

# SKILLS & CAREER DEVELOPMENT

ANZ employees reviewing the administration of Back to School program with Foundation for Rural & Regional Renewal (FRRR).

The State of Volunteering in Victoria Report (2020) shows an increasingly professionalised workforce, with leaders of volunteers actively developing the skills and careers of Victorians through volunteering. There is further potential through volunteering to contribute even more to Victorian productivity and community wellbeing.

## Productivity premium

**56.9%**

of volunteers believed their volunteering added an average of

**35.9%**

value to their productivity in their paid employment.

## Methods used to motivate and retain volunteers

	% of VIOs
Delivering non-accredited training (e.g. short courses, workshops)	<b>41.5%</b>
Providing statement of volunteering / references	<b>40.8%</b>
Diverse and progressively challenging volunteer opportunities	<b>26.7%</b>
Volunteer leadership opportunities	<b>21.4%</b>
Formal performance reviews	<b>9.9%</b>
Accredited training (e.g. Certificate II, Diploma)	<b>8.2%</b>



Volunteers collect water samples from the Curdies River to detect the presence of Yarra Pygmy Perch as part of The Great Curdies Perch Search with Waterwatch Victoria)

## How else has volunteering changed for your organisation over the last 3 years?

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“An increase in the number of unemployed people wanting to get work experience especially administration.”

“Increase in university student applicants who are required to undertake volunteering roles for credit towards their university degrees.”

“Greater push for skilled/pro-bono type opportunities to provide big impact to community groups.”

“We do better skills matching, hence increased job satisfaction.”

“We have introduced streamed professional development sessions for volunteers with over 30-40 participants at each event, which is taking place fortnightly at the moment.”