

Outcome 1: Volunteering and participation is valued, supported and enabled from the earliest possible age and throughout life.



Short term

Short term - Volunteer recruitment via portal, press, local connections, University as part of volunteers week etc.

Improve employability: more collaborations w/ Careers Service at uni to show students how their volunteering experience can make them more employable

Make connection with local high school to find out what volunteering support they offer to students- we need younger peoples' input for our community trust

We need to go into high schools and offer our services to students

Medium term

Bi annual volunteer reviews

Organise more sessions on how students can volunteer and workshops on incorporating volunteer experience in CVs

Looking at processes and streamlining them.

Hardest group to reach is families with young children

Long term

Volunteer Charter

Opportunities for students to connect with trustees so they can see how they can continue to improve the Students' Union and university community even after they graduate

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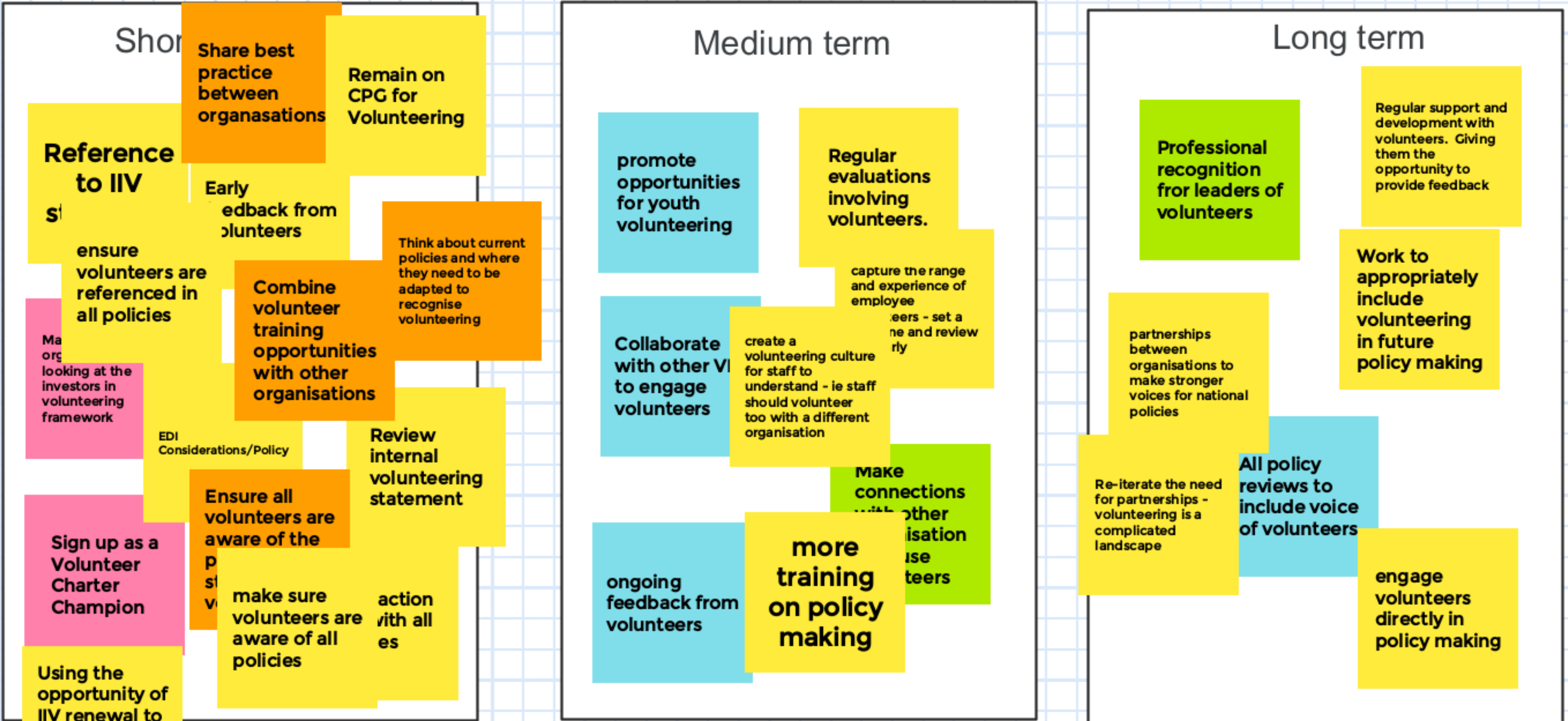
Short term

Example

Medium term

Long term

Outcome 2: Volunteering in all its forms is integrated and recognised in our lives through national and local policy.



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Short term

Example

Medium term

Long term

Outcome 3: There is an environment and culture which celebrates volunteers and volunteering, and all its benefits.



Short term

Example

Register of volunteers- none at present

SVE could promote the volunteering portal through an advertising campaign on social media.

Recognise students for their contributions by allowing them to log their volunteer hours and download records of achievements to show future employers.

Marketing what we do using different ways to increase volunteers in our organisation

Medium term

Skills assessment

Training volunteers so that they are confident in their role

Mentoring by more experienced volunteers

Support student committees with submitting their societies and members for awards, such as the National Societies Volunteering Awards.

Cross organisation training for volunteering leaders.

Long term

Recognise students (and staff!) for their achievements to encourage a consistent environment of volunteering and contribute to a wider sense of community

Access to a volunteer advisor for small organisations which don't have capacity to have their own

Outcome 3: There is an environment and culture which celebrates volunteers and volunteering, and all its benefits.



Short term

Example

**Awareness of
volunteer
training
opportunities
and the
awards**

**Strengthen
the message
on personal
wellbeing
benefits of
volunteering**

**Support
volunteer
champions in
our
communities**

Medium term

**Develop a more
co-ordinated
approach across
Stirling Council to
staff volunteering**

Long term

**Maybe look at
incentives for
volunteers -
like Young
Scot**

**BC- Can support
with practical skills.
Support with
charters etc. would
be useful to support
longevity of
engagement**

Outcome 4: The places and spaces where people volunteer are developed, supported and sustained.



Short term

Example

Look at cost to volunteering - travel etc

communication with existing employees in relation to role of volunteer (not replacing them)

Awareness of the badges and training to smaller groups and organisations

need to support (and use) local community halls and centres run by local communities - struggling to manage costs and volunteers

Medium term

working with organisations to look at how Stirling Council staff can volunteer in an effective way

Access for the volunteer portal by SC

Not everyone thinks of themselves as volunteers - not connected to established organisations - community councils

Long term

Outcome 4: The places and spaces where people volunteer are developed, supported and sustained.



Short term

Example

Development of micro-volunteering, remote volunteering, home-based volunteering and virtual volunteering - to allow people to find something that suits them.

Better collaboration among all volunteer centres / TSI across Scotland to support national VOI

EDI should be central to everything

Milage rate of 45p per mile needs reassessed by HMRC

Meet volunteers where they are - what can they offer you rather than what you need from them. You are 'their organisations' they are not 'your volunteer'

Would be helpful if funding wasn't always so short term

Medium term

Volunteers and staff should all have equal access to relevant information - eg policies and strategies

Funding specific to volunteer development

Widen access for marginalised groups - develop volunteer roles to suit

consider what we offer volunteers - e.g. access to training

Offer employment references

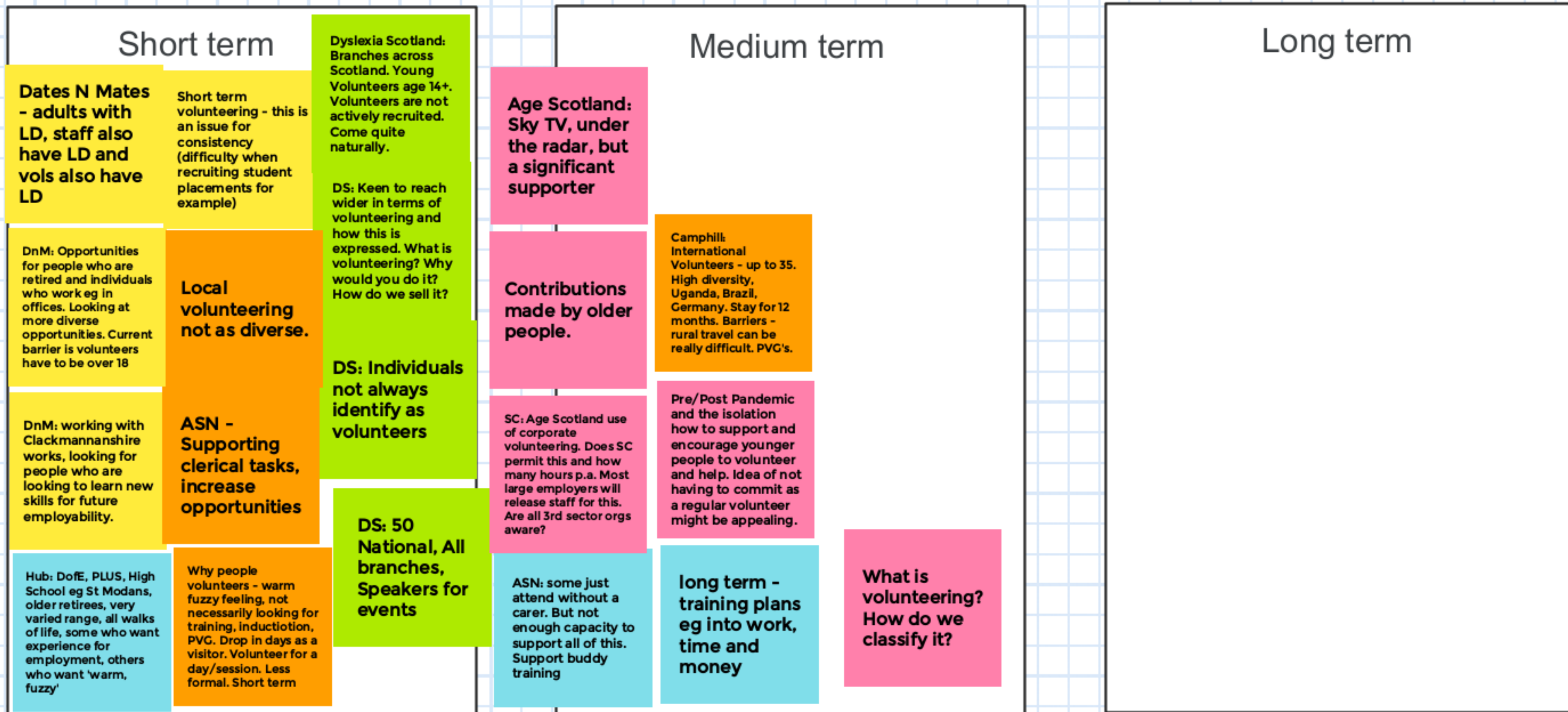
Volunteering is not something that everyone can do due to personal circumstances - how do we make sure we are not further marginalising people

Long term

sharing best - practice across VOIs

Volunteering is something that everyone can do, once they find the right organisation wh are able to make best use of their skills.

Outcome 5: There are diverse, quality and inclusive opportunities for everyone to get involved and stay involved.



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Short term

Number of YP volunteering has decreased. Lots of retired volunteers. Drop off in under 25 so look to re-engage with this age range which has reduced post pandemic

Stirling Street Pastors: Only seek Christian volunteers, but anyone can apply. Volunteer have to be fit as they have to walk a lot throughout an evening.

CAB: Promote ops through SC, Employability, Short/Med term unemployed. Support with barriers into the workplace

CAB: Interested in training around being inclusive. Eg some orgs have the disability confident tick, for example. How can they support someone where there is a barrier

Training to ensure supporting hard to reach and doing correctly

Vol roles eg social policy/research, admin/data input, phone/reception, volunteer advisers (short on this), volunteers for social media etc. But training high need

Sometime need relationship to build to understand what support is required.

Carers Centre: Mainly office based but YP groups and residential. Look for consistency for YP groups as keen to have commitment and consistency. Lots of volunteers are carer

When they interview they do ask about reasonable adjustments. Just keen to raise their awareness about they could do this

CC: Often a lifeline for adult carers. Young volunteers often keen to return back to provide

Volunteers with additional needs are recruited and have support eg autistic adults. There is a changing demographic with individuals of different nationality

Haven't experience racism in the street. Changing times and demographics. If not physically fit what role can they undertake.

Increase work on university

No volunteers under 18 normally. One volunteer is 16 with additional support provided to support

Medium term

Future: More diversity, mix of age range. Have some international students and hope to have increased diversity in future recruitment campaigns.

CC - MED: Placements eg Young Carers Vols, University Placements - host more of these.

Long term