

Volunteering: Your Pathway to Employment

Presented by
David Waylen
Volunteer Services Manager



Volunteering SA & NT Inc



David Waylen

David has been an enthusiastic volunteer for more than 30 years, with the last 15 years being involved in volunteer management in both a paid and volunteer capacity.

He has an extensive background in local government, facility, event and volunteer management, having spent almost 7 years with the South Australian Sports Federation Inc. in roles including Training Consultant, Special Projects Manager and Business Operations Manager prior to joining Volunteering SA & NT Inc. His current role as Volunteer Services and Training Manager oversees the referral service, training and ICT portfolios.

He is heavily involved with, and has a passion for volunteer management with major events in South Australia, including the Tour Down Under, Mitsubishi Adelaide International Horse Trials, Tasting Australia, Australian and New Zealand Police and Emergency Services Games, 10th Australian Masters Games, World Police and Fire Games, Feast Festival, just to name a few.

David has undertaken a vast array of professional activities including attainment of the Advanced Diploma of Community Services (Volunteer Management), Diploma in Business (Frontline Management), Certificate IV in Assessment and Workplace Training and Certificate IV in Community Recreation. He is currently 'Expert Judge' for the Chanel 9 Young Achievers Award and, in 2000 was awarded the Australian Centenary Medal for service to sport and volunteering.



Just a quick stat to start off

**600,000+ volunteers in
South Australia**

Sounds impressive!

So where are they I hear you ask!!!!

The skills developed through volunteering are the 'pavers' of the pathway to employment



What do we need to help us get:

- Our first job
- A new job
- Our next job
- The perfect job

No matter if you are:

- 'Fresh' out of school
- Recently graduated from Uni or TAFE
- Newly moved to South Australia
- New arrival to Australia

Volunteering is for you!

Why volunteer?

- To have FUN!!!!
- To meet new people
- To contribute to the local community
- To support a cause
- To gain skills and experience
- Positive addition to your resume

Skills Development

- Up-skilling
- Development of new skills
- ‘Work’ in leadership or supervisory roles
- New ‘workplace’ referees for your resume
- Improved communication skills

Personal Development

- Helps build self esteem
- Develops self confidence
- Diversifies your experience/skills mix
- Allows you to 'road test different roles/jobs to see if you are suitable or interested
- Is a positive addition to your resume
- Shows a commitment to personal development

Workforce Development

- Disability Services
- Aged care
- Personal care services
- Other areas

Regional Retention

- Pathway opportunities in regional areas to retain young people, skilled people
- Funding opportunities e.g. Regional Development Boards, Adult Community Education, SA Works, etc.

Best Practice Case Study

DECS Partnership

- SACE 1 & 2
- Year 11 & 12

TAFE Partnership


- Certificate 3

Industry Partnership

- Local employer


Results Oriented





Changing our organisational environment to capitalise on volunteering as a career pathway

- Short term projects
- School & Uni/TAFE semester breaks
- After school activities for students
- Episodic activities
- Projects with a start and an end point
- Skills development focus
- Modified induction and training program

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- **Conversational English development opportunities**
 - **Skills bank projects for highly skilled volunteers and new arrivals**
 - **Events**



As Volunteer Managers we need to:

Evolve our volunteer management practices to better accommodate different volunteer needs and motivations.

How can we better meet the needs of the following:

- CRS and Rehab placements
- Employees who have been made redundant
- Work for the Dole program recipients
- People from a CALD background
- Skilled migrants
- Professional people



Evolving the existing volunteer workforce

- Changing the mindset of other volunteers to short term, employment focused volunteers
- Providing a supportive, welcoming environment

Interested in Volunteering?

Contact:

- Volunteering SA & NT
- Local Volunteer Resource Centre
- Go Volunteer www.go.volunteer.com.au
- Seek.com.au www.volunteer.com.au/



Volunteering as a career pathway



WIN / WIN

Thank You

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