

# OHIO VICTIM SERVICES COMPENSATION RESULTS 2022

Total number of Participants **496**

**41%** from **NE** Ohio



**18%** from **NW** Ohio



**12%** from **Central** Ohio



**10%** from **SE** Ohio



**8%** from **SW** Ohio



**12%** from Statewide Organizations



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**

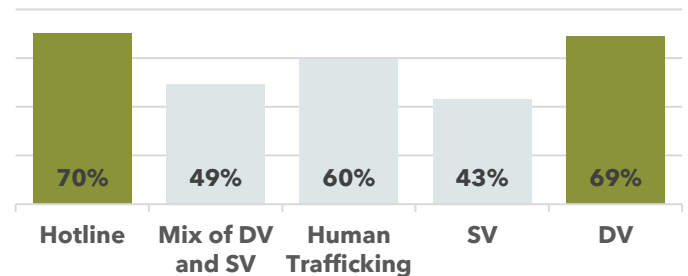
● **45%** cover **1**

●●● **29%** cover **2-3**

●●●●+ **12%** cover **4 or more**

🗺️ **14%** are **Statewide**

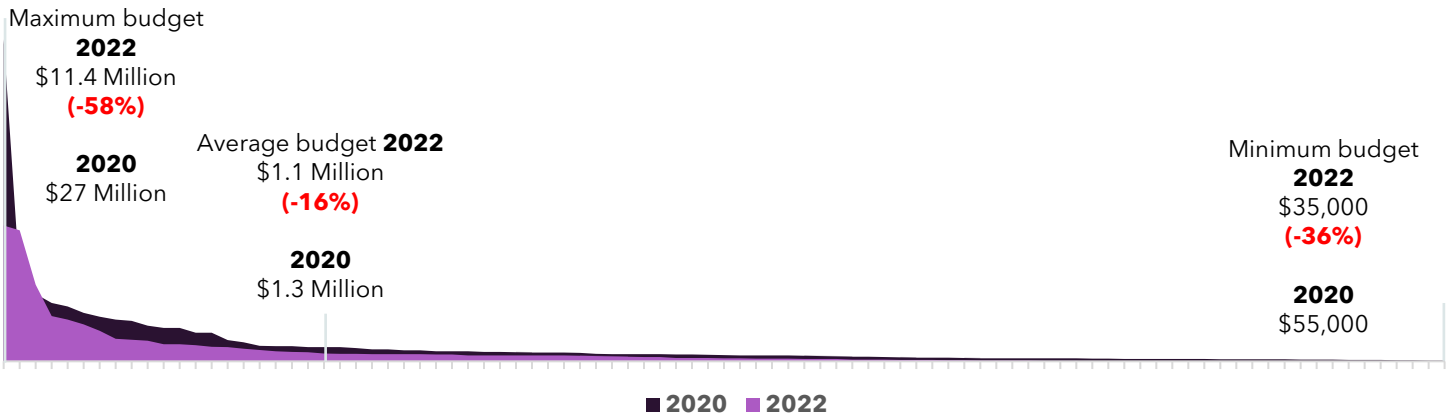
Most agencies provide **hotline and/or DV victim services**. Many provide a **mix of services**



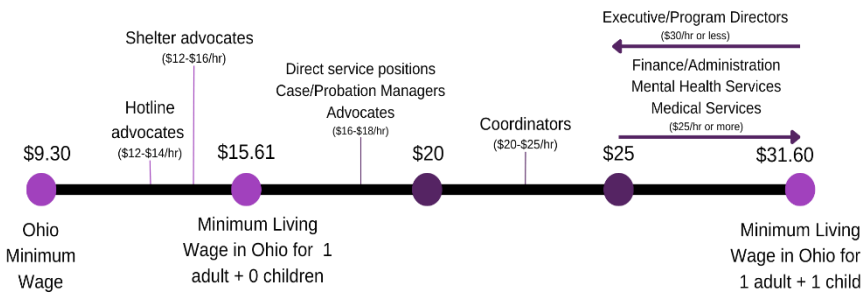
**Note.** All numbers & percentages are based on the number of responses to that item. All percentages are rounded.

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

From 2020 to 2022, **victim services budgets decreased**



Most victim services **employees do not earn a living wage** based on average salaries reported<sup>1</sup>



**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



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

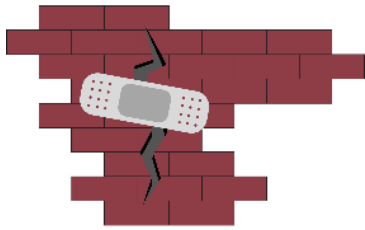
**43%** of responding organizations receive **more than half of their money from state and federal government**

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

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

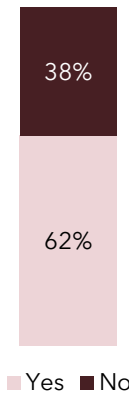


# Victim Services organization staff feel overextended in their work & struggle to maintain work-life balance.



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

Over 1/3<sup>rd</sup> 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)
4. Almost half (48%) of all respondents work **more than 40 hours** per week (n=222)

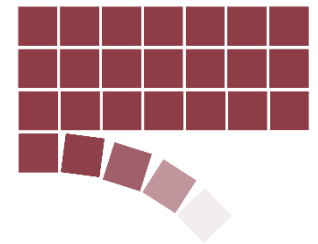
The most **influential factors for staff retention** reported by VS respondents were **pay and support**



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

