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# Does One Size Fit All In Volunteer Management?



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# SCAN ME



# Teens/Students (10–25 years old)



- Service Learning (1–3 hours)
- Unpaid Internships
- Extra Credit Opportunities
- One Day Projects | Allow Family & Friends To Join
- After School/Weekend Projects
- Semester Long Projects
- Scout Projects
- Club/Sport/Church Volunteer Hour Requirement



## 3R's with Teens/Students

- Develop relationships with teachers, youth leaders, and parents
- Use incentives
- Career opportunities
- Recognize their efforts on social media & thank them directly
- Safety & Staff Buy In
- Time/Transportation



# Motivations

- ❑ Corporate Social Responsibility (CSR)
  - Company culture/  
community-centered volunteerism
- ❑ Team morale
- ❑ Team building and connection
- ❑ Skill building/sharing
- ❑ Physical wellness
- ❑ Mental/emotional wellness – purpose, meaning & fulfillment





# Working Adults (26-64 yo)

- On-going opportunities | Independent projects + unique experiences + option to include kids/partner, weeknight or weekend
- One-time service days | VTO/ flex time, 4-8 hours weekday or weekend
- Group service days | Corporate social responsibility (CSR), Fun peer bonding, 4-8 hours



# 3R's with Working Adults



- Recruitment | Company HR staff, Company health fairs, become a registered org (ie Benevity), website
- Recognition | In person, follow up email, social media (groups & Nat Vol week), Impact Report
- Retention | Meet them where they are at, mutual benefit, registered org
- Additional benefits | company grants and matching gifts

# Recruiting and Retaining Retirees

## Golden Marathon



- Partner with the Senior Center to host weekly hikes
- Hikers know all our parks and trails becoming knowledgeable park ambassadors
- Weekly meetups builds community 19 years and counting
- 20% of our volunteers have come from or participate in these senior hikes



# Recruiting, Retaining, & Recognize Retirees



## Ohio Certified Volunteer Naturalist

- Lifelong learning program partnered with OSU extension
- 40 hours of classroom learning on 12 nature subjects. Then 40 service hours annually
- Retirees value the structure of certification, appreciate OCVN community, and prestige of being recognized across agencies
- 20% of our volunteers are OCVN

# Resources

- Council for Certification in Volunteer Administration Excellence - <https://cvacert.org/>
- DOVIA - <https://www.dovianwo.org/about.html>
- Point of Light- <https://www.pointsoflight.org/>
- Ohio Certified Volunteer Naturalist - <https://ocvn.osu.edu/about-ocvn>
- Business Volunteers Unlimited - <https://bvuvolunteers.org/events/>
- Forum for Volunteer Administrators of Northeast Ohio - <https://fvaohio.org/>
- Volunteer Administrators' Network of Central Ohio - <https://vancentralohio.org/>



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