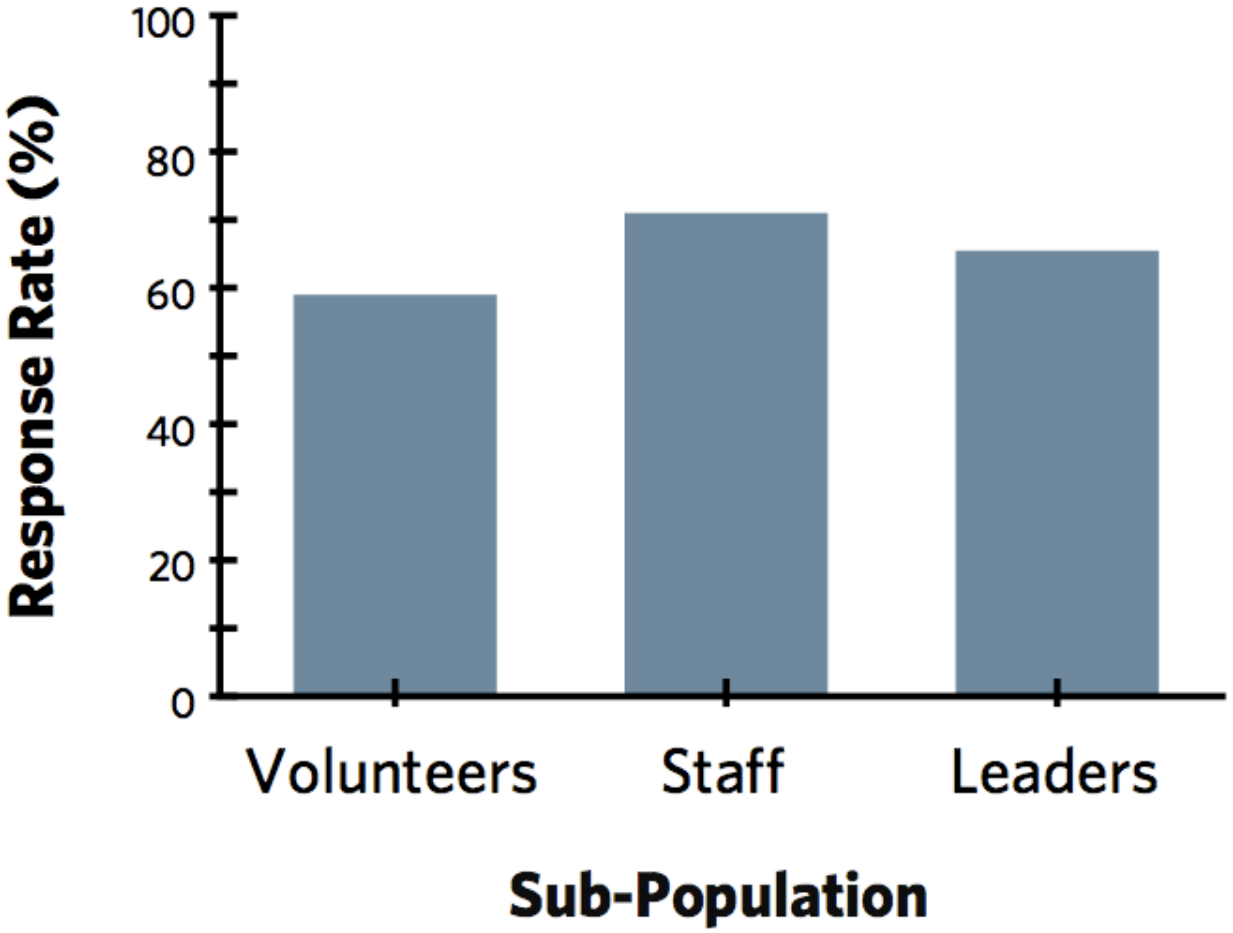
FWC Volunteerism Survey Brownbag

Carlton, Jacobson, Monroe

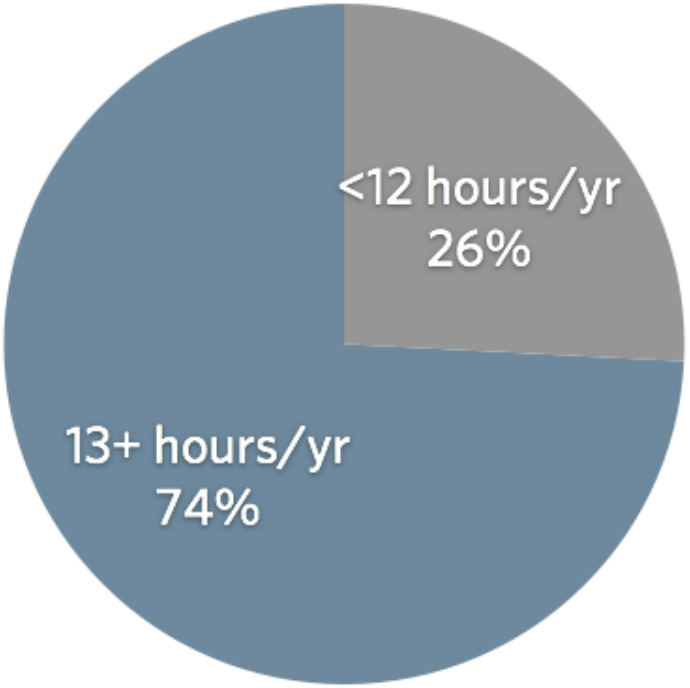
Contact Stuart Carlton:
stuart.carlton@ufl.edu

Survey Response Rate

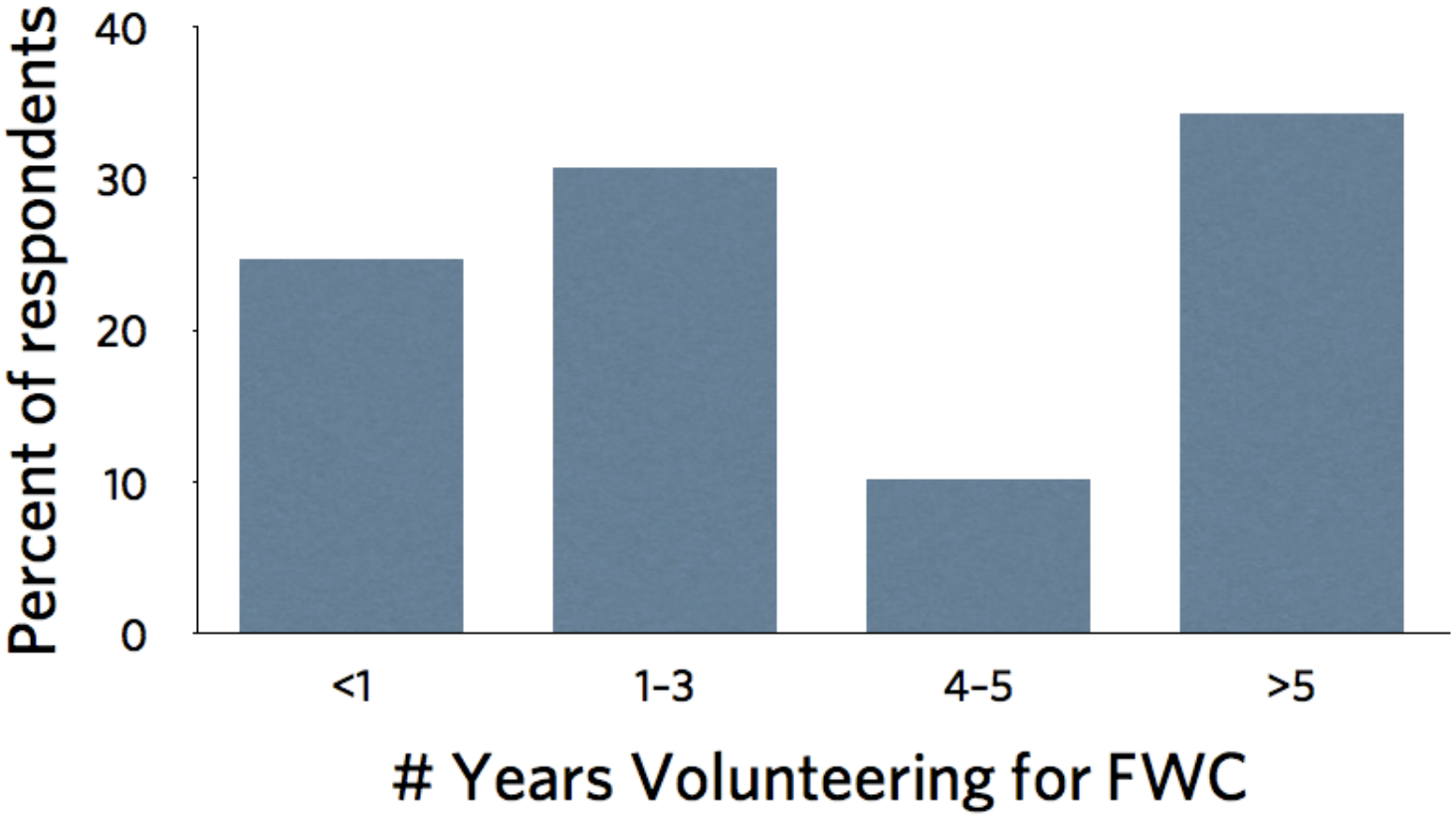


Volunteer Survey

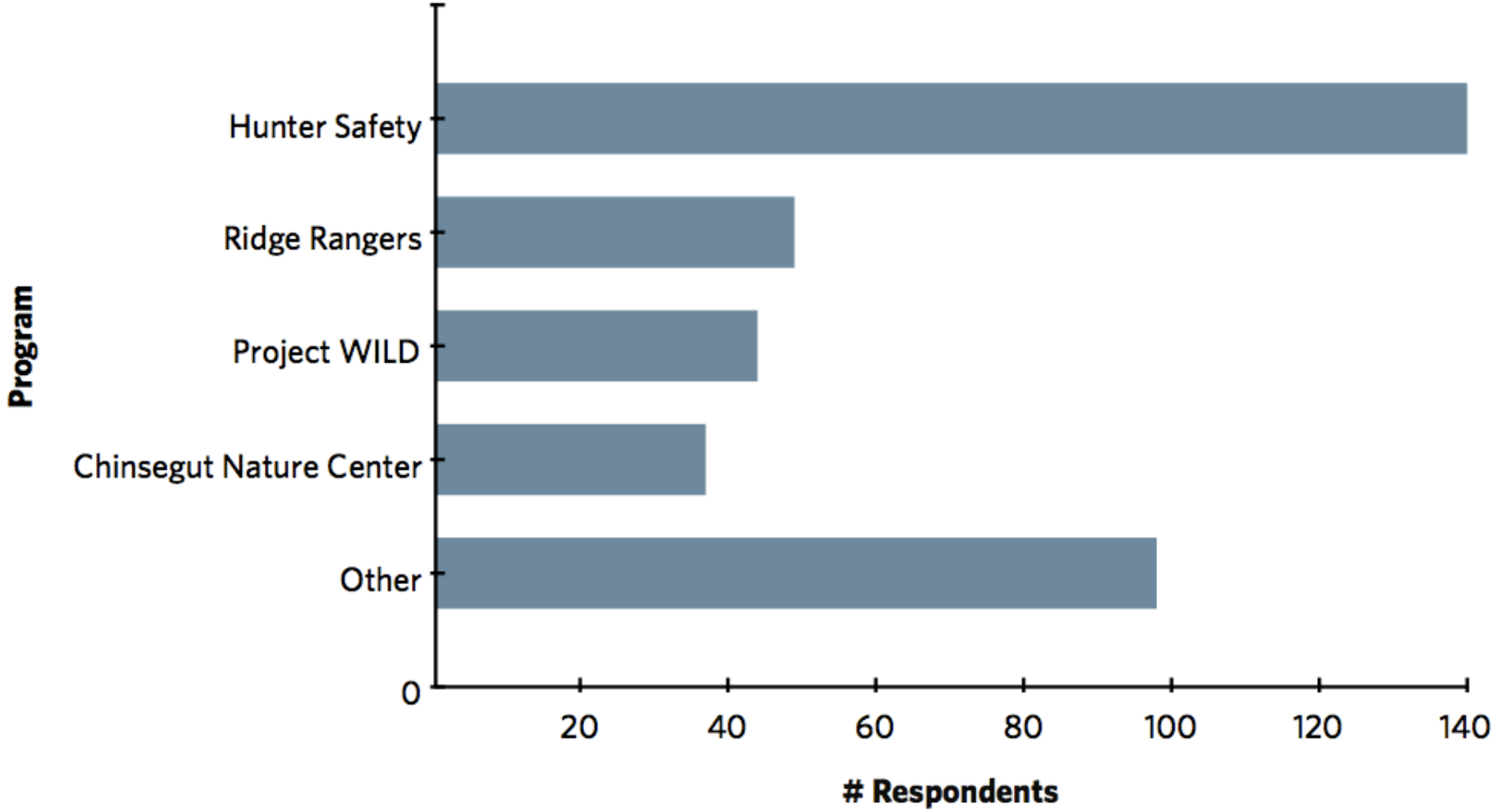
Volunteer Commitment



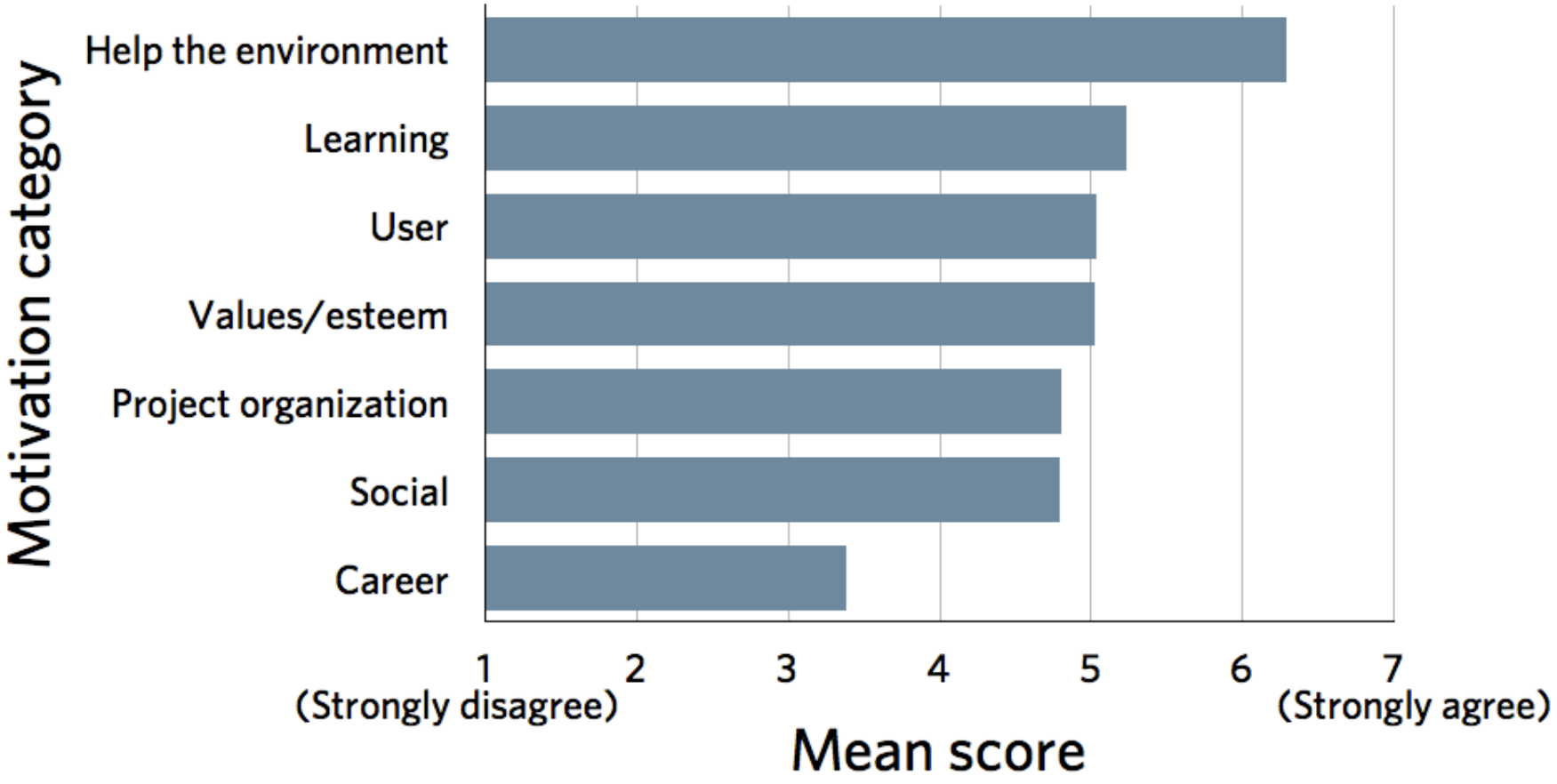
Volunteer Retention



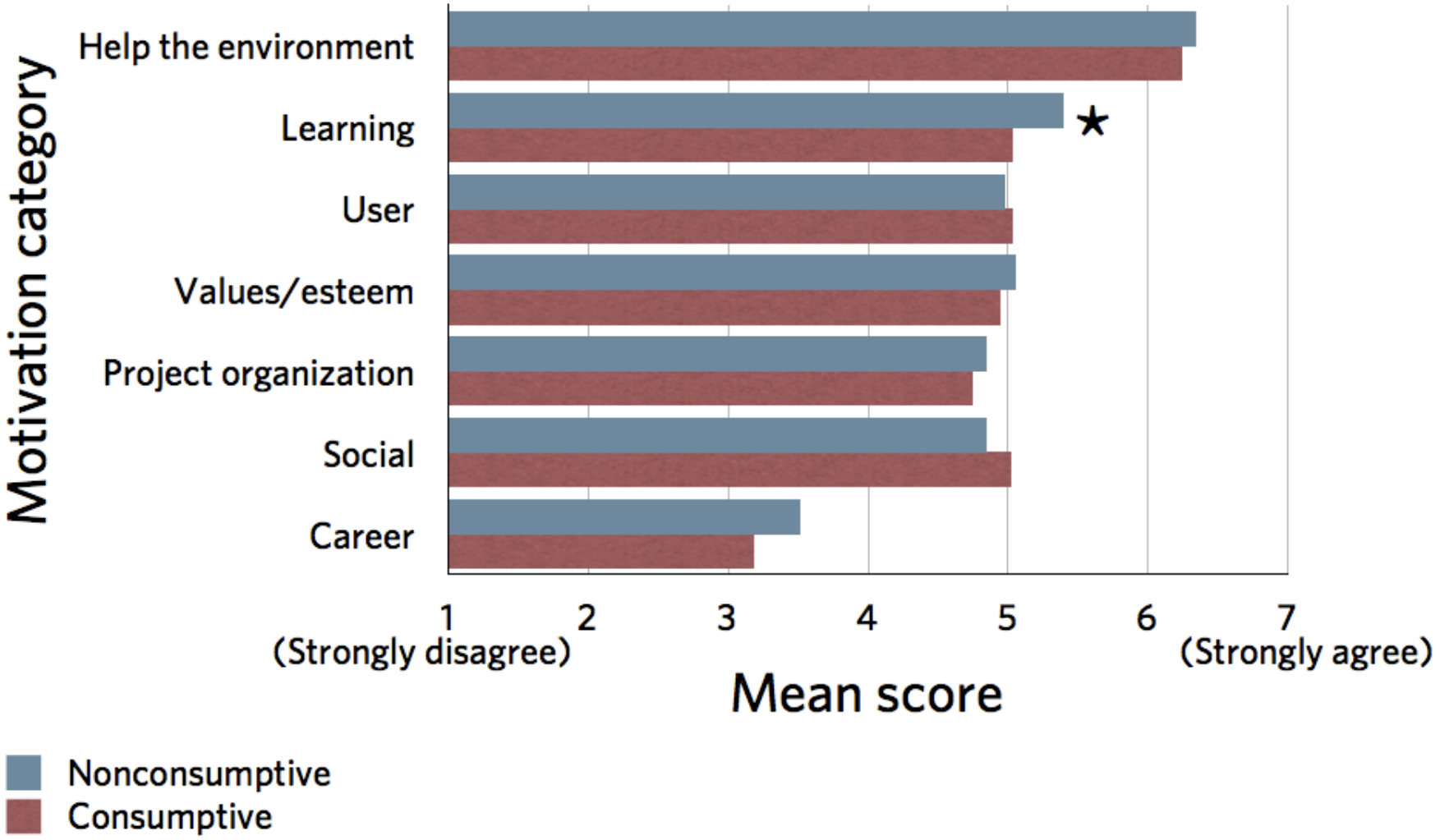
Volunteer Demographics



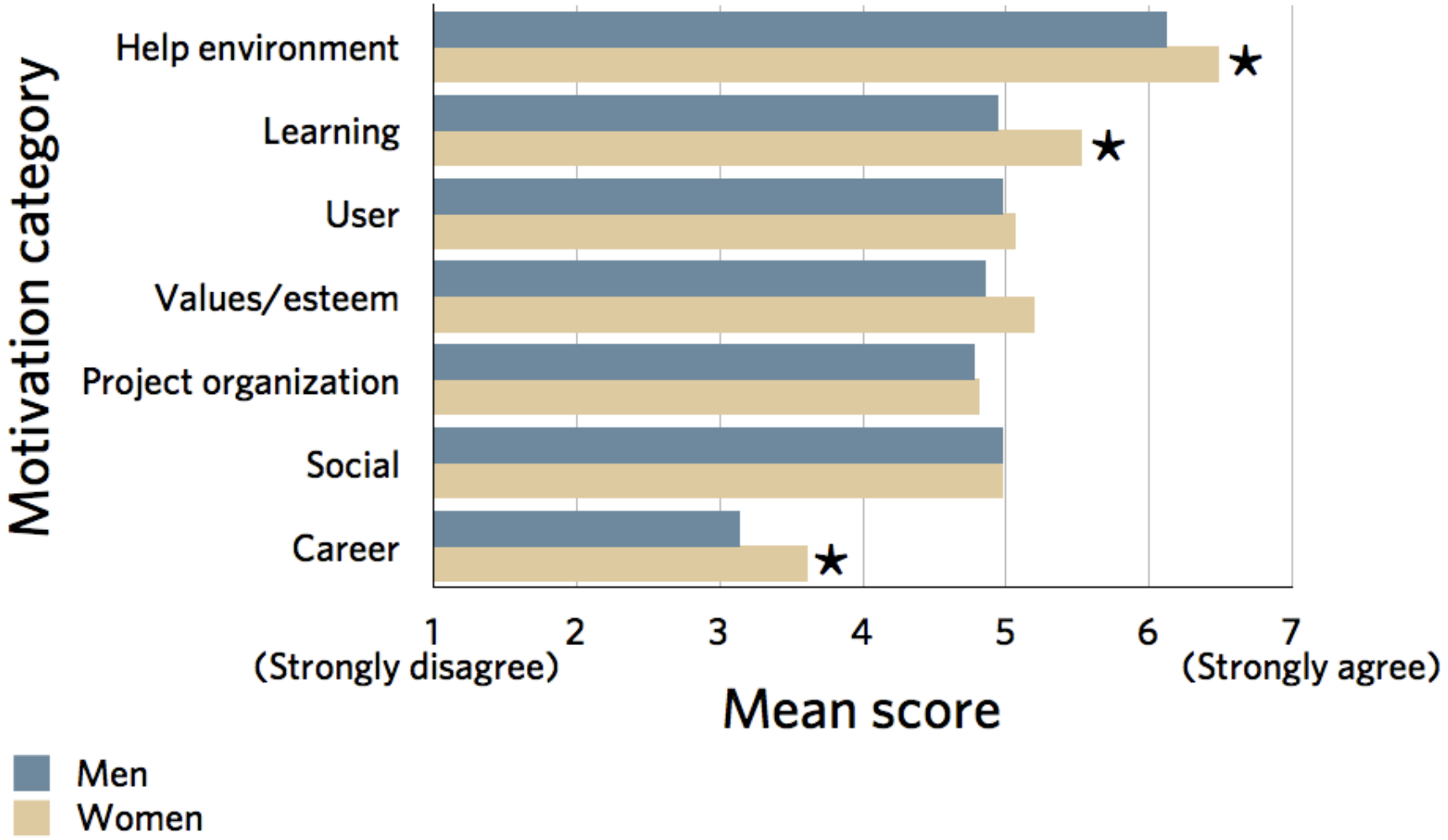
Volunteer Motivations



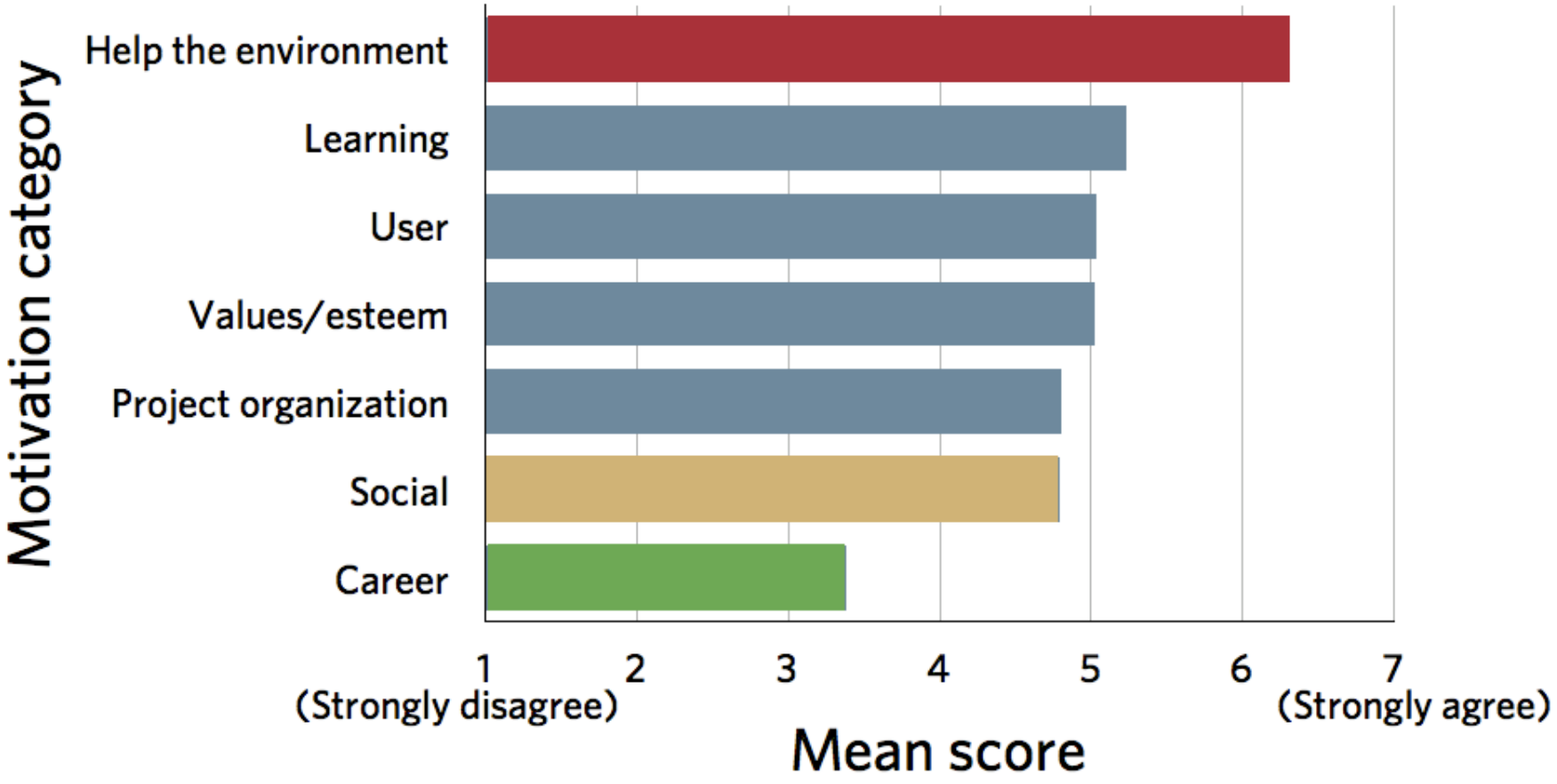
Volunteer Motivations by "Type"



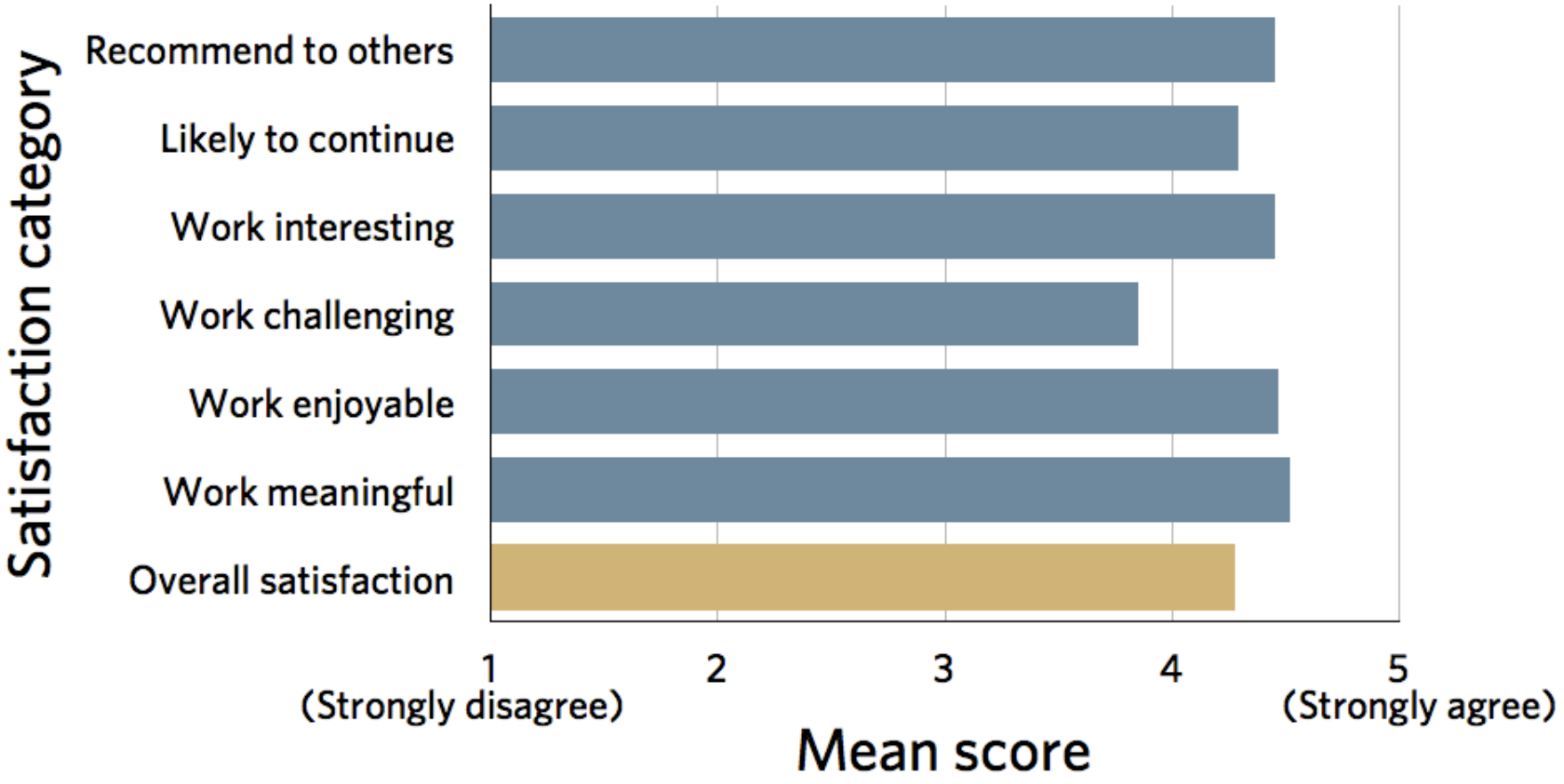
Volunteer Motivations by Gender



Volunteer Motivations



Volunteer Satisfaction



What determines satisfaction?

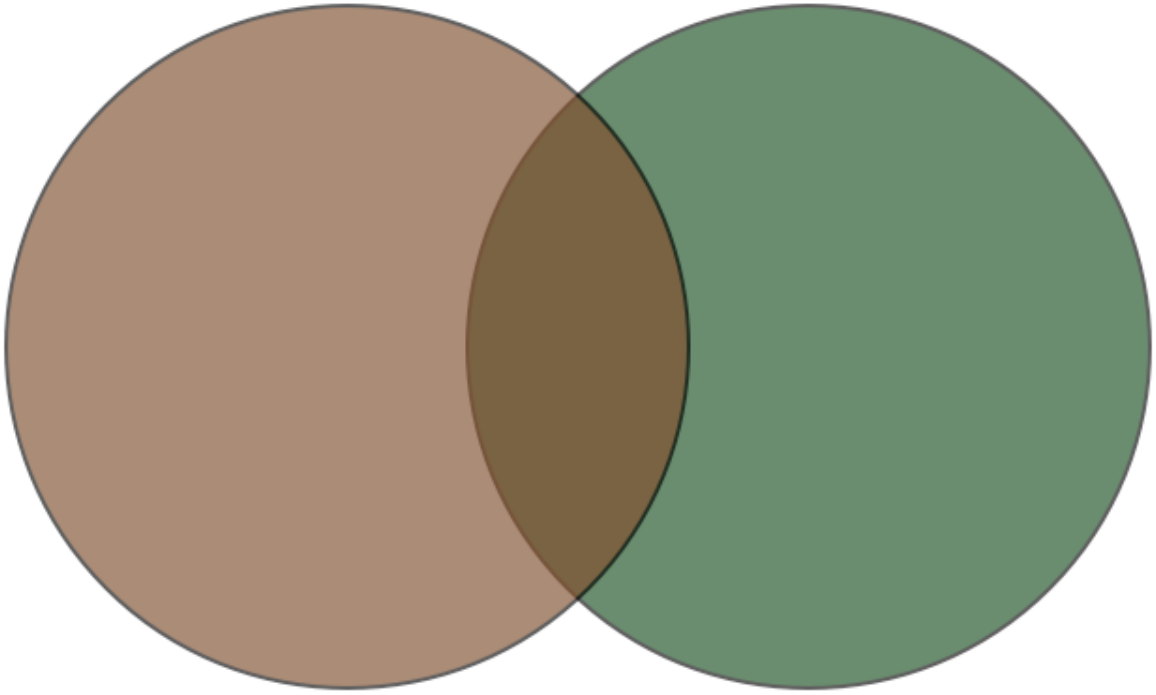
- Appropriate supervision
- Appropriate job design
- "Consumptive" volunteers

Potential uses for volunteers

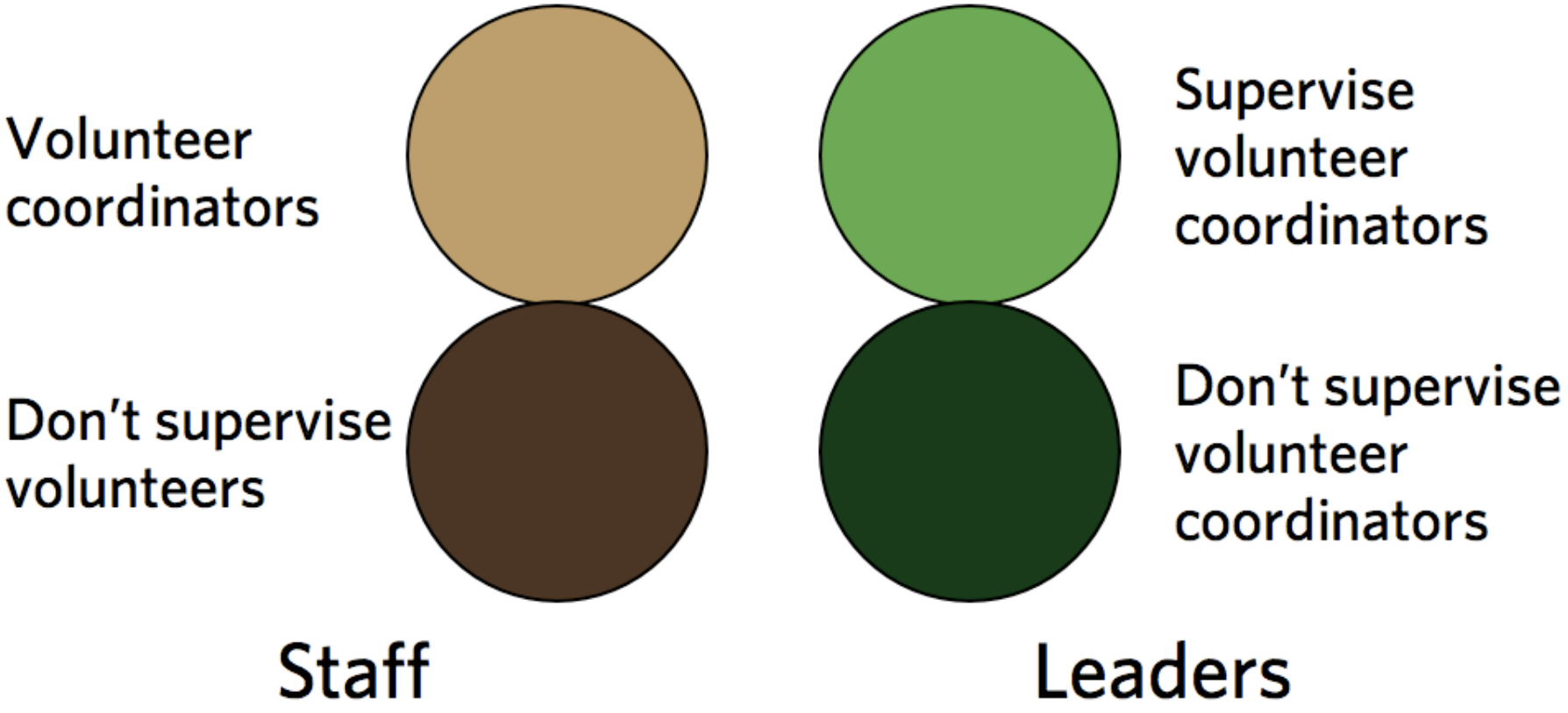
Item	Volunteers	Leaders	Staff
Facilities/grounds/ maintenance	45%	51%	61%
Fundraising	29%	29%	47%
Habitat enhancement	64%	56%	57%
Plant & wildlife surveys/monitoring	59%	58%	53%
Public outreach & education	73%	70%	65%

Staff & Leaders Survey

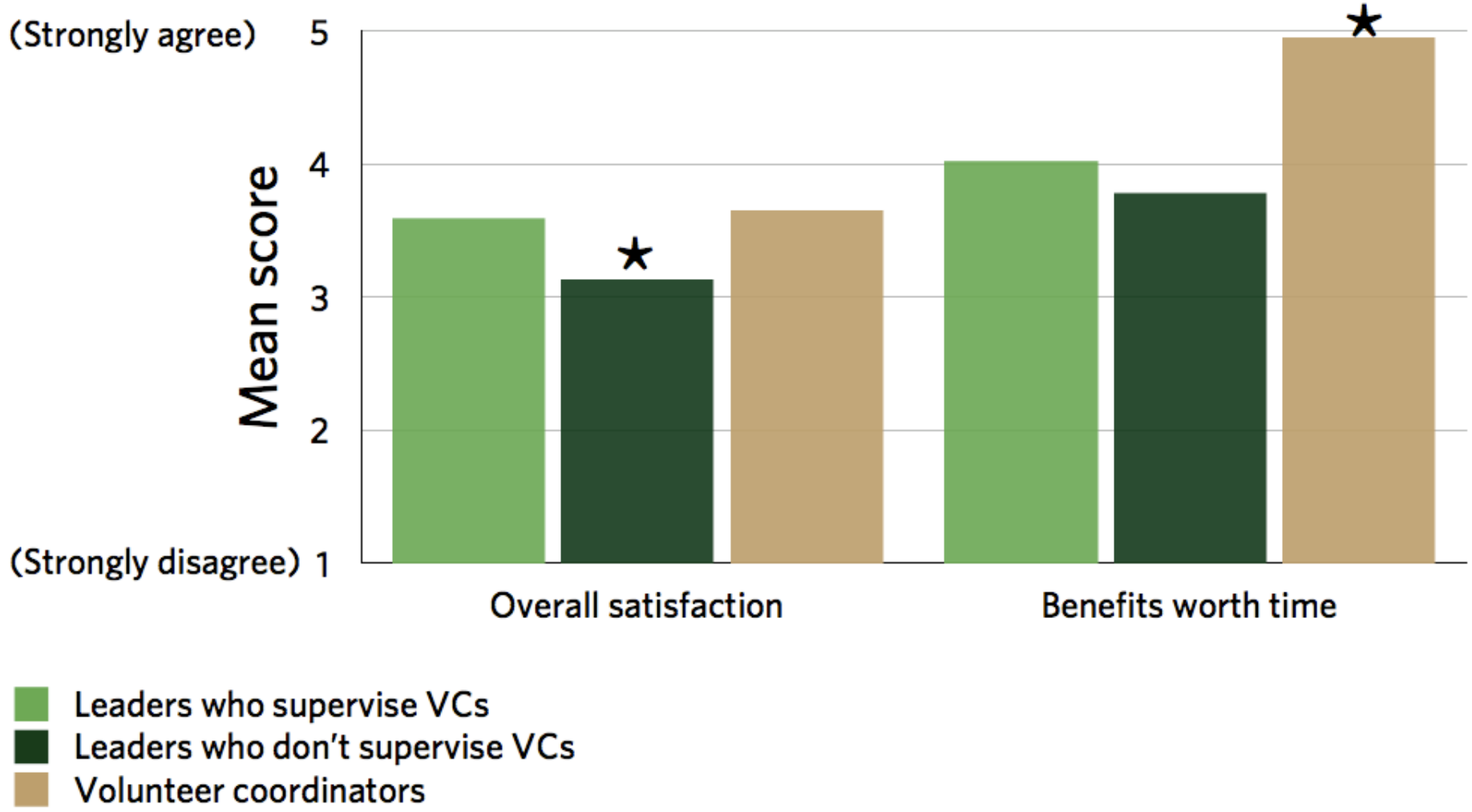
Staff and Leaders Survey



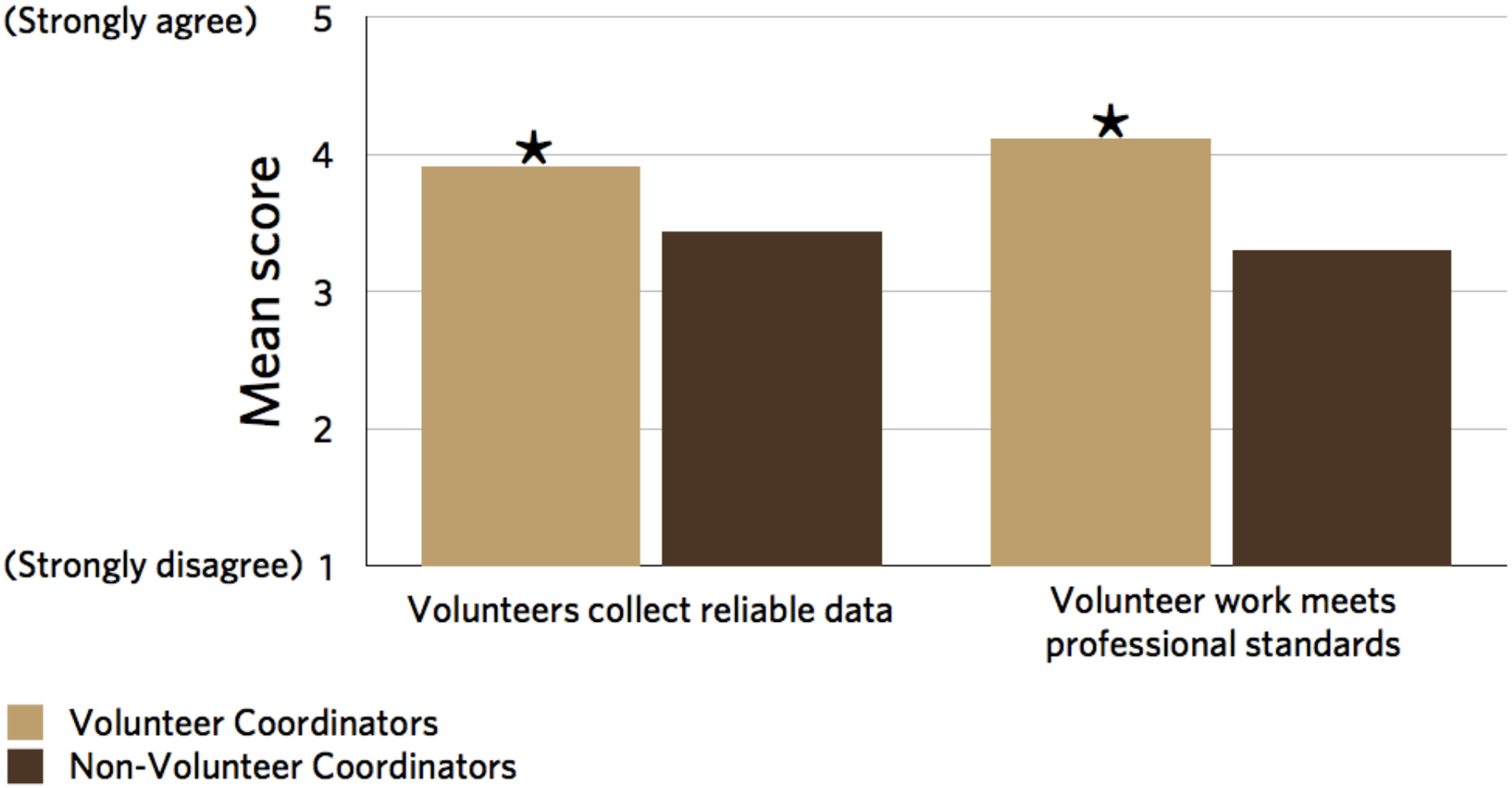
Staff and Leaders Survey



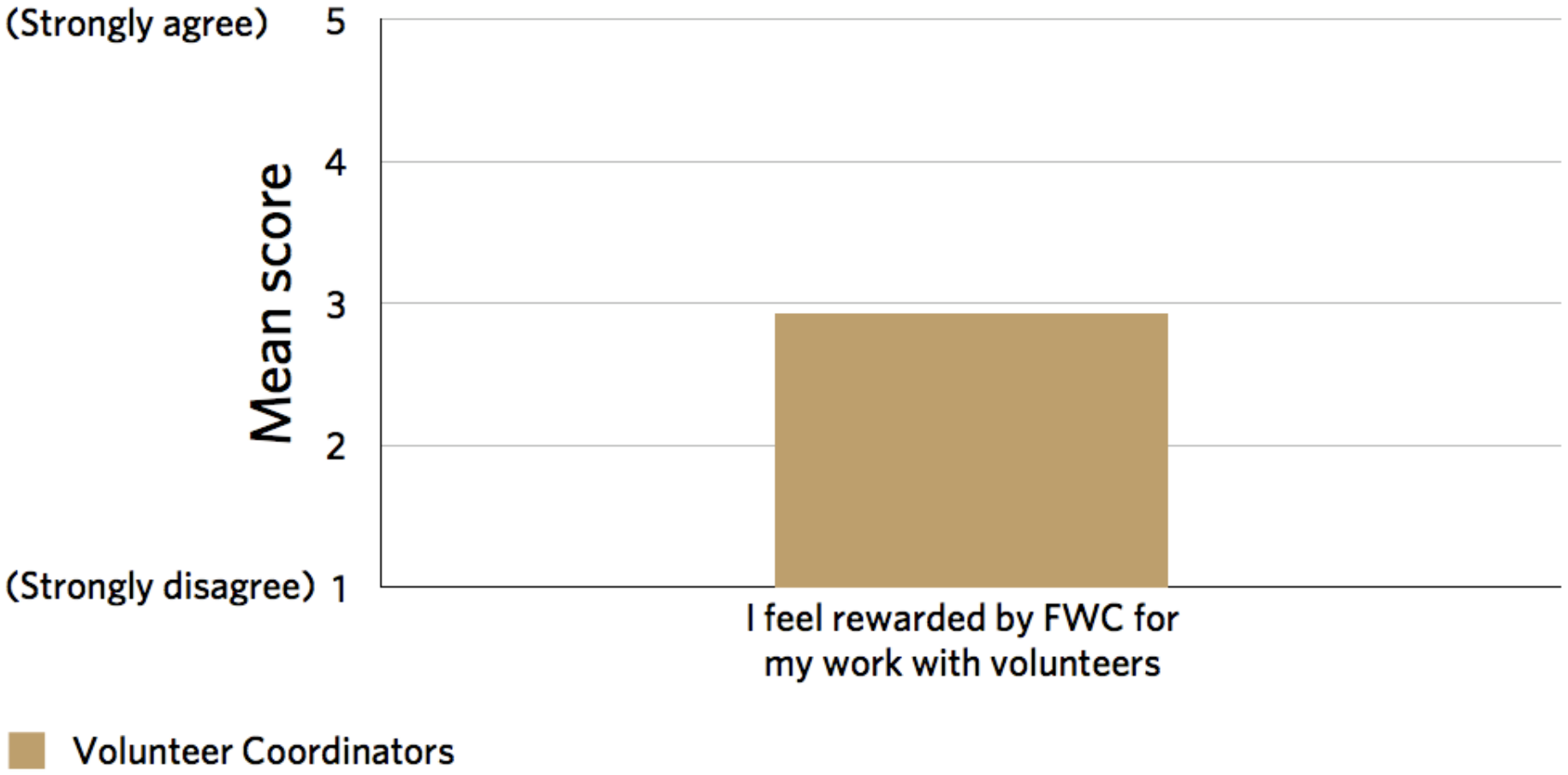
FWC Overall Opinion



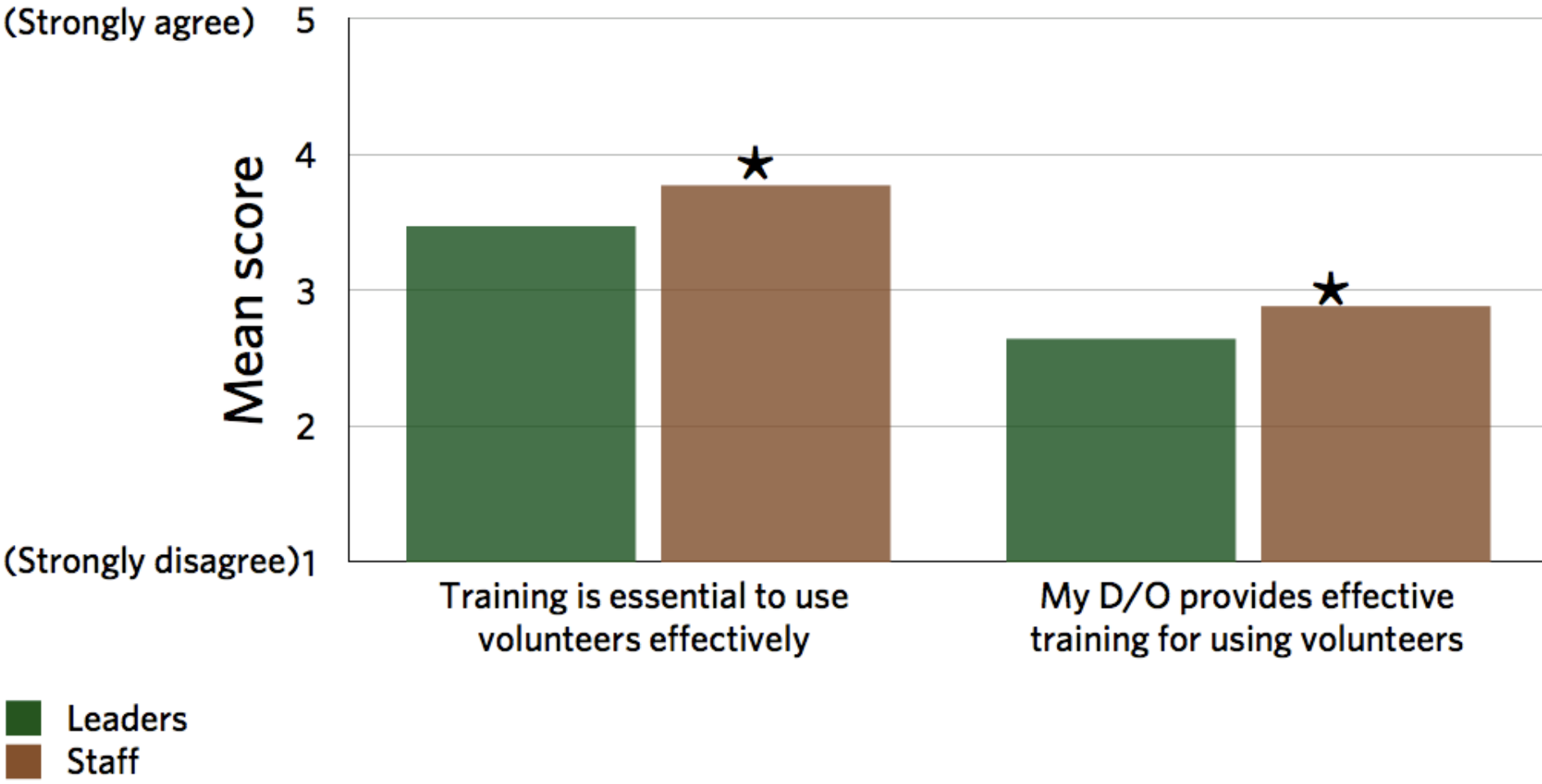
Volunteer Work Quality



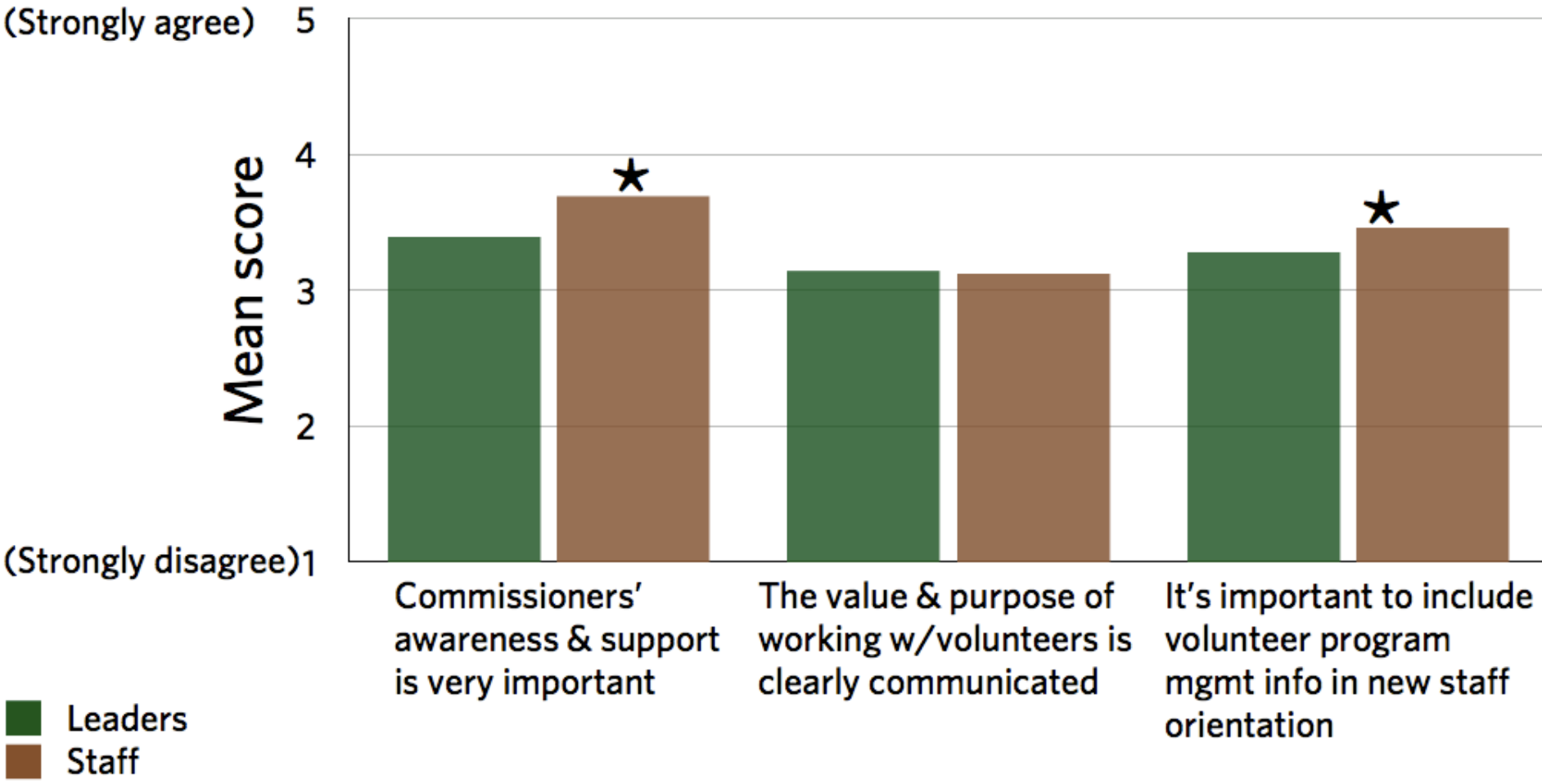
Staff Rewards



Training

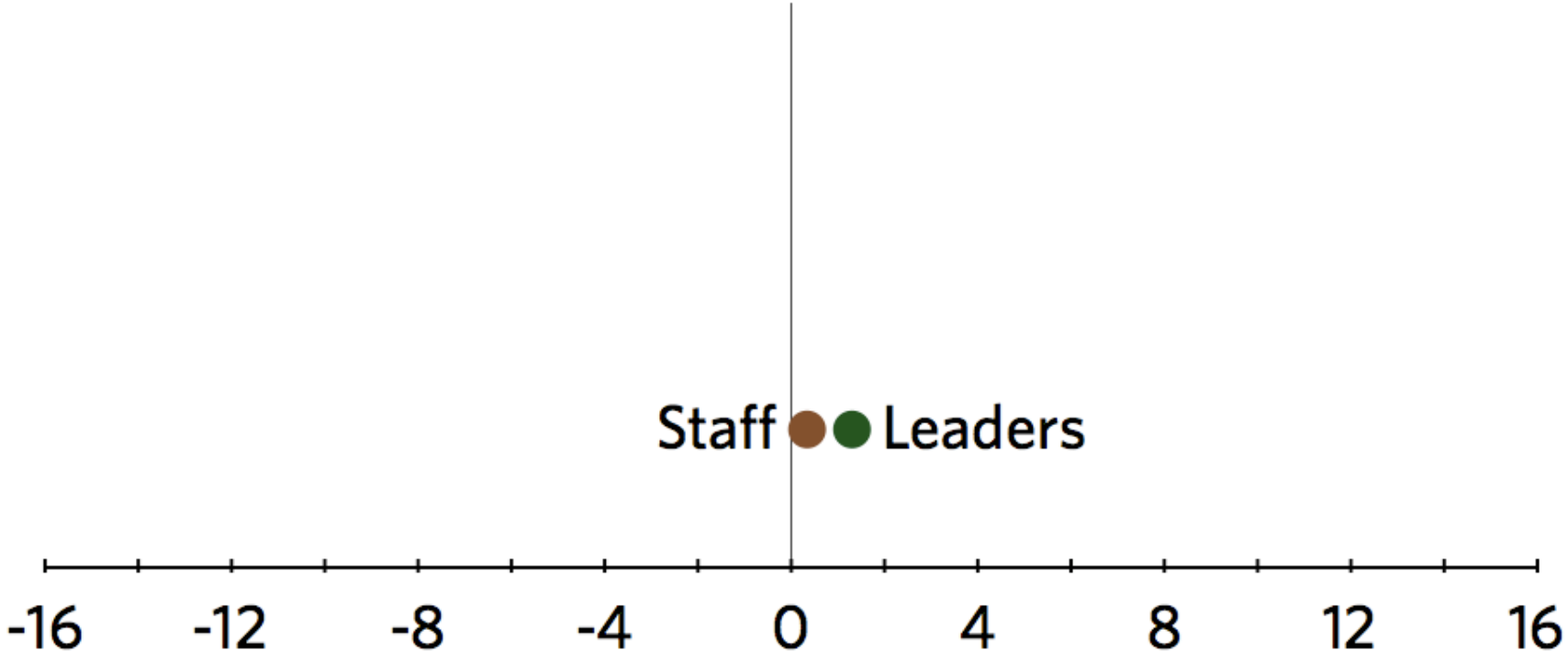

(Strongly agree) 5
4
3
2
(Strongly disagree)1
Mean score
Training is essential to use volunteers effectively
My D/O provides effective training for using volunteers
Leaders
Staff

Communication and Support

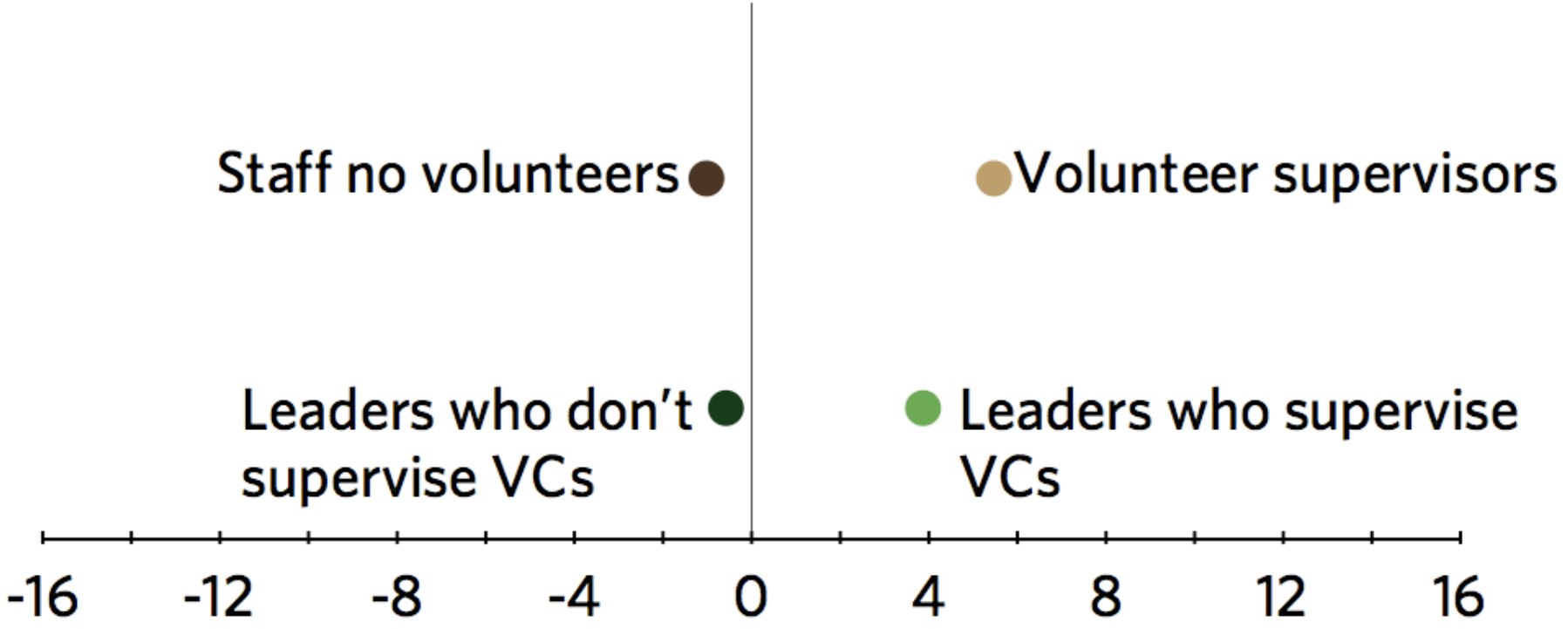


Training needs	Mean Score (1-3)	% Very Important	% Somewhat Important	% Not Important
Volunteer training	2.69	71	27	2
Risk management and safety	2.67	68	31	1
Volunteer recognition	2.59	63	33	4
Volunteer management and retention	2.59	63	33	4
Volunteer recruiting	2.55	60	34	7
Volunteer project design	2.42	53	36	11
Volunteerism recordkeeping and reporting	2.36	41	53	7

Net Benefits Index



Net Benefits Index



FWC Volunteer Program Needs (coordinators only)	Mean	Std. Dev
Adequate tools, equipment, transportation, gear, etc. for volunteer work	4.04	0.917
A long-term plan for volunteer program coordination	3.55	0.968
FTE regional staff dedicated to supporting volunteer program management	3.5	1.087
Specific volunteer program goals created in collaboration with public/ private entities, land managers, biologists, etc.	3.48	0.86
Better access to well-qualified volunteers	3.36	0.954
Goal and results-oriented volunteer projects	3.36	1.011
Staff training in volunteer management	3.32	0.891
A tiered system of formalized volunteer training based on skill	3.04	1.013
A better system for screening new volunteers	2.81	0.762

Best Practices (coordinators only)	Mean	Std. Deviation
I regularly provide volunteers with praise and support	4.51	0.704
Volunteers receive job or task-specific training before beginning work	4.06	1.12
Volunteers in my program have a designated supervisor	4.03	1.366
Volunteers have frequent personal contact with staff members	4.01	0.945
Paid staff members receive specific training on how to work with volunteers.	1.87	1.157
A part of my division's budget is specifically dedicated to volunteer programs	1.85	1.171
Volunteers help design evaluation procedures	1.52	0.924

Contact Stuart Carlton:
stuart.carlton@ufl.edu