteer IMPACT Survey

Q1: How frequently do you participate in your company's employee volunteerism efforts to help a nonprofit?

Always	4%
Often	16%
Sometimes	32%
Rarely	29%
Never	18%

Q2: In which employee volunteerism efforts have you participated?

Traditional volunteerism (volunteerism projects that do not require business skills, e.g. painting, clean-ups, mailings, food service, etc.)	92%
Skilled volunteerism (volunteerism projects that require business skills/knowledge, e.g. pro bono work, lending technical skills, nonprofit board service, etc.)	28%

Q3: Please select all of the following that apply to you. I have not participated in my company's employee volunteerism efforts because ...

I do not support the cause(s) that my company supports	10%
I don't think my company recognizes or rewards employees for volunteering	11%
I don't have the skills or knowledge that would benefit a nonprofit	4%
I think my supervisor would penalize me	2%
I don't have enough time to volunteer	71%
I am not interested in volunteering	15%
Other [Please specify]	15%

Q4: Overall, what is your personal opinion about the corporate culture at your company? Would you describe the corporate culture at your company as...

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very positive	38%	56%	28%
Somewhat positive	49%	40%	53%
Somewhat negative	11%	5%	16%
Very negative	1%	0%	3%

Q5: Overall, what is your current level of satisfaction with your employer?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very satisfied	39%	51%	32%
Somewhat satisfied	49%	42%	50%
Not very satisfied	11%	6%	14%
Not at all satisfied	2%	1%	3%

Q6: What is the likelihood that you will leave your job in the next 12 months?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very likely	11%	11%	11%
Somewhat likely	22%	20%	23%
Not very likely	36%	32%	35%
Not at all likely	32%	38%	30%

Q7: How satisfied are you with the progression of your career?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very satisfied	26%	37%	21%
Somewhat satisfied	54%	50%	52%
Not very satisfied	17%	11%	22%
Not at all satisfied	3%	2%	5%

Q8: How important is it to you that your employee volunteerism efforts also benefit you professionally?

	Total	Skilled Volunteers	Traditional Volunteers
Very important	12%	21%	15%
Somewhat important	39%	51%	41%
Not very important	38%	24%	37%
Not at all important	11%	4%	7%

Q9: How proud do you feel to be associated with your company?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very proud	44%	55%	36%
Somewhat proud	45%	39%	49%
Not very proud	9%	5%	13%
Not at all proud	2%	1%	3%

Q10: How likely would you be to recommend employment at your company to a friend?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very likely	51%	57%	46%
Somewhat likely	37%	35%	38%
Not very likely	9%	7%	13%
Not at all likely	3%	1%	4%

Q11: To what extent do you feel a sense of loyalty to your company? Are you...

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very loyal	41%	52%	33%
Somewhat loyal	44%	39%	49%
Not very loyal	11%	6%	14%
Not at all loyal	3%	2%	5%

Q12: If you had to choose between two jobs with the same location, responsibilities, pay and benefits, how likely is it that the company's commitment to the community would factor into your decision?

	Total	Always/Often Volunteer	Rarely/Never Volunteer
Very likely	21%	36%	15%
Somewhat likely	50%	50%	46%
Not very likely	20%	10%	25%
Not at all likely	9%	3%	14%

About this Survey

The Deloitte Volunteer IMPACT Research Series is a key component of Deloitte's commitment to building the business case for, and advancing the dialogue about, corporate skills-based volunteerism. The 2011 Deloitte Volunteer IMPACT Survey is the eighth in the series. For a complete archive of the Deloitte Volunteer IMPACT Research Series, visit www.deloitte.com/us.

2011 Deloitte Volunteer IMPACT Survey Methodology

Results of 2011 Volunteer IMPACT Survey are based on online interviews with 1,500 millennials (ages 21-35) who work at companies with 1,000 or more employees that offer employee volunteer activities or programs. Note: the term "volunteerism" refers to traditional volunteerism, skilled volunteerism, pro bono work and/or nonprofit board service. Interviews were conducted by ORC International between Feb. 22 - 24, 2011. The sample size of 1,500 at a 95 percent confidence level would equate to +/- 2.6 percent margin of error had this been a random sample.

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