

## ACHIEVEMENTS OF THE VOLUNTEERING STRATEGY FOR SOUTH AUSTRALIA (VSSA) 2014-2020

The *Volunteering Strategy for South Australia 2014-2020 (VSSA)* was launched in 2014 by the South Australian Government in partnership with Volunteering SA&NT, Business SA and the Local Government Association of SA. The VSSA identified four focus areas and a framework of priorities.

Listed here is a sample of the achievements of the VSSA, its partnerships and networks, all aimed at improving the volunteer experience in South Australia.

The achievements are matched to each focus area and key priorities. As each project, piece of research and resource development is often multi-faceted and addresses more than one focus area and key priorities, they may be listed more than once.

Focus area 1. Invest in the foundations of volunteering. Key priorities	Achievements
<b>Raise the status and profile of volunteers and volunteer management</b>	<p>Promotion of the <a href="#">Volunteering and the Australian Curriculum: Fostering a Culture of Giving</a> to education and volunteering sectors.</p> <p>Launched the <a href="#">Have your say about student volunteering online survey</a> encouraging young people to help shape the future of volunteering in SA, in particular linked to the Australian Curriculum.</p> <p>Developed webpage content to promote awards and recognition programs acknowledging the efforts of young people</p>

	<p>Through <i>Curriculum of giving student volunteer workshops</i> (2018 &amp; 2019), delegates learnt strategies to encourage student learning and improve wellbeing through volunteering.</p> <p>Explored an employee volunteering program: #5000 as a catalyst to promote a culture of corporate social responsibility</p> <p>Promotion of innovative <a href="#">volunteering projects</a> helping to achieve Volunteering strategy outcomes, e.g.</p> <ul style="list-style-type: none"> <li>• Fishcare Volunteer Program</li> <li>• Natural Resources South East</li> <li>• Police Volunteer Program</li> <li>• Growing with Gratitude</li> <li>• Volunteer Safety Framework</li> <li>• Playford 10 Volunteer Project</li> <li>• VIBE Volunteering (Valuing individuals background and experience)</li> </ul> <p>Advocated for new award category in the 2020 SA Volunteer Awards. The <a href="#">Excellence in Volunteer Management Award</a> aims to recognise and celebrate the tireless efforts of volunteer managers who support and facilitate the engagement of volunteers across the state.</p> <p>Developed training for Volunteer Involving Organisations (VIOs) to engage young people as volunteers.</p>
<p><b>Clarify the difference between volunteering and paid employment, while acknowledging the benefits shared between the fields of</b></p>	<p>Development of the <a href="#">Guideline of the Commissioner for Public Sector Employment: Volunteers</a>.</p>

<p><b>volunteering and those of employment-driven internships and work experience.</b></p>	
<p><b>Increase opportunities and accessibility of training volunteers and managers of volunteers to increase recruitment and retention of volunteers.</b></p>	<p>Held <i>Curriculum of giving student volunteer workshops (2018 and 2019)</i>. This attracted over 200 delegates from government, independent and Catholic education sectors, volunteering and not-for-profit organisations, businesses, local government, and state government agencies. This gave delegates new insights into how to run a successful student volunteer program.</p> <p>Collection of youth volunteering <a href="#">online videos</a> – developed four short videos that promote volunteering as a pathway to employment for young people.</p> <p>Developed an online learning module, <a href="#">Implementing the Commissioner’s Guideline: Volunteers</a>, aimed at those responsible for public sector volunteer programs or provide advice on managing volunteers.</p> <p>Developed training for Volunteer Involving Organisations (VIOs) to engage young people as volunteers.</p>
<p><b>Update, accredit and increase the update of the National Volunteer Standards and best practice.</b></p>	<p>Participated in National Standards User Testing of the Guide and Workbook and online self-assessment and desk auditing tool with a focus to encourage the involvement of a diversity of organisations.</p>
<p><b>Increase partnerships that develop the capacity of community organisations, minority groups, young people and communities of interest.</b></p>	<p>Mobilising student volunteers through a state-wide program, ‘Give. Grow. Evolve’. <a href="#">This includes the development of resources in collaboration with the Department for Education that are free for use in any school or by volunteer-involving organisations:</a></p>

- [Student Volunteer – teacher tools](#) is a suite of webpages, templates and lesson plans to help incorporate student volunteering concepts and experiences in the school curriculum.
- [Webpages](#) for organisations who are involving school students as part of their curriculum:
  - [About school students as volunteers – information for volunteer-involving organisations](#)
  - Getting ready for student volunteers – information for host organisations
- [Generic fact sheet](#) to support volunteer-involving organisations to involve young volunteers.

In collaboration with school students, the Office of the Commissioner for Children and Young People developed the [Have your say about student volunteering online survey](#) to provide school students an opportunity to help shape the future of volunteering, in particular volunteering linked to the Australian Curriculum.

Local Government Volunteer Managers Network and Local Government Human Resources Network developed a questionnaire focusing on current practice managing volunteers as part of [Work for the Dole and Mutual Obligation requirements](#). The findings, together with research and consultation led to a set of guidelines to assist in managing volunteers from these two programs.

Supported Volunteering SA&NT to pilot the 'Volunteering Recognition Scheme' and the development of the [WeDo](#) app.

	<p>Ocean View College successfully trialed lesson plans from 'Fostering a culture of giving – Volunteering and the Australian Curriculum'.</p> <p>Established the Public Sector Volunteer Policy Network (PSVPN) in response to the release of the Commissioner's Guidelines: Volunteers.</p> <p>In partnership with Volunteering SA&amp;NT, the VSSA successfully advocated for the abolishment of fees for all volunteering screening checks.</p> <p>In collaboration with Online Channel team from the Department of the Premier and Cabinet, launched the online learning module <a href="#">'Implementing the Commissioner's Guideline: Volunteers'</a>.</p> <p>In collaboration with the Department of Innovation and Skills Skilling SA initiative scoping of pilot project: Volunteering in Aged Care as a pathway to an apprenticeship or traineeship.</p>
<p><b>Identify fiscal barriers of volunteering in all sectors and research solutions.</b></p>	<p>Address volunteer screening check costs. The VSSA released:</p> <ul style="list-style-type: none"> <li>• a discussion paper on the transferability of screening checks</li> <li>• a fact sheet on legislative changes to <i>SA Disability Service Act 1983</i></li> <li>• a flow chart to assist organisations determine if their volunteers were required to undergo a police or screening check</li> <li>• a comparison of costs incurred in other states/territories for screening checks - this work highlighted SA as being the most expensive.</li> </ul>

	As a result, the incoming Government (2018) committed to abolish screening costs for all volunteer screening check fees.
<b>Review the definition of volunteering to address emerging trends.</b>	Contributed to the review of the definition of Volunteering, a project initiated by Volunteering Australia
<b>Focus area 2. Promote and inform on the benefits of volunteering</b> <b>Key priorities</b>	<b>Achievements</b>
<b>Develop a holistic promotion strategy for volunteer recruitment with a unified message.</b>	Promotion of volunteering ongoing. Includes: <ul style="list-style-type: none"> <li>• <a href="#">Brand assets</a> (logos and email signature) freely available</li> </ul> <p>Explored an employee volunteering program: #5000 as a catalyst to promote a culture of corporate social responsibility</p>
<b>Promote positive images of volunteers and the diversity of volunteering roles.</b>	Completed four short <a href="#">youtube videos</a> promoting the benefits of volunteering to young people under 25 years of age. This was achieved in partnership with Volunteering SA&NT and funded by the Government of SA: <ul style="list-style-type: none"> <li>• Volunteering – a pathway to employment</li> <li>• Volunteering can help your career</li> <li>• How volunteering can get you your dream job</li> <li>• WeDo App – find volunteer positions on the go</li> </ul>
<b>Identify innovative and new IT models for volunteer recruitment, training, engagement and funding</b>	Developed an online learning module, <a href="#">Implementing the Commissioner's Guideline: Volunteers</a> , aimed at those responsible for public sector volunteer programs or provide advice on managing volunteers.

<p><b>Research and promote the benefits of corporate volunteering and encourage employers to provide employee-working arrangements, which facilitate volunteering in the community.</b></p>	<p>With funding from the Government of South Australia, a VSSA working group supported Volunteering SA&amp;NT to develop the <a href="#">WeDo</a> app. Ongoing development of the app now provides information for businesses on the benefits of involving volunteers and how they can benefit by providing rewards for volunteers.</p> <p>Researched the need, viability and requirements of a corporate volunteer council for South Australia.</p> <p>Exploration of a South Australian public sector employee volunteering program.</p>
<p><b>Recognise volunteering as both a pathway to employment and a pathway to retirement for older people, with multiple outcomes for individual wellbeing and connections to community.</b></p>	<p>With funding from the Government of South Australia, a VSSA working group supported Volunteering SA&amp;NT to develop the <a href="#">WeDo</a> app. Ongoing development of the app now provides information for businesses on the benefits of involving volunteers and how they can benefit by providing rewards for volunteers.</p> <p>Development of short videos that promote volunteering to young people.</p> <p>In collaboration with the Department of Innovation and Skills Skilling SA initiative scoping of pilot project: Volunteering in Aged Care as pathway to an apprenticeship or traineeship</p>
<p><b>Simplify volunteer recruitment processes and consider common templates.</b></p>	<p>Provide information on resources and research via the <a href="#">VSSA website</a>.</p>
<p><b>Focus area 3. Implement leading practice and high-quality standards</b></p> <p><b>Key priorities</b></p>	<p><b>Achievements</b></p>

<p><b>Identify issues and gaps in the rights of volunteers in terms of work health safety, governance and recognition.</b></p>	<p><a href="#">Flow chart</a> developed that provides information on how work health and safety laws apply to organisations that employ workers and engage volunteers; or are volunteer associations with no employed workers</p>
<p><b>Review government and private funding criteria to include volunteer costs, training and management.</b></p>	<p>Co-design between government and the not-for-profit sector of South Australian Not-for-Profit Funding Rules and Guidelines (SANFRAG) providing a simplified and consistent approach to funding that makes it easier for not-for-profits to apply for, manage, report on and acquit government funding.</p>
<p><b>Investigate the transferability of criminal history record checks across organisations and jurisdictions. Develop simple guidelines on how they should be used.</b></p>	<p>Discussion paper released on the transferability of screening checks</p> <p>Developed a fact sheet on legislative changes to SA <i>Disability Service Act 1983</i></p> <p>Flow chart developed to help organisations approach the task of determining if their volunteers are required to undergo a police or screening check.</p> <p>Completed a comparison of costs incurred in other states/territories for screening checks. This work highlighted SA as being the most expensive. As a result, the incoming Government (2018) committed to abolish screening costs for all volunteer screening check fees.</p>
<p><b>Improve access to information on regulatory requirements, good governance and risk management for use of volunteer-led community organisations, to reduce red tape.</b></p>	<p>Advocated for the reduction of red tape by working with partners to cut the cost of screening checks.</p>



	<p>Developed an online survey to identify key regulatory requirements and ‘red-tape’ areas relevant for volunteer-involving organisations. Results from close to 130 organisations identified bringing resources that support volunteering together in one place online for better accessibility. In response, members investigated possible good governance tools as well as worked with DHS to develop self-assessment tool STARService, designed to guide community groups towards sustainability and success.</p>
<p><b>Focus area 4: Progressively adapt through continuous improvement</b></p> <p><b>Key priorities</b></p>	<p><b>Achievements</b></p>
<p><b>Support research and advocacy that documents the value and impact of volunteering.</b></p>	<p>Published <a href="#"><i>Mutual Obligation Policy: Guidelines for Volunteer Managers in Local Government</i></a></p> <p>Harrison Research conducted research: <a href="#"><i>Volunteering in South Australia in 2018</i></a>.</p> <p>Published <a href="#"><i>Human Resources &amp; Volunteer Management: A shared approach</i></a>.”</p>
<p><b>Address the ‘time-poor’ barrier to volunteering by developing innovative avenues to volunteering such as family volunteering, online roles, ‘voluntourism’, episodic roles and opportunities for students, employees and singles segment.</b></p>	<p>Worked with partners to develop resources and raise awareness of the needs of students as volunteers. See the list of resources on the <a href="#"><i>VSSA website</i></a>.</p>

<p><b>Adopt a governance structure for the implementation of the Volunteering Strategy for South Australia in collaboration with the stakeholders and strategy partners</b></p>	<p>Establish and support the VSSA Partnership Board</p> <p>Develop a series of networks, e.g. Student Volunteering Working Group, Public Sector Volunteer Manager Network.</p>
<p><b>Review the Volunteering Strategy for SA on an annual basis to ensure it is relevant, deals with current trends and practice and maintains partner and bi-partisan support.</b></p>	<p>In 2017, the VSSA Partnership Board selected two priority areas to focus on until 2020:</p> <ul style="list-style-type: none"> <li>• Enhance pathways to employment for young people through volunteering</li> <li>• Enhance regional communities through volunteering.</li> </ul> <p>Commence work to develop the second stage of the <i>Volunteering Strategy for South Australia, 2021-2027</i>. This work includes the development of a survey gauging volunteering in SA as well as a series of workshops/forums to gather first-hand experience.</p>