

CORPORATE VOLUNTEERING

Overcoming the Obstacles

Finding time to develop policy to coordinate extra/temporary volunteers

Use a template or use a policy from another organisation or company that you can adapt to suit your needs.

Reluctance to participate in stereotypical volunteer roles or jobs without knowledge

Share examples and stories of volunteers in the various roles to provide more context about what is and isn't involved.

Partner corporate volunteers up with other volunteer and make the role more about supporting the volunteer who has all the knowledge to carry out the role.

Explain the ripple effect of how the role makes a difference to the organisation and the beneficiaries.

Limited Staff Time To Manage Volunteers

Make time and prioritise

Train up a volunteer team leader to manage the regular volunteers

Retention of corporate volunteers to build on previous knowledge, experience

Hold group training sessions

Leverage technology to communicate efficiently

Have concise position descriptions to reduce volunteers needing further direction

Utilise external training to train team leaders

Coordinating & Organising around work commitments

Communicate requirements well in advance, regularly and timely

Flexibility from all parties in negotiating volunteer appropriate opportunities

Cost to Employer

Budget for the expense

Perspective: Compare the cost against the social cost of not assisting the needs within our community

Consider what is being gained. For example; Public perception, acknowledgment, upskilling, compassionate staff



Resources in Small Businesses

Update coming soon

Red Tape, Policies & Procedures, Police Checks & Blue Cards

Update coming soon

Can't release teams of volunteers

Be flexible, communicate well and find out from the corporate what can be done and how.

Be open to adjusting your requirements or preconceived ideas about how it could be done.

Expectations of Organisations are too high

Communicate expectation and requirements clearly and early in the conversation.

Have an information/introduction session to help establish realistic expectations.

Be open and honest about what can and can't be done.

Acknowledge when the capacity of the corporate volunteers and organisation are a mismatch and continue looking for a more suitable match.

Having a staff member be available to volunteer

Accommodate staff volunteering into their workload by adjusting KPI's and deadlines to create space for volunteering

Start with management setting the example and establishing a culture of volunteering that employees follow

Establish policies and procedures and releasing staff to volunteer without impacting the day-to-day operations of the business.

Induction and Training in the role

Keep simple and quick eg. 1 page induction delivered verbally

Consider online induction to be completed online prior to arrival

Use an induction video

Make the induction task specific and have clear instructions about the task being done



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Knowledge of Available Opportunities

Have a dedicated volunteer or staff member researching and negotiating corporate volunteer opportunities

Using online platforms to search for opportunities

Being critical in the identification and evaluation of opportunities that are suitable for corporate volunteers

Finding the right person that understands the ethos of the business

Communicate organisational values clearly and to align with other of similar values

Staff being unsure of what opportunities are available

Using online platforms to find volunteer opportunities for teams and individuals

The amount of time and effort required to give the volunteer a good experience

Simplify the processes involved

Have the right staff to coordinate the corporate volunteers

Manage expectations

Focus on the value of the volunteer contribution for the organisation, the beneficiaries and the volunteer themselves.

Good for publicity and social media rather than actual work from the volunteer

Be transparent about what each party wants out of the experience.

Communicate clear expectations.

Highlight all the benefits and value of that the volunteering experience will bring to the individual and the corporation as well.

Look for ways to acknowledge the corporate volunteers through social media, newsletter and guest invitations to functions and events.

***Note:** This is a summary produced from the shared knowledge and experiences of Volunteer Managers in North Queensland at the VM Café and further consideration of other elements applicable to your volunteer program should also be taken into account.*



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