

The Value of Volunteering

Volunteering in Education and Productivity at Work

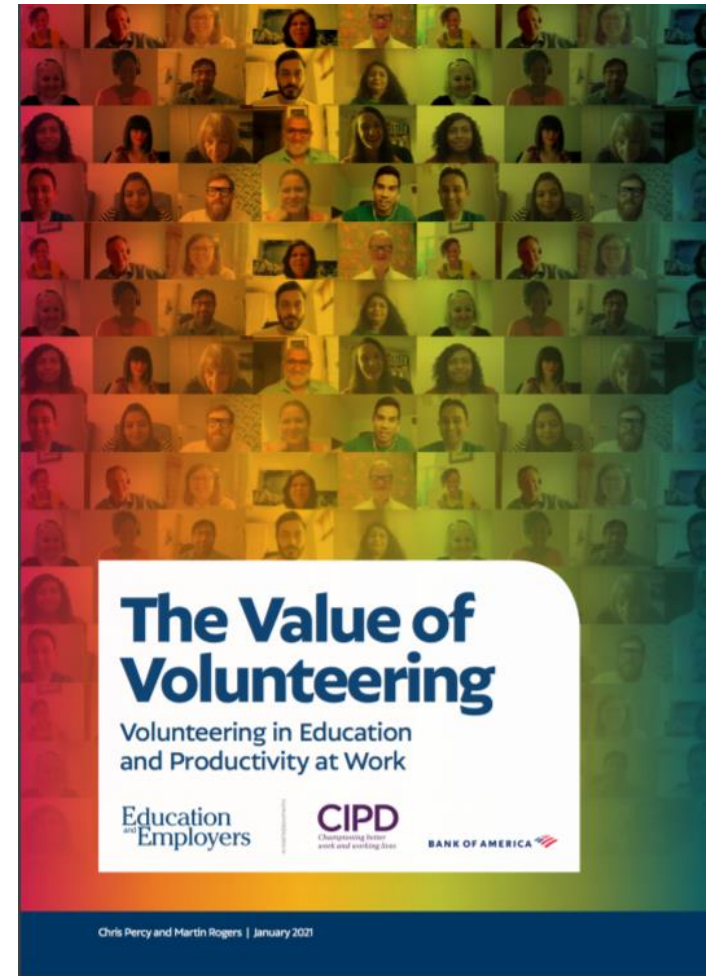
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Volunteering in today's world – the context...

- Volunteering **contributes billions p.a.**
- Covid-19 - a **renaissance of volunteering?**
- **Volunteering vital** for schools, colleges and young people during the pandemic
- Governing board members **making complex decisions**
- Those from the world of work providing **inspiration and purpose** to learning
- Volunteering has gone **virtual** and has opened up opportunities and **promoted diversity**



How did we go about the research?....

- Research undertaken by Chris Percy and Martin Rogers & funded by Bank of America
- A focus on volunteering in schools and colleges
- Online survey of volunteers (**n = 1026**) November 2018 and March 2019
- Volunteers drawn from the *Inspiring the Future* and *Inspiring Governance* programmes
- 6 x detailed case studies
- Literature review of similar research such as previous CIPD/ NCVO studies

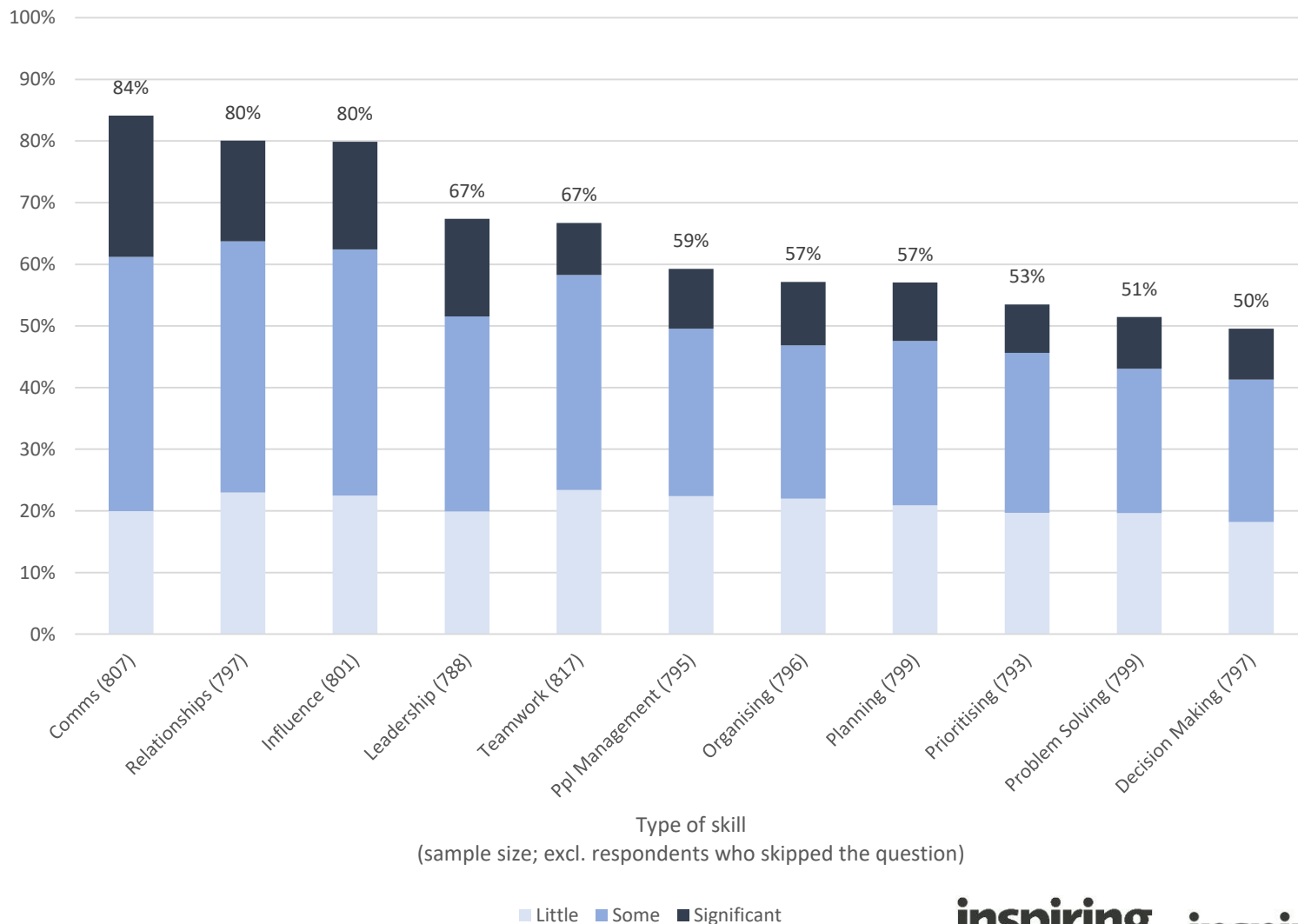


Main findings 1 – skill and competency gains...

- **80% or more** volunteers reported benefits for communication, influencing & relationship skills
- **50+%** for all other skill areas
- Skills gain is **higher with supportive employers**
- Learning skills in **different** environments away from work is highly beneficial
- Practising these skills in a **valued environment** leads to the skill being more fully internalised



Skills – respondents who reported skill gains from volunteering



Type of skill
(sample size; excl. respondents who skipped the question)



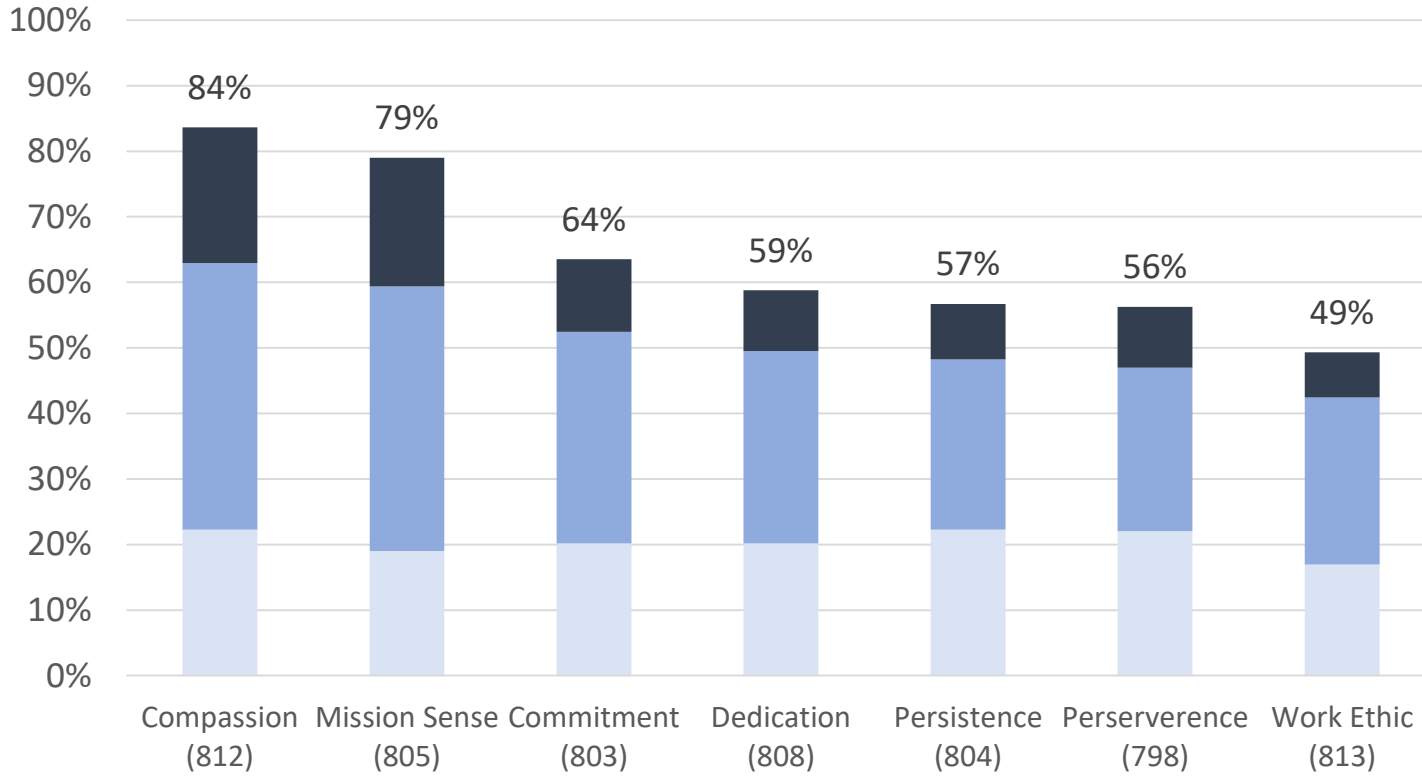
Back at work I struck a deal based on bartering. The communication skills which I developed through [Inspiring the Future] helped me to negotiate. I was sceptical at first, but my communication skills helped to secure the deal.”

– Entrepreneur in London (female)

Main Findings 2 – Motivation and Mission at work...

- **79%** reported improvements to their **sense of mission** at work
- **68%** reported **greater motivation** at work
- **45%** report strong or very strong benefits on work motivation if their **employer proactively sources volunteering** opportunities...
-compared to only 23% if the employer is mostly disinterested.





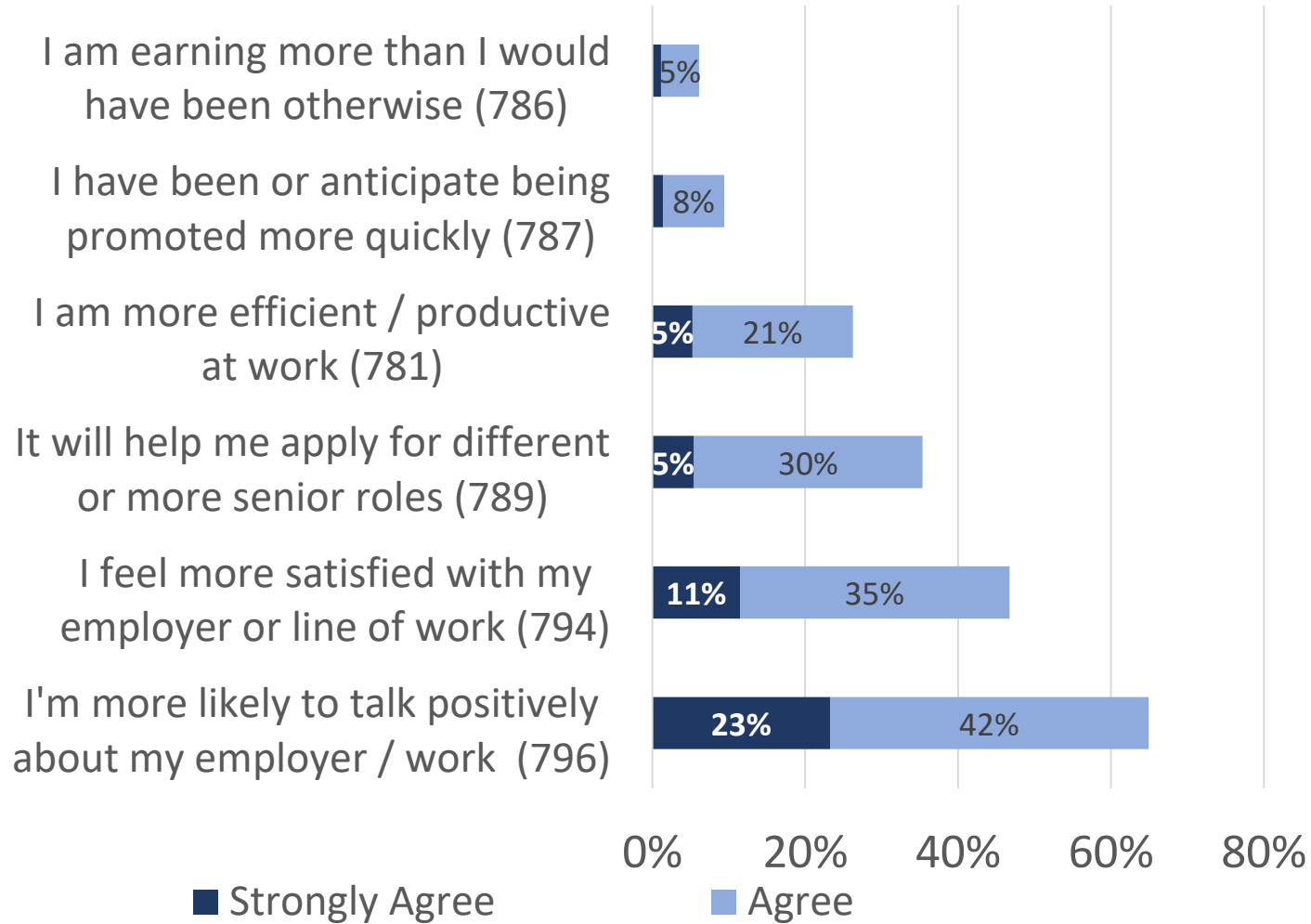
Type of attitude
(sample size; excl. respondents who skipped the question)

Little Some Significant

Main Findings 3 – Productivity and Career Gains...

- **26%** report **greater productivity** at work
- **44%** report **manager recognition for the impact** of their volunteering.
- Over one third of respondents (**35%**) reported that volunteering will **help them to apply for different or more senior roles**.
- **9%** of respondents have been or anticipate being **promoted more quickly**
- **6%** are **earning more** than they would have otherwise.
- Slightly **higher for those involved in longer term activities** like mentoring and school governance

Line Manager Sees Benefits	
Clearly recognises	12%
Partially recognises	32%
Does not really recognise	23%
Does not recognise at all	12%
Not applicable	21%



Main Findings 4 - the impact of volunteering....

- over **99%** describe **impacts for young people**
- **94%** felt they gained a **better understanding of society** and social issues

This aligns with all our previous research on the benefits to schools and colleges around:

- Four or more - 42% less likely to be NEET
- GCSE student motivation and performance
- 8% increase in earnings
- Tackling stereotypes at an early age



Fig 2: Reported areas of benefit from volunteering in the education sector

** The percent of question respondents who indicated some, strong, or very strong benefit in the area*

Area of Benefit	Total*
Satisfaction from helping young people / give something back to society	99%
Better understanding of society / social issues	94%
More motivated in day-to-day life (outside of work)	84%
Opportunity to meet new people and grow network	78%
Fun / break from work	78%
Closer relationship with local schools	76%
More motivated at work	68%

Main findings 5 – Mental health and wellbeing...

84% described benefits for their **motivation in day-to-day life** outside of work.

“I think volunteering helps to ease mental problems, as you start to focus on others and their plight rather than just looking inwards. I feel better for making a difference.”

- Survey respondent (male, 42, Investment Management, London)

“Volunteering helps me feel more connected to others and appreciated. I shouldn't have to volunteer to feel this, but it does provide a good opportunity to get out and make a difference”

- Survey respondent (female, 49, NHS, Yorkshire and Humber)

Main findings 6 - type and length of volunteering...

- volunteering as a **mentor** is particularly helpful for relationship building skills
- becoming a school or college **governor** particularly helpful for decision-making skills
- Two days or less volunteering still has tangible career benefit
- Shorter/ flexible volunteering still has med/high strength benefit for 8/11 skill areas
- However, **more volunteering equals more productivity** at work and more substantive career benefit



Employer's role – how to do it well....

We find that volunteers report greater benefits to their work when employers structure volunteering using the following principles:

1. **Proactive facilitation:** Employers more actively introduce volunteering opportunities.
2. **Line manager recognition:** Line managers support volunteering and recognise the benefits.
3. **Integration into the culture:** Employers manage the process of volunteering-as-skill-development strategically, integrating volunteering into HR appraisal and staff development.

inspiring
governance



A volunteering pipeline from Education and Employers....

- Spectrum of volunteering opportunities
- From an hour a year through to a more sustained role as a school or FE College governor/ trustee.
- Working with employers and Salesforce system data
- Well established and well structured **virtual volunteering offer** for schools, keyworker classes and home learning
- Volunteers with a diverse range of professional and personal backgrounds

Inspiring the Future: <https://www.inspiringthefuture.org/>

Inspiring Governance: <https://www.inspiringgovernance.org/>

Why?....

“[I volunteer to] promote diversity and equal opportunities within the civil service as a chosen career choice to highlight all entry routes to create and empower students. We do not wake up as a student and one day decide 'I'm going to be a civil servant!' I hope that my volunteering will change that mindset for many for their future career choices.”

- Survey respondent (female, 49, Civil Service, West Midlands)

“I am a doctor and my main reason for volunteering is to encourage more young people to consider this as a career option to improve the future workforce.”

- Survey respondent (female, 38, East Midlands)