



At Free The Children, Me to We and We Day, our team of employees is at the core of our success in empowering children at home and around the world.

Without the commitment and passion of our dedicated team, our family of organizations would not be able to have such a proven, measureable and lasting impact on the local and global communities where we work.

We honor our young employees with a combination of compensation, training, benefits and perks. We strive to be a leading employer providing opportunity for young people beginning their careers. Free The Children has been recognized three years in a row as one of Canada's Top Employers for Young People, and we have also been recognized as one of Canada's 10 Most Admired Corporate Cultures. We are proud of our high rate of retention of both management and staff; more than 70 team members have been with the organizations between five and 15 years.

We are grateful to our extraordinary team who choose to work in the non-profit and social enterprise sectors because they choose careers dedicated to changing lives. Our team culture recognizes that every donation is an opportunity to serve a child, and we seek to maintain a low administration rate so we can maximize the donated dollars put towards our award-winning child development programs. Our administration rate is, on average, 10 percent, compared to a Canadian industry average that is approximately double this figure, with many non-profits having administration rates of 40 percent or more.

We are a leading employer of young people in the non-profit sector.

While youth unemployment is at a near-record high across Canada, we are proud to be the first-time employer for many young people seeking to begin their careers. We currently employ over 250 young people in Canada in our entry level two-year employment program for recent university graduates, with an average age of 24. Over the last 20 years, we're proud to have welcomed thousands of young employees (and dedicated full-time volunteers) through our doors.

Our entry-level employees, mostly recent university graduates, earn a starting annual salary of \$30,000.

These young employees receive unparalleled opportunities not only for personal and career development, but also to make a lasting social impact on the lives of children and youth. These life experiences include traveling across North America and Europe to put on We Day events for 200,000 youth every year and facilitating volunteer trips to communities in Africa, Latin America and Asia where Free The Children works. The leadership, management, organizational skills and experience they gain prepare them for a lifelong career with us, or elsewhere.

We honor our team with a combination of compensation, benefits and perks.

In addition to their base salary, staff receive a compensation package worth approximately \$5,000, including extended health and dental coverage, life insurance, travel insurance, \$500 annually for external professional development, as well as 75 hours of in-house skill workshops and career coaching services performed by seasoned staff and respected outside experts every year.

In addition to regular and statutory holidays, team members also benefit from at least five additional paid vacation days during an annual organization-wide shutdown between Christmas and New Year's Day. Plus, as a longstanding tradition in our organization's family atmosphere, team members receive a vacation day on their birthday to spend with family and friends. We also, of course, provide time off when you get married, and when you're moving into a new place, because life's experiences are meant to be celebrated. We provide flexibility to staff for late starts or early departures in most times of the year, as long as the work gets done. And employees coming back from a We Day tour season get additional time off.

All employees, along with a family member or guest, also receive subsidized trips to Kenya or Ecuador on our biennial team and family trip to visit the development programs. All on-the-ground expenses are covered, so they can experience Free The Children's celebrated international development work.



We believe in measurement, and striving for continuous improvement. The satisfaction and attitudes of our staff, and the impact and efficiency of our programs, are independently verified.

We engaged Mission Measurement, a leading firm that measures and evaluates social impact, to independently survey a multi-year cross-sampling of the organizations' employees and alumni.

Of 390 employees surveyed, the vast majority said that Free The Children, Me to We and We Day had provided them with opportunities to substantially improve many crucial professional abilities, including:

- ▶ Communications skills (90%)
- ▶ Ability to work effectively with a team (86%)
- ▶ Ability to multitask (85%)
- ▶ Problem-solving skills (85%)
- ▶ Relationship building and networking skills (84%)

Among alumni surveyed, 80 percent were proud of their contributions to the organization, 55 percent recommended a friend to work at the organization and 75 percent received unique leadership opportunities.

We are always striving for continuous improvement—both in our programs serving youth, and our dedication to team well-being. We are very proud of the unique culture that makes Free The Children, Me to We and We Day a leading employer of young people.



To request more information, please contact:

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