

All Slido Questions from Volunteering Victoria 2019 State Conference

1. A robust volunteer sector requires innovation and investment- how can the value of volunteers and the sector be recognised and invested in?
2. To enhance how government understands and invests in volunteering we need to develop a unified language. How do we train our leaders to develop a common language so we can saturate conversations to demonstrate the impact of volunteers?
3. How may we increase advocacy in a fractured sector? Converging diverse perceptions, beliefs, interests and ideologies into a cohesive voice.
4. Has anyone from government been invited to this event so as to help connect volunteering and government and broaden the understanding between both these areas?
5. Social Return on Investment in volunteering studies need to be shared and communicated as reports on shelves do nothing- how can we share and get access to them in order to raise the profile and change the value perception of volunteering?
6. Is there a regulatory body that governs those companies/ organisation that have volunteer participation? How can we protect volunteers against exploitation, particularly young people?
7. With an ageing population there is a shift from paid work to 'unpaid' work (volunteering) volunteers want diverse, flexible skill based roles. In your opinion how can an organisation best respond to how people want to volunteer
8. Empowerment for volunteers, give them a sense of purpose and value. Also inclusion is very important as we need to change attitudes to maintain valued volunteers.
9. What can government do to support the volunteering sector- ideas please...
10. What stops us asking our management to support our services?
11. As CEOs how do you engage and recognise your volunteers?
12. Local government are very aware of the importance of Vol & Vol org. & fund them through comm grants. Do you see a role for local gov to support other than through grants
13. How do you increase the sector to mobilise and increase the number of courageous conversations with exec and government?
14. How important is it to ensure there is a shared vision/culture for both the volunteer and paid worker bases of an organisation to ensure the organisation grows in the right way?!
15. Government funded, meaningful free training programs for Volunteer Managers would be great. Eastern Volunteers example of 'nobody turned up' illustrates how little funding organisations have to do this themselves.
16. Integrating a volunteer workforce can be tricky. How do you navigate this with a turbulent environment such as casualisation and contract-to-contract recruitment and potential disharmony with Human Resource department function?
17. Measuring a volunteer program against paid staff measures- how to shift the discussions to reflect the value of your program?
18. In an aim to create inclusive language, should the term 'Skilled vs non Skilled Volunteers' be retired? Surely all volunteers use their abilities and talents and are 'skilled'.



19. Training is a broad area, we need to define what training is necessary & type of training is required for those who lead volunteers. There are opportunities available accessing informal training on offer, raises many more questions ..
20. What is the volunteer sector trying to achieve? Beyond individual organisations, what purpose are we describing...?
21. Can you name one thing your organization has done that has been successful in recruiting volunteers.
22. VRCs however are not keeping pace with modern practices or demands they need to be agile!
23. What are some effective strategies to managing 'difficult' volunteers
24. At St Vincent de Paul Victoria, our nearly 12,000 strong workforce is made up of 97% volunteers. We surveyed our volunteers this year to hear their feedback. Is there a national survey to understand what volunteers consider valuable?
25. How can we 'spend more time with volunteers' when the increasing burden of compliance and administration takes us away?
26. When government funds are limited, what can government do to help support the volunteer sector in partnership with the sector?
27. How do we encourage our sector to invest in our own professional development? We don't do a degree... if we're serious about our profession shouldn't we be funding some of our own PD to become the best leaders we can?
28. Many people in the community have low levels of both English literacy and digital literacy. What is our role as managers in supporting volunteers to develop digital literacy skills to access new platforms?
29. Do you invite volunteers to your personal functions?
30. The public trust deficit was raised in the keynote. Recent research suggests that the opinions of volunteers vastly outperform CEOs in terms of public trustworthiness - volunteers are our best ambassadors. How do we communicate that 'up'?
31. How can the sector implement a plan of innovation and generation of impact when government investment is limited and we need to work together?
32. Can we define 'safe'?
33. Media influences perceptions of safety in communities. How do we influence the messaging on safety and turn it around to one which promotes volunteering and trust.
34. Do you think that capturing and recording skills development is an important piece of the volunteering puzzle? Could this be a way to attract and retain younger volunteers?
35. Next capabilities & skills for VIOs. Change mgt Design thinking 4 community dev Culture facilitation Organisation design (building org operating models that support market changes) Marketing 101 (eg. Defining your market prop) What else?
36. How do we instil a sense of responsibility in volunteering for future generations when we have so much red tape that stops us from allowing parents and grandparents to introduce their children to volunteering?
37. How do we convince our older volunteers, many of whom have been with us for decades to embrace new technologies?



38. If government was to ask the panel what you would like to see in the volunteering strategy, what would be the one thing you would like to see?
39. As we change, volunteering won't just happen. What are Panel's thoughts on how the support infrastructure that makes volunteering happen will be funded into the future.
40. Creativity and innovation requires time. If nearly all orgs & people are time poor - how can you allow space and time to build a creativity & innovation capability?
41. What about those volunteers who have an obligation to volunteer - redefining volunteering to some extent and really engaging with them to purpose of organisation?
42. With so much pressure now on vio's & needing to think into the future also- whats one simple task or suggestion you can give us today to help us all start really working together better from now to be better prepared for 2047
43. Considering our volunteer base is ageing and not major technology embracers like Gen Y, Z and Alpha, how can we use technology to continue to engage and energise this group?
44. Why do we need to convince older Australians to embrace technology? Why not give them a space to volunteer in a way they are comfortable and want to give
45. Volunteering can be an invaluable support around mental health/social isolation. How can orgs adapt accordingly?
46. The climate emergency provides volunteers with the challenge to buffer our most vulnerable community members from the impacts of extreme weather. Where do you see the Volunteer sector leading on climate adaptation?
47. Agreed Anonymous. Encouraging all volunteers to embrace technology is often about making our lives easier. I think Penny hasn't it right, it is about embracing many ways of engaging volunteers. We have to adapt, not just volunteers.
48. How can volunteers convince their communication teams to reach different target groups for volunteers? What are the key messages to attract volunteers?
49. Change management and communication is the key. Older volunteers often (and do) embrace new technologies, as long we take them on the journey with us and provide support where needed.
50. When profiling & planning programs remember discrimination laws- age is there

