



Set up a staff **volunteering** scheme

Develop employee skills, increase morale and build successful teams if you encourage staff to play an active role in the local community.

Why?

- Staff like the opportunity to volunteer for causes that personally resonate with them – if their employer facilitates this then this can go a long way towards boosting employee morale and engagement.
- Community programmes such as volunteering are a good way for staff to develop soft skills such as project management that they can then apply to their day-to-day roles.
- Volunteering days allow your staff to get out into the local community and raise your organisation's profile.
- Company-wide volunteering programmes can help strengthen relationships between colleagues.

Why is this important?

- Skills based volunteering is said to have five times more impact than traditional volunteering programmes such as painting and gardening.ⁱ
- 77% of millennials (people born between 1980 and 2000) said they're more likely to volunteer when they can use their specific skills or expertise to benefit a cause.ⁱⁱ

How to get started in a small way

- Talk to staff to find out what social issues / causes / charities your staff would like to support – it will be difficult to find something that will resonate with everyone but involving staff is key to ensuring staff are keen to get involved.
- Think about what skillsets your staff could bring to a particular charity or community group – some organisations go for traditional volunteering programmes such as painting or gardening support but increasingly companies are using their skillsets such as supporting literacy programmes with local schools.
- Ensure that staff is aware of the impact of their volunteering – this will help instil a sense of pride in the volunteering work undertaken.

ⁱ According to research by Independent Sector

ⁱⁱ Millennial Impact Report