



WHY PEOPLE VOLUNTEER

To:

- Help others
- Make new friends
- Learn new skills
- Test out career options
- Gain work experience
- Develop personal leadership ability
- Belong
- Be recognized
- Develop new skills
- Be part of a team
- Receive professional training
- Be creative
- **HAVE FUN**

And Why They Don't

- Fear of commitment
- Not enough time
- Bad volunteer experience in the past
- Lack understanding of, or interest in, organizational life
- Not part of important personal or community values
- Too many organizations competing for a person's time

WHO VOLUNTEERS & WHY

How To Provide For Volunteer Needs

WHY VOLUNTEER? <i>Motivating Factors - Typical Reasons Why People Volunteer</i>	WHO VOLUNTEERS? <i>Example of Segment of Population Citing the Motivating Factors in Column One.</i>	WHAT ARE THE BENEFITS TO VOLUNTEERS? <i>How a Volunteer Program Can be Designed to Meet Needs of Volunteers Listed in Column Two</i>
To meet other people, to feel needed, to belong	Parents with young children; newcomers to town; single people; recently widowed; those without family.	Provide opportunities for socialization, team jobs, create safe and friendly atmosphere, arrange after-hour get togethers.
To gain work experience, to test alternate careers, to develop business contacts	Students, women re-entering the work force, people wanting to change careers; those under or unemployed	Keep accurate record of volunteers' work and evaluations for future job references; offer letters of recommendation; provide a variety of career related volunteer jobs; provide skills training and share information about job evaluation.
To work for a cause. to put ideas into practice	Environmentalists, feminists, community service workers; people concerned about health or educational issues	Design volunteer jobs that involve working with ideas, such as preparing reports, proposals or newsletters; provide opportunities to do public relations, set up a pilot project or invite volunteer to become a board member.
To overcome powerlessness, to gain responsibility, to develop confidence, to be more adult	Youth, people with sheltered lives; shy and unassertive people, people coming through emotional crisis	Provide a progression of volunteer jobs with increasing responsibility; offer support and encouragement, recognize and reward progress; provide training.
To fulfill requirements of a program, education course, court referral or the Community Incentive Program	Parents of children in a program; high school students, university students in social work or recreation, youth on probation, social assistant recipients	Make program structure and expectations clear; provide support as required; have short term jobs available.
To gain or improve skills, to learn new things, to explore an interest area, to challenge oneself, to achieve personal growth	People with ideas, self actualizers, mature self confident people, achievers	Develop creative volunteer jobs; let volunteer design own job; offer specialized training and provide opportunity to become board member
To gain recognition. to develop esteem	Future community leaders and highly social people establishing their careers or changing their status; youth	Provide high profile volunteer job requiring public speaking; provide rewards for accomplishments.

WANT DO VOLUNTEERS WANT?

- **Good working conditions**
- **A sense that they are valued**
- **An opportunity for personal growth**
- **A challenging task**
- **A chance to use their special skills**
- **Fellowship and friendship**
- **Recognition for work well done**
- **A caring and compassionate supervisor**
- **A chance to make decisions about factors that affect them**
- **Being able to be involved in an issue important to them**

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