

CBOs Volunteer Management in Probation

A survey conducted by the CoPPer partnership in Ireland, the Netherlands, Portugal, and Romania

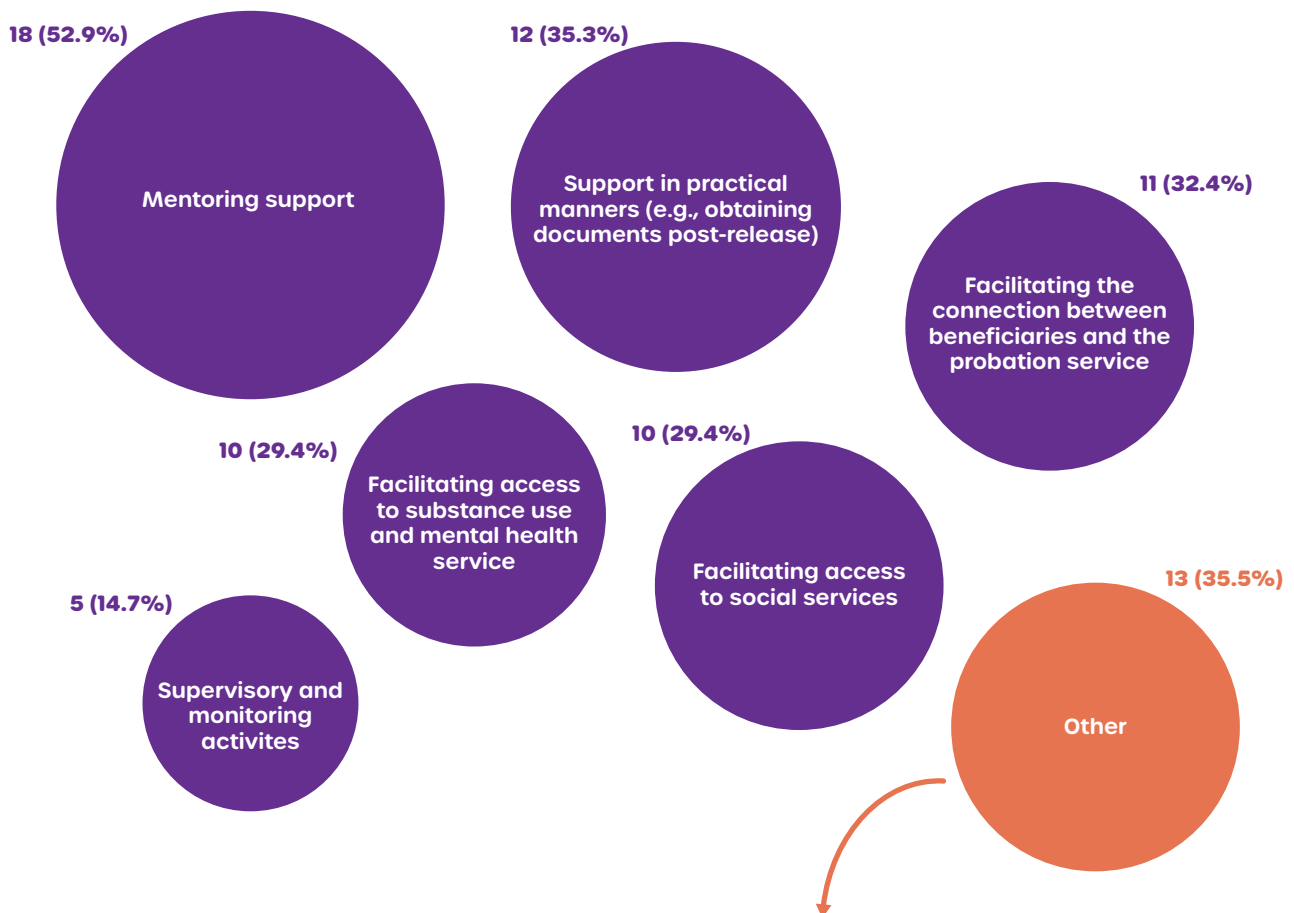
The CoPPer partnership conducted a survey to understand Community-Based Organisations (CBOs)' current situation and performance standards in terms of recruiting, training, managing, and valuing volunteers in the probation system.

Out of the 49 organisations that responded, **34** involve volunteers in probation

CBOs Profile

- 59% have 0 to 20 paid staff members
- 53% had less than 20 volunteers (past 12 months)
- 77% have been working with volunteers for more than 10 years

What is the role of your volunteers in probation? N=34 organisations



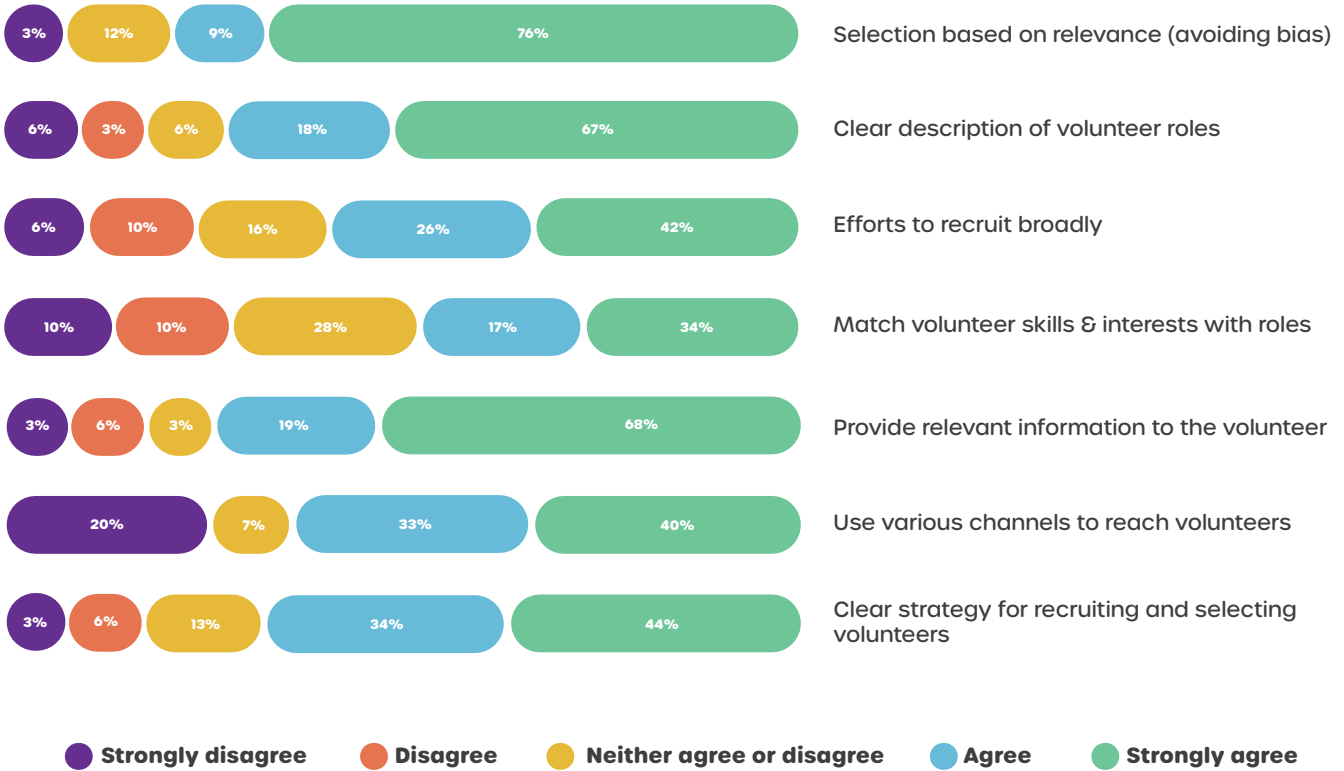
“The role of the volunteer is to provide a community of support and accountability which encourages and supports the person they work with to live a life without causing further harm”

Key Findings

We asked organisations about their current situation and performance standards in terms of recruiting, selecting, training, managing, and valuing volunteers.

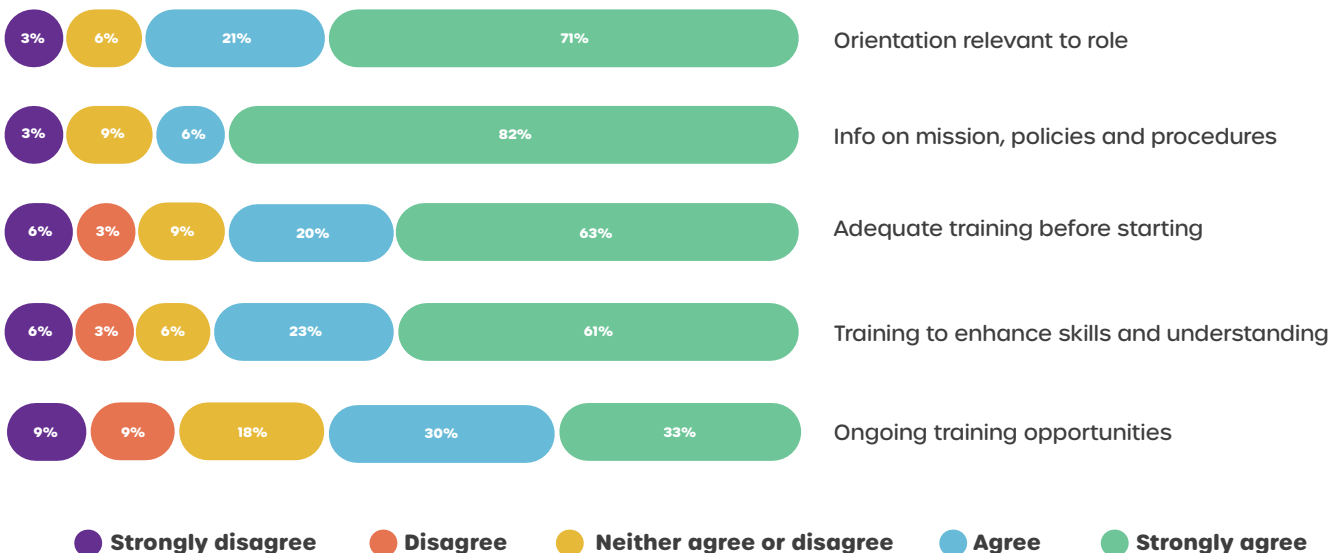
1. Volunteer Recruitment & Selection

N=34 organisations



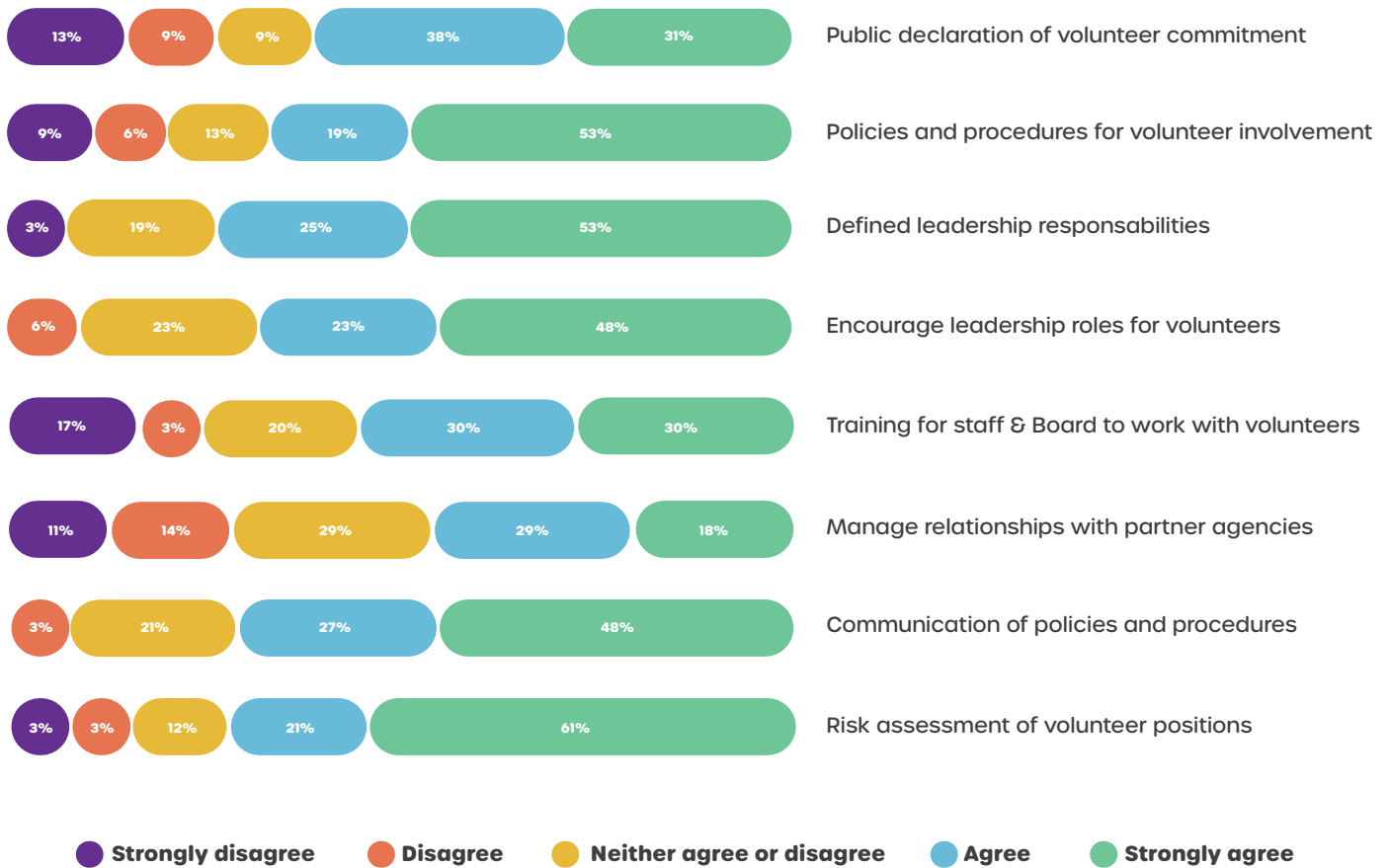
2. Volunteer Training Practices

N=34 organisations



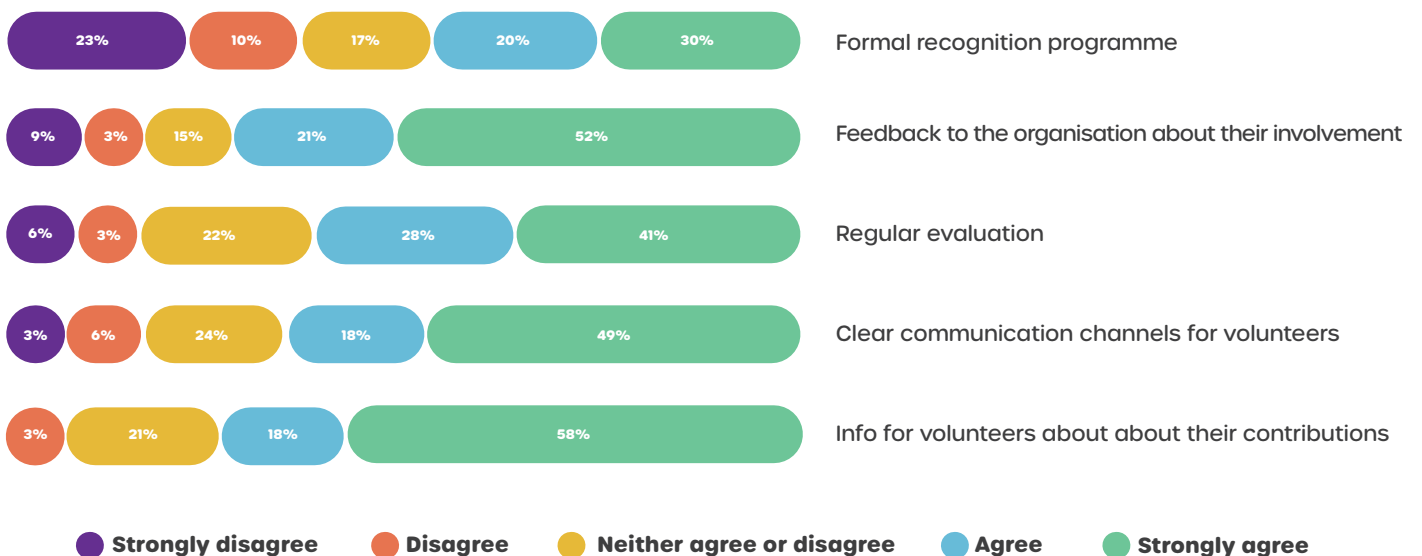
3. Volunteer management & Leadership

N=34 organisations



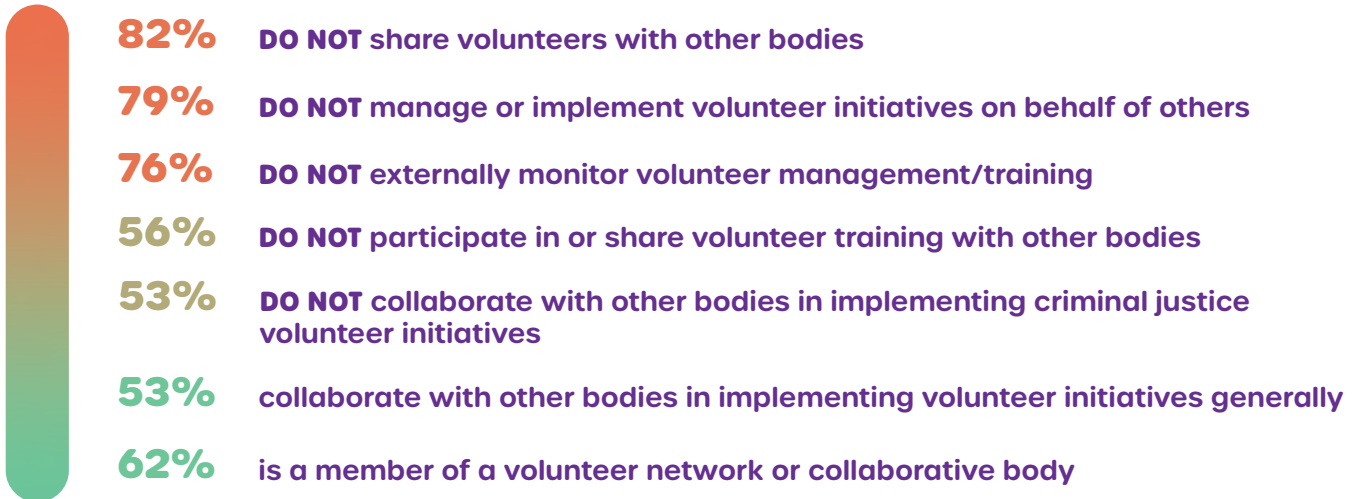
4. Volunteer support and recognition

N=34 organisations



5. Cooperation mechanisms

N=34 organisations



Recommendations

- 1. Volunteer Recruitment & Selection:** Improve the matching of volunteers' skills and interests with suitable roles. Enhance the use of communication channels to effectively reach out to potential volunteers.
- 2. Volunteer Training:** Provide relevant training courses for personal and professional growth.
- 3. Volunteer Management & Leadership:** Enhance the visibility of volunteer commitment. Invest in training courses for staff and board members. Develop strategies to manage relationships with partner agencies.
- 4. Volunteer Support and Recognition:** Develop and structure a formal recognition program to acknowledge volunteers' contributions.
- 5. Cooperation mechanisms:** Encourage CBOs to implement initiatives on behalf of other entities. Establish a volunteer network to optimize resources. Ensure external monitoring for adherence to best practices.