



Towards a

National Strategy for Volunteering

Draft National Strategy for Volunteering

Throughout 2022 Volunteering Australia has been leading a co-design journey to create a National Strategy for Volunteering. The information, ideas and feedback we received throughout our Discovery Phase and from our Visioning Workshops was used to develop a [Draft National Strategy](#).

We are now seeking feedback on the draft as we move towards finalising the National Strategy by the end of the year. We look forward to hearing your thoughts.

Draft National Strategy for Volunteering Overview



Vision

Volunteering illuminates the path to a better Australia

- where participation is easy and everyone feels empowered to make a contribution,
- where diversity is recognised, celebrated, and supported in all its forms,
- where individual and collective potential is realised,
- where problem-solving is person-centred and community-led, and,
- where communities thrive.

1. Does this vision resonate with you?

☐ Yes

☐ No

Please tell us why or why not:

2. Would you change anything about the vision?

The Draft National Strategy for Volunteering identifies three focus areas. Each focus area is underpinned by a strategic objective and a series of systemic shifts. The systemic shifts are the changes that are required to achieve our ten year vision and the strategic objectives.

3. Would you like to provide feedback on the focus areas, strategic objectives, and systemic shifts?

You can provide feedback against as many or as few systemic shifts as you like. There is space at the end of the survey to provide general feedback or comments.

☐ Yes, I want to provide feedback on the focus areas, strategic objectives, and systemic shifts.

☐ No, I would like to provide general feedback.



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Focus Areas

Focus Area 1

Community & Social Impact

Strategic Objective: *Volunteering is recognised for the critical role it plays in bringing together and nurturing flourishing and resilient communities.*

4. Do you have any feedback on Focus Area 1 or the underlying strategic objective?

Focus Area 2

Individual Potential & the Volunteer Experience

Strategic Objective: *Volunteering is easy and accessible, allowing everyone to express themselves and contribute to causes and activities they care about.*

5. Do you have any feedback on Focus Area 2 or the underlying strategic objective?

Focus Area 3

Conditions for a Thriving Volunteering Ecosystem

Strategic Objective: *Volunteering has revitalised and sustainable leadership, investment, policy conditions, and partnerships, which provide the critical foundation for long-term impact.*

6. Do you have any feedback on Focus Area 3 or the underlying strategic objective?

Systemic Shifts

Systemic Shift 1.1 Diversifying our Understanding of Volunteering

From a dominant view of volunteering rooted in Australia's colonial history to one that understands, supports, and is shaped by different cultural interpretations and expressions of volunteering.

- **This is about:** gaining a better understanding of how volunteering takes place in different cultures and communities.
- **It is important because:** we want to recognise and support all forms of volunteering to ensure it reflects Australia's diversity.

7. Do you have any feedback about Systemic Shift 1.1?

Systemic Shift 1.2 Reshaping the Public Perception of Volunteering

From a public perception that volunteering is highly formalised and service-focused to a new, more expansive narrative focused on the multifaceted ways people volunteer.

- **This is about:** increasing people's understanding of what volunteering is and what opportunities are out there.
- **It is important because:** we want more people to understand the variety of ways that volunteering takes place in their community and across society.

8. Do you have any feedback about Systemic Shift 1.2?

Systemic Shift 1.3 Recognising the Inherent Value of Volunteering

From a primary mindset that positions volunteering as a means to deliver specific outcomes to recognition that volunteering is an activity with innate value that harnesses individual and collective potential to create better futures for all.

- **This is about:** recognising the many ways volunteering is good for volunteers, their communities, and society.
- **It is important because:** we want volunteering to be seen as an activity that is valuable by itself, as well as being a great pathway to other outcomes.

9. Do you have any feedback about Systemic Shift 1.3?

Systemic Shift 1.4 Enabling A Community-led Approach

From a top-down system approach that perpetuates reactive problem-solving to empowering communities to identify and respond to their own challenges and opportunities.

- **This is about:** supporting people and communities to respond to their own challenges and opportunities through volunteering.
- **It is important because:** we want people to have more control over how volunteering is supported in their communities.

10. Do you have any feedback about Systemic Shift 1.4?

Systemic Shift 2.1 Re-Focusing on the Volunteer Experience

From a predominantly needs-based model of volunteer involvement to a consultative approach that balances individual motivations with the needs of the organisation or cause.

- **This is about:** making sure volunteering is meaningful for volunteers and that people can volunteer in ways that suit them.
- **It is important because:** we want to see volunteers, organisations and communities achieving their individual and collective goals through volunteering.

11. Do you have any feedback about Systemic Shift 2.1?

Systemic Shift 2.2 Making Volunteering Accessible and Inclusive

From a system where choice is determined by access and privilege to a future where volunteering is genuinely inclusive and accessible for all.

- **This is about:** making volunteering accessible to everyone and ensuring it is inclusive of people's needs and aspirations.
- **It is important because:** we want barriers to inclusion in volunteering to be identified and removed, so that everyone can volunteer on their terms.

12. Do you have any feedback about Systemic Shift 2.2?

Systemic Shift 2.3 Ensuring Volunteering is Not Exploitative

From a system where volunteering can be exploitative to a future where volunteering is safe and ethical.

- **This is about:** making sure volunteering is safe and ethical.
- **It is important because:** we want to make sure that systems are in place to prevent and respond to unfair or exploitative practices in volunteering so that people are not taken advantage of.

13. Do you have any feedback about Systemic Shift 2.3?

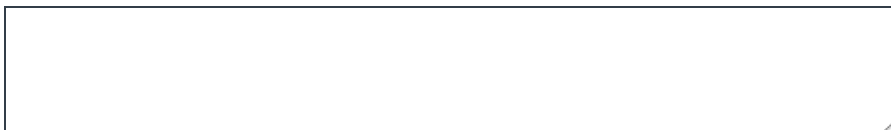


Systemic Shift 3.1 Making Volunteering a Cross-Portfolio Issue in Government

From a fragmented approach to volunteering policy to a future where volunteering is recognised as a cross-portfolio issue across all levels of Government.

- **This is about:** making sure volunteering is recognised and understood in every part of government.
- **It is important because:** we want volunteering to be considered when policy decisions are made and we want to ensure there is broad investment in volunteering.

14. Do you have any feedback about Systemic Shift 3.1?



Systemic Shift 3.2 Building Stronger Leadership and Shared Accountability

From a siloed volunteering ecosystem weakened by unnecessary competition and duplication to one with strong leadership based on shared accountability and genuine collaboration that provides a united voice for volunteering.

- **This is about:** making sure that everyone understands their role in supporting volunteering and works together constructively.
- **It is important because:** strong leadership and a united voice for volunteering will support everyone to work together to create a shared future.

15. Do you have any feedback about Systemic Shift 3.2?

Systemic Shift 3.3 Making a Commitment to Strategic Investment

From directing majority of funding and support to volunteering programs based on solving problems to strategic investment approaches that also build common infrastructure, capacity, and capability.

- **This is about:** making sure volunteering receives the necessary support it requires to continue and be improved.
- **It is important because:** volunteering requires different kinds of investment and all are important.

16. Do you have any feedback about Systemic Shift 3.3?

Systemic Shift 3.4 Recognising the Criticality of Volunteer Management

From a perception that volunteering ‘just happens’ to a recognition that robust volunteer engagement practices and leadership are essential tenets of impactful volunteering.

- **This is about:** recognising and supporting the leadership and management of volunteers.
- **It is important because:** volunteering cannot happen without Leaders, Managers, and Coordinators of volunteers (whether they are paid or unpaid).

17. Do you have any feedback about Systemic Shift 3.4?

18. Are there any systemic shifts that you think should be removed?

19. Are there any systemic shifts currently missing that you think should be added?

General Feedback

20. Do you think the Draft National Strategy for Volunteering effectively captures the perspectives and needs of different stakeholders? Please tell us why or why not.

21. Do you have any further feedback about the Draft National Strategy for Volunteering that has not been captured so far?

22. Please tell us in which capacity you have completed this survey:

- ☐ Volunteer
- ☐ Leader/Manager/Coordinator of Volunteers
- ☐ Other Staff Member of a Volunteer Involving Organisation
- ☐ CEO/Senior Leader of a Volunteer Involving Organisation
- ☐ Board Member of a Volunteer Involving Organisation
- ☐ Staff Member of a State/Territory Volunteering Peak Body
- ☐ Staff Member of a Volunteer Resource Centre/Volunteering Support Service
- ☐ Researcher/Academic
- ☐ Representative of a Local/State/Federal Government Department
- ☐ Staff Member of a Private Company/Business
- ☐ Other (please specify)

Thank you for taking the time to provide your feedback on the Draft National Strategy for Volunteering.

We encourage you to share this survey with people you know so we can get as much feedback as possible. Over the next six weeks we will be finalising the National Strategy to incorporate the feedback we have received. The final National Strategy for Volunteering will be launched at the National Volunteering Conference in February 2023.

If you have further comments or suggestions please contact us at any time at nationalstrategy@volunteeringaustralia.org or through our [website](#).