The changing face of volunteering

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What is Volunteering?

- Wikipedia describes volunteering as:

  ‘an altruistic activity, intended to promote good or improve human quality of life, but people also volunteer or their own skill development, to meet others, to make contacts for possible employment, to have fun, and a variety of other reasons that could be considered self-serving’.
Volunteering is big business

- Every year, over 20 million people across the UK volunteer, donating more than 100 million hours to their communities every week

- Volunteering is high on the political agenda

- Many services and initiatives simply wouldn’t exist if it wasn’t for volunteers and, in these times of austerity, more people are stepping forward

- It’s beneficial to the Volunteers too!
Our current volunteers

- CIPD Board
- CIPD Enterprises Board
- Branch Committees and Groups
- Audit committee
- Remuneration committee
- Vice Presidents
- Forums
- Nominations & Professional Conduct Committee
- Membership & Professional Development Committee
  - CPD group
  - QA group
  - Upgrade Assessors
- On-line Contributors and Community champions
And we still need more …

• **Steps Ahead Mentoring** contact [k.duncan@cipd.co.uk](mailto:k.duncan@cipd.co.uk)

• **Code of professional conduct roll out**
  • Peer to peer support – can branches/communities help?
  • Encouraging response to Investigation and Disciplinary panel advert (closing date 4 May)

• Always recruiting **Upgrade Assessors** apply to [s.hughes@cipd.co.uk](mailto:s.hughes@cipd.co.uk)
Our Volunteers

Recent developments and achievements:

• Branch mentoring schemes
• Friends of the committee
• Increase to 900 branch events in the year
• Regional coordinator model adopted further
• Increased use of Volunteer Agreements
• Branch input to system and web developments
• Greater use of new branch e-mail facility
• Growing interest for Public Policy involvement
Recognising our Volunteers

- Branch Awards and Certificates
- Listings on our website
- Free places at Annual Conference & HRD
- Increased profile through PM
- Increased awareness of volunteer contribution amongst staff and members
- Saying ‘Thank You’ more often!
- And giving our support…
Support for Volunteers

• Central teams eg Branch Development
• Regional Co-ordinators
• Branch Constitution
• Volunteer Agreements
• E Branch Focus
• Induction and Annual Training events/updates
• Visits and speakers from staff and others eg President and VP’s
• Board contact and support
• Branch Extranet with tools, tips and templates
• Branch Funding and central Finance support
The future of Volunteering

• Youth unemployment has risen and there is a need for more support to transition young people from education to employment

• The economy has created tougher roles for those in HR and our members are vulnerable to claims against the Code of Conduct

• In a CIPD survey, we found that face to face networking was still very popular amongst members although a growing number (60%) also networked on line, mostly via the website

• With less time and training budgets available, there is a growing demand for bite-sized learning and online learning

• With advances in social media (with real time responses) and competing on and off-line networks, how can our volunteers adapt to engage in a way that meets these changing demands?
The changing face of learning and networking and the impact on CIPD volunteers:

- How can CIPD volunteers play a role in supporting new ways of (online and offline) learning and networking?
- What role can volunteers play in support of the Code of Conduct?
- What other/new activities would CIPD volunteers like to engage with?
- What further support do our volunteers need from their branch or from CIPD centrally?
New innovations in volunteering / motivating CIPD volunteers:

- What role can volunteers play in support of students and the unemployed?
- What new innovations could we consider for greater use of volunteers?
- How do we keep volunteers motivated and contributing during their term?
- What further support do our volunteers need from their branch or from CIPD centrally?
Groups

- Each group has a facilitator and note-taker
- Tea/coffee in the rooms
- Questions in the rooms

- Group A – Room 1.1 (first floor)
- Group B – Room 2.1 (second floor)
- Group C – Room 3.1 (third floor)
- Group D – Room 3.4 (third floor)
Feeding back

• 2 minutes now from each group on key points

• Notes from each group will be collated and circulated

• Share/discuss further with your branch committees

• Feed in further thoughts to Head of Branch Development

• Actions to be shared with volunteers
Thank you