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SCOUTING**

Self-evaluation tool: Flexible Volunteering



Introduction

Volunteers are:

- Crucial
- Traditionally Role-Based over a long-term
- Needed as much as ever

As the world changes, how do we adapt our volunteer structures to best support our volunteers?



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Who, What, and Why

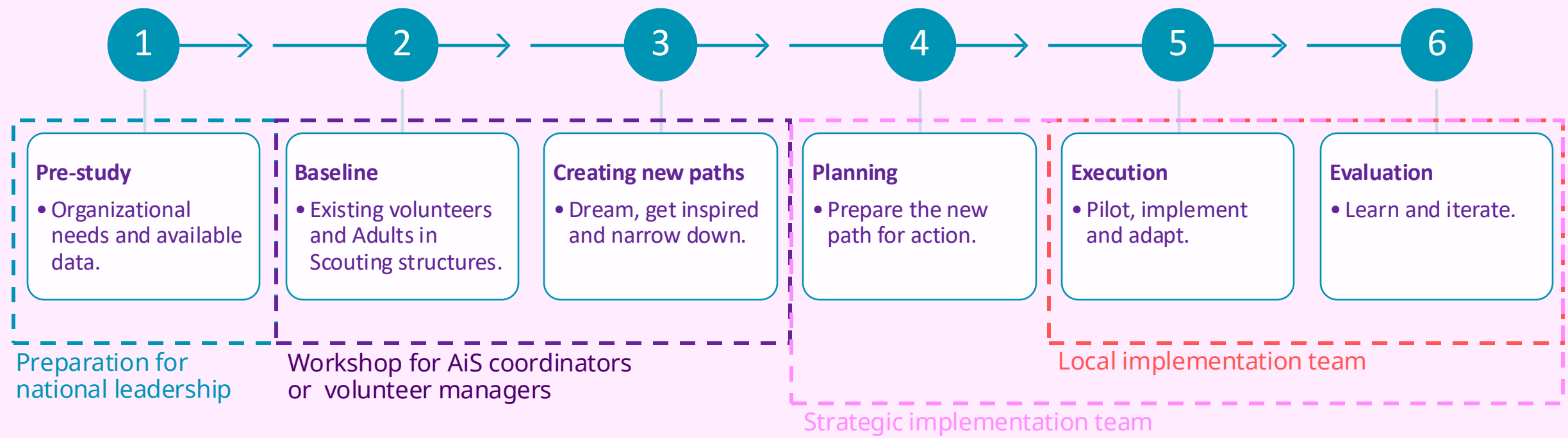
- The tool is for:
 - NSO Leadership
 - Adults in Scouting Coordinators
 - Other key leaders.
- The tool provides: **basic insights and reflection questions** regarding new ways of volunteering
- Goal: **Identify new volunteer structures** to test or implement in your association.



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How to Implement a New Way of Volunteering



1. Pre-study: Why is the organization doing this?

- Who are the volunteers that you have? Who are you looking to engage further?
- How many volunteers do you lack? In what areas?
- What relevant data do you have available?



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Why do people volunteer?

Core motivations as identified by the UN, through scouting organizations and peer volunteer organizations. Remember: Motivation vary significantly by age, life stage etc.

1 Values

Express ones altruistic. and humanitarian values

2 Understanding

Gain knowledge, skills, and abilities.

3 Growth

Grow and develop as a person.

4 Recognition

Be approved and recognised for your contributions.

5 Social

To develop and strengthen social ties. To belong.

6 Purpose

Cause alignment is more significant than abstract organizational loyalty.



Most common barriers to volunteer

1.

Limited Time

By far the most reported barrier. Sometimes this is also a perceived lack of time.

2.

Financial Restrictions

If volunteering involves travel or other associated costs, it can be difficult for some people to participate.

3.

Lack of Awareness

Some people may not be aware of the opportunities available in their community.

4.

Difficulty of Long-Term Commitment

In particular for those who have a busy schedule or are unsure of how much time they can spare.

5.

Lack of specific skills

For those types of volunteering require specific skills or knowledge.

6.

Health or mobility issues

Some activities may require physical effort or may not be suitable for people with certain health conditions.

7.

Cultural and tradition

Especially for underrepresented groups

8.

Geographical

Rural areas have a barrier of transportation both economic and time-wise

Core ways of volunteering

Role-based volunteering

High identification | *Long* term

Regular commitment over extended period. May involve training. E.g. Scout leader, IC.



Task-based volunteering

High/Low identification | *Short/Long* term

Specific close-ended task, can be re-occurring. Can utilize professionals and their skill-sets. May involve training.



Project-based volunteering

High/Low identification | *Short/Long* term

Time-limited, thematic tasks. Identification with topic. Easily communicated.



Digital volunteering

High/Low identification | *Short/Long* term

Primarily through digital means, eliminating requirements for physical presence. Opens up for more digital tools.



Peripheral ways of volunteering

Micro-volunteering

Low identification | *Short/Long term*

Short, flexible activities, completed in a short period of time (e.g. less than one hour). Requires no/little extra training.



One-off volunteering

Low identification | *Short term*

Individuals support a single event or engagement with no ongoing obligation.



Informal volunteering

Low identification | *Short term*

The volunteer is not associated with a formal volunteer organization (e.g. Scouts).



Context-Based ways of volunteering

Youth volunteering

Under 18 years old

Volunteer engagement by young members (scouts) outside of their normal program participation.



Employee volunteering

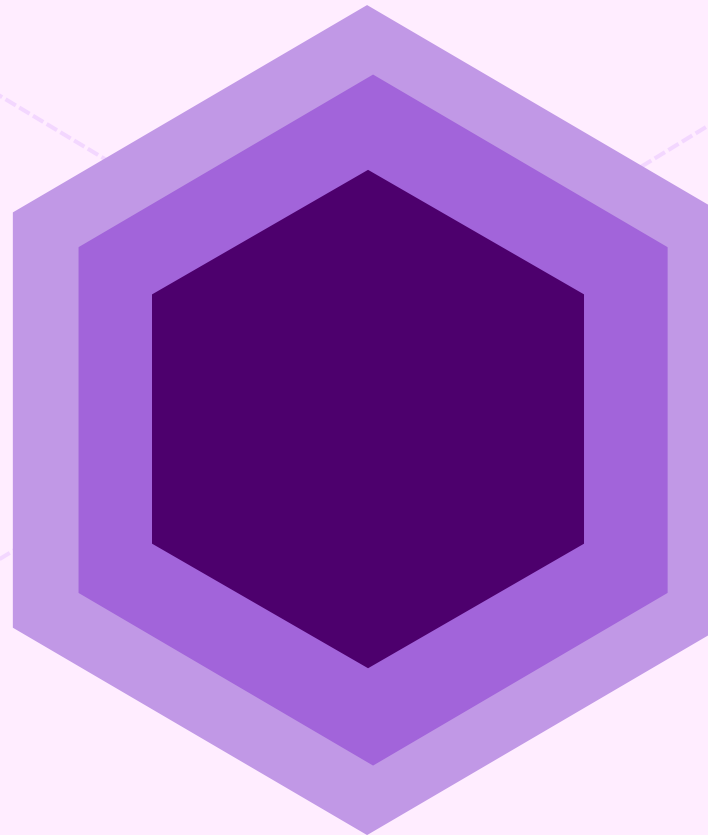
Low identification | Short term

Employer-supported engagement; company-wide service days or policies that allocate paid volunteer leave.



School-based scouting

Volunteer works closely with the formal education system. High inclusion in society, rigid structures.



2. Volunteering Baseline: Where do we stand?

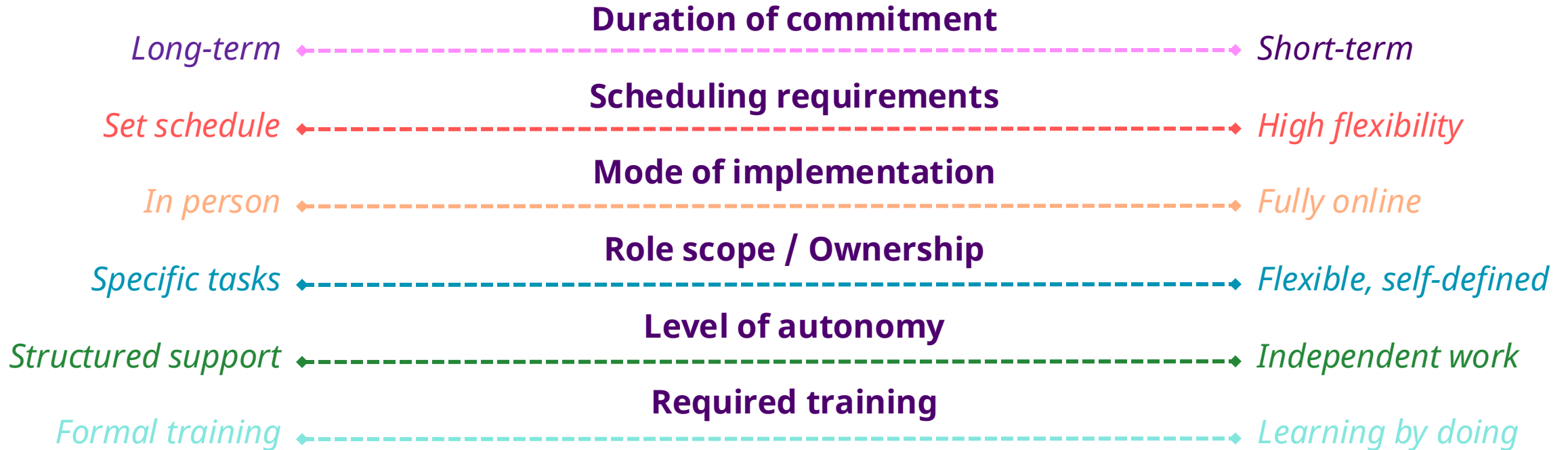
- What paths of volunteering exists in the current structure?
- Which types of volunteers do you cater to now?
- What systems do you have in place to promote volunteer wellbeing?
- What are your primary barriers for volunteering and creating flexibility?
- How resistant to change is your organization?



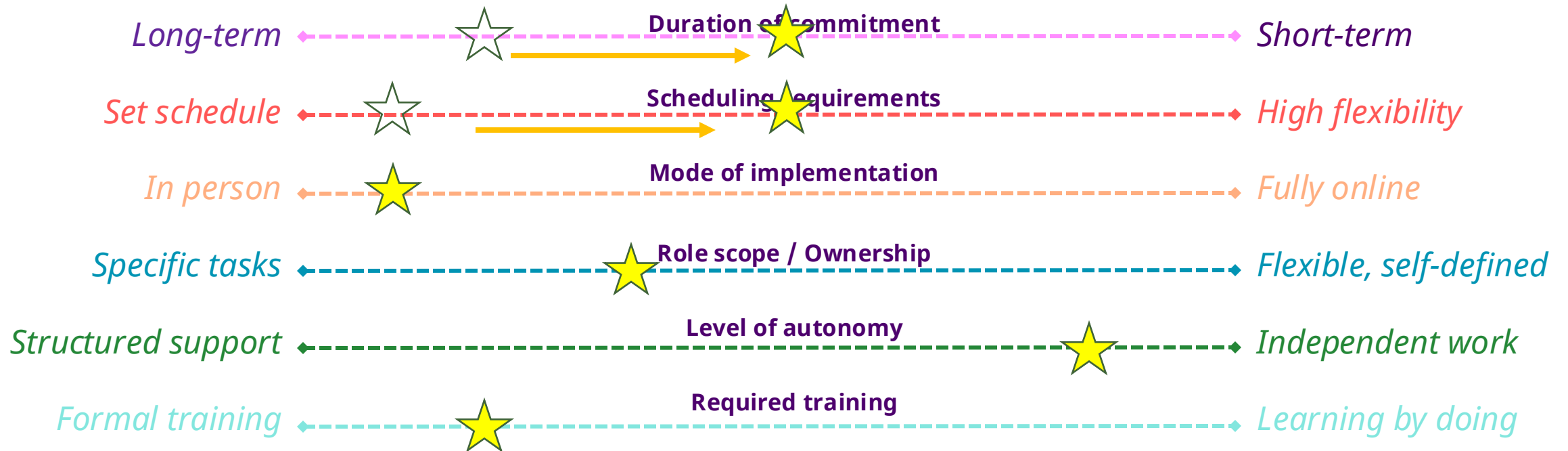
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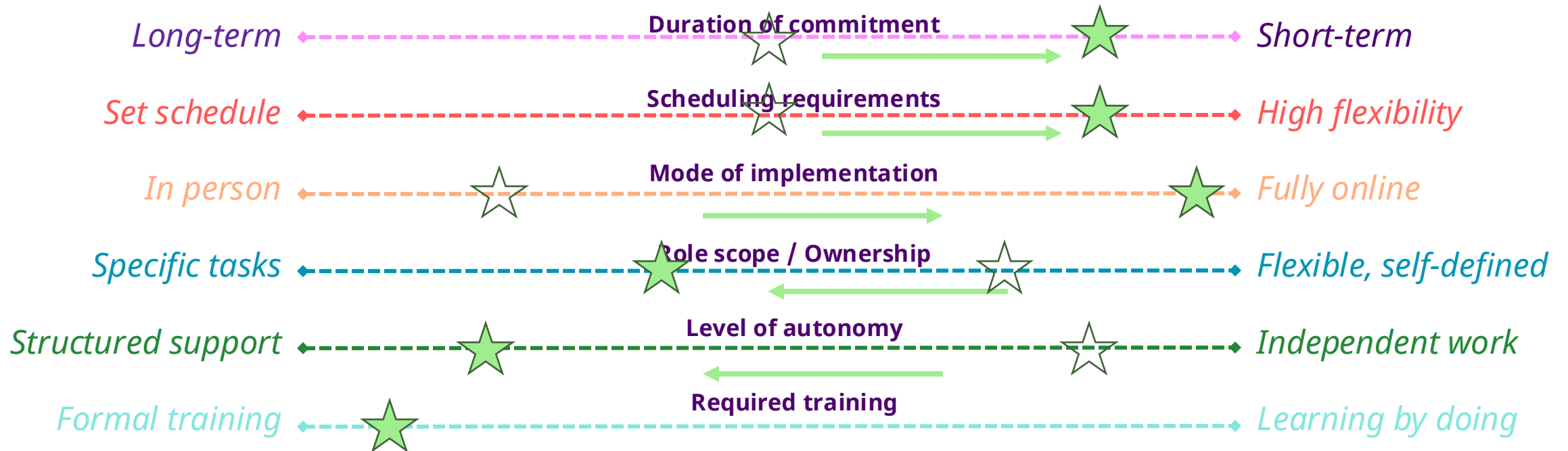
Axis of flexibility



Example: Scout leader



Example: Development of leadership trainings in a district or nationally



3. Creating New Paths: Where do we go from here?

- What are the dream scenarios for how volunteers could participate in your organisations?
- What changes would be required to achieve these dream scenarios?
- Evaluate: how hard are the barriers to overcome and how much value would that new volunteer path give?

4. Planning: Let's get started!



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5. Execution

- Start with a pilot program —
 - How does this change work in practice?
- Let the locals lead —
 - How do the local volunteers take ownership of the change?

6. Evaluation

- Measure Impact —
 - Does this change bring us closer to achieving our goals?
- Share Results!
 - Help others by sharing your new experiences.



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Resources

- Flexible Volunteering Guide - RD-14 New Ways of Volunteering
- Volunteers in Scouting Toolkits 1 and 2
 - <https://learn.scout.org/resource/volunteers-scouting-toolkit>
 - <https://learn.scout.org/resource/volunteers-scouting-toolkit-2-recruiting-and-retaining-adult-volunteers>
- Adults in scouting lifecycle
 - <https://scoutship.scout.org/handbook/adults-in-scouting-lifecycle/>



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Have fun re-thinking!