

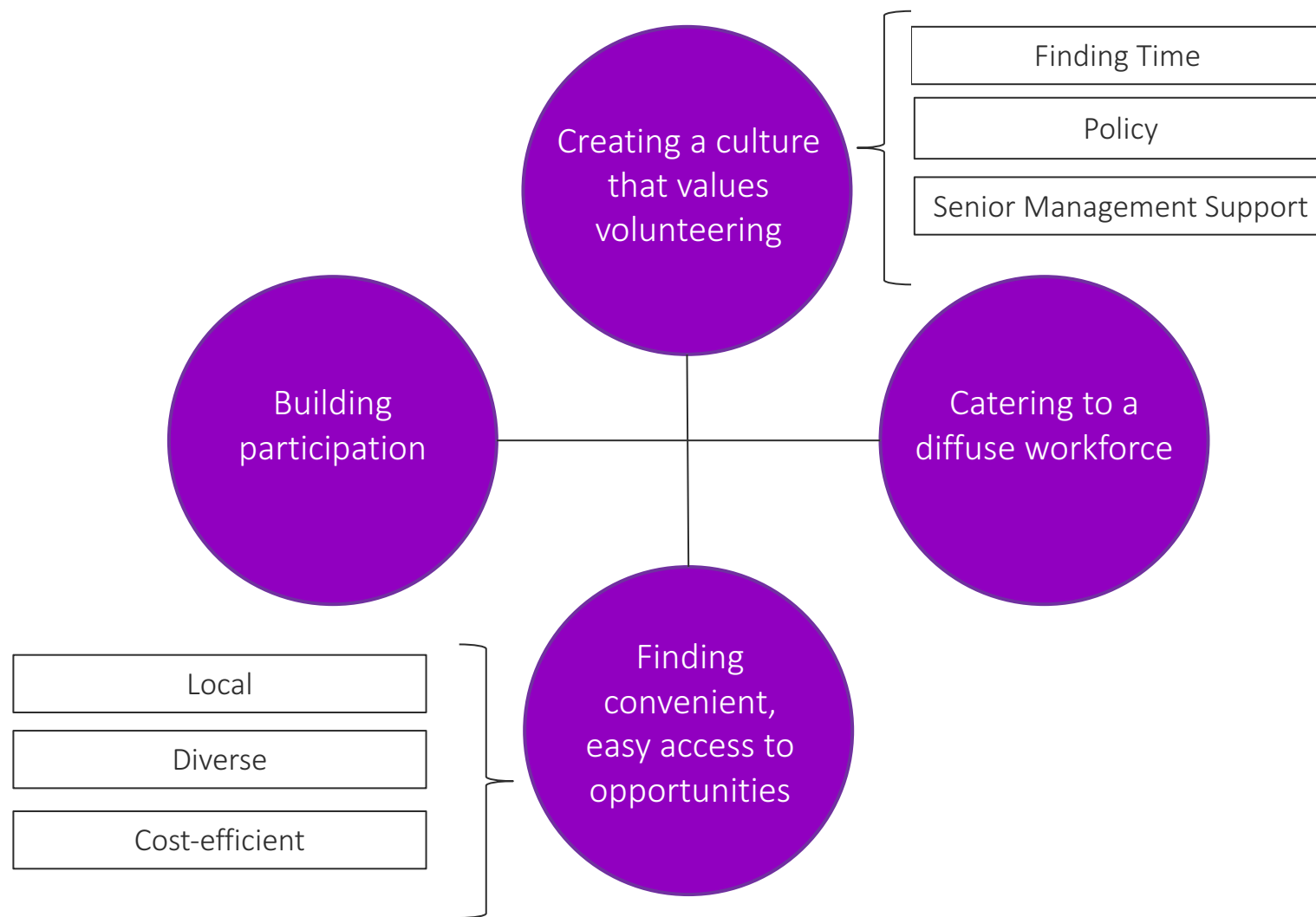


Employee Volunteering in Manchester: Common Challenges

We asked you what challenges you face when it comes to running a volunteering programme.

This is what you said!

Your challenges could be grouped into four main areas: participation, culture, finding opportunities and catering to a diffuse workforce



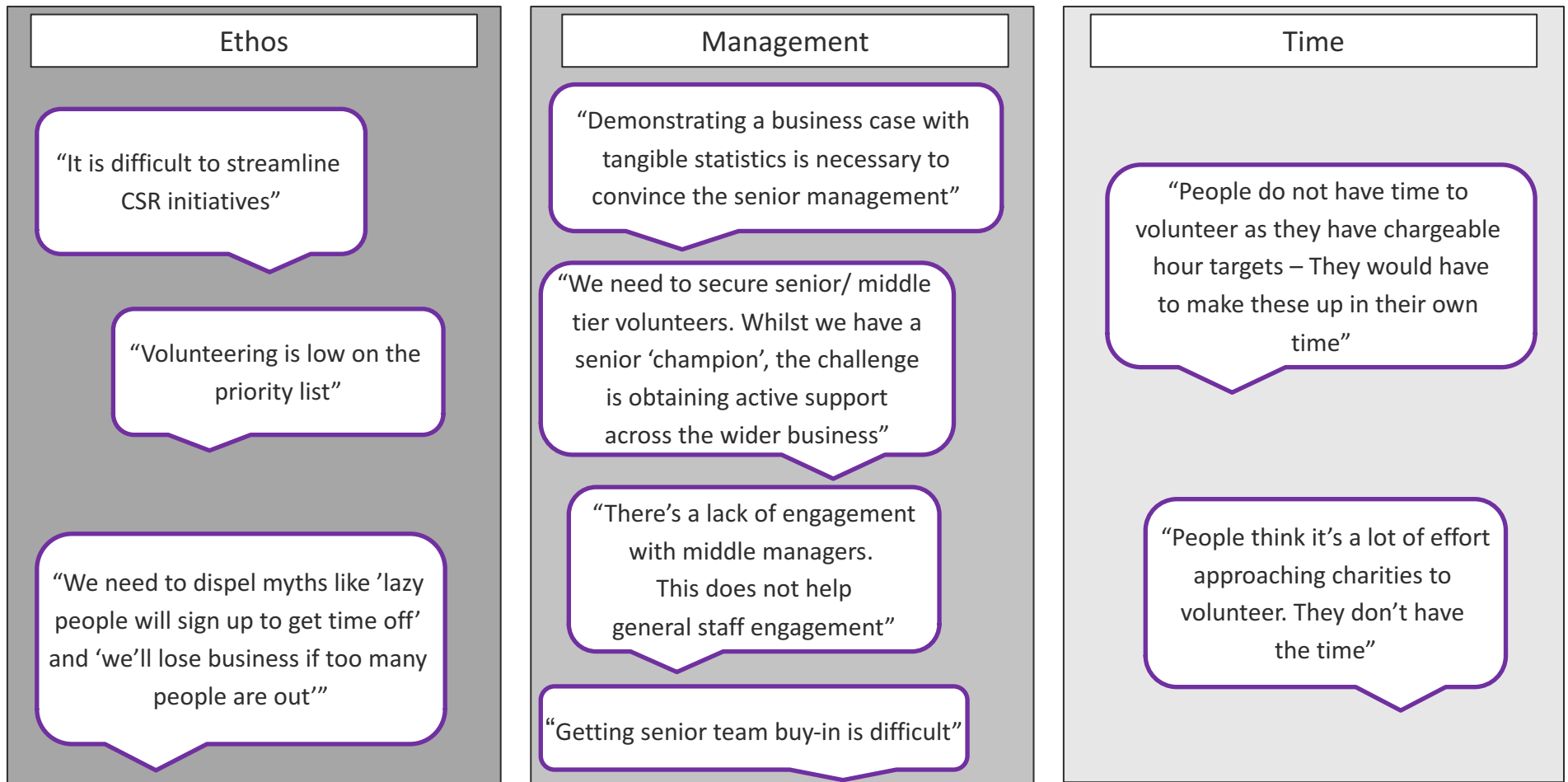
Motivating colleagues to get out of the office is one of the biggest challenges

Challenge I: Building Participation



The lack of time, a formal time-off policy and support from senior management also prove to be impediments

Challenge II: Creating a corporate culture that values volunteering



Providing convenient, easy to access opportunities would improve participation

Challenge III: Finding a variety of opportunities

“Opportunities aren’t offered too often by the firm – people are told they can find their own opportunities”

This is difficult because it requires:

- “Finding local charities”
- “Finding opportunities for **all** staff to engage in”
- “Considering opportunity costs”
- “Matching relevant skills with opportunities to motivate people”
- “More exposure to volunteering opportunities”
- “Matching companies and opportunities”

Companies with projects at lots of different locations struggle to engage a decentralised workforce

Challenge IV: Catering to a diffuse workforce



“It is a challenge to get staff who work on site at client’s offices to collectively engage in our volunteering agenda”

“The majority of our workforce are shift workers based at various locations. We struggle to find volunteering opportunities which are available on a variety of dates and locations.”