

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% Bachelor's 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**

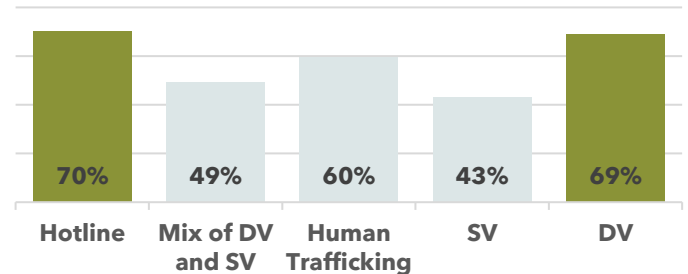
● **45%** cover **1**

●●● **29%** cover **2-3**

●●●●+ **12%** cover **4 or more**

🗺️ **14%** are **Statewide**

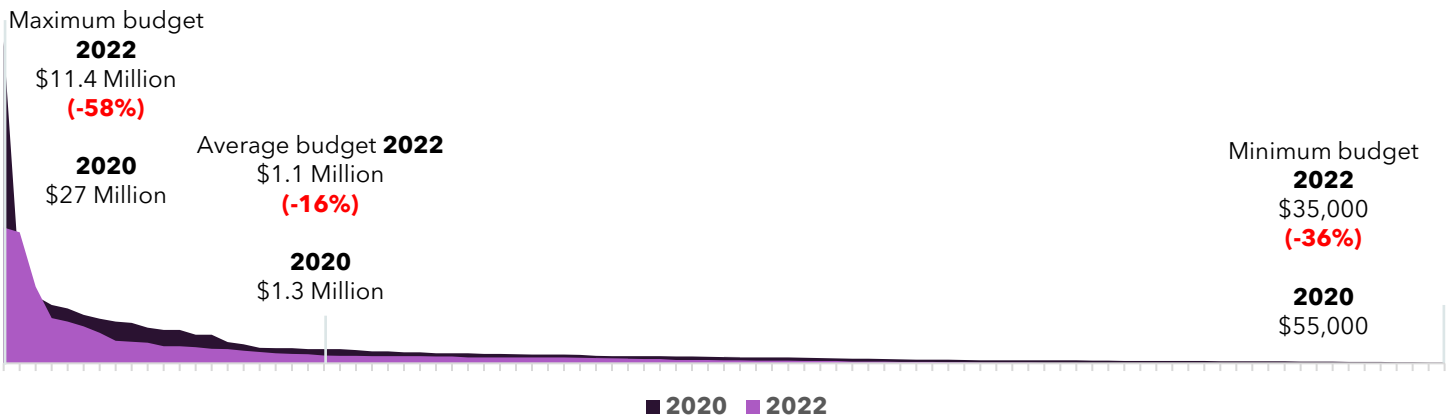
Most agencies provide **hotline and/or DV victim services** and many provide **a mix of services**



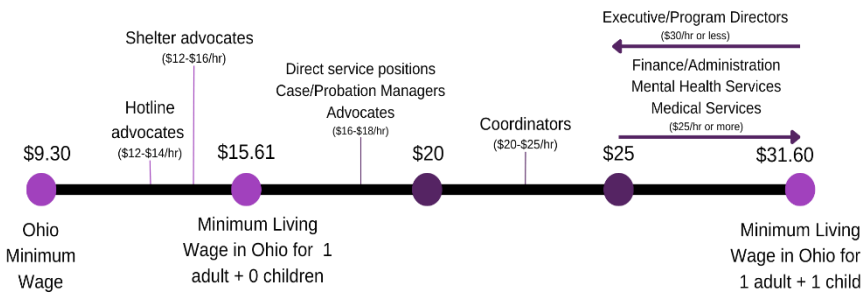
Note. All numbers & percentages are based on the number of responses to that item. All percentages are rounded.

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 reported¹

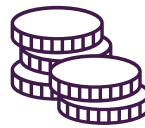


45% of Directors said their **organization depends on volunteers to take the place of paid workers**

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**

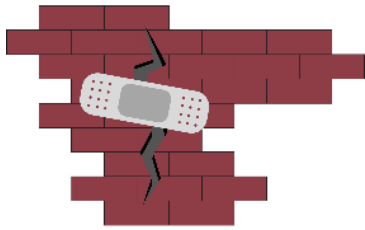
43% of responding organizations receive **more than half of their money from state and federal government**

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

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

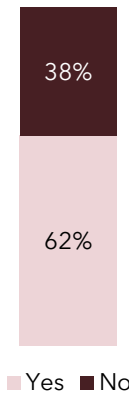


Victim Services organization staff feel overextended in their work & struggle to maintain work-life balance.



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

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

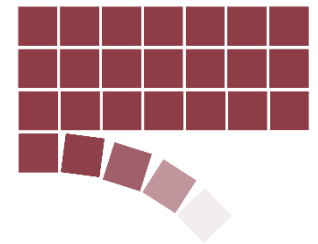
The most **influential factors for staff retention** reported by VS respondents were **pay and support**



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

