

SO YOU WANT TO VOLUNTEER?

Volunteering is time willingly given for the common good and without financial gain.

WHAT'S IN IT FOR ME?

Volunteering makes us happier

82% of volunteers were delighted, pleased or mostly satisfied with their lives, compared to 75% of non-volunteers.

Volunteering can help you get a job

Volunteering is important for connecting people to career paths and labour markets that are better paid and more stable.

Volunteers are good for our community

People who volunteered through an organisation (64%) were more likely to provide informal assistance to someone outside their own household than non-volunteers (41%). Over 50% of people listed "help others in the community" as the main reason for volunteering (2011 Census, Australian Bureau of Statistics).

Volunteers are valuable

Volunteering in 2010 contributed \$25.4 billion to the Australian economy according to Dr Lisel O'Dwyer (University of Adelaide).

Volunteering helps you meet people from all walks of life

Roughly 40% of volunteers are aged between 35-54 years (2011 Census, Australian Bureau of Statistics), with over 3 million women and under 3 million men volunteering. 28% of these from diverse international backgrounds, and 25% speak languages other than English. 48% are partnered and have children and 37% are single with children.

WHAT CAN I DO?

What's your speed?

In this fast-paced age, volunteering can take many forms. Some people can give a lot, others have time for just a minute. Some can work during daylight hours, some can only work at night. Work out what kind of volunteering critter you are.

What's your skill?

Are you a social media guru? Do you have web skills? Are you able to sell ice to snow-men? Can you swing a hammer or turn a sausage? Work out what your skill is and be prepared to use it.

Have a go

All you can do is try! And if at first you don't succeed ... try and try again!



AT P&Cs QLD, WE ♥ VOLUNTEERS

**Volunteering will be a focus at State Conference.
Register now (forms on the P&Cs Qld website).**

ATTRACTING AND RETAINING VOLUNTEERS

- List 'what's in it for the volunteer' – it may be a reference, something to add to their CV, training, meeting new people, personal satisfaction, helping a cause they believe in or learning new skills – spell it out so they know what they can get out of helping your organisation.
- If you have benefits or particulars to your organisation that provide an added benefit – then tell them in your advertisement. E.g. reimbursements for travel expenses, monthly get-togethers for staff and volunteers etc.
- Think creatively about your volunteer roles – divide tasks into 'projects' and think about which tasks could be done by a team of volunteers.
- Use social media. Facebook and twitter can be a great way to attract volunteers for specific projects. Make sure your message is short and punchy! And ALWAYS add a picture.
- Be flexible about the timing of involvement – some people may need to regularly change the day that they help to fit in with their other commitments. Remember, many people are juggling work, study and family so may need to adjust their volunteering hours as their commitments change.
- Look for shorter commitment – more project-based tasks.
- Make it easy for people to get involved – Minimise the screening/induction process. Invite the volunteer in so that you can meet them and tell them more about the position – if you are happy that they can perform the role and they are still interested in helping you – then set a time for them to start.
- Make your job description sound interesting. For example, start a gardening position description with 'Enjoy the outdoors!' rather than 'Weeding'.
- Make sure your volunteer insurance is current. (P&Cs Qld affiliates have personal accident insurance that covers all voluntary workers aged between 10 and 90 while doing voluntary work for the P&C or school.)
- Involve volunteers in evaluating the program to improve and develop it.

RETAINING VOLUNTEERS

- Show appreciation and recognise volunteers – value their contribution.
- Give feedback and seek and listen to feedback.
- Give volunteers ownership/responsibility of a particular project – give them leadership/decision-making opportunities.
- Provide on-the-job training.
- Provide clear job descriptions.
- Enable your volunteers to have input into the planning phase.
- Allow your volunteers to develop their roles in areas that are of particular interest to them.
- Include them as part of your team – ensure they meet everyone and feel welcome.
- Introduce volunteers to each other – foster relationships.
- People make mistakes, and so can volunteers! Don't undercut your volunteer's confidence – look at mistakes as learning exercises.
- Be flexible – ensure your volunteers know that you are prepared to adjust their volunteer work to suit their schedules.

VOLUNTEERING AUSTRALIA

To find out more about the ins and outs of volunteering, visit Volunteering Australia.

Volunteering studies conducted in 2014 have led to a refreshing way of looking at the ways to attract and retain volunteers.

Volunteering Australia has long been at the heart of research and advocacy of the volunteer movement and offer some insight into how this is playing out in our communities. In 2016, *Giving Australia* will be able to us a fresh insight into volunteers and the great work they do in our communities.

"This data collection will refresh and expand on information gathered through *Giving Australia 2005*, commissioned as an initiative of the previous Partnership (1999–2007), to improve the understanding of philanthropic behaviours by individuals and businesses in Australia and to provide baseline data."

"*Giving Australia 2015* will collect comprehensive, up-to-date information from individuals, charitable organisations, philanthropists and businesses in Australia. This includes the giving of time, information, goods and services, voice and influence, as well as money, to improve the wellbeing of humanity and the community. *Giving Australia 2015* will provide critical information about giving and volunteering behaviours, attitudes and trends."

Giving Australia 2015 is expected to be completed in late 2016.

freecall 1800 218 228



enquiries@pandcsqld.com.au



facebook.com/pandcsqld



@PandCsQld




P&C Qld

www.pandcsqld.com.au

