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.

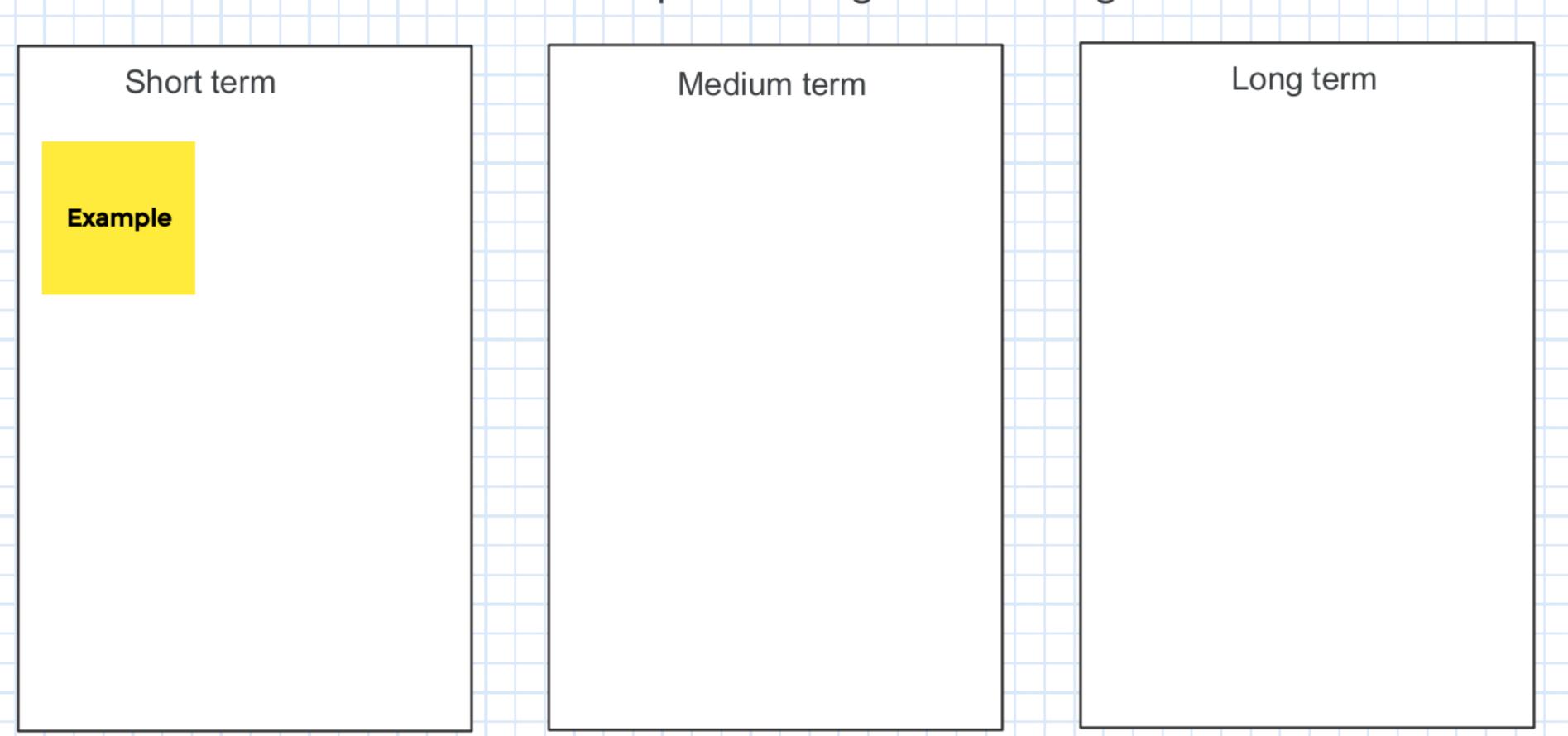
Hardest group to reach is families with young children

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

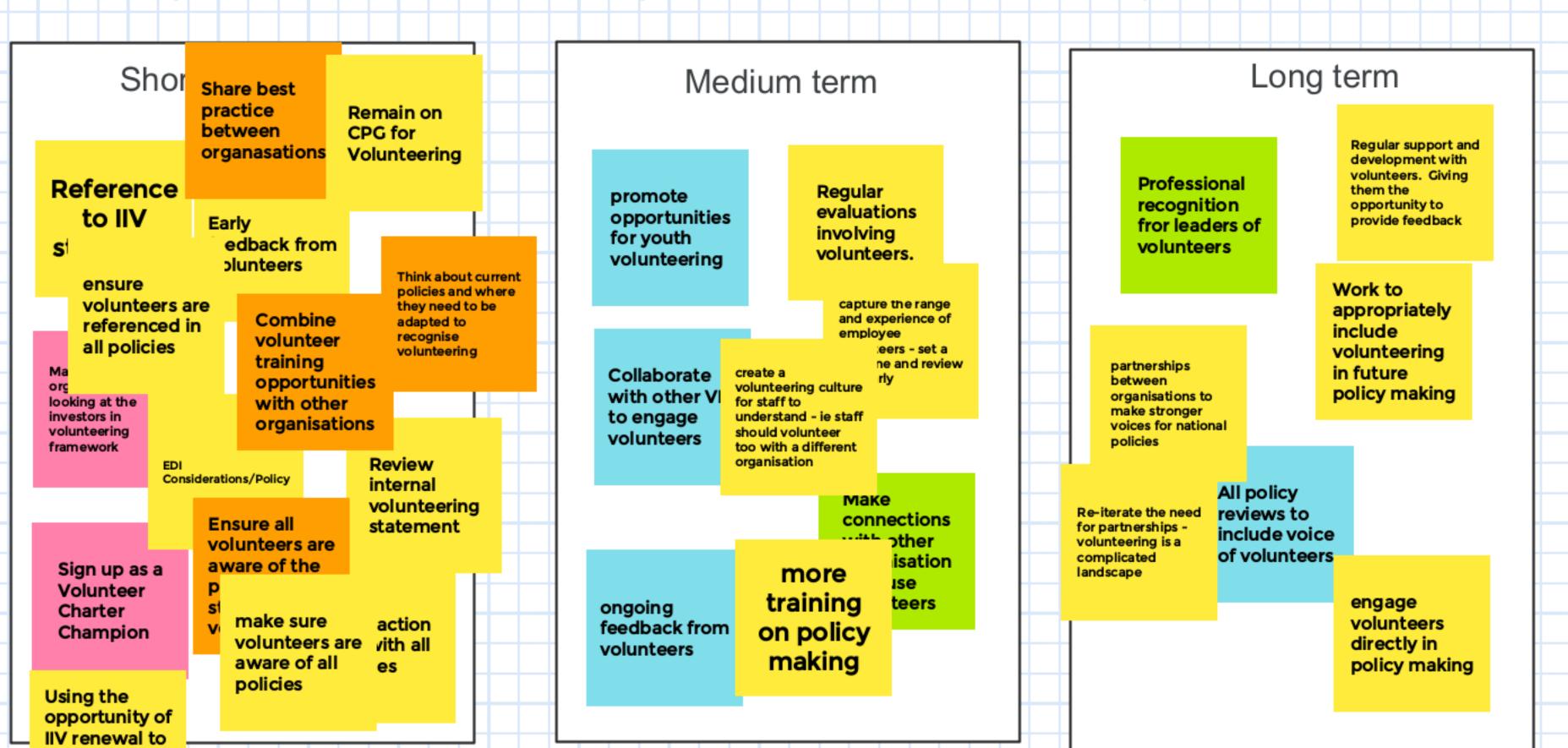
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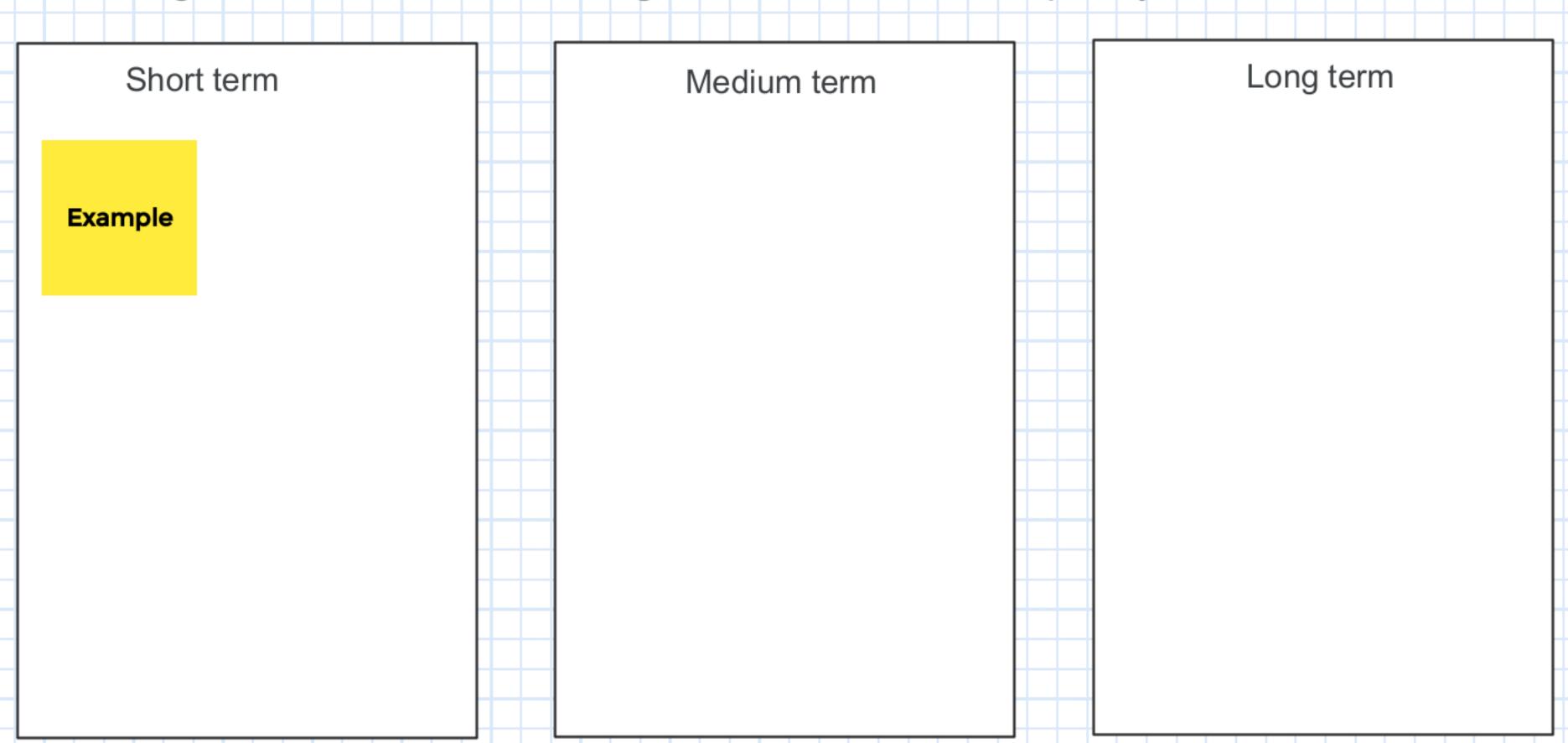
Outcome 2: Volunteering in all its forms is integrated and recognised in our lives through national and local policy.





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





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



Short term

Register of

volunteers-

Recognise students

by allowing them to

hours and download

achievements to show

log their volunteer

future employers.

records of

for their contributions

none at

present

Example

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

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

Development of

micro-volunteering.

remote volunteering,

home-based
volunteering and
virtual volunteering to allow people to find
something that suits

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

Example

EDI should be central to everything

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'

Milage rate of 45p per mile needs reassessed by HMRC

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

Medium term

Volunteers and staff should all have equal access to relevant infromation - eg policies and strategies Funding specific to volunteer development

consider what

volunteers -

e.g. access to

we offer

training

Widen access for marginalised groups - develop volunteer roles to suit

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.

Camphill:

International

High diversity,

Uganda, Brazil,

Volunteers - up to 35.

Germany, Stay for 12

months. Barriers -

rural travel can be

really difficult. PVG's.

Pre/Post Pandemic

how to support and

encourage younger

people to volunteer

and help. Idea of not

having to commit as

a regular volunteer

might be appealing.

and the isolation



Short term

Local

ASN -

Supporting

increase

Why people

clerical tasks,

opportunities

volunteers - warm

necessarily looking for

PVG. Drop in days as a

visitor. Volunteer for a

training, inductiotion,

fuzzy feeling, not

day/session. Less

formal, Short term

volunteering

not as diverse.

Dates N Mates
- adults with
LD, staff also
have LD and
vols also have
LD

Short term
volunteering - this is
an issue for
consistency
(difficulty when
recruiting student
placements for
example)

DnM: Opportunities for people who are retired and individuals who work eg in offices. Looking at more diverse opportunities. Current barrier is volunteers have to be over 18

DnM: working with Clackmannanshire works, looking for people who are looking to learn new skills for future employability.

Hub: DofE, PLUS, High School eg St Modans, older retirees, very varied range, all walks of life, some who want experience for employment, others who want 'warm, fuzzy' Scotland. Young
Volunteers age 14+.
Volunteers are not
actively recruited.
Come quite
naturally.
when
student
s for
DS: Keen to reach

wider in terms of volunteering and how this is expressed. What is volunteering? Why would you do it? How do we sell it?

Dyslexia Scotland:

Branches across

DS: Individuals not always identify as volunteers

DS: 50 National, All branches, Speakers for events

Medium term

a significant supporter

Age Scotland:

Sky TV, under

the radar, but

Contributions made by older people.

SC: Age Scotland use of corporate volunteering. Does SC permit this and how many hours p.a. Most large employers will release staff for this. Are all 3rd sector orgs aware?

ASN: some just attend without a carer. But not enough capacity to support all of this. Support buddy training

long term training plans eg into work, time and money What is volunteering? How do we classify it?

Long term

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



Sho

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

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

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

Carers Centre: Mainly office based but YP groups and residentials. 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 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.

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