

Corporate volunteering – a troubleshooting guide

August 2017

Corporate Volunteering Programs involve many different parties, with various needs and limitations, This Tip Sheet is designed to give some ideas and suggestions for organisations to address challenges around corporate volunteering. This feedback was given through the Corporate Volunteering Project 2017.

For corporates	
Challenge	Possible solution
Our workforce includes rostered teams with little flexibility	<ul style="list-style-type: none"> • Seek out 'micro-volunteering' opportunities and work these short tasks into your rostering • Share a larger role or task amongst a few staff on different rosters • Include volunteering in your roster, just as you would with any type of Annual Leave
Our staff don't seem interested	<ul style="list-style-type: none"> • Talk about the benefits of volunteering • Have senior management in the organisation, let staff know volunteering is supported
Our staff say they are interested, but aren't engaging in the program	<ul style="list-style-type: none"> • Make sure you are offering opportunities which match your employee's interests and desired outcomes. Not sure of what they want? Ask! Contact us for a survey template. • Make it easy to start volunteering and keep your processes simple • Give information in plain English. • Offer lots of opportunities or consider a series of 'tasters' to what your staff like doing • Look at any underlying cultural issues and address barriers or stigma placed on staff interested in volunteering
There's no support from senior levels of staff	<ul style="list-style-type: none"> • Let them know about all the ways volunteering can benefit the organisation.

	<ul style="list-style-type: none"> • Ask us to come and present on the value of volunteering, or for references to show evidence for your ideas.
For Volunteer Involving Organisations	
Challenge	Possible solution
Our roles aren't suited for the needs of corporate volunteers	<ul style="list-style-type: none"> • Try re-working some existing roles by breaking them down into smaller 'chunks'. • Think creatively about new roles you could create that could benefit your organisation, and might suit a corporate.
Our processes mean that corporates don't want to engage with us – they are too time consuming	<ul style="list-style-type: none"> • Review your existing processes. Perhaps the induction could be made shorter? Maybe the activity doesn't require background checks? • Be clear about the reasons for the processes and talk to your corporate partner about your ability or inability to make changes.
The corporate 'world' is a totally different to ours – we don't know how to find corporate volunteers	<ul style="list-style-type: none"> • List a vacancy on Volunteer Connect, pitching directly to corporate volunteers. Make sure you select the 'suitable for groups' option if the role is appropriate. • Go to networking events outside of the not-for-profit or community sector to develop new working relationships. • Send targeted messages in your communications channels aimed at the corporate sector. • Use social media to appeal directly to the employees, and suggest they ask their managers to contact you about corporate volunteering opportunities.
For employees (as volunteers)	
Challenge	Possible solution
My workplace doesn't have a Corporate Volunteering Program	<ul style="list-style-type: none"> • Contact us for information to help you pitch the benefits of corporate volunteering to your organisation. • Contact us to book a presentation in your workplace. • Consider putting together a business case for your manager or Human Resources department.

	<ul style="list-style-type: none"> • Visit Volunteer Connect and look for a role that fits into your current work arrangements, or contact us to book a referral appointment.
I don't have time to be away from my paid role while I'm at work – I'm too busy	<ul style="list-style-type: none"> • Consider 'virtual volunteering'. There may be opportunities for you to undertake some volunteering from your desk, for as little time as one hour a week. • Volunteer outside of working hours, in your 'free time'. You may even find roles where your family and friends can volunteer together.
My workplace is offering volunteering opportunities that don't interest me	<ul style="list-style-type: none"> • Offer suggestions, or find a role that suits you and ask for permission to undertake that role. • Ask us for a copy of our employee survey template – this can be used in your organisation to better understand your employee's interests

Need more help with corporate volunteering?

Questions? Or would you like to book a presentation on volunteering in your workplace? Contact us on (03) 6231 5550 or email admin@volunteeringtas.org.au for assistance with Corporate Volunteering Programs.