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About the Morgan Inquiry ■ ■

In December 2007, Baroness Morgan of Huyton, in conjunction with a cross-party panel of MPs and two non-parliamentary panellists, launched the Morgan Inquiry. This focused specifically on young adult volunteering in the UK between the ages of 18 and 24.

The rationale for the Morgan Inquiry was to produce an independent report looking at the reasons why so many young adults find it difficult to volunteer, what barriers are currently preventing them from doing so, and ultimately to produce a series of practical recommendations for change by policymakers, the business community and other interested parties.

The members of the panel are:

- **Baroness (Sally) Morgan of Huyton** - Chair
- **James Brokenshire MP** - Conservative Member of Parliament for Hornchurch
- **Andy Reed MP** - Labour Member of Parliament for Loughborough
- **Jo Swinson MP** - Liberal Democrat Member of Parliament for East Dunbartonshire
- **Naomi Wilkinson** - A Scout and Young Leader
- **Tom Wylie** - Former Chief Executive of the National Youth Agency

The Inquiry was supported by The Scout Association and sponsored by the All-Party Parliamentary Scout Group.

The Inquiry received administrative assistance from Luther Pendragon.



The Inquiry's process ■ ■

The evidence for the Inquiry was collated over a period of six months from late 2007 to mid 2008. To achieve this we held four oral evidence sessions between January 2008 and May 2008.

During those sessions we heard from a range of interested parties including:

- Young adult volunteers
- Voluntary organisations (particularly organisations who work specifically with young adults)
- Representatives from the business community
- Representatives from further education

Appendix 1 contains a list of these interested parties.

The Inquiry seeks to build on the extensive body of work accumulated by both the Russell Commission and the more recent Commission on the Future of Volunteering with a specific focus on volunteering amongst 18-24 year olds. In addition to the evidence sessions we also received over 50 written submissions from a broad range of interested parties. These are listed in Appendix 2, excluding those who requested anonymity. Many respondents completed our online questionnaire, which can be found in Appendix 3.

Full details of the Morgan Inquiry can be accessed online at:

www.morganinquiry.org.uk



Executive summary ■ ■

In recent years the issue of volunteering has captured the imagination of both politicians and the public. In 2005 the Government-appointed Russell Commission published *A national framework for youth action and engagement*, a report that detailed the Commission's recommendations for delivering a step change in youth volunteering in the UK. In 2006 the youth charity v was established to implement these recommendations and has enjoyed some success. January this year saw the publication of *Manifesto for Change*, from the Commission on the Future of Volunteering, which set out a number of recommendations for the long-term future of volunteering in England. However, despite this attention on volunteering, many young adults (in particular adults between the ages of 18-24) have found volunteering difficult to access. This is not to say that the opportunities do not exist, but it would seem that there needs to be greater flexibility from all interested parties involved in the facilitation of volunteering for young adults.

Volunteering is a diverse concept and there are a variety of reasons why young adults get actively involved. Some young adults volunteer for altruistic reasons, keen to give something back to society, be it helping out at a local football club or mentoring a young person through their studies. For others volunteering is a springboard into employment or a means of furthering their career through learning new skills. Many young adults also see volunteering as a good way of socialising with friends, meeting new people or just simply having fun. This Inquiry recognises the variety of volunteering and the many benefits it can bring to the individual, to the organisations they volunteer with, to the world of business and to society.

The Commissions outlined above, have proposed a number of positive recommendations and coupled with willingness from both central and local Government many have been implemented. A number of voluntary organisations are well served by volunteers of all age groups, but for organisations that are specifically focused on serving the needs of children and young adults, young adult volunteers are particularly vital to their success. It is widely acknowledged that children and young adults often relate better to, and are inspired by, young adults who are closer to their age. However, attracting and retaining young adults into voluntary positions where they have a leadership/mentoring role for young people is proving difficult to achieve. For example, organisations such as The Scout Association (TSA) currently have nearly 40,000 children and young adults on the waiting list to become Beavers, Cubs or Scouts, and TSA needs an additional 10,000 volunteers to accommodate them all. Out of its current volunteer base only a small number fall into the category of 'young adults'. This Inquiry set out to discover what barriers were preventing young adults from volunteering and what practical steps could be taken by all interested parties to remove these barriers.

From our evidence it is clear that volunteering is an excellent way for young adults to develop the transferable skills that employers across the UK find valuable. Transferable skills include leadership, team working, self-



confidence, initiative and organisation that can all be effectively nurtured through voluntary activity. This Inquiry has discovered that some of the UK's leading employers recognise this fact and that this is one of the reasons why they actively develop volunteering programmes for their employees. For small-to-medium-sized businesses (SMEs), volunteering frequently does take place, but it is not always recognised as 'volunteering'. Many SMEs also recognise the benefits volunteering brings to their employees, but are often ill equipped to support voluntary work during office hours due to low staff levels.

With the above in mind, there needs to be increased flexibility in the release of young adults from employment or academic commitments. There has been a lot of speculation about the introduction of a new national bank holiday, with the notion that it could be dedicated to volunteering. However, from our evidence the introduction of a new bank holiday per se, would have very little impact on volunteering. Instead this Inquiry would like to see the introduction of a new scheme that would grant young adults an extra day a year to volunteer. This would be a scheme that employers and academic institutions could opt into and would consist of approximately eight working hours that could be used at any time throughout the year for young adults to undertake voluntary work. Such a scheme would recognise good practice amongst employers and academic institutions regarding volunteering. This would give young adults, their employers or their academic institutions greater flexibility in allowing them to fulfil any voluntary commitments they may have.

At present support for volunteering within the business community is erratic and it is clear that more needs to be done to develop the concept of volunteering as a legitimate route to employment. This is of particular importance to a variety of young adults whether they are engaged in full-time study or are currently unemployed. It is clear that there needs to be a cultural shift within the business community, higher and further education and Government in recognising volunteering as a legitimate route into employment.

A rigid package of bureaucracy currently surrounds the unemployment benefits system which in turn is discouraging young adults from volunteering. This has been well documented in a number of other reports into volunteering, but the Department of Work and Pensions (DWP) and Jobcentre Plus still need to do more to remove the unnecessary barriers that are preventing young adults from volunteering. Often young adults are concerned about committing to positive voluntary work through fear of being denied access to their benefit payments. The Government has stated that it will publish fresh guidance on this issue in summer 2008, but more guidance is not sufficient: piles of circulars will not change this culture or necessarily lead to action!

Volunteering is still not promoted as a legitimate job seeking activity for those who claim Jobseeker's Allowance. Too often the attitude is that volunteering is a concession, not a genuine stepping stone to employment.



This needs to change and Jobcentre Plus advisers need to be fully trained in what unemployed young adults are entitled to when they engage in volunteering. There is also a particular issue with regards to the payment of expenses 'up front' to young adult volunteers. Again, DWP along with HM Revenue and Customs (HMRC) need to produce clearer guidelines on this practice, which is sometimes wrongly regarded as a means of payment and thus means that unemployed young adults are penalised with regards to their benefit claims.

By recognising volunteering as a route to work, the Inquiry would also like to see a unified formal recognition of the skills gained through volunteering. Despite the fact that there are a number of excellent award schemes that recognise certain voluntary activities, more needs to be done in developing an 'industry standard' for the skills that can be gained through such work. With volunteering so vital in the development of the transferable skills that employers are looking for nationwide, this Inquiry would like to see the development of a Government accredited volunteering skills award that would be universally recognised and valued by not only industry but also higher/further education establishments.

Our final recommendation is that we would like to see a consolidation of the information that is available for young adults who wish to volunteer. At present information is confusing to both young adults and employers who are interested in getting involved in volunteering. Due to the sheer scale of opportunities available there is no clear signposting system within the voluntary sector. The wealth of information currently available is actually proving to be counter-productive. The charity v has attempted to consolidate such information into a one-stop-shop approach for England. This is a good start in solving this problem but such an approach needs to be wholeheartedly embraced by the voluntary sector, and championed by Government, in order for v to fulfil its purpose effectively. There is also scope in ensuring a better integration of volunteering information throughout the UK's devolved regions.



1 Increasing the flexibility of volunteering

Young adults are increasingly geographically mobile in both their academic studies and employment. It is clear that despite the voluntary opportunities available, many young adults find it difficult to find time to volunteer but we know that volunteering while young can instil a pattern for life. We recommend the introduction of a new opt-in scheme for businesses and academic institutions that would grant young adults who are employed or are involved in further or higher education one day a year to engage in volunteering. This would consist of approximately eight hours that could be spread throughout the course of the year, at a time that is convenient to young adults as well as their employers or academic institutions. Much of the evidence received from business indicates that graduates today actively demand the opportunity to give something back to the communities in which they work when they are considering where to work. Such a scheme would therefore be a key differential between companies competing for the best intake of staff. Most importantly it would recognise participating organisations and encourage good volunteering practice across business, academia and the third sector.

- 1.1** It is evident that young adults are more mobile than ever before and thus find it more difficult to volunteer in one specific location for a long period of time. A number of initiatives are being introduced across the voluntary sector, encouraging groups of individuals to take responsibility for one particular voluntary position on rotation, thus always ensuring that there is sufficient cover for the particular voluntary activity they choose to undertake. However, our evidence shows there is a particular concern amongst young adults that the volunteering they have been involved with prior to higher or further education is difficult to maintain once they enrol on a course, which is often a significant geographical distance from where they used to volunteer. This is also a concern amongst young adults who move into employment, but have irregular working patterns and are often required to travel for work.
- 1.2** Many organisations are calling for a new bank holiday to be created. It has been suggested that such a bank holiday could honour our Armed Forces, the creation of the NHS or even become a national day for volunteering. Many businesses have argued that an extra bank holiday would severely affect productivity whilst many volunteering organisations have stated that they see little benefit from a national holiday. Instead of introducing a new bank holiday that will not be effectively used for volunteering, a scheme to encourage employers to provide employees with an equivalent amount of time off to volunteer would do far more to encourage volunteering and be less of a burden on business. It should also be noted that there is also a duty on the voluntary sector to do more to accommodate people who work but still want to volunteer.



- 1.3** We recommend the introduction of a new scheme that would encourage employers and academic institutions to grant an extra day off each year for volunteering, but with the flexibility to allow it to be taken at any point during the year and not necessarily all at once. For example, it would provide the right to leave an hour early eight times a year, should a person wish to prepare for an evening activity club they run or a full day off should an individual wish to run an activity weekend, for a long weekend. Employers and academic institutions would be able to opt into such a scheme, rather than it becoming a mandated holiday, and would allow businesses to support their employees' voluntary work without affecting productivity. The time off would be agreed in advance with employers and academic institutions, but would result in a total of approximately eight working hours.
- 1.4** The 'Investing in Volunteers for Employees' scheme is one option that already exists for businesses that actively support and facilitate employee volunteering to receive recognition and support. Such schemes should be promoted more enthusiastically and qualifying criteria could be extended to incorporate an additional day off from working or academic commitments to allow young adults to volunteer. Schemes such as this are an excellent way of businesses enhancing corporate social responsibility and investment in communities and thus having an official form of recognition for this practice is recommended. We believe that the introduction of a flexible day off, as opposed to a mandated holiday, for employees or students to undertake voluntary activity will go some way in ensuring that everyone, including young adults, have the opportunity to volunteer.
- 1.5** If all volunteers are equal, it would seem some volunteers are more equal than others. Certain types of volunteering; such as serving as a school governor; a Justice of the Peace; a member of the Reserve Forces or certain Trade Union activities attract statutory release from employment commitments. We are not persuaded that these activities have been singled out for any reason other than that it is the way it has always been done. The remedy would be to allow all trustees of charities registered with the Charity Commission to receive statutory time off to attend trustee meetings, subject to the same exceptions that apply in the case of school governors. This would be particularly beneficial to young adult volunteers of working age who are interested in becoming trustees but do not feel their workload allows for it.



"Employers should consider giving paid time for staff to volunteer. By linking it to their social investment programme there is benefit to both the company and the charity."

The Vodafone UK Foundation

"Flexible working should be more widely available. Staff who are allowed to do this are likely to feel more positive about their employer. They're also likely to feel their employer is associated with their volunteering and the good vibes of the volunteering experience may rub off on their attitude to their work."

Ken McDougall, NCH the children's charity

WE RECOMMEND:

- **The introduction of a new scheme which encourages employers and academic institutions to grant an additional day off each year for volunteering.**
- **A formal system of recognition for employers and academic institutions that opt-into this scheme, thus encouraging good volunteering practice, corporate social responsibility and investment in communities.**
- **Statutory time off for trustees of charities registered with the Charity Commission to attend trustee meetings.**



2 Volunteering as a route to work

Volunteering should be actively encouraged and acknowledged as a pathway to employment. We recommend that an accredited volunteering scheme should be established that is recognised by the DWP and Jobcentre Plus as a legitimate job-seeking activity for Jobseeker's Allowance.

- 2.1** We believe that it is vital that the DWP and Jobcentre Plus recognises the work-related skills that young adults can gain through volunteering. We recommend that DWP and Jobcentre Plus work closely with the voluntary sector in developing an accredited scheme that matches unemployed young adults with skill-enhancing volunteering. A system should be established in which young adults claiming Jobseeker's Allowance can volunteer with accredited voluntary organisations to enhance their skills sets. This should be seen as legitimate job seeking activity for those claiming Jobseeker's Allowance due to the skills that can be developed for future employment.
- 2.2** At present individuals claiming Jobseeker's Allowance but who also volunteer must be available for interview within a 48-hour notice period and available to start work within a one-week notice period. This means that it is often impossible for any potential new skills to be developed through volunteering, as individuals are forced to report for job interviews or start work without completing their placements. This is having a disruptive effect on the skill development of unemployed young adults and the voluntary organisations they assist.
- 2.3** The evidence we have collected shows that one of the main barriers to volunteering for young adults currently claiming unemployment benefits is the lack of clear guidance from Jobcentre Plus on their benefit rights when undertaking voluntary work. We found that young adults who wanted to volunteer would often turn down a voluntary position through fear of being denied their benefit payments. We know the Commission on the Future of Volunteering raised this issue and called on the government to set up a working party to look at the ambiguity of the current benefit system regarding volunteering. The Government is due to commence this process in summer 2008, with the DWP publishing new guidance on this issue but we urge fast action from the DWP and recommend a review of both policy and practice in this area that goes beyond the issuing of guidance.
- 2.4** We would strongly recommend that any new guidance is clearly defined and widely accessible in all DWP / Jobcentre Plus literature both in hard copy and online. We also recommend that Jobcentre Plus advisers are made fully aware of the benefit rights of young adults who want to volunteer and that these rights are properly communicated to individuals claiming unemployment benefits.



2.5 There is also a clear issue regarding the reimbursement of expenses to young adult volunteers. Often young adults do not take up voluntary opportunities, as they cannot afford to pay 'up front' the expense of things such as travel. Young adult volunteers are allowed to have their expenses paid in advance, but clearer guidance needs to be produced jointly by DWP and HMRC so that expenses payments are not regarded as payment for work done and are thus lead to a denial of unemployment benefits or taxation as a benefit.

"We would like to see support from benefit agencies to allow young people the chance to volunteer and develop skills without the risk of losing their benefits."

William Clark, Princes Trust Scotland

"Skills gained through volunteering need to be recognised not only by employers, but also by the Department for Work & Pensions and by Job Centre Plus staff who are advising young people of their options on a daily basis."

v

WE RECOMMEND:

- **Recognition by DWP and Jobcentre Plus that volunteering is a positive step in the job-seeking process.**
- **The development of a system that matches individuals claiming Jobseeker's Allowance with accredited voluntary organisations in which they have the opportunity to enhance their employment prospects.**
- **Revision of the rules that require individuals claiming Jobseeker's Allowance to be available for interview within a 48 hour period and available for work within a one-week notice period, when they are actively engaged in an accredited volunteering scheme.**
- **Revised, clarified guidance for Jobcentre Plus staff on benefit rights during periods of voluntary work – particularly regarding the payment of 'up front' expenses.**



3 Formal recognition of volunteering

Employers have clearly stated that transferable skills are essential in the workplace. Businesses spend a considerable amount of money each year on developing such skills amongst employees and volunteering must be seen as a key pathway for young adults to achieving these. However, there are numerous award and recognition schemes for volunteering, but no 'industry standard' exists that is recognised by employers. We recommend that the Government asks the Council on Social Action (CoSA), whom have expertise in this field, to work closely with employers in developing a formal system that recognises the skills young adults can gain through volunteering.

- 3.1** We have received evidence from a number of the UK's largest employers who offer voluntary opportunities for employees of all ages. They have told us that the real appetite for these opportunities comes from younger members of staff who are often inexperienced and keen to expand their skill sets. The frustration for many young adults is that they do not have the time or opportunity to volunteer through employer-sponsored schemes and that the voluntary work they undertake independently from the workplace, such as coaching a sports team, is not always recognised by their current or future employers as beneficial.
- 3.2** We recognise that not every young person who volunteers does so to improve transferable skills such as leadership, time management and team working, nor do they seek any formal recognition for this. However, our evidence suggests that a large proportion of young adults perceive volunteering as a route not only into work as a CV enhancing activity, but also as a form of continual professional/personal development. Some employers recognise the benefits and use this as a cost-effective training tool. Indeed in some cases it is often the only reason voluntary opportunities are encouraged amongst their staff.
- 3.3** From the evidence received from young adults, it is apparent that many would like volunteering to be considered with more importance, rather than being considered as an extra curricula or hobby based activity on their CVs. Many SMEs find it difficult to provide their employees with voluntary opportunities, but acknowledge the benefits associated and would like to be able to formally recognise positive volunteering amongst current and prospective employees. We believe that a standard system of formal recognition for volunteering should be given much higher regard throughout the UK and would provide a more useful, tangible platform for showcasing the benefits for both employees and employers.
- 3.4** We do not believe the Government's response to the Commission on the Future of Volunteering goes far enough in recognising volunteering as a core aspect of a young person's professional development. From the evidence received there are a number of informal and formal recognitions of volunteering, but nothing that recognises volunteering as a means of



developing transferable skills. We recommend that the Government urgently asks CoSA to work with representatives from business and the third sector, to develop an 'industry standard' that recognises the skills gained through volunteering and that is accepted by employers nationwide.

"I think employers lack a true understanding of exactly how many skills and experiences young people can gain through their volunteering. More needs to be done to raise awareness of how much young people can achieve through volunteering."

Rebecca Leary, Voluntary Organisations Development Agency

"Skills gained whilst volunteering are much more directly beneficial to employers than many academic qualifications. It would therefore be in the interests of employers to recognise skills learned in volunteering."

Steve Gee, Cancer Research

"While employers recognise that volunteering can contribute to skills development, this does not always translate into action and attention when considering job applications."

v

WE RECOMMEND:

- **CoSA be instructed to develop a formal system of recognition for the transferable skills gained through volunteering.**
- **Voluntary posts are given as much credence as previous employment and academic qualifications on CVs. Too often they are consigned to the 'hobbies' section.**



4 Accessing information on volunteering

It is clear that although there is a variety of information currently available to young adults who want to get involved in volunteering, this is not being effectively utilised. Young adults in particular are often overwhelmed or confused by the options available to them and a simplified network of information needs to be implemented throughout the voluntary sector. We recommend that the work v is currently undertaking in coordinating volunteering opportunities nationwide for young adults must be given more prominence by both Government and the voluntary sector as a whole. In particular we urge the voluntary sector to consider whether it is doing all it can to attract, support and thus retain young adults.

4.1 From the evidence received it is apparent that there is still a significant lack of awareness amongst young adults, businesses and even the voluntary sector of how to get involved in volunteering. It is evident that young adults' initial enthusiasm for volunteering is often dampened when they start to explore the opportunities open to them, as they can quickly become overwhelmed by the scale of what is actually available. Likewise businesses, particularly SMEs, who would like to support or explore voluntary opportunities for their employees, simply do not know what options currently exist.

4.2 v has created an online network of voluntary opportunities nationwide through the website www.vinspired.com, allowing young adults and organisations to explore what opportunities exist both locally and nationally. However, such a service can only be successful if it has the buy-in of other organisations, which are willing to register the opportunities that are available. Such opportunities also need to be appropriately marketed to the end-user. We recommend that the Government and the voluntary sector do more to champion the one-stop-shop approach offered by v to young adults, education establishments and the business community.

4.3 The Government has expressed a willingness to raise the profile of volunteering across the UK in response to the Commission on the Future of Volunteering's report and we would urge them to include the current sign-posting work conducted by v in this strategy. It is clear that v, along with support from the Government and the voluntary sector, needs to do more in publicising this network of opportunities to ensure young adults are not confused by the options currently available to them.



"Duplication of effort today in many of the differing organisations is leading to confusion and wasting of resources."

Jenny Devlin

"A lack of information is a significant barrier to young adult volunteering. People don't really know what volunteering is and how to go about finding volunteering opportunities."

Oxfam

"There is plenty of information about pre-existing volunteering opportunities available through websites. However, there is possibly too much information out there that is unmediated."

National Youth Agency

WE RECOMMEND:

- v's work into providing a single point of reference for volunteering opportunities should be better promoted at a national level and supported by Government.
- A more concerted effort to raise awareness about where to find information about voluntary posts for consumers, employers and the voluntary sector itself.
- Better promotion of the benefits and scope of volunteering to the end user.



Appendix I

Oral Evidence Received

Wednesday 16th January 2008

- Carly Raby – Young Minds
- Lizzie Cole – Volunteering England
- Pav Dhande – The Outward Bound Trust
- William Clark – The Princes Trust

Wednesday 5th March 2008

- Isabel Naidoo – Accenture
- Ismail Amla – Accenture
- Dave Hancock – BT
- Roger Cotton – Alliance Pharmacy Boots
- Colin Willman – Federation of Small Businesses
- Stephen Alambritis – Federation of Small Businesses
- Sarah Shillitto – Vodafone UK Foundation
- Sally Gold – Shell

Wednesday 7th May 2008

- Dr Terry Ryall – v
- Philip Ly – v20
- Jayne Colquhoun – v
- Helen Dennis – v

Friday 9th May 2008

- Jenny Clay – Havering Business Education Partnership
- Keith Brown – Federation of Small Businesses: Essex Region
- Jill Martin – Havering Chamber of Commerce

Wednesday 14th May 2008

- Farid Haque – Council on Social Action
- Radhika Bynon – Council on Social Action
- David Robinson – Council on Social Action



Appendix II

Organisations and individuals that submitted written evidence

Barnardo's
Birmingham Focus on Blindness
British Red Cross
BTCV
Cancer Research UK
Christian Aid
Community Service Volunteers (CSV)
Derby City Voluntary Sector
Ealing Volunteer Centre
Elgin Youth Café
Equiworld Club
Federation of Small Businesses
Give Kids a Chance, NHS Grampian
Jenny Devlin
Joseph Rowntree Foundation
Lake District National Park Authority
National Union of Students
National Youth Agency
NCH the children's charity
Northumberland, Tyne and Wear NHS Trust
Outward Bound Associations
Oxfam
Powis Community Centre
Princes Trust Scotland
Ravenscliffe Community Association
Robert Gordon University: Union Volunteering
Scratch Radio
Sport England
The Duke of Edinburgh Award
The Ivy Project
The Outward Bound Trust
The Royal Scottish Country Dance Society - Aberdeen Branch
The University of Manchester
The Vodafone UK Foundation
The Young Achievers Trust
v
Voluntary Organisations Development Agency (Active Youth Project)
Voluntary Service Overseas (VSO)
Volunteer Centre Bolton
Volunteer Centre Greenwich
Volunteer Centre Moray
Volunteer Centre North East Lincolnshire
Volunteer Centre Westminster



Volunteering England

Wandsworth Council

YMCA

YoMo

YouthNet



Appendix III

THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

The Morgan Inquiry

THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

Supported by the All-Party Scouting Group and The Scout Association

QUESTIONNAIRE

The Morgan Inquiry into Young Adult Volunteering was launched in December 2007. The Inquiry is Chaired by Baroness Morgan of Huyton who heads a panel including Andy Reed MP, Jo Swinson MP, James Brokenshire MP, Tom Wylie, former chief executive of the National Youth Agency (NYA), and Naomi Wilkinson, a Scout and Young Leader. The Inquiry aims to look at all aspects of young adult volunteering between the ages of 18-24 in the UK and how take up of volunteering activities could be further encouraged and championed.

The Inquiry will be supported by the All-Party Parliamentary Scouting Group (APPSG) and The Scout Association. Luther Pendragon will provide the secretariat and associated administrative support to the Inquiry.

With the advent of a new youth affairs agenda, as well as ongoing reviews on the role of the voluntary sector, we believe the time is right to investigate the issue of young people in volunteering, and what benefits this brings for the individual and the organisations they are involved with.

The issue of young adult volunteering affects many organisations, and to reflect this, we are looking to hear from a broad range of organisations.

This questionnaire is intended to provide a structure for responses, but it is not intended to be an exhaustive set of questions. Respondents should not feel obliged to produce long submissions, short comments and suggestions would be very welcome too.

Respondents may choose to write their own submission without using this structure and may focus on issues relevant to the Inquiry not included in this questionnaire. The final section on 'Wider Issues' provides an opportunity to do this.

The Group welcomes submissions by Friday 7th March 2008.

Please send your submission back using the online form on the website (insert address) or by email to morganiinquiry@luther.co.uk or by post to Baroness Morgan of Huyton, Chair, The Morgan Inquiry, C/O Luther Pendragon, 3 Priory Court, Pilgrim Street, London EC4V 6DR.

Further information about the Inquiry is available on the Group's website www.morganiinquiry.org.uk

We would like to publish as much evidence as possible but please indicate if you would prefer not to be named in conjunction with specific comments, or at all.

Thank you for taking the time to give us your feedback.

1

The Group receives administrative assistance from Luther Pendragon.



THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

1 Volunteering in the UK in 2007

- What do you perceive to be the main advantages of getting more young adults involved in volunteering for:
 - The individual
 - The voluntary organisation
 - The employer
 - The community
- What do you perceive to be the priority areas for the encouragement of young adult volunteering?
 - Awareness of volunteering opportunities
 - Ease of volunteering
 - Support from businesses
 - Recognition from employers on the benefits of volunteering
 - Other (please specify)
- What do you see as the main barriers to volunteering for young adults?
 - Regulation e.g. CRB checks
 - Lack of free time
 - Lack of interest
 - Lack of information
 - Other (please specify)
- What actions would you like to see taken to remove those barriers?
- Are there any structural or organisational changes in the voluntary sector that in your view would assist the development of voluntary services?

2 Financial implications

- In your view, what impact/influence does the voluntary sector have on the overall UK economy?
 - Low
 - Moderate
 - High
 - Don't know
- What changes would you wish to see in the financial arrangements for voluntary organisations to help incentivise young adults to volunteer?
- Should young adults be offered financial incentives to encourage them to look upon volunteering more favourably? Please explain your answer as fully as possible.
 - Yes
 - No

3 Perceptions of young adult volunteering

- What do you think could be done to improve the perception of volunteering among young adults?

2

The Group receives administrative assistance from Luther Pendragon.



THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

- Whose responsibility is it to enhance the perception of volunteering among young adults?
 - The charities themselves
 - Employers / the business community
 - Educational establishments e.g. colleges, universities
 - What are the expectations of today's young adults in relation to volunteering? How do you think this has changed in the past five/ten years?
- 4 Role of employers in the voluntary sector**
- What do you think employers see as employees' transferable skills, gained from their experience in volunteering?
 - In your opinion, do enough employers make it easy for volunteers to take time off to pursue voluntary work?
 - Yes
 - No
 - Is that something they should be doing in any case?
 - Yes
 - No
 - If not, what steps could be taken to improve this?
 - Should employers' consider granting time off for voluntary work e.g. a regular allowance? If not, should flexible working be a more widely available option?
 - How much time do you think employers should set aside for volunteering? e.g. half day a month, 2 full days a year.
 - What steps could be taken to improve employers' view of staff taking time out of the office to pursue voluntary work? e.g. tax incentives, awards.
 - Should organisations be given financial incentives to encourage them to look upon volunteering more favourably? (Please explain your answer as fully as possible)
 - Yes
 - No
 - Should non-academic skills gained through volunteering, e.g. leadership, be given a greater recognition amongst employers?
 - How would you say the business community regards volunteering?
 - What extra skills do/can young adults bring to their careers through voluntary work - and vice versa?
 - How do people who volunteer benefit the organisations they work for?



THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

5 Role of educational establishments

- Are the skills young people can acquire while volunteering sufficiently recognised by further / higher educational establishments?
 - Yes
 - No
- Are further / higher educational establishments doing enough to encourage young adults to volunteer?
 - Yes
 - No
- Should careers advisors in further / higher educational establishments inform students of the potential career benefits of volunteering?

6 Role of youth groups

- How can youth groups help improve the perceptions of the voluntary sector among young adults, businesses, stakeholders and the wider general public?
- Young adult volunteers are seen as positive role models to the members of the youth groups they volunteer for.
 - Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- What benefit do these role models have for
 - Local communities?
 - The numbers of young adult volunteers in the UK?
- What impact can youth groups/voluntary organisations centred around young people, have on young peoples' development?

7 Information

- Do you believe that there is currently enough public information available to young adults who would like to get involved in volunteering?
 - Yes
 - No
- Where would you say the first port of call would be for a young adult interested in volunteering?
 - Youth information websites
 - Youth charities such as v
 - Local charities
 - Colleges or universities
- Do you think that the way volunteering vacancies are presented has an impact on whether young people sign up? Should organisations for instance, be more up front about time commitment and 4

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THE MORGAN INQUIRY INTO YOUNG ADULT VOLUNTEERING

regulatory requirements?

- Yes
- No

8 Wider issues

Please use this space to elaborate on any issues around young adult volunteering you feel have not been addressed here, and which you wish the inquiry to take into consideration.

5

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Notes



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