Volunteer Survey 2022

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Introducing the Volunteer Framework

Volunteer journey

1. Plan
   - Consider immediate & future team requirements
   - Design role & person specification

2. Recruit
   - Advertise role
   - Review applications
   - Collect DBS & references if req.
   - Interview if req.
   - Select

3. Induct
   - To RSC
   - To specific volunteering role

4. Manage
   - Build relationship
   - Communicate
   - Develop
   - Coach & feedback
   - Recognise

5. Close
   - Say goodbye
   - Transition to another or additional role
   - Exit formally

Volunteering organisational levers

- Vision, strategy & culture
- Policies & processes
- Data & technology
- Community Insight
Volunteer Survey 2022

Core aims of the survey:

- Assess volunteers’ perceptions and opinions of their experience of volunteering with the RSC
- Gather views on volunteer recognition and support
- Identify segments or areas that need to be developed
- Explore aspects of culture and trust within committees, with governance boards and with staff
Overview of Member Networks

- 71 Interest Groups
- 1,500 Volunteers
- 35 UK and 23 International Local Sections
Volunteer Survey 2022 – Key Points

• Survey open 11 March to 24 March 2022
• 199 participants – 13% response rate
• Balance of views across career stage and sector
• Overall participants are overwhelmingly positive about their volunteer experience
Level of Satisfaction

88% are very satisfied or satisfied with volunteer experience

“It is one of the most rewarding experiences you can volunteer for”
Top 5 Benefits of volunteering

Meet new people and build networks
- 62% Join an exciting community with plenty of opportunities to meet with fellow scientists.

I enjoy it
- 61% It's enjoyable and empowering to support your community to be stronger and better.

Feel I am making a different
- 57% This can be rewarding in many ways, career-related, socially and personally and supporting fellow chemists.

It broadens my experience
- 55%

Contact with people from different backgrounds/cultures
- 52%

You meet wonderful people from all walks of the scientific and non-scientific community.

This can be rewarding in many ways, career-related, socially and personally and supporting fellow chemists.
Culture and Trust

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is respect and trust between committee members</td>
<td>54%</td>
<td>41%</td>
<td>5%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>There is respect and trust between committee and RSC staff</td>
<td>33%</td>
<td>46%</td>
<td>19%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Diversity of opinion and experience is appreciated</td>
<td>27%</td>
<td>54%</td>
<td>16%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>There are people from a wide range of backgrounds and cultures within the RSC volunteer community</td>
<td>23%</td>
<td>39%</td>
<td>23%</td>
<td>11%</td>
<td>4%</td>
</tr>
<tr>
<td>Differences are resolved fairly</td>
<td>22%</td>
<td>51%</td>
<td>26%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I understand how my role and committee supports the overall mission of the RSC</td>
<td>18%</td>
<td>62%</td>
<td>14%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td>I am given the opportunity to influence the development of my RSC community</td>
<td>16%</td>
<td>59%</td>
<td>20%</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Challenges facing committees

- Engaging/Reaching wider community: 55%
- Volunteers have too many pressures on their time: 47%
- Not enough volunteers: 47%
- Responding to the impacts of COVID-19: 31%
- Not enough opportunities to share experiences/resources with each other: 13%
How could we improve the volunteer experience?

- An induction would be very useful for people who have not been part of interest groups/committees before.
- Encourage participation and offer support to help new committee members.
- Find more volunteers to share the load.
- Having a virtual space where all the volunteers can access all the important policies, information, training, meeting, files, etc.
- Clear information/induction when starting a role as to what is expected.
- More centralised resources for volunteers to start organising their own events.
- I have missed the networking opportunities afforded by face-to-face contact during the pandemic.
In response to the survey we will

1. Onboarding new volunteers
2. Training and resources
3. Committee activity after COVID-19
4. Face-to-face and online networking events
5. Volunteer Hub
Encourage others to volunteer

82% very likely or likely to encourage volunteering to other RSC members

“Your time with the RSC can be very rewarding - you will be part of a community of people who love chemistry and want to share their passion.”

“Go for it!”

“It is a rewarding experience that will improve your understanding of the community and form valuable links across all aspects of your career.”
“Many thanks to the RSC Staff who have given great support to members during this Covid pandemic. As ever, all RSC staff are very helpful whenever contact is made either by email, telephone or Zoom.”