

Volunteering as a Pathway to Nonprofit and Public Employment

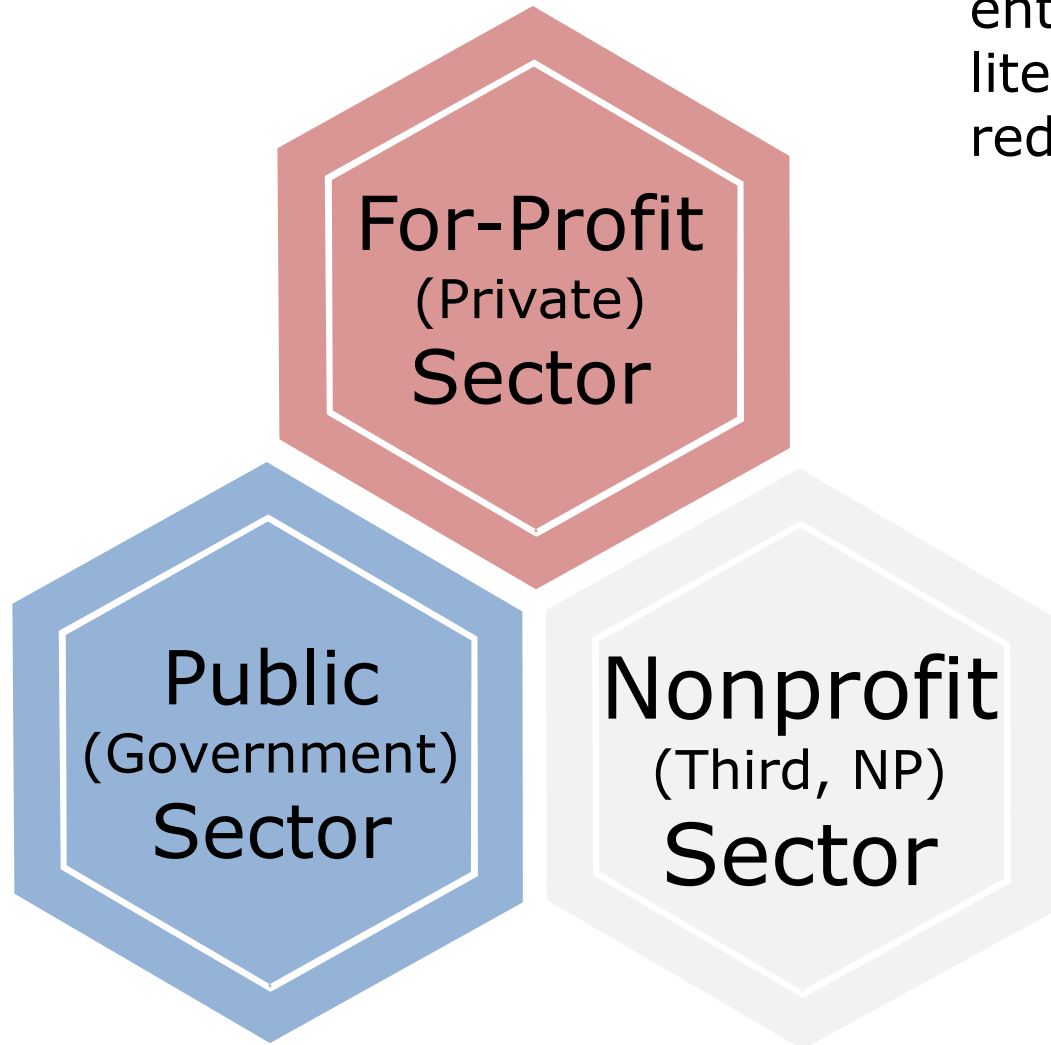
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Definitions



Nonprofit (NP): A legal demarcation for entities with charitable, educational, religious, literary, or scientific purpose that does not redistribute funds to shareholders

**Employment
(Paid Labor)**

**Volunteering
(Unpaid Labor)**

Argument: Early-career volunteering can act as a pathway to employment in specific sectors

The Importance of Sectors

- NP and Public sectors provide public goods and services
- Ubiquitous with modern society
- Counteract or bolster private markets

The Importance of Workers

- They are the fabric of the sectors
- Human capital capacities has direct implications for available goods and services

If Volunteering is a Link

- Has concrete implications for employee recruitment and retention
- Speaks to the size and capacity of the sectors

Background

Nonprofit Literature

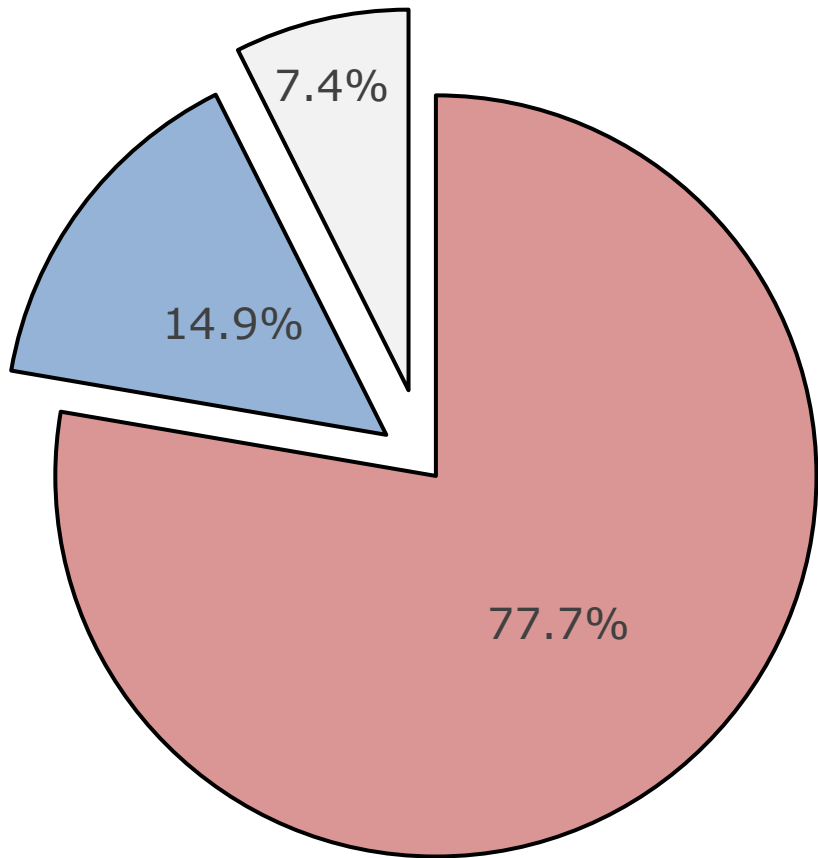
- Topic: Nonprofit Workers (Preston, 1989)
- Topic: Volunteering (Wilson, 2000)
- Limited linking
 - Usually explores volunteering as a mechanism for employment
 - High school students (Porterfield and Winkler 2007; Syvertsen et al. 2011)
 - Unemployed workers (Nichols and Ralston 2011; Allan 2019)

Public Admin Literature

- Topic: Government Workers (Rainey and Bozeman 2000; Perry and Rainey 1988)
- Topic: Public Service Motivation (PSM)
- Limited linking
 - Line between government work, volunteering, and PSM is blurry
 - Cross-sectional, correlative conclusions (Holt 2020; Rotolo and Wilson 2006)

Employment

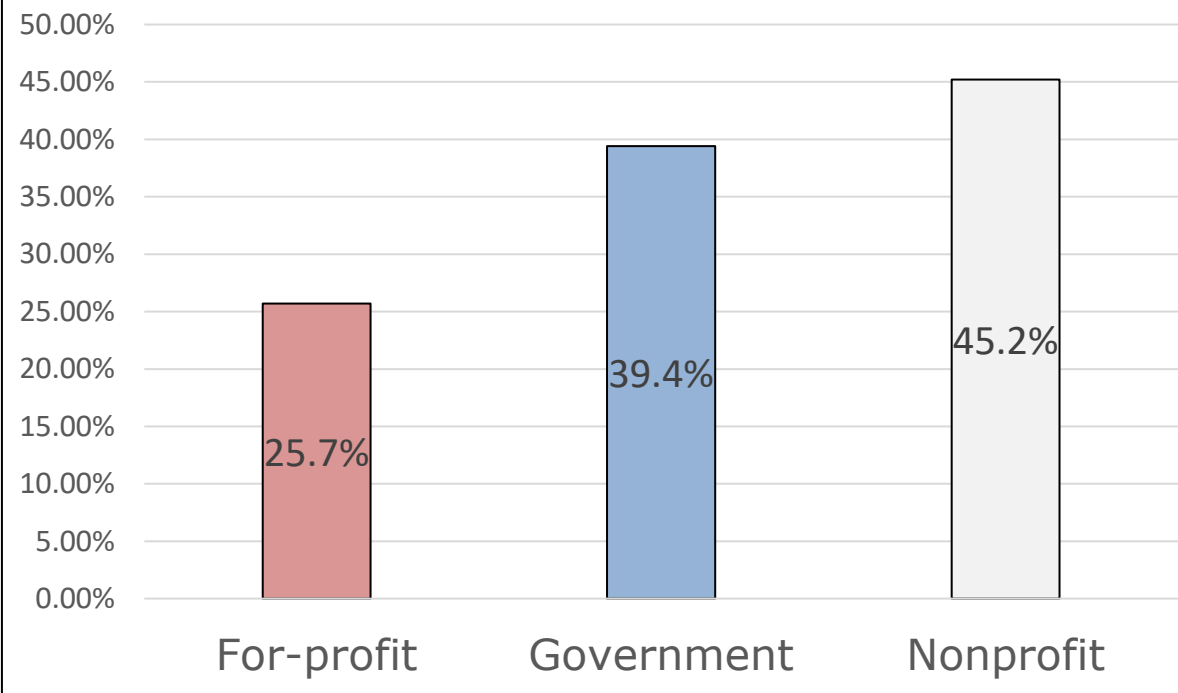
Employment by Sector, 2022*



■ For-profit ■ Government □ Nonprofit

Volunteering

Percent of Individuals that Report Volunteer Behavior by Sector, 2019**



	For-profit	Government	Nonprofit
Average Number of Hours Volunteered in 2019**	15	30	33

*Hirsch, B. T., Macpherson, D. A., Even, W. E. (2024). Nonprofit Earnings and Sector of Employment in the US since 1994 [Data set]. <http://www.nonprofitstats.net/>

**CPS

Current Study

Goal

Further develop our understanding of the connection between volunteering and sector of employment

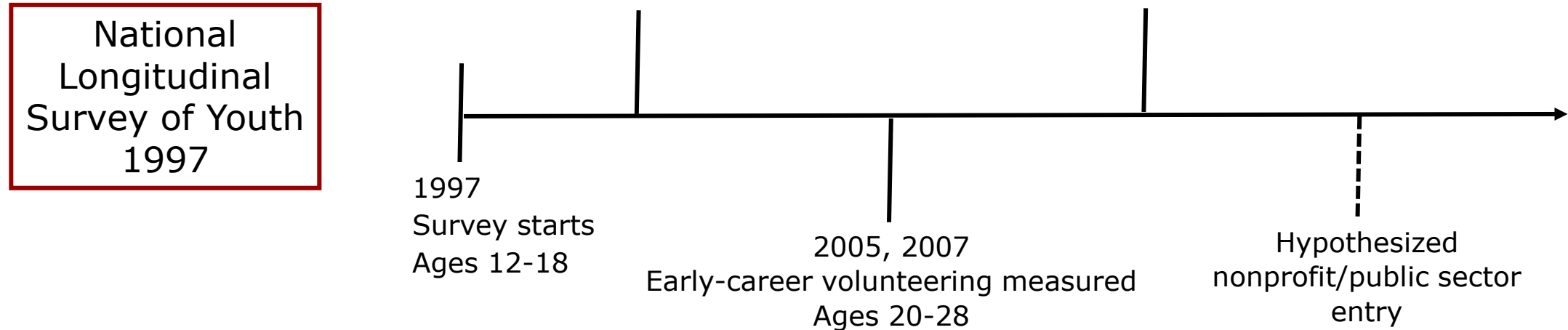
Research Question

What is the relationship between early-career volunteering and mid-career nonprofit and public sector employment for millennials?

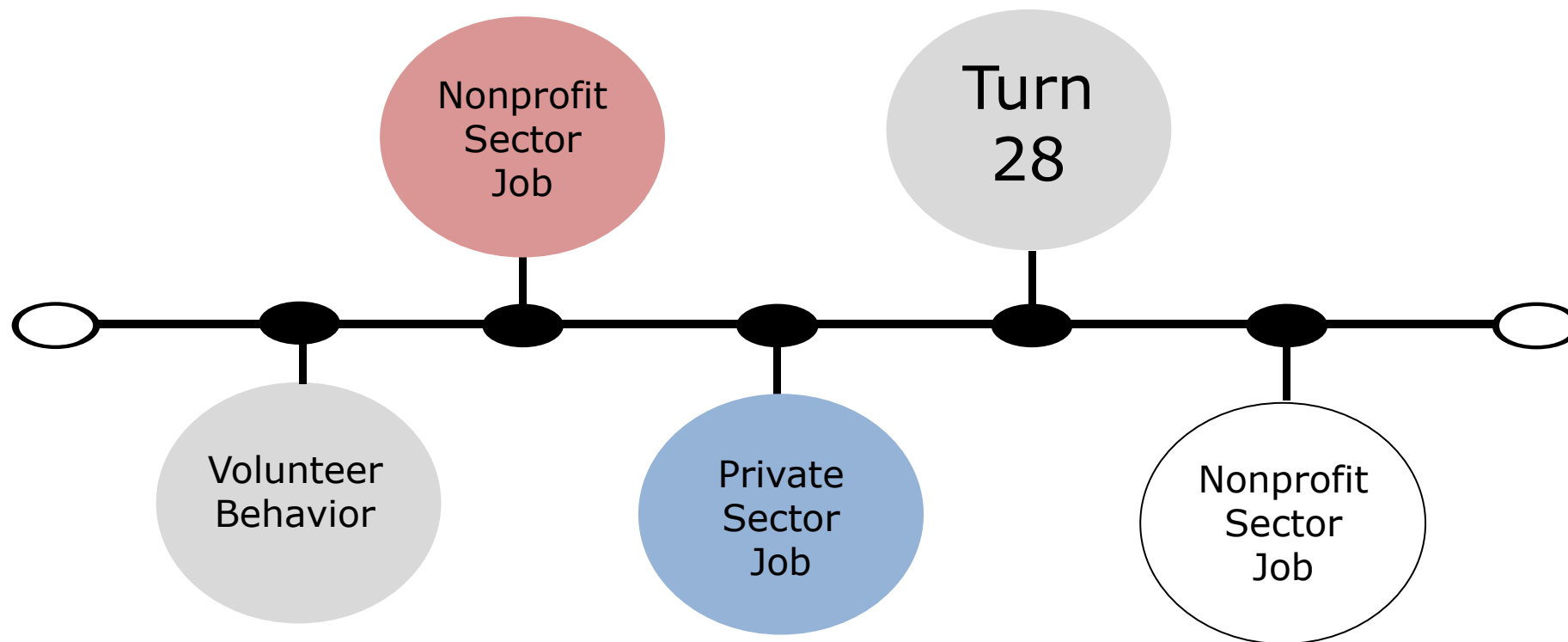
Outcomes of Interest

- If individual enter nonprofit (public) work
- Rate of entry into nonprofit (public) work

Data



- Representative sample of millennials
- Annual survey 1997-2011, biennial survey afterwards
- 4,562 individuals respond at least once after their 28th birthday
- Main explanatory variable: early-career volunteering
- Controls: Baseline, industry and occupation, childhood, early-career

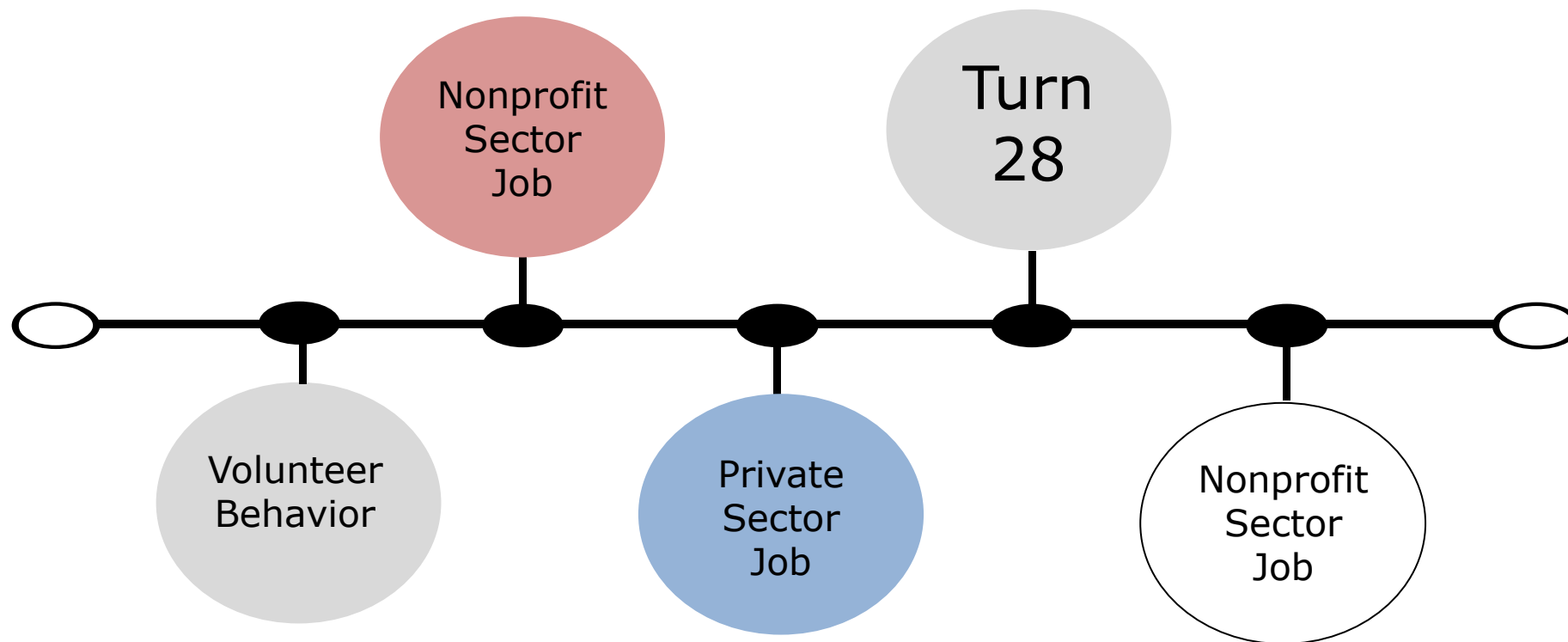


H1A: Millennials that demonstrate early-career volunteering are more likely to exhibit mid-career nonprofit employment

H1B: Millennials that demonstrate early-career volunteering are more likely to exhibit mid-career public employment

H2A: For millennials that have no work experience in the nonprofit sector before their 28th birthday, early-life volunteering is a significant predictor of their entry into a nonprofit job.

H2B: For millennials that have no work experience in the government sector before their 28th birthday, early-life volunteering is a significant predictor of their entry into a public job.



H1A: Millennials that demonstrate early-career volunteering are more likely to exhibit mid-career nonprofit employment

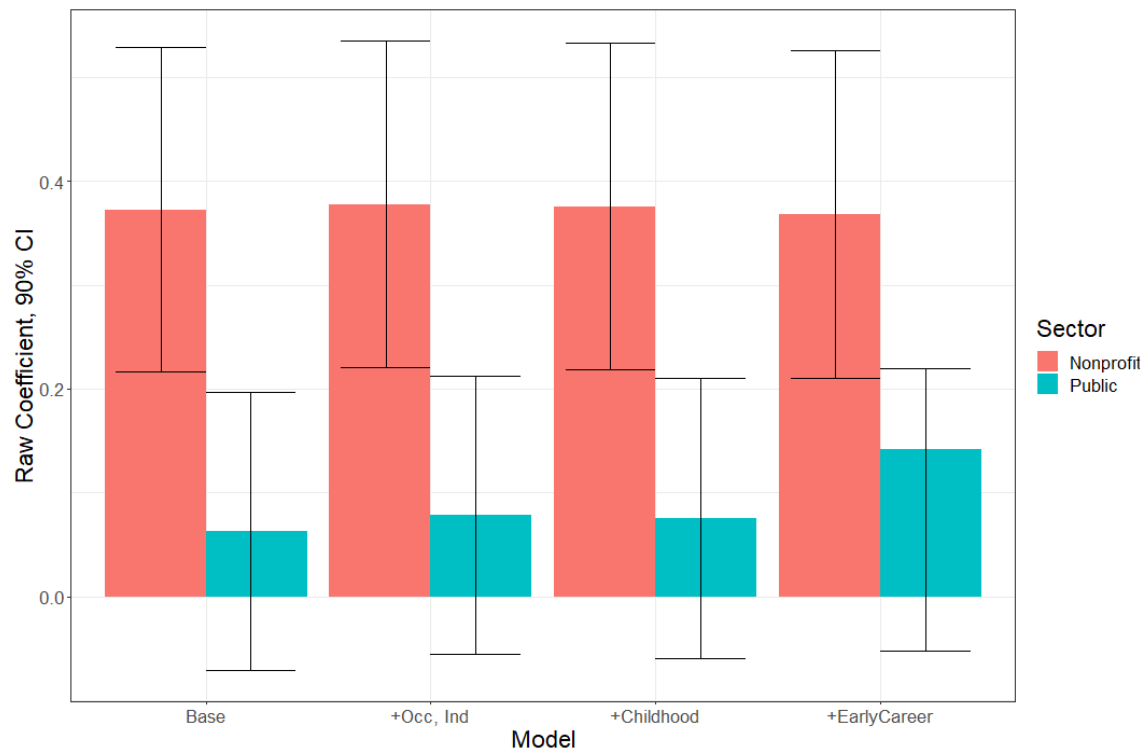
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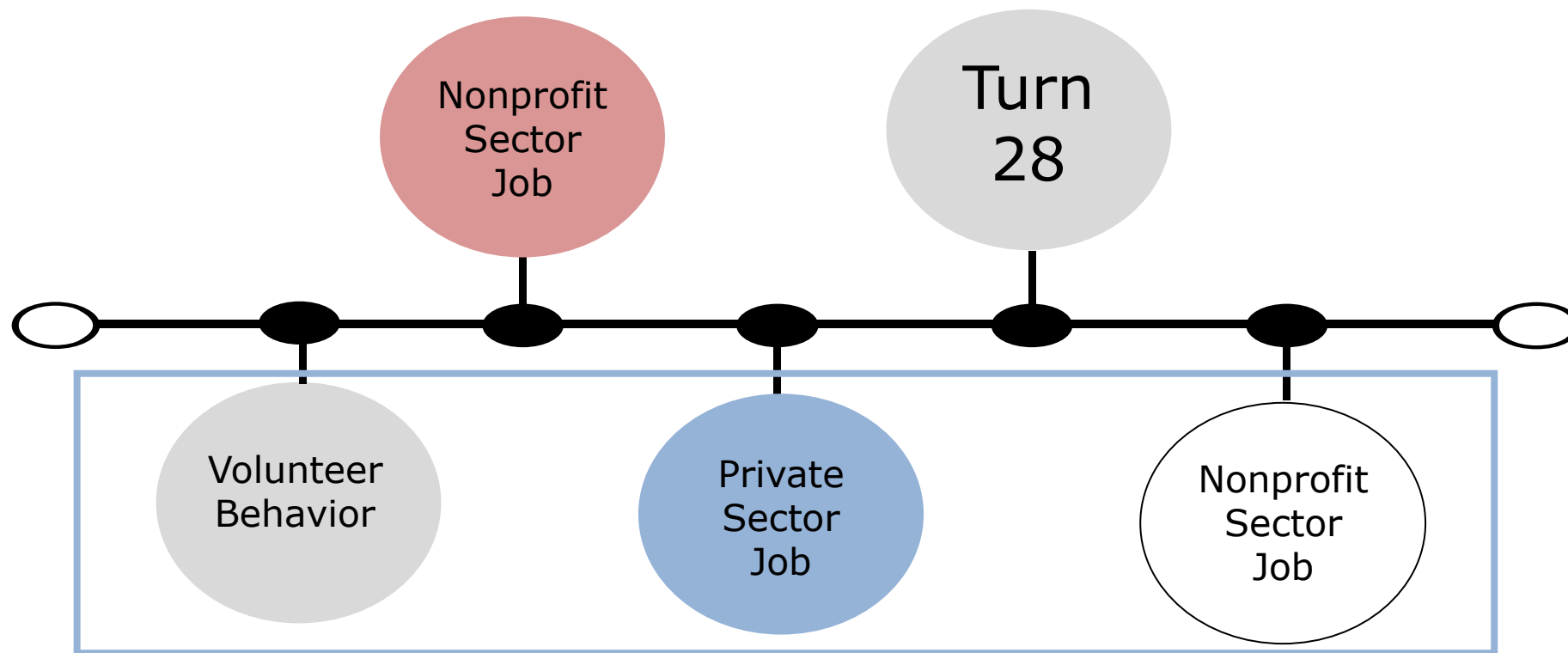
Results: Hypothesis 1

$$\Pr(Y_i = 1 | X_i) = f(\beta_1 Vol_i + (Base)_i + (Occ, Ind)_i + (Childhood)_i + (EarlyCareer)_i) \quad (1)$$



	Mid-Career NP (1)		Mid-Career Pub (2)	
	OR	SE	OR	SE
Early-career volunteering	1.445***	0.096	1.087	0.083

“There is a significant, positive relationship between early-life volunteering and mid-career employment in the nonprofit sector”



H1A: Millennials that demonstrate early-career volunteering are more likely to exhibit mid-career nonprofit employment

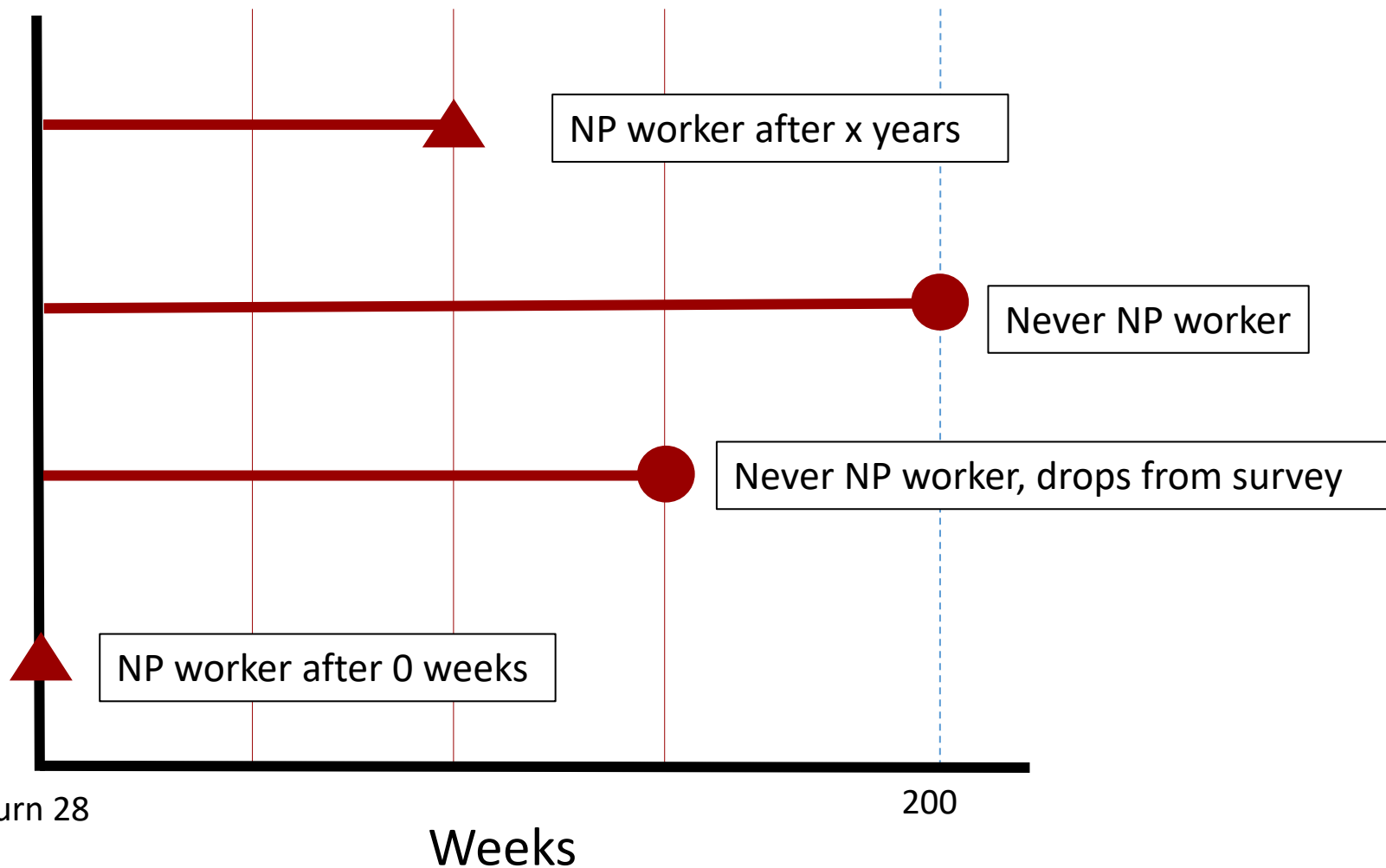
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Survival Analysis: Statistical tools to understand the time to an event

Labor Market Possibilities



Overview

- Time-to-event analysis
- At a high level, this is asking how long a person “survives” until they experience an event
- Deals with censored data

Kaplan Meier Estimates

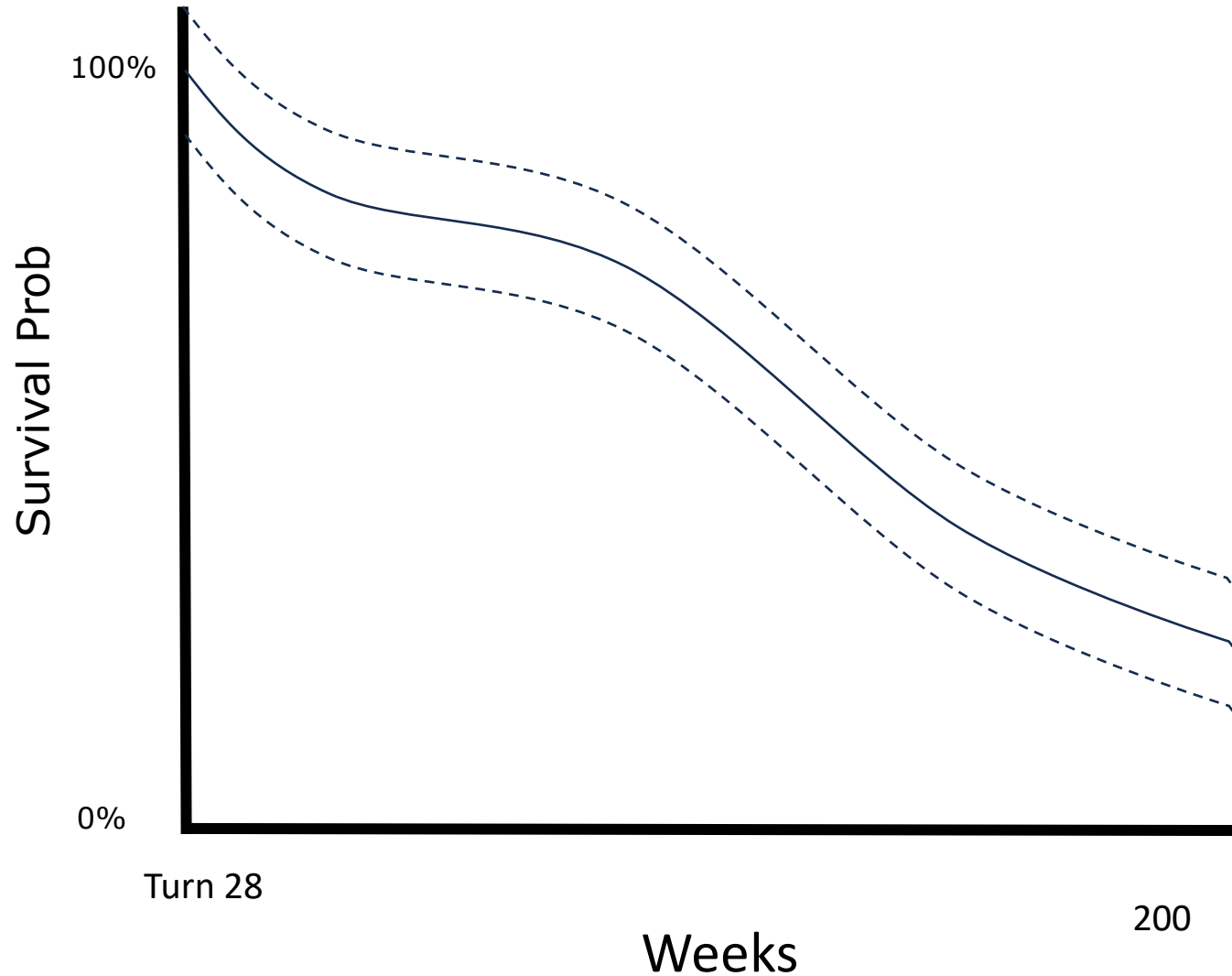
- Non-parametric method, univariate analysis
- Estimates the proportion of people surviving at a given time

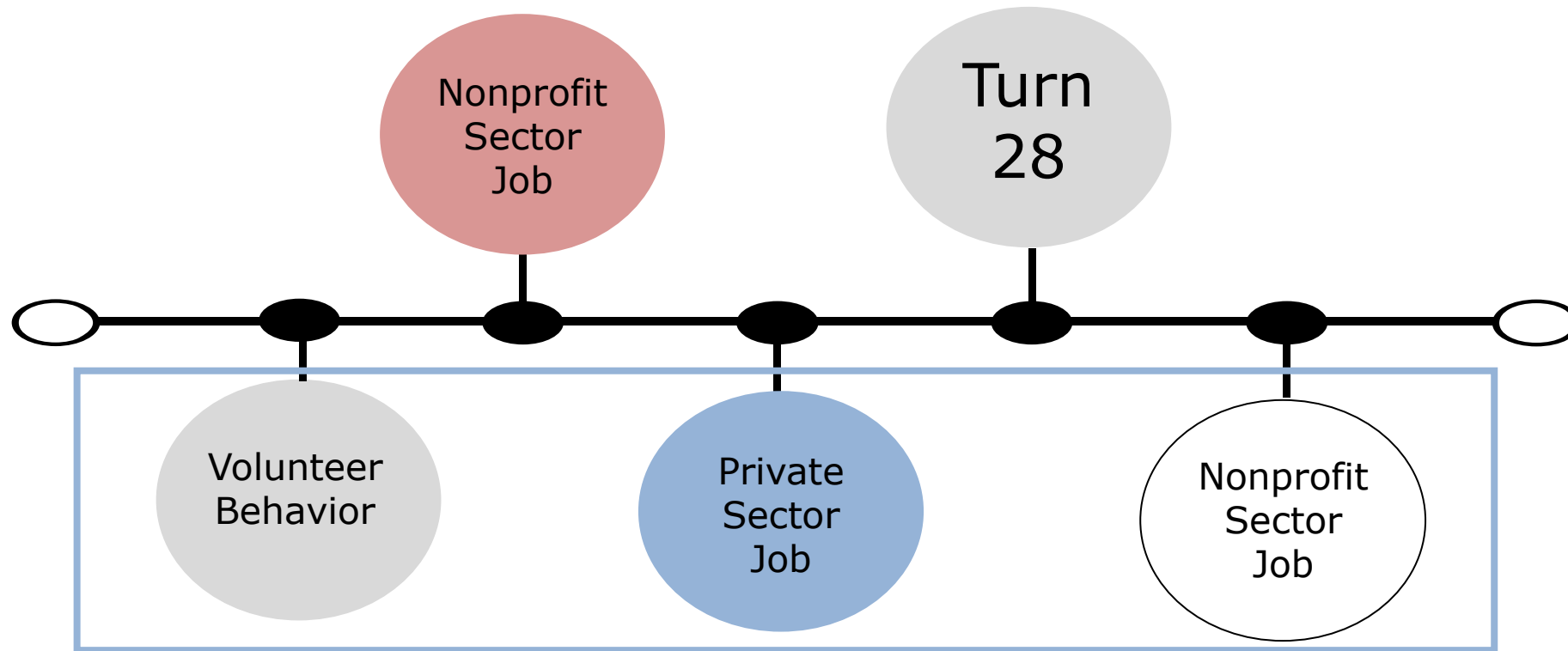


Cox Proportional Models

- Multivariate analysis
- Hazard functions

Kaplan Meier Curve





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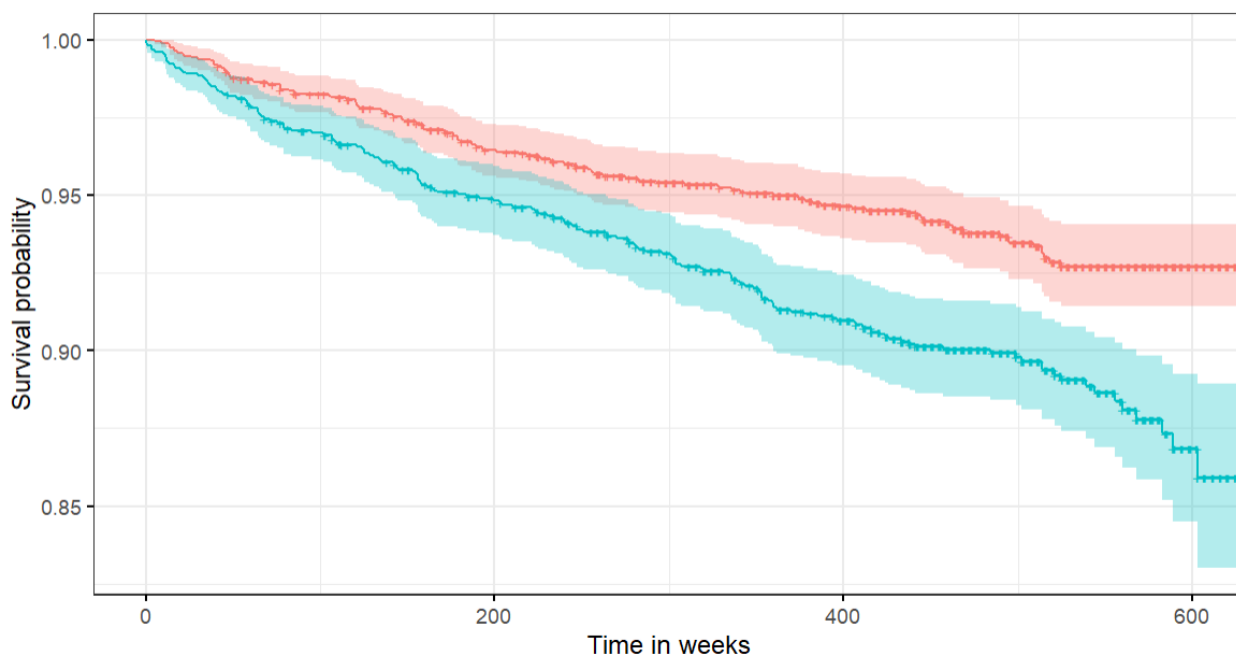
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Results: Hypothesis 2

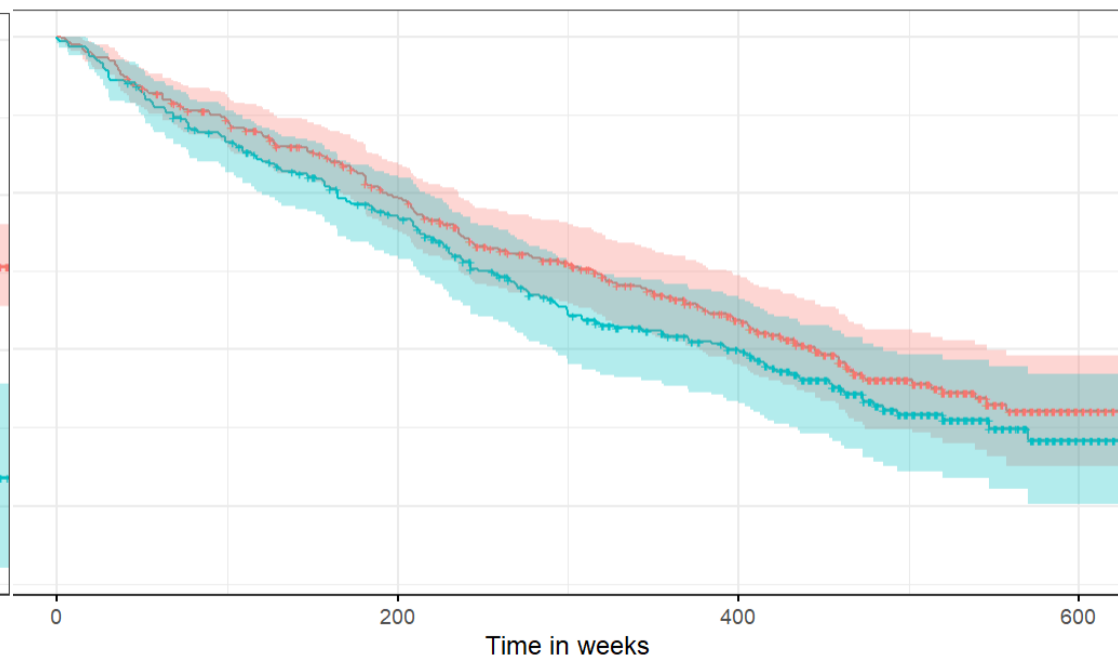
Kaplan Meier: Mid-Career Nonprofit Entry



N = 3418

Kaplan Meier: Mid-Career Public Entry

Strata Nonvolunteer Volunteer



N = 2918

Results: Hypothesis 2


Cox Proportional Model $h(t; X) = h_0(t) \exp(X'b)$ (2)


	Mid-Career NP (1)		Mid-Career Pub (2)	
	Hazard	SE	Hazard	SE
Early-career volunteering	1.412***	0.12	1.084	0.12


“Considering those with no work experience in the nonprofit sector before mid-careers, individuals with early volunteering are about 40% more likely to enter the nonprofit sector”


Summary of Results

Strong link between volunteering and subsequent NP employment

 **H1A:** Millennials that demonstrate early-career volunteering are more likely to exhibit mid-career nonprofit employment

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 **H2A:** For millennials that have no work experience in the nonprofit sector before their 28th birthday, early-life volunteering is a significant predictor of their entry into a nonprofit job.

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Null link between volunteering and subsequent PUB employment

ADDITIONAL EXPLORATION

	Early-career volunteering	Early-career donating	Early-career civic participation
Mid-career Nonprofit	1.445*** (0.096)	1.220* (0.097)	1.176 (0.099)
Mid-career Public	1.087 (0.083)	1.196* (0.086)	1.125 (0.087)

Summary of Results

- Strong link between volunteering and subsequent NP employment
 - Revealing preferences OR experiencing positive benefits of the field
- Null link between volunteering and subsequent PUB employment
 - Previous works show strong relationship between these, temporal dimension hints at directionality
- Relevance
 - Researchers and practitioners: long-term labor capital in NP may benefit from current focus on volunteer workforce
 - Policymakers: Volunteering as a mechanism to alter size and scope of NP sector. For PUB sector, if volunteering does not precede public work, then the work environment may encourage greater community involvement. Can increase public service output through emphasis on workplace volunteering

Future Work

- Disentangle preference revealing or causal pathways for nonprofit work
- Further investigate temporal structure for public work
- Understand importance of demographics and life-course within these trajectories.

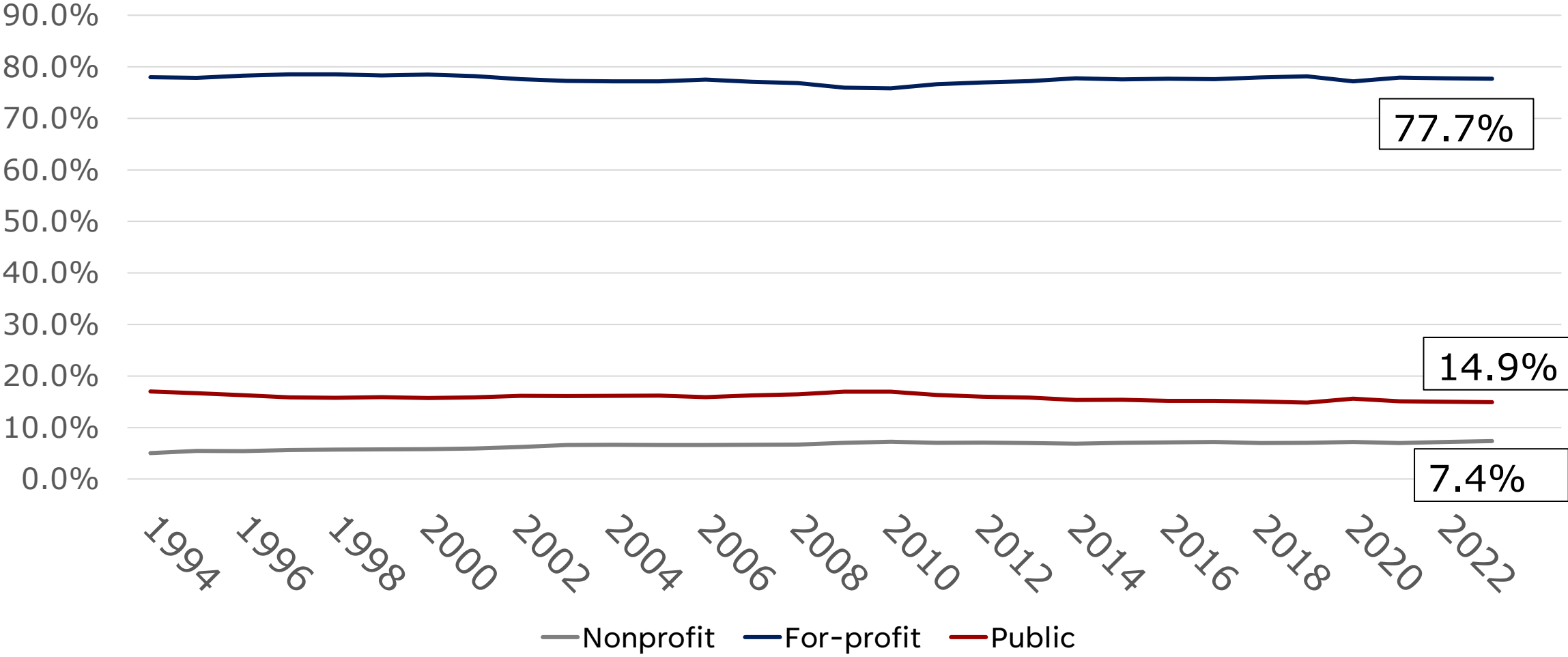
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Share of Sector Employment Over Time



Hirsch, B. T., Macpherson, D. A., Even, W. E. (2024). Nonprofit Earnings and Sector of Employment in the US since 1994 [Data set]. <http://www.nonprofitstats.net/>

Survey Questions - Volunteering

- In the last 12 months, how often did you do any unpaid volunteer work, including activities aimed at changing social conditions, such as work with educational groups, environmental groups, landlord/tenant groups, or other consumer groups, women's groups or minority groups?
 - Never
 - 1 – 4 times
 - 5 – 11 times
 - 12 times or more
- Which of the following is the main reason you do volunteer work?
 - Court ordered
 - Required for a school or religious group
 - Strictly voluntary

Survey Questions - Donate

- In the last 12 months, have you donated money to a political, environmental, or community cause?
 - Yes
 - No
- What is the total amount of money that you have donated to these causes in the last 12 months?
 - \$1 - \$100
 - \$101 - \$500
 - \$501 - \$1000
 - More than \$1000

Survey Questions – Civic Engagement

- In the last 12 months, how often have you attended a meeting or event for a political, environmental, or community group?
 - Never
 - 1 – 4 times
 - 5 – 11 times
 - 12 times or more