

# YOUTH VOLUNTEERING



*Increasing Engagement and Participation*

*Policy Scan*

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## Introduction

Much has been written about the importance of volunteering to Australian society. The voluntary sector makes invaluable contributions to Australia's economy, society and culture though such means as emergency assistance, the building of community capacity and the delivery of essential services.

The pivotal role played by volunteering is recognised by all levels of Australian government and issues such as an ageing population and climate change are set to increase Australia's reliance on volunteerism in the future. Governments at Federal, State and Local levels have invested heavily in attempts to nurture and grow the volunteering sector through measures such as the provision of resources, funding and training as well as the development of policy designed to assist voluntary organisations. Despite these welcome efforts to promote and support the voluntary sector, there has been comparatively little focus on the involvement of young people in volunteering.<sup>1</sup> Limited quality research on youth volunteering exists and governments have done little to establish clear priorities and goals for youth volunteering.

This Policy Scan will review the major policies of Australian governments and research into youth volunteering and examine the policy landscape surrounding youth volunteerism. Taking note of relevant policy initiatives and research, the paper will then carefully examine the demographics and motivations of young volunteers with particular reference to barriers that prevent engagement with volunteering. These barriers must be addressed in order to foster greater participation by young people in voluntary activities.

This document forms the basis of a policy paper being developed by the Queensland office of Left Right Think Tank that will look to make recommendations to improve the levels of youth volunteering.

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<sup>1</sup> 'Young people' and 'youth' will refer to those aged 15 to 24 in this document.

## Policy Landscape

An understanding of the key policy documents released by Federal and State governments is crucial to gauge the current policy landscape surrounding youth volunteering. This section will explore current Australian policies on volunteering with a careful focus on policies that attempt to address the issue of youth participation. Future policy regarding volunteering in Australia is soon to be shaped by the imminent release of the National Volunteering Strategy by the Social Inclusion office of the Department of Education, Employment and Workplace Relations (DEEWR). This policy will represent the most significant public policy release on volunteerism in a decade. The strategy will present the Federal Government's vision for volunteerism for the next ten years and address volunteering at all levels of Government.

The February 2011 consultation report highlighted the agenda's focus on issues such as engaging and recognising volunteers, addressing risk management and training and responding to the emerging trends and issues in the sector.<sup>2</sup> While the idea of a school-based volunteering program aimed at encouraging youth participation is briefly raised, the consultation report fails to address issues affecting young volunteers.<sup>3</sup> Some barriers to youth volunteering are acknowledged however, the consultation report fails to mention youth-led organisations, overcoming barriers or other policy initiatives aimed at young volunteers.<sup>4</sup> This lack of focus on issues facing young volunteers in the report indicates that it is highly unlikely that the National Volunteering Strategy will present a new way forward for youth volunteering.

Prior to the announcement of the National Volunteering Strategy, State governments had traditionally played the role of setting strategies and targets for volunteering. In Queensland, the most recent and relevant policy put forward by the State government was the 2007 Valuing Volunteers policy, which represents a commitment to three goals within the *TowardsQ2* framework: supporting volunteers and the volunteering sector, building a stronger base for volunteering and strengthening volunteerism in regional and rural Queensland.<sup>5</sup> While this document presents a clear vision for volunteering in Queensland and addresses issues such as the changing nature of volunteerism, it similarly fails to significantly address the needs and concerns of young volunteers.

While the most significant policy documents at the Federal and State level make little mention of youth volunteering, several policies and documents released at a Federal level have addressed the issue. Most significantly, the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) published *Passions, People and Appreciation: Making Volunteering Work for Young People* (2004), the most comprehensive Australian study into youth volunteering to date. The research into the relationship between young people and volunteering was conducted by the National Youth Affairs Research Scheme (NYARS). The report presents findings on the motivations and demographics of young volunteers and identifies significant barriers that prohibit greater youth participation. The major barriers encountered were a lack of time on behalf of potential volunteers as well as internal and external barriers such as age restrictions and a lack of confidence, skills and information

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<sup>2</sup>Department of the Prime Minister and Cabinet 2011, National Volunteering Strategy Consultation Report, pgs 3 – 5. <[http://www.dpmc.gov.au/publications/national\\_volunteering/docs/consultation\\_report-national\\_volunteering\\_strategy.pdf](http://www.dpmc.gov.au/publications/national_volunteering/docs/consultation_report-national_volunteering_strategy.pdf)>

<sup>3</sup> Ibid, p 22.

<sup>4</sup> Ibid, p 30.

<sup>5</sup> Queensland Government 2007, Valuing Volunteers: The Queensland Government Policy on Volunteering 2007 – 2010, pgs 8 – 10. <<http://www.getinvolved.qld.gov.au/participate/volunteer/documents/pdf/valuing-volunteers-policy.pdf>>

regarding volunteering options.<sup>6</sup> The *State of Young People* report released by DEEWR in 2009 provides invaluable qualitative data on participation rates and demographics. This document remains the most complete recent assessment of the habits and attitudes of young volunteers.

The most significant non-governmental contributions towards improving youth engagement with volunteering have been developed by the respective peak bodies in the sector. Volunteering Australia, the national peak organisation representing volunteers and volunteer organisations, have released several policy papers dealing with issues effecting youth volunteerism. Of note is the *Reduction of HECS Debt through Community Service* report which attempts to establish the groundwork for an incentive-based a HECS or HELP-FEE reduction scheme. This scheme would allow young people to pay off portions of their HECS debts through community service. Volunteering Australia acknowledges that such a scheme would not fit under traditional definitions of volunteering, and would be labelled as 'community investment' instead.<sup>7,8</sup> Volunteering Australia believes that such a scheme would promote community participation in young people, leading to increased participation during adulthood.<sup>9</sup>

Studies by Volunteering Tasmania and Volunteering Queensland have also focused on youth volunteering. Volunteering Queensland's *Youth Leading Youth* report examined a sample of youth-led volunteer organisations and sort to examine the key factors that inspired and engaged those within the sector. Volunteering Tasmania's *Gen Y Volunteer* research focused on the perceptions of young people with regards to volunteering and how to successfully ensure young people remained engaged and eager to participate. Both papers' reiterate the need for volunteering organisations to have a strong culture and opportunities to develop leadership qualities. As noted in the Volunteering Tasmania report, youth-led organisations are critical in improving social inclusion and growing community growth. While differing in methodologies and scope both reports came to similar findings, suggesting the same challenges are present across Australia.

In addition to these studies, there is a wide body of academic literature on youth participation and volunteering. Many of these sources are outlined in the annotated bibliography.

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<sup>6</sup> Ferrier, F., Roos, I. & Long, M. 2004, *Passions, People and Appreciation: Making Volunteering Work for Young People*. National Youth Affairs Research Scheme, pgs 31-32.

<[http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions\\_people.pdf](http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions_people.pdf)>

<sup>7</sup> The Queensland Government for instance defines volunteering as: 'an activity for the benefit of the community and the volunteer, where the volunteer freely chooses their involvement without expectation or payment.'<sup>5</sup>

<sup>8</sup> Volunteering Australia 2008, *The Reduction of HECS Debt Through Community Service: Comment on the Initiative Proposed at the 2020 Summit*, pg. 3.

<[http://www.volunteeringaustralia.org/files/Z9JV4NB414/HECS\\_and\\_volunteering\\_Final.pdf](http://www.volunteeringaustralia.org/files/Z9JV4NB414/HECS_and_volunteering_Final.pdf)>

<sup>9</sup> Ibid, p 3.

## Literature Review

While policy has gone some way in identifying youth volunteers, the majority of policy in the sector fails to explore two of the key determinants for youth volunteers: the demographics of those who participate and their motivations. These themes are expanded upon below and will heavily influence the approach taken for the subsequent policy development.

## Motivations

It is a commonly held assumption that young people lack the motivation to volunteer. However, this notion is refuted by the range of literature on this topic that demonstrates that youth are interested in volunteering but may be prevented from doing so by actual or perceived obstacles. The majority of the literature strongly supports the contention that young people volunteer to gain skills and experience. Importantly, many of the authors noted that youth volunteers are especially interested in volunteer work, which they believe will lead to the development of employable skills.<sup>10</sup>

The development of transferable skills was noted to be particularly important for young people who are no longer engaged in full time education – a demographic that are generally less involved in volunteering. The consensus among unemployed youth who were surveyed was that volunteering increases their prospects of gaining employment. Most of the young people surveyed who were employed believed that volunteering allowed them to develop skills that could be directly transferred to their paid employment.<sup>11</sup> In addition, many believed that these skills were highly likely to lead to success in their paid employment. However, the motivations young volunteers prescribe to their actions vary widely from survey to survey.

Volunteering Tasmania's research found little evidence to support the idea that young volunteers were motivated by a desire to gain employable skills, instead citing a general interest in the work occurring.<sup>12</sup> This is confirmed by the *Australia Social Trends 2002 Voluntary Work Survey*, which found that 40% of young people listed personal satisfaction as a reason why they engaged in voluntary work – the same rate as those who volunteered to assist the community.<sup>13</sup> Twenty-one per cent of young people volunteered 'to do something worthwhile' while gaining work experience and learning new skills was cited by 17% and 13% respectively.<sup>14</sup>

The report by NYARS also supported further reasons for youth volunteerism, including the impact of positive role models, experiences in compulsory community participation, religious beliefs and personal enhancement.<sup>15</sup> The literature indicates that young people volunteer for a variety of reasons, including career advancement, altruism, and for fun.

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<sup>10</sup>Bussell, H. & Forbes, D. 2001, 'Understanding the Volunteer Market: the what, who and why of volunteering', *International Journal of Nonprofit and Voluntary Sector Marketing*, Vol. 7, No. 3, p 7.

<sup>11</sup>Jones, F. 2000, *Youth Volunteering on the Rise*, Statistics Canada, p 4. <<http://www.statcan.gc.ca/studies-etudes/75-001/archive/e-pdf/4888-eng.pdf>>

<sup>12</sup> Adams, N. 2009, *Gen Y Volunteer: an exploration into engaging young people in HACC funded volunteer involving organisations*, *Volunteering Tasmania*, p17 – 18.

<sup>13</sup> *Volunteering Australia 2007, Young People and Volunteering – take a closer look*, p 4. <[http://www.volunteeringaustralia.org/files/HX7V3KXZ92/Involving\\_young\\_people.pdf](http://www.volunteeringaustralia.org/files/HX7V3KXZ92/Involving_young_people.pdf)>

<sup>14</sup> *Ibid*, p 4.

<sup>15</sup> Ferrier, F., Roos, I & Long, M. 2004, *Passions, People and Appreciation: Making Volunteering Work for Young People*, *National Youth Affairs Research Scheme*, p23 – 31.

<[http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions\\_people.pdf](http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions_people.pdf)>

## Demographics

It has been said that altruism is a dying quality in today's young people.<sup>16</sup> This type of statement leads to the question, who are the young people that volunteer? According to data from the 2006 census, the number of 18 to 24 year olds volunteering their time has actually increased. From 1995 to 2006, the rate of volunteering amongst young people rose from 17% to over 30%.<sup>17</sup>

Despite this increase in participation rates, the length and frequency of time that young people spent volunteering has not increased. Approximately 4% of 15 to 24 year olds were involved in voluntary work for an average of 11 hours per week. Census data would indicate that young women are likely to volunteer more often than young men. Between 1995 and 2006, the median annual hours young men spent volunteering decreased from 64 hours to 40. Young women on the other hand spent an average of 60 hours volunteering in 1995, 58 in 2000 and 60 hours per year in 2006.<sup>18</sup>

The rates of youth volunteerism in other countries give an interesting comparison. In the United Kingdom, Davis Smith reported that 43% of young people engaged in some type of volunteering activity.<sup>16</sup> In the United States, one third of college students aged 19 to 24 were engaged in volunteer work.<sup>19</sup> In Canada, 55% of all young people aged 15 to 24 participated in voluntary work. Handy et al. strongly emphasised the differing motivations, cultural reasons and structural

causes motivating young people to volunteer.<sup>20</sup> Higher rates of volunteerism in young people overseas suggest that Australians can learn something from other countries' experiences with young volunteers. However, it is important to take into account cultural differences when judging these figures.

The *State of Australia's Young People* Report indicates that in Australia, young educated females that are in paid work, who have completed Year 12, who live outside of major cities and who speak English at home are most likely to volunteer.<sup>21</sup> Education is a decisive factor in linking young people to volunteering. Those students aged between 18 and 24 were more than twice as likely to engage in volunteering as those who work full time. Those who live in non-metropolitan areas are slightly more likely to volunteer in both frequency and duration, but the difference is very minor. This suggests that geography is not one of the most important factors influencing volunteering.

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<sup>16</sup> Davis Smith, J. 1999, 'Poor Marketing or the Decline of Altruism? Young people and volunteering in the United Kingdom', *International Journal of Nonprofit and Voluntary Sector Marketing*, Vol. 4, No. 4, p1–2.

<sup>17</sup> Australian Bureau of Statistics 2006a, *How Australians Use Their Time*.

<<http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/4153.0Main%20Features22006?opendocument&tabname=Summary&prodno=4153.0&issue=2006&num=&view>>

<sup>18</sup> Australian Bureau of Statistics 2006b, *General Social Survey: Summary of Findings*.

<<http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/C6BF68E57D3A308CCA256E21007686F8>>

<sup>19</sup> Handy et al 2009, 'A Cross-Cultural Examination of Student Volunteering: is it all about resume building?' in *Nonprofit and Voluntary Second Quarterly*, Vol. 39 (pgs 502 – 504).

<sup>20</sup> Ibid, p. 502 – 504.

<sup>21</sup> Department of Education, Employment and Workplace Relations Office for Youth 2009, *The State of Australia's Young People Report: a report on the social, economic, health and family lives of young people*, p 78. Available at: <http://www.deewr.gov.au/Youth/OfficeForYouth/Documents/StateofYoungPeople.pdf>>

The *Longitudinal Survey of Australian Youth* indicates that those from a higher socio economic background have a higher degree of interaction with volunteering. The LSAY indicated that this was because of better access to print media, which itself is connected with higher levels of volunteering. Additionally, the study found that young people were more likely to volunteer if their fathers were employed. In contrast to this, young people who are born overseas and who do not speak English at home are significantly less likely to volunteer. This suggests that there may be potential language barriers for finding out about and/or undertaking volunteering opportunities.<sup>22</sup>

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<sup>22</sup>Ibid p 79.

## Key Issues

Left Right's research has identified several key issues in the literature affecting youth participation in volunteering. These issues include an underrepresentation of marginalised and disadvantaged young people amongst volunteers and an inability to effectively market and manage youth volunteers on behalf of voluntary non-profit organisations. However, the main unresolved issue presented in the literature centres on a series of prohibitive barriers faced by young volunteers.

These barriers serve to place a social cost on volunteering that prevent greater youth participation in voluntary work. While these prohibitive barriers have been discussed at varying lengths in the literature, no clear attempts at mitigating these social costs could be found at any level of Government within Australia. The most comprehensive research into barriers faced by young volunteers has been conducted overseas. Research from the United Kingdom by the British Youth Council found three main barriers to greater youth participation: cost, knowing what options are available and time.<sup>23</sup> These findings are supported by research from the United States that indicates that in addition to a lack of time and interest, young people are discouraged from volunteering by the fact that no one has ever asked them to volunteer.<sup>24</sup>

While Australian research is scarce on this topic, the noticeable Australian research has drawn different conclusions to that of the international sources. FaHCSIA's *Passions, People and Appreciation* report conducted their own survey into the motivations and barriers faced by young Australians. They found little evidence to support the notion that young people were not interested in volunteering but found that lack of time was the major consideration for many volunteers.<sup>25</sup> The *Passions, People and Appreciation* report divided the major barriers into two categories, external and internal factors. Internal factors included dissatisfaction with previous volunteer experiences, a lack of confidence and skills, and time constraints.<sup>26</sup> External factors included restrictions on underage volunteers and a general lack of information about opportunities and peer pressure, including the fact that volunteering was perceived by many as 'uncool' – a belief that was most widely held amongst the youngest respondents.<sup>27</sup>

The literature overwhelmingly supported the idea that full time students are more likely to volunteer than other young people.<sup>28</sup> This indicates that time is a significant barrier to youth participation in volunteering. However, many authors also came to the conclusion that full time students are more likely to be exposed to volunteering opportunities.<sup>6</sup> Therefore, students

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<sup>23</sup> British Youth Council 2008, *Recognise and Respect Us: overcoming barriers to youth volunteering*, p 3.  
<[http://www.byc.org.uk/asset\\_store/documents/recognise\\_and\\_respect\\_us\\_-\\_overcoming\\_barriers\\_to\\_youth\\_volunteering\\_full\\_report.pdf](http://www.byc.org.uk/asset_store/documents/recognise_and_respect_us_-_overcoming_barriers_to_youth_volunteering_full_report.pdf)>

<sup>24</sup> Sundeen, R. & Raskoff, S. 2000, 'Ports of Entry and Obstacles: teenager's access to volunteer activities', *Nonprofit Management and Leadership*, Vol. 11, No. 2, p179 – 196.  
Sundeen, R. & Raskoff, A. 2007, 'Differences in Perceived Barriers to Volunteering to Formal Organisations; lack of time verses lack of interest' *Nonprofit Management and Leadership*, Vol. 17, No. 3, p279 – 281.

<sup>25</sup> Ferrier, F., Roos, I & Long, M. 2004, *Passions, People and Appreciation: Making Volunteering Work for Young People*, National Youth Affairs Research Scheme, p 36.  
<[http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions\\_people.pdf](http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Documents/passions_people.pdf)>

<sup>26</sup> Ibid, pgs 31 – 32.

<sup>27</sup> Ibid pgs 32 – 33.

<sup>28</sup> Febbraro, A. 2001, *Encouraging Volunteering Among Ontario Youth*, Canadian Centre for Philanthropy, p 5.  
<[http://www.donetbenevolat.ca/files/giving/en/rp\\_1997\\_ontario\\_youth\\_en.pdf](http://www.donetbenevolat.ca/files/giving/en/rp_1997_ontario_youth_en.pdf)>

generally have a greater awareness of the possibilities and are able to find a volunteering experience that is suitable for their unique interests and time constraints. Furthermore, it is noted that young people who are not

engaged in full time study are generally under greater time pressures.<sup>29</sup> The majority of youth surveyed in FaHCSIA's *Passions, People and Appreciations* report believed that volunteering would require at least one day a week. This misunderstanding was especially common amongst young people involved in full time work, and goes some way to explaining the poor representation of this demographic in youth volunteering numbers. It seems that young people cite lack of time as a reason for not volunteering, whilst being unaware of the numerous possibilities for volunteering in flexible hours.<sup>6</sup>

Left Right Think Tank has identify four key areas through in its research that must be addressed by government to encourage greater participation in youth volunteering:

- How do we address the social costs of volunteering for young people?
- How do we improve youth participation in volunteering?
- What should government's relationship be with youth volunteering?
- How can we address negative attitudes on behalf of both young people and volunteer organisations?

These key areas will form the basis of an ongoing policy development process culminating in the June launch of a policy paper and recommendations to encourage youth participation in volunteering.

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<sup>29</sup>Bussell, H & Forbes, D 2001, 'Understanding the Volunteer Market: the what, who and why of volunteering, International Journal of Nonprofit and Voluntary Sector Marketing, Vol. 7, No. 3, p 8.

## Annotated Bibliography

**Title: Cross Cultural Examination of Student Volunteering: Is it all about Resume building?**

**Organisation: Association for Research on Non-profit Organisations and Voluntary Action**

**Year of Publication: 2009**

**Publisher / City of Publication: Sage Publishing**

**URL: <http://nvs.sagepub.com/content/39/3/498.abstract>**

This is a non-Australian study demonstrating that Gen Y have different motivations for volunteering; often career advancement. However, the paper goes on to find that youth volunteerism for the community has an influence on whether or not people volunteer later in life.

**Title: From Research to Practice: Increasing the Diversity of Australian Volunteers**

**Author: Nelson, G. and Gruhn, A.**

**Organisation: Volunteering Australia**

**URL: [http://www.volunteeringaustralia.org/files/6ICYHOZSWU/bn08002\\_VA8\\_Genevieve%20Nelson.pdf](http://www.volunteeringaustralia.org/files/6ICYHOZSWU/bn08002_VA8_Genevieve%20Nelson.pdf)**

Emphasised the importance of a healthy organisational culture. Specifically discussed alternative methods of promoting volunteering, with a view to increasing retention rates. Identified ways in which volunteers could be better informed initially about the responsibilities of their role. Highlighted the need for skill development opportunities and a strengths-based approach.

**Title: General Social Survey: Summary Results**

**Organisation: ABS**

**Year of Publication: 2006**

**Publisher / City of Publication: ABS**

**URL: <http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/4153.0Main%20Features22006?opendocument&tabname=Summary&prodno=4153.0&issue=2006&num=&view>**

The General Social Survey is a collation of data collected from the 2006 Australian Census.

**Title: Generation Y Volunteer: an exploration into engaging young people in HACC-funded volunteer involving organisations**

**Author: Volunteering Tasmania**

**Organisation: Volunteering Tasmania**

**Year of Publication: 2009**

**Publisher / City of Publication: Hobart**

**URL: <http://volunteeringtas.org.au/wp-content/uploads/2010/09/Generation-Y-Volunteering-Report.pdf>**

Investigated the state of youth volunteering in Tasmania. Found that young people are motivated to volunteer but lack of information on volunteering, the benefits of volunteering, and the diverse opportunities available, are significant barriers to youth participation. Emphasised the importance of a healthy organisational culture and clear communication in order to retain volunteers long-term.

**Title: How Australians Use Their Time**

**Organisation: ABS**

**Year of Publication: 2006**

**Publisher / City of Publication: ABS**

**URL:**<http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/4153.0Main%20Features22006?opendocument&tabname=Summary&prodno=4153.0&issue=2006&num=&view>

This is a publication based on data taken from the 2006 Census, including information on how people volunteer and who in particular volunteers.

**Title: National Survey of Volunteering Issues Report**

**Organisation: Volunteering Australia**

**Year of Publication: 2009**

**Publisher / City of Publication:**

**URL:**[http://www.volunteeringaustralia.org/files/9JKCZ5KV4Y/FINAL\\_National\\_Survey\\_of\\_Volunteering\\_Issues.pdf](http://www.volunteeringaustralia.org/files/9JKCZ5KV4Y/FINAL_National_Survey_of_Volunteering_Issues.pdf)

**Title: National Survey of Volunteering Issues Report**

**Organisation: Volunteering Australia**

**Year of Publication: 2008**

**Publisher / City of Publication:**

**URL:**<http://www.volunteeringaustralia.org/files/L8FUCGF22A/VA%20Annual%20Survey%20content%20120506.pdf>

Volunteering Australia's annual survey into volunteering is a significant indicator for the health and state of the sector. The survey aims to raise issues that are affecting volunteers and forms much of Volunteering Australia's policy platform. A significant survey size ensures a wide cross-section of opinions are covered.

**Author: National Volunteer Skills Centre**

**Organisation: Volunteering Australia**

**Year of Publication: 2008**

**Publisher / City of Publication: Dept of Families, Community Services and Indigenous Affairs**

**URL:**[http://www.volunteeringaustralia.org/files/ID8VYL83PC/What%20every%20volunteer%20needs%20final\\_280208.pdf](http://www.volunteeringaustralia.org/files/ID8VYL83PC/What%20every%20volunteer%20needs%20final_280208.pdf)

**Title: Passions, people and appreciation: Making volunteering work for young people.**

**Author: Ferrier, F., Roos, I., & Long, M.**

**Organisation: National Youth Affairs Research Scheme, Dept of Families, Housing, Community Services and Indigenous Affairs**

**Year of Publication: 2004**

**Publisher / City of Publication: Canberra**

**URL:**<http://www.fahcsia.gov.au/sa/volunteers/pubs/PassionsPeopleAppreciation/Pages/default.aspx>

Explores volunteering by young people aged 16-24 years in Australia. Investigates the kinds of volunteering in which young people participate; the reasons young people do/do not volunteer; any costs associated with volunteering by young people, for volunteer organisations and for the young people themselves; and the benefits and outcomes of volunteering by young people, for themselves and community and volunteer organisations.

**Title: “Poor marketing or the decline of altruism? Young people and volunteering in the United Kingdom”.**

**Author: Justin Davis Smith**

**Year of Publication: 1999**

**Publisher / City of Publication: London - International Journal for Non-Profit and Voluntary Action**

**URL: <http://onlinelibrary.wiley.com/doi/10.1002/nvsm.89/abstract>**

This paper details research on the declining rates of volunteerism in the UK. Although the British statistics are not helpful, the paper itself provides a good counter reference to our own research.

**Title: State of Australia’s Young People: A Report on the social, economic, health and family lives of young people**

**Organisation: Australian Government - Office for Youth**

**Year of Publication: 2009**

**Publisher/ City of Publication: Cth Government – Canberra**

**URL: <http://www.deewr.gov.au/Youth/OfficeForYouth/Documents/StateofYoungPeople.pdf>**

Offers a compilation of most of Australia’s relevant data relating to volunteers - particularly the census data. It was particularly useful in differentiating the demographics in youth volunteering, providing statistics. The report, however, makes no policy recommendations.

**Title: Understanding the volunteer market: the what, where, who and why of volunteering**

**Author: Bussell, H. and Forbes, D.**

**Organisation:**

**Year of Publication: 2001**

**Publisher / City of Publication: International Journal of Nonprofit and Voluntary Sector Marketing, Volume 7, Number 3**

**URL: <http://onlinelibrary.wiley.com/doi/10.1002/nvsm.183/full>**

Argues that the key to an organisation's success in recruiting and retaining its volunteers is to have an understanding of its target group. As a means to developing this understanding the paper reviews the prior research on volunteering and outlines the current situation in the voluntary sector with regard to the donation of time. The review shows that those who volunteer are an extremely diverse group, active in a wide variety of contexts. Finally, the paper identifies gaps in this area of research and presents topics for further research.

**Title: The Value of Volunteering (House of Reps Report)**

**Organisation: Cth Government**

**Year of Publication: 2008**

**Publisher / City of Publication: Canberra**

**URL: <http://www.aph.gov.au/house/committee/fchy/volunteers/report.pdf>**

An overarching study of youth volunteering in Australia. It details the various reasons that young people have for volunteering; also goes into detail about which specific areas people volunteer in.

**Title: Volunteering for all: exploring the link between volunteering and social exclusion.**

**Author: Davis-Smith, J., Ellis, A., Howlett, S., & O'Brien, J.**

**Organisation: Institute for Volunteering Research.**

**Year of Publication: 2004**

**Publisher / City of Publication: University of Ulster**

**URL: <http://www.ivr.org.uk/NR/rdonlyres/DA958DB4-FDF8-4943-AA26-C9C9B202A34B/0/fullreport.pdf>**

Contains a detailed outline of the barriers to participation in volunteer work, categorising them as either psychological or practical barriers. Discusses how organisations might counter these perceived and actual barriers. Outlines the benefits of volunteering, both to the individual and society. Makes recommendations about how the voluntary sector could be expanded and the quality of the volunteering experience improved.

**Title: What every volunteer needs: a mix of information, training and education**

**Author: National Volunteer Skills Centre**

**Organisation: Volunteering Australia**

**Year of Publication: 2008**

**Publisher / City of Publication: Dept of Families, Community Services and Indigenous Affairs**

**URL: [http://www.volunteeringaustralia.org/files/ID8VYL83PC/What%20every%20volunteer%20needs%20final\\_280208.pdf](http://www.volunteeringaustralia.org/files/ID8VYL83PC/What%20every%20volunteer%20needs%20final_280208.pdf)**

Discusses why training for volunteers is important regarding the long-term retainment of volunteers. Outlines the steps that have been taken to establish a National Accredited Training program, largely through the creation of Tafe administered Certificate I, II and III in Active Volunteering. Also notes the importance of a system that recognises volunteers' prior experience and skill development.

**Title: Youth Leading Youth**

**Author: Creyton, M. & Geale, J.**

**Organisation: Volunteering Queensland**

**Year of Publication: 2010**

**URL: <http://www.volunteeringqld.org.au/home/documents/Youth%20Leading%20Youth.pdf>**

Report looks at Volunteering Queensland's initial stage of its Youth Leading Youth research project.