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1. V4V PROJECT INITIATIVE

Volunteers are vital at every level in sport, from local grassroots participation to elite international competitions. So much sport and physical activity simply could not happen without those who freely give their time, energy, and commitment to our sector. Many volunteers gain huge personal and social benefits from their volunteering experiences. Sport volunteering, at its best, is a 'win-win' situation.

Even before Covid, however, there was evidence that sport volunteering was in decline across Europe. There are now worrying signs that the pandemic has made the situation worse, and this could have a longer-term impact. As European sport moves into recovery, there is a real need to find practical ways to rebuild the volunteer workforce by attracting more people with the right attitudes, motivations and skillsets, and retaining them through good quality volunteer training and management.

This is the main aim of the ongoing V4V project, an Erasmus+ sport 3-year project led by the European Observatoire of Sport and Employment (EOSE) which has the overall ambition to analyse the sport volunteer workforce, to highlight the set of realities and challenges which cannot be ignored around volunteering, to improve recruitment and retention and to create an innovative online tool which showcases their skills and competences to potential employers and education providers.

The targeted impacts of this transnational intiative are to raise the profile of sport volunteers and the skills they gain, to increase volunteer recruitment and retention, and to smooth transition from voluntary to paid employment, thereby to address skill shortages.

V4V project is also innovative in its constitution as it brings a broad range of stakeholders such as national and international sport federations, a government body, two universities, two research centres and two European networks):









The work programme of the V4V initiative has been built to deliver the following main activities:

- > Collect, analyse and report on key statistics about sport volunteers the roles they play in sport organisations, balance of male and female, the age groups involved, disabilities, the value they add to sport organisations and the whole sector etc.
- > Create practical guidance and online toolkits for sport organisations and sport volunteers to improve their recruitment, training, retention and progression
- > Organise a European Sport Volunteering Skills Summit (slated for December 2023) for all interested stakeholders to consider the outcomes and formulate strategies.

A short note on what V4V project mean by the concept of "volunteering"

For the purposes of this project, volunteering is defined as activities which:

- > are performed with the free will of the individual
- > are developed in the framework of non-profit, non-government organisations
- > are non-paid and carried out for the benefit of the community or a third party.

These are not volunteers: If, for example, you have people who support your organisation's work and receive a fee or salary for the work they do for you, even if they are providing these services in their 'spare time', we do not count them as volunteers. It does not matter whether they receive a fee or salary from your organisation or someone else. For example, sport officials (referees, umpires, timekeepers, judges etc.) may not receive a fee or salary from you, but they are paid by a federation or national governing body of sport. Even though they may be performing these duties in their 'spare time', we do not count them as volunteers.

These are volunteers: If, on the other hand, people supporting your organisation receive no fee or salary, but you reimburse their expenses (such as for travel, uniforms, personal equipment etc.) or you give them free travel, uniforms and personal equipment as part of their work for you, we do count them as volunteers.

More details about V4V can be found at: http://www.v4v-sport.eu







2. THE EUROPEAN SKILLS SURVEY ON SPORT VOLUNTEERING

a) Background

During the first year of the project in 2021, all partners have been hard at work digging up relevant information and data for countries, regions or sports related to volunteering in sport. In parallel, the partners have also been interviewing sport volunteers to get a better grasp of their experiences and perspectives.

The next stage carried out during the first half of the year 2022 was for partners to use the research findings to devise a major European skills survey of sport organisations on sport volunteering across Europe to learn more about how volunteers are deployed and managed, the challenges they face in recruitment and retention and the solutions they apply.

The survey was launched in May 2022 as a unique attempt to reach out and consult the broadest range of sport organisations of all shapes and sizes (clubs, associations, federations etc.) across Europe to find out more about how the sector recruits, trains and manages their volunteers. The partnership also conducted this survey to explore the challenges sport organisations face in regard to volunteering and hear about possible solutions.

b) Working methodology and objectives of the survey

Following a wide search of existing survey on volunteering in various sectors and using the findings from the national desk research and interviews of volunteers, the whole partnership was engaged and actively consulted to agree the main objectives of the survey and the development of the online questionnaire to gather views and opinions from the broadest range of stakeholders from the sector.

This process was extremely important to ensure the survey fitted all types of organisations in the sector, responded to the expectations from the various stakeholders involved in our fragmented sector and covered the whole spectrum from professional sport to grassroots level, from public to private.

Overall, the goal of the survey was to be as inclusive as possible, to collate the highest possible number of contributions from EU and beyond, and to be structured to:

- > Collate opinions and views from sport organisations about volunteering and its importance to the whole sport and physical activity sector
- > Focus on the different roles that volunteers play in sport organisations and the related skills they need to perform in their roles
- > Gather concrete information about the way sport organisations recruit, train, manage and keep their volunteers, but also the challenges they face (including Covid) and if possible, to get information about existing good practices in the area of sport volunteering.

It was unanimously agreed to target all sport organisations and not individual volunteers. And it was also very clear from the start that the more responses we can receive to this survey, the more evidence we will have to promote sport volunteering and develop the innovative tools to help with volunteer recruitment, training, management and retention (next steps of the V4V project).

The survey was not restricted to those organisations engaging sport volunteers but also to all sport stakeholders who are willing to express an opinion and share ideas on sport volunteering.

Moreover, a sample of national partner organisations was involved in the testing phase of the draft survey to provide comments and make sure the relevancy of the content with national specificities and cultures.







c) Structure of the survey

The agreed structure of the online survey was debated through the partnership and validated as follows through seven main sections:

- > Section 1: About your organisation and engagement of volunteers: Type, size, status, coverage etc
- > Section 2: About your opinions on sport volunteering: A series of statements (level of agreement)
- > Section 3: About the skills of volunteers: Skills required and in need of improvement per role
- > Section 4: About the recruitment of volunteers: *Difficulties, methods, barriers and potential solutions*
- > Section 5: About the training of volunteers: Existing training, which providers, and barriers
- > Section 6: About the management of volunteers: Type, challenges, communication, retribution etc
- > Section 7: About the retention of volunteers: Difficulties, which role, reasons, and effective ways

d) Target groups of the survey

As mentioned earlier, the goal of the European Skills Survey on Sport Volunteering was to gather sport organisations' views on the realities and challenges facing volunteering in the sport and physical activity sector particularly around recruitment, management, training and retention.

So, the questionnaire of the survey was designed to be addressed to all type of sport organisations and not only those organisations engaging sport volunteers.

This list of targeted stakeholders to take part in the survey was as follows:

- Sport club or association
- Sport federation
- Sport body (e.g., National Olympic Committee, Paralympic Committee, Sport confederation)
- Sport for all organisation
- Sport institute / Sport academy
- Sports events organiser
- Sports facility operator (e.g., swimming pool, sports hall, stadium operator, golf course operator)
- Fitness club / centre
- Outdoor activity provider (e.g., ski schools, private sector companies, recreation activities)
- Network association (umbrella organisation)
- Non-Governmental Organisation (NGO) or charity using sport to deliver social objectives (e.g., employability, peace, gender equality, crime reduction etc.)
- Trade union
- National government or government organisation/agency responsible for sport
- Municipality / local authority
- Educational institution (e.g., university, school, college)







In terms of targeted roles played by volunteers in the sport sector and knowing the difficulty with the various terms used all over Europe, the partnership was aware that no perfect list exists but for the purpose of the survey decided to use the following main roles:

- > Board or Committee Member / Governance
- > Administration / Management
- > Coaching / Training / Instructing / Leading Activities
- > Officiating (e.g., referee, umpire, judge)
- > Organising or helping to run sport events
- > Maintaining sport equipment and/or sport facilities
- > Supporting day to day sport organisation activities (e.g., bar, merchandising, transport)

e) Languages and dissemination of the survey

Once tested, revised and finalised in English, the questionnaire was then translated into 17 different languages thank to the commitment of the V4V national partners and EOSE members. This step was extremely important to reduce the barrier language and enhance the chance to collate a higher number of contributions from the whole sector.



Each translated version of the questionnaire was then designed and put online through the Survey Monkey software and individual URL links was created for each one.

The online survey was then widely dispatched and promoted all over Europe using all possible channels (e.g., emails, newsletters, social media, websites, conferences, meetings, articles) with the goal to reach a maximum of stakeholders at the European, national regional and local levels, as well as world wide.

National members and partners, European network sport organisations, International and European sport federations, national contacts, Member states, individual experts, the European Commission... were all actively involved in the dissemination and promotion of the online survey at all levels with the goal to implement a cascade process to gather the highest posible number of contributions and be able to carry out a high quality analysis of the realities and challenges facing sport volunteering.

Last but not least, a specific introductory leaflet has been produced and made available in 14 languages to present the survey and encourage target groups to take part and contribute to this unique opportunity.

f) Total number of contributions collated through the survey

The online survey was launched in May 2022 and ended early July 2022 with a total of 2,723 valid responses collated from 115 countries all over the world and with 28 nations in the European Union represented.

The original target was 1,000 responses so the survey has been a great success and that demonstrates a high level of interest from sport organisations on the issues around volunteering and skills development.

Concerning Finland, a total of 178 responses (6.5% of total sample) have been collated and following the analysis phase you can find the main findings and realities mentioned by the Finnish sport organisations in this report.

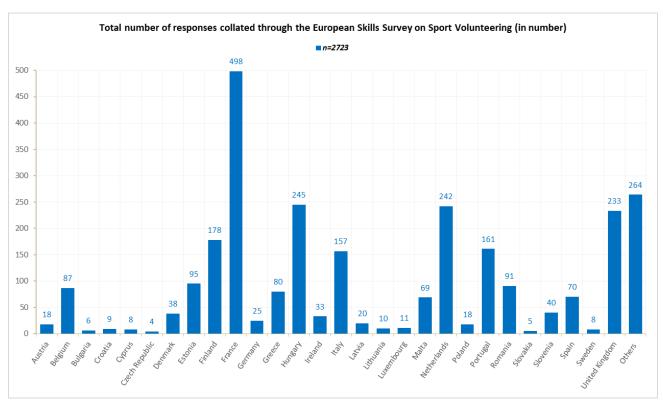


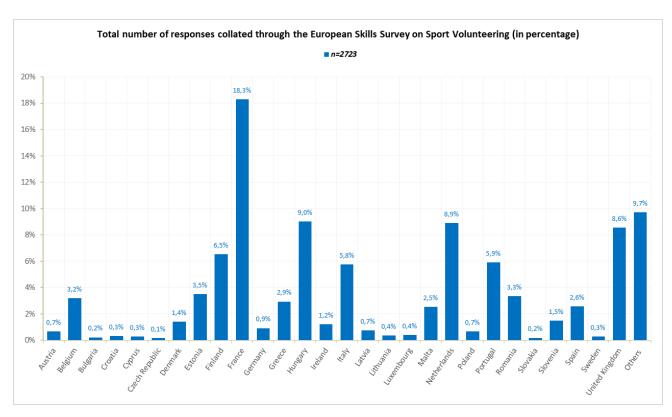




Overall, this research activity is breaking new ground and is a clear a statement from the sector of its willingness to work together to analyse and tackle the realities and challenges in terms of recruitment, management, training and retention of sport volunteers.

A direct consultation with sport organisation on volunteering and skill issues have long been missing from the sector.





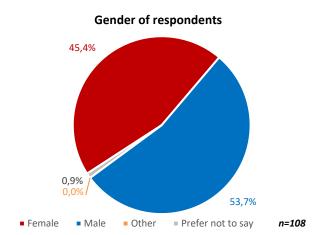


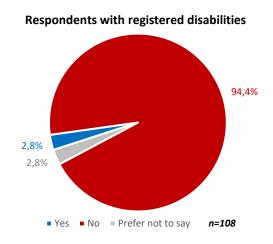


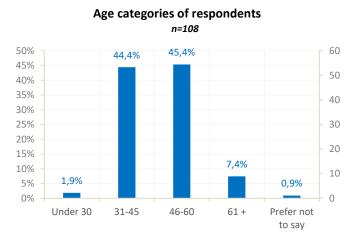


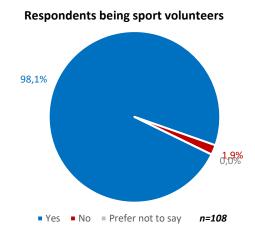
g) Respondent profiles

The final section of the online survey was dedicated to a series of questions to get more information about the profile of the respondents and so be able to analyse the leve lof diversity of those taking part. See below a summary of the profile in terms of gender, disability, age and involvement as a sport volunteer.









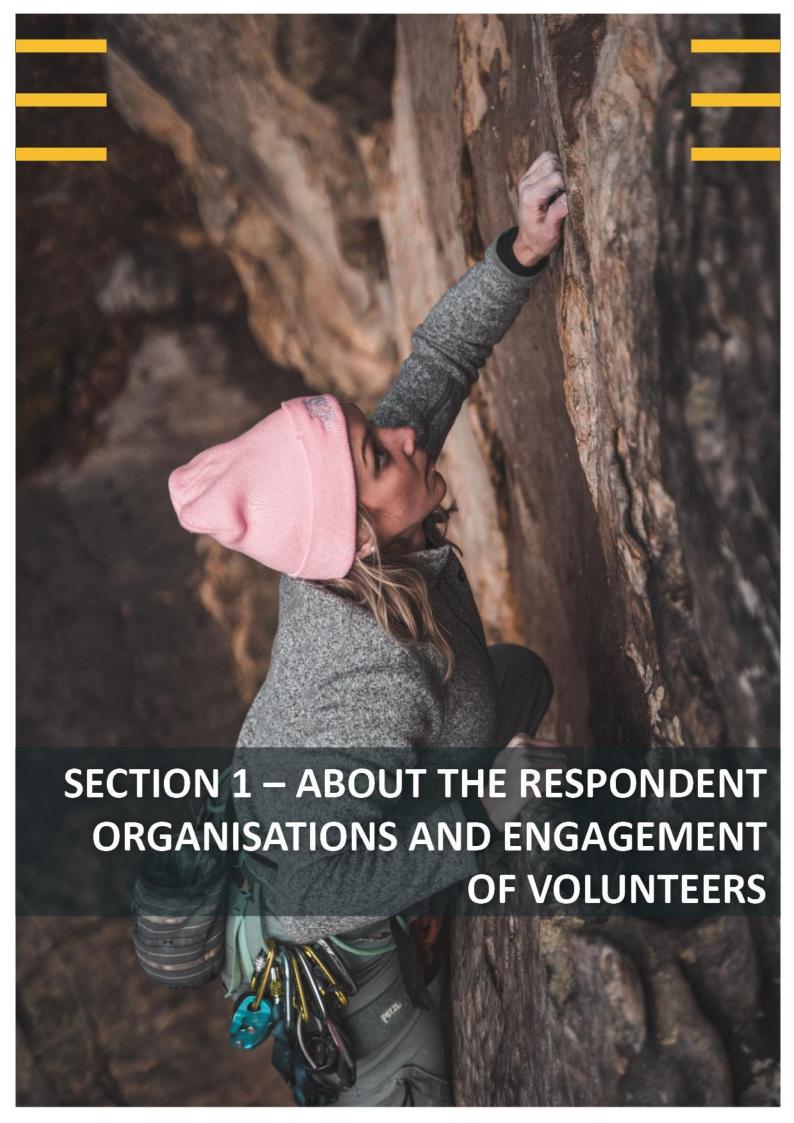
This national research report which includes the main findings and graphs for all responses collated from national sport organisations has been developed on one hand to help national coordinators to identify eventual communalities or differencies with the overall European picture of the 2,723 respondents and on the other hand to consult and engage the debate with various stakeholders on the main challenges and tendencies facing the sector.

It is important to highlight that this research report provides an elaboration of all responses collated through the European Skills Survey and so should be taken into consideration carefully as it is not necessary the exact reality and the exact picture of the whole sector.

We hope this National report will help create discussions and debated with national stakeholders and then provide some support to define the priority actions to be implemented to tackle the challenges faced by the sector and more particularly to design the targeted innovative tools for both sport organisations and sport volunteers.

In case of questions or misunderstanding of some of the graphs included within this report, please feel free to contact the coordinator of the V4V project and the Survey:

>> Aurélien Favre: <u>aurelien.favre@eose.org</u>
>> Geoff Carroll: <u>geoff.carroll@eose.org</u>
>> Ben Gittus: <u>ben.gittus@eose.org</u>







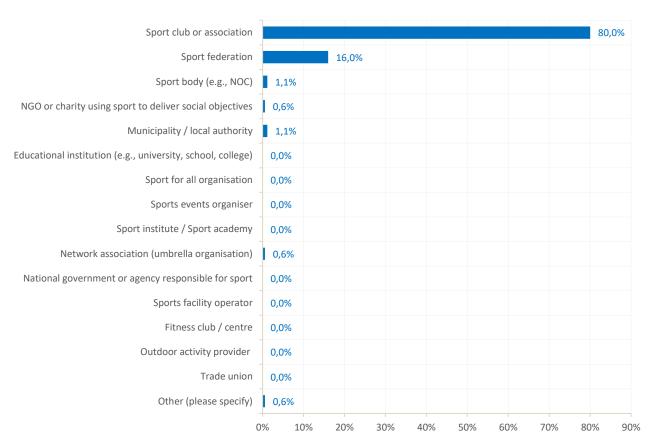


3. SECTION 1 – ABOUT THE RESPONDENT ORGANISATIONS AND ENGAGEMENT OF VOLUNTEERS

a) Types of respondent organisations

Types of respondent organisations

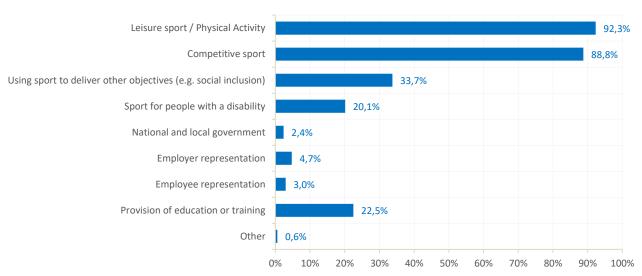
n=175



b) Main focus of respondent organisations

Main focus of respondent organisations





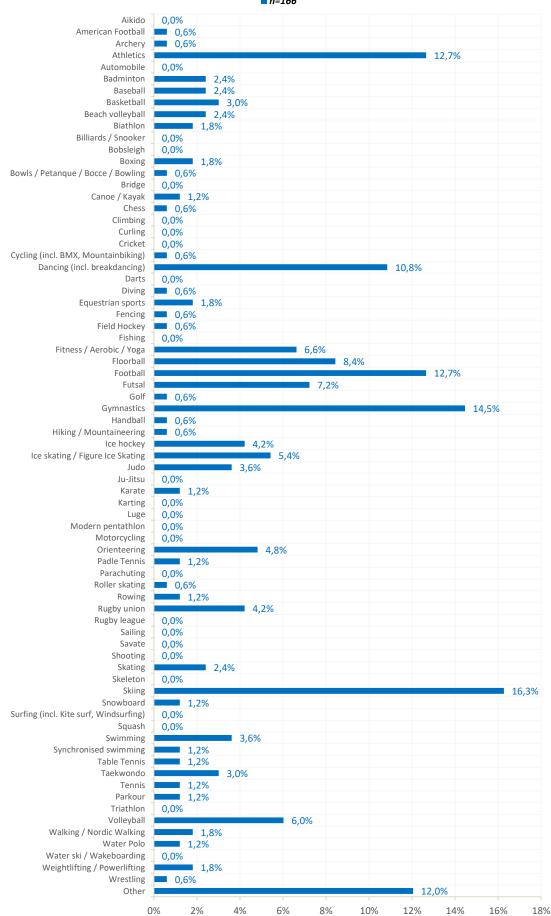






c) Sport covered by respondent organisations

Sports covered by the respondent organisations • n=166



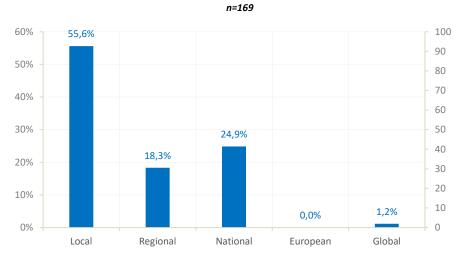






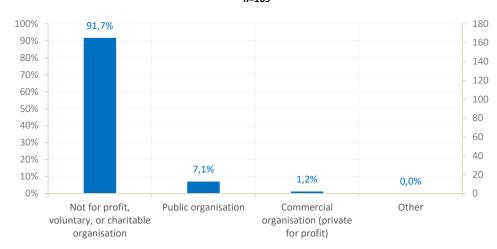
d) Geographical coverage of respondent organisations

Geographical coverage of respondent organisations



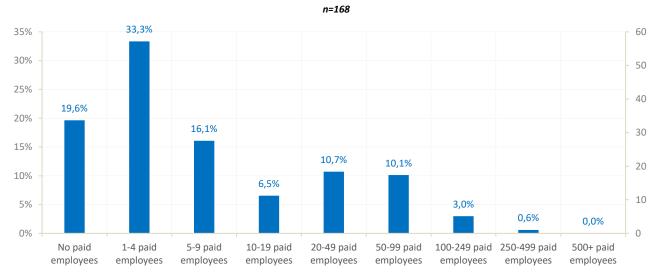
e) Status of respondent organisations

Status of respondent organisations n=169



f) Size of the respondent organisations by number of paid employees

Size of the respondent organisations by number of paid employees

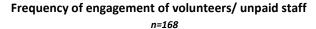


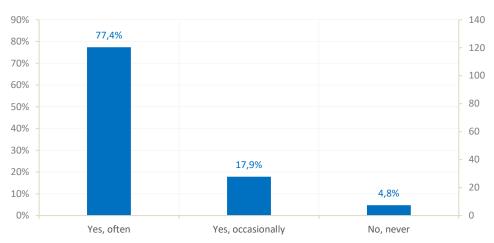




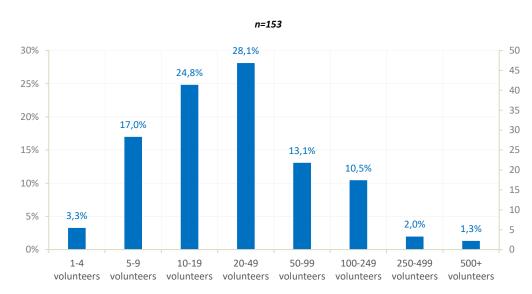


g) Engagement of volunteers / unpaid staff

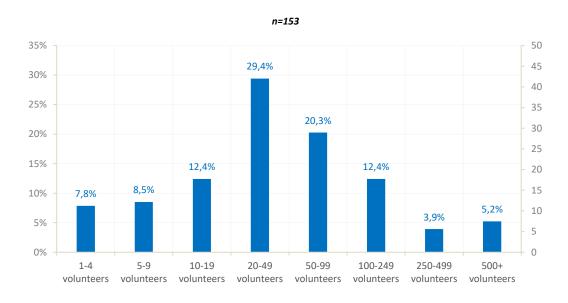




h) Size of the respondent organisations by number of PERMANENT / REGULAR volunteers



i) Size of the respondent organisations by number of TEMPORARY / OCCASIONAL volunteers



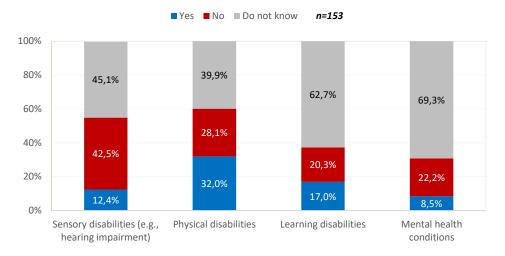






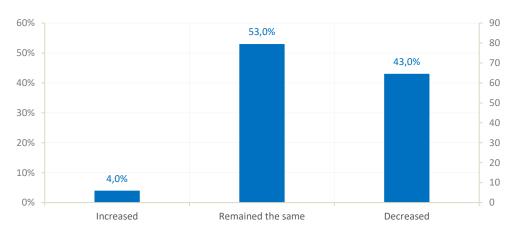
j) Engagement of volunteers with a disability by respondent organisations

Percentage of respondent organisation having volunteers with...

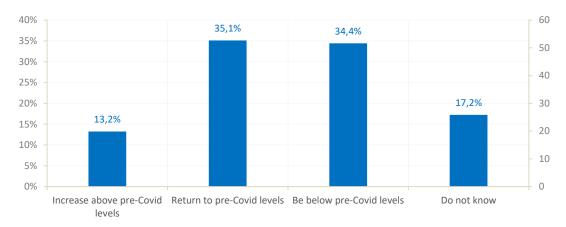


k) Growth tendencies in terms of engagement of volunteers by respondent organisations

Compared to 24 months ago (before the start of the pandemic), would you say that the number of volunteers in your sport organisation has... n=151



What do you think will happen to the number of sport volunteers in your organisation when the direct impacts of the pandemic are over? n=151



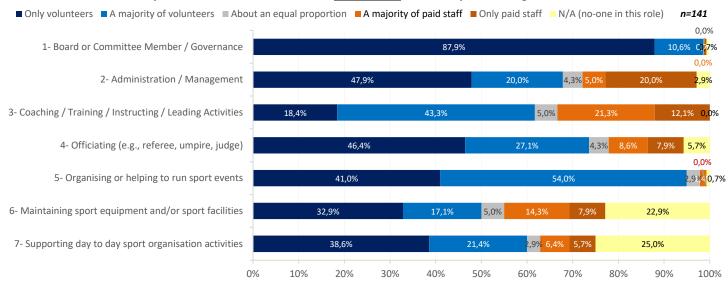




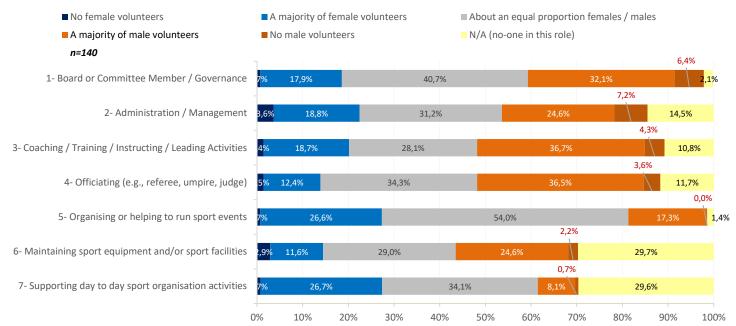


I) Proportion of volunteers within respondent organisations in relation to...

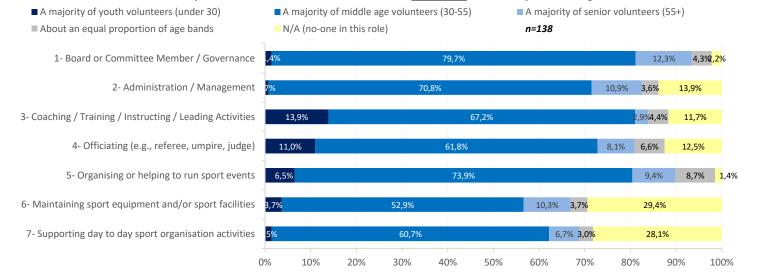


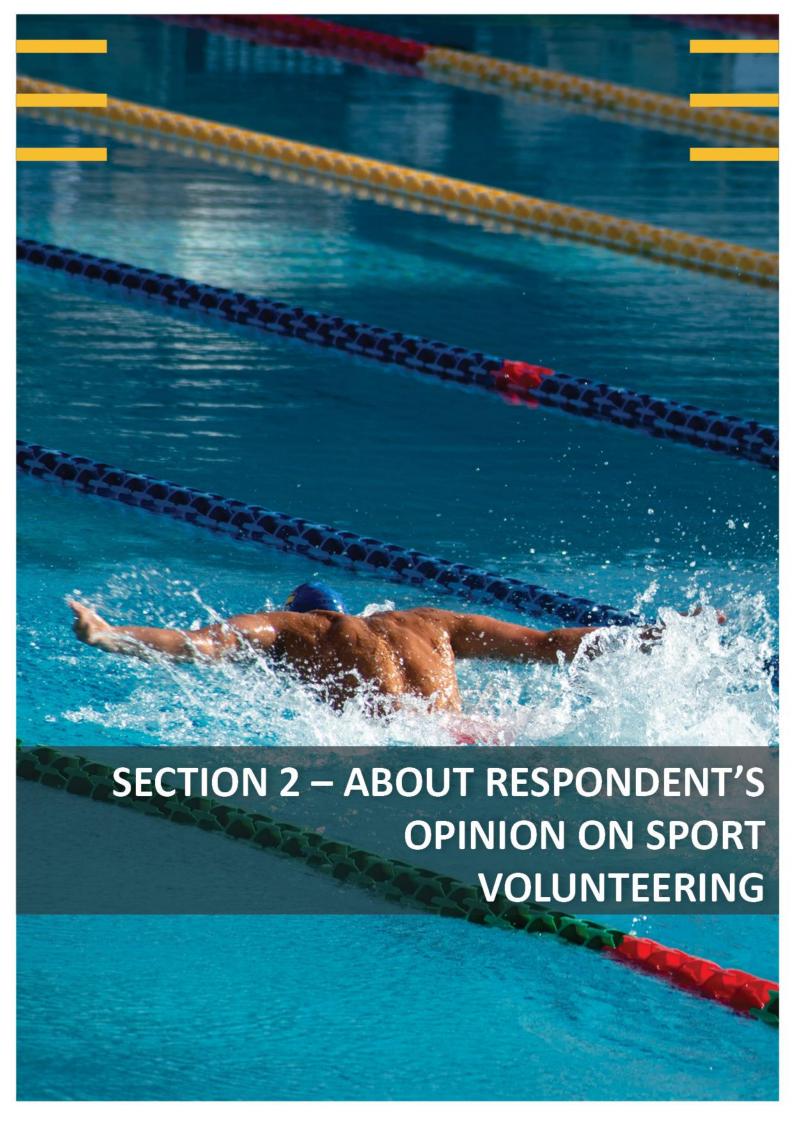


Proportion of volunteers in relation to gender within respondent organisations



Proportion of volunteers in relation to the age group within respondent organisations









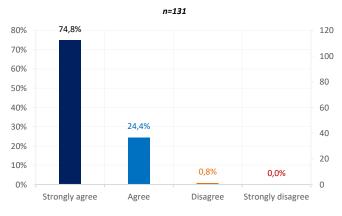


4. SECTION 2 – ABOUT RESPONDENT'S OPINION ON SPORT VOLUNTEERING

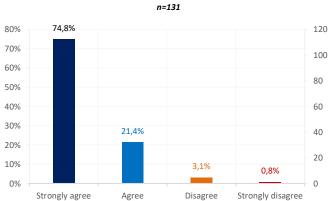
a) Respondent's opinion on sport volunteering

A total of 20 statements were proposed to the respondent which was asked to indicate her/his level of agreement with each of them from "Strongy Disagree" to "Strongly Agree" (4 scale options).

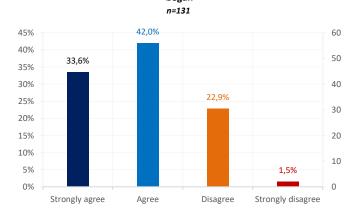
Sport volunteers actively contribute to the social, health and economic value of the sector



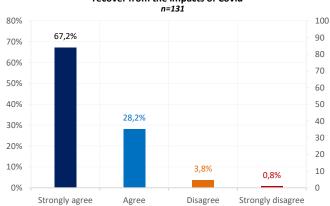
Sport organisations could not provide the services they do without volunteers



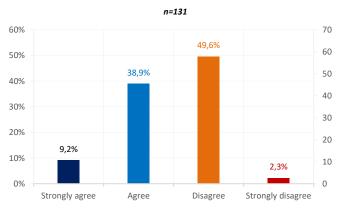
Volunteering in sport has declined since the pandemic began



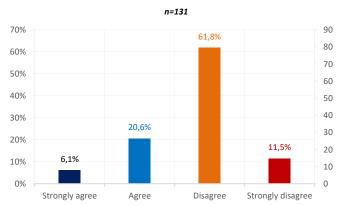
Volunteers are vital in helping sport clubs / organisations recover from the impacts of Covid



Sport organisations expect more from volunteers now than they did in the past



Sport organisations expect the same from volunteers as paid staff when they perform the same role

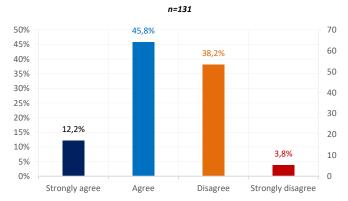




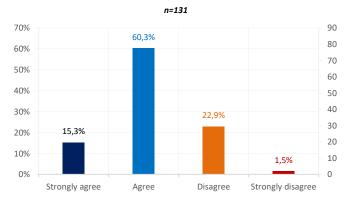




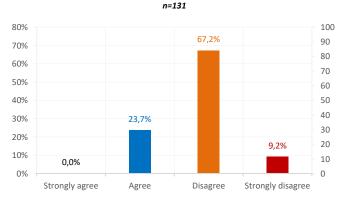
Sport volunteers do not need the same level of qualification as paid staff to perform their role



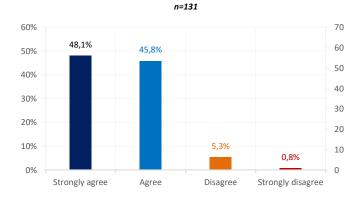
Volunteering in sport needs to be more inclusive reflecting gender, disability and minorities in society



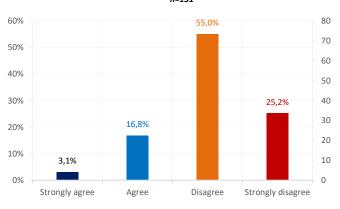
It is easy for people with a disability to find opportunities to be involved in sport volunteering



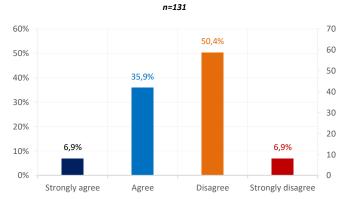
Sport organisations should have access to more support on how to recruit, manage and retain volunteers



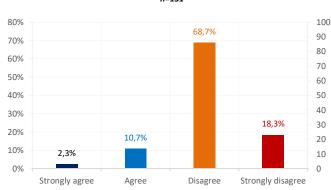
It is easy to find and involve volunteers with the right skills n=131



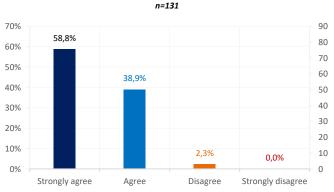
Young people under 30 are not interested in volunteering in sport



It is more difficult to recruit and retain female volunteers than male n=131



Volunteering helps volunteers develop new skills and competencies (e.g., coaching, officiating, maintenance)



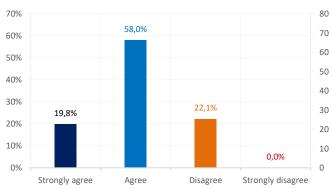




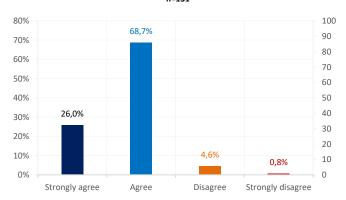


Volunteers need the appropriate skills to perform in their role

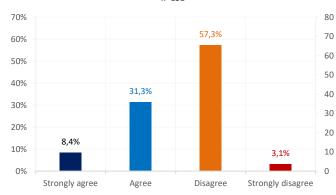




Sport volunteers should be helped to make the skills they gain through experiences more visible and understood n=131

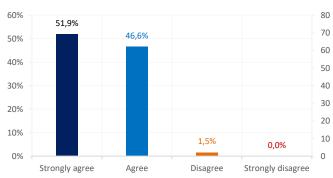


There are not enough appropriate training opportunities available to sport volunteers

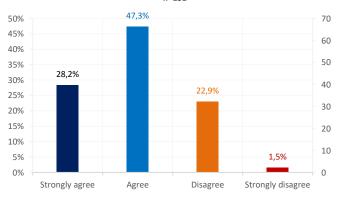


Sport volunteering contributes positively to volunteers' personal development (e.g., develop confidence, interact better with others)

n=131

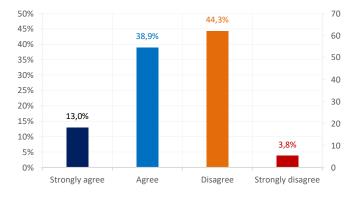


There is a clear pathway for volunteers to progress to higher volunteer positions in sport organisations



It is easy to progress from a volunteer position to a paid role in the sport sector

n=131



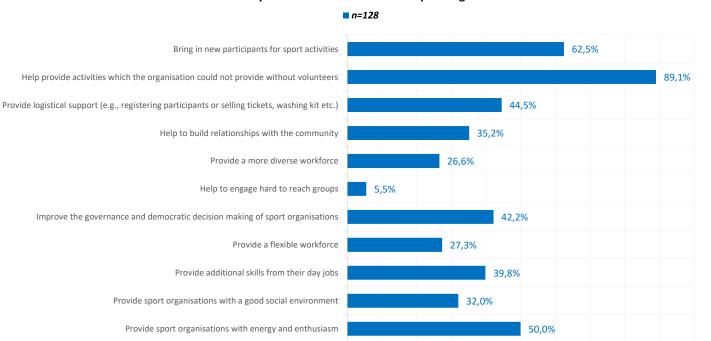






b) Respondents' opinion on main reasons why volunteers are valuable to sport organisations

Reasons why volunteers are valuable to sport organisations



c) Respondents' opinion on main reasons why people are becoming sport volunteers

Reasons why people become sport volunteers

0%

10%

20%

30%

40%

50%

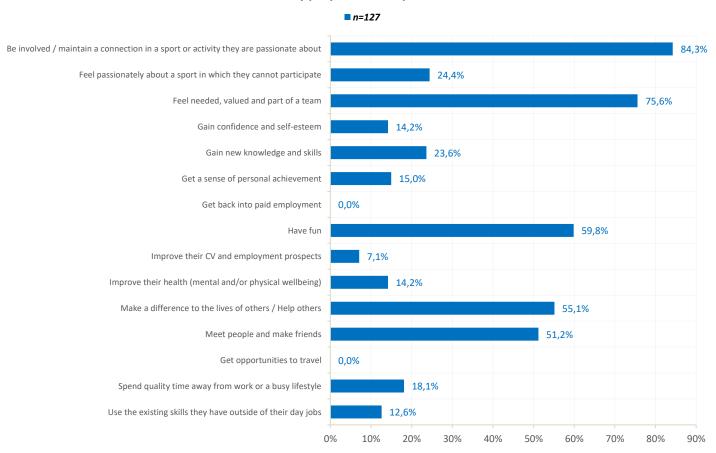
60%

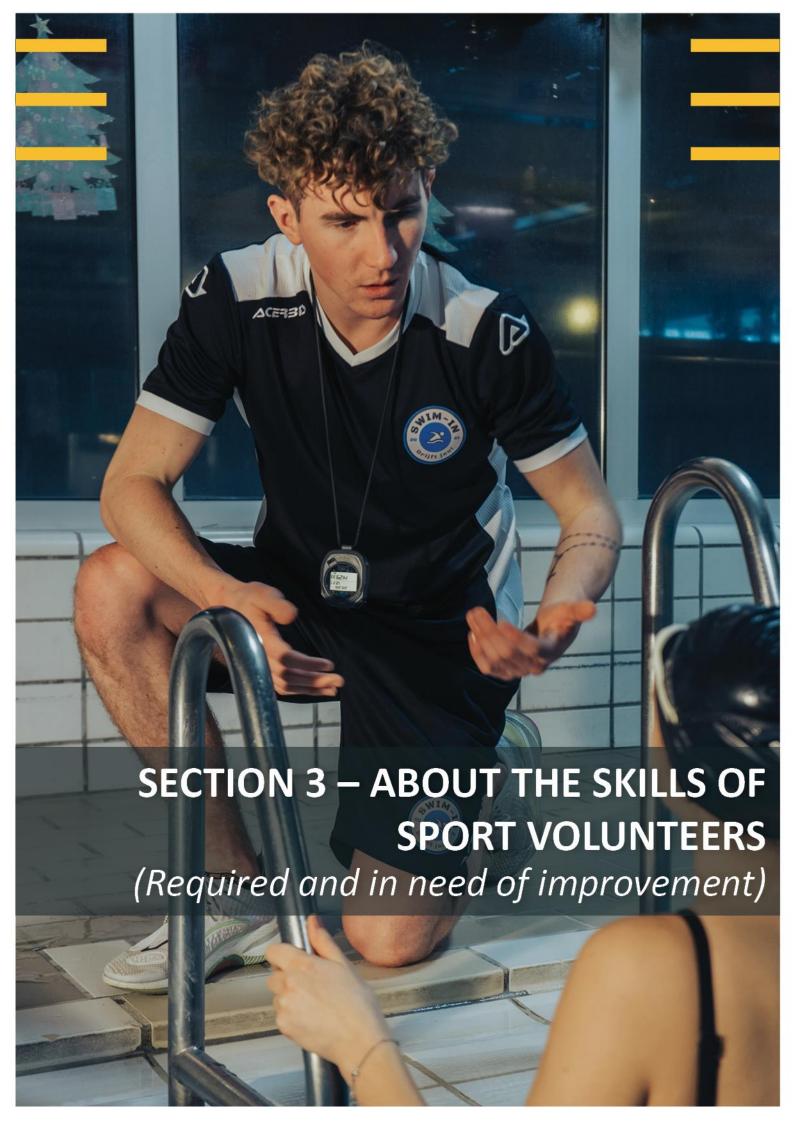
70%

80%

90%

100%





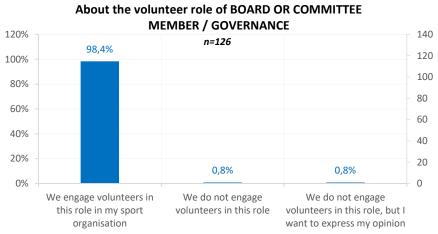






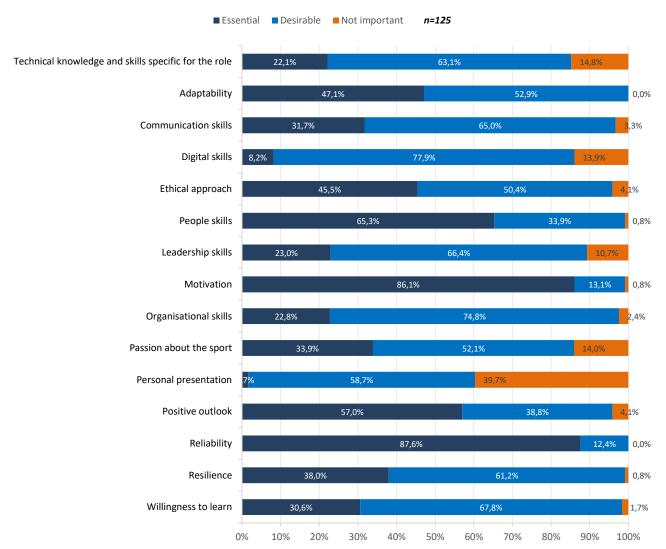
5. SECTION 3.1 – VOLUNTEER ROLE OF BOARD OR COMMITTEE MEMBER / GOVERNANCE





a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of BOARD OR COMMITTEE MEMBER / GOVERNANCE?



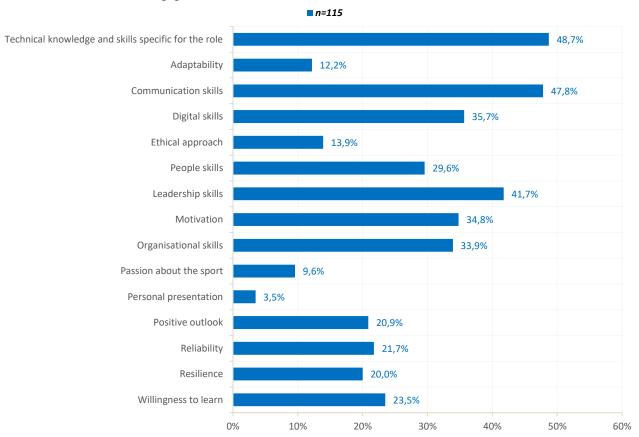






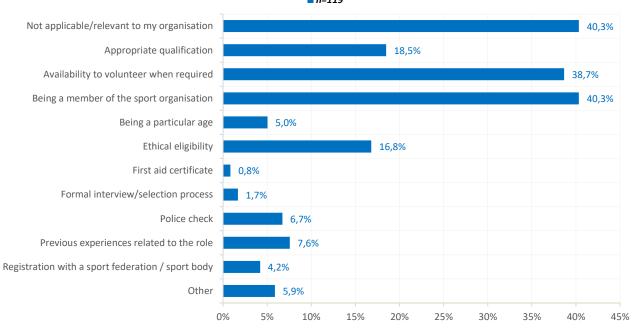
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged as BOARD OR COMMITTEE MEMBER / GOVERNANCE?



c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of BOARD OR COMMITTEE MEMBER / GOVERNANCE, are there any specific requirements for volunteers?



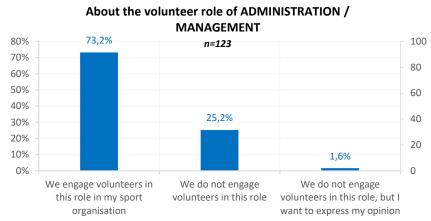






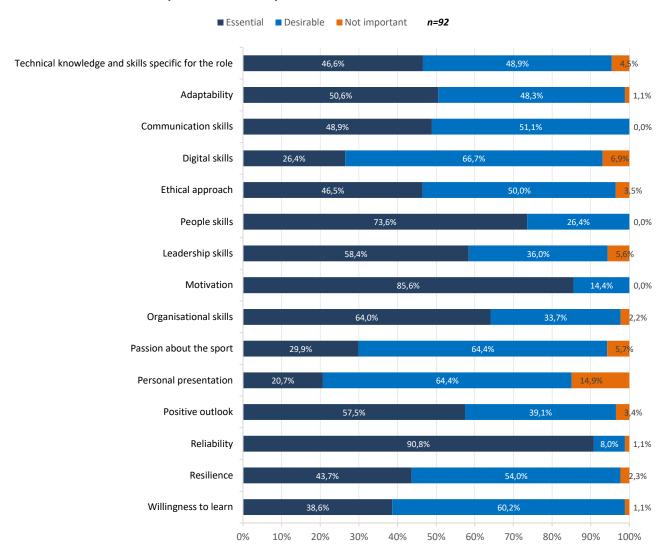
6. SECTION 3.2 - VOLUNTEER ROLE OF ADMINISTRATION / MANAGEMENT





a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of ADMINISTRATION / MANAGEMENT?



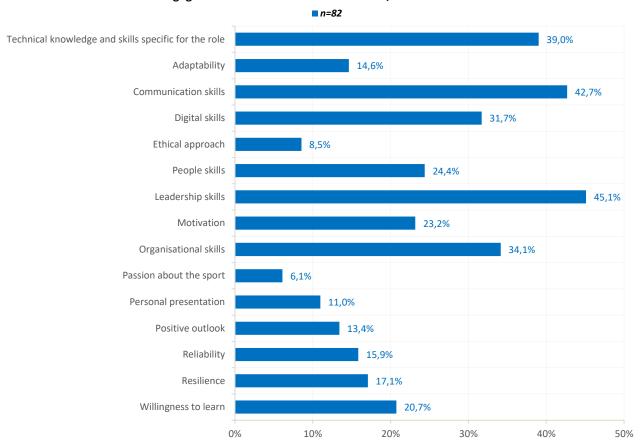






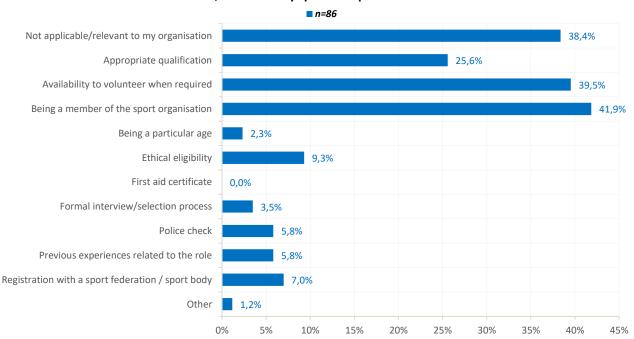
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of ADMINISTRATION / MANAGEMENT?



c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of ADMINISTRATION / MANAGEMENT, are there any specific requirements for volunteers?





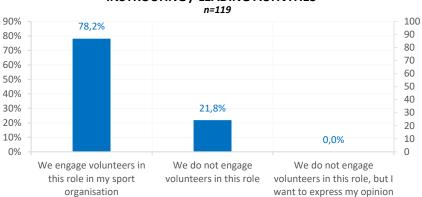




7. SECTION 3.3 – VOLUNTEER ROLE OF COACHING / INSTRUCTING / LEADING ACTIVITIES

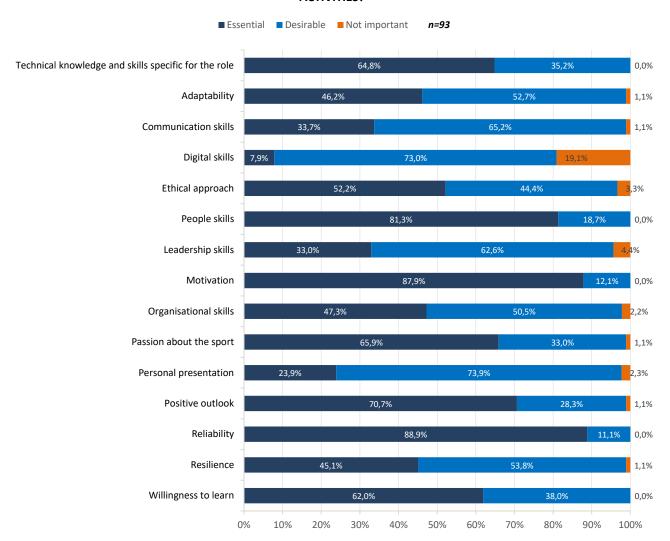


About the volunteer role of COACHING / TRAINING / INSTRUCTING / LEADING ACTIVITIES



a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of COACHING / TRAINING / INSTRUCTING / LEADING ACTIVITIES?





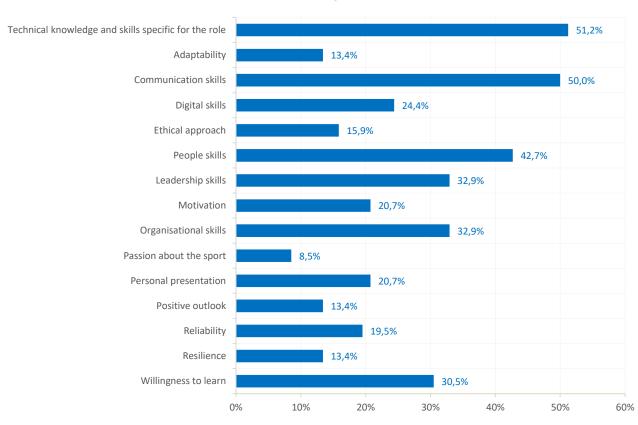




b) Skills or attributes in need of improvement

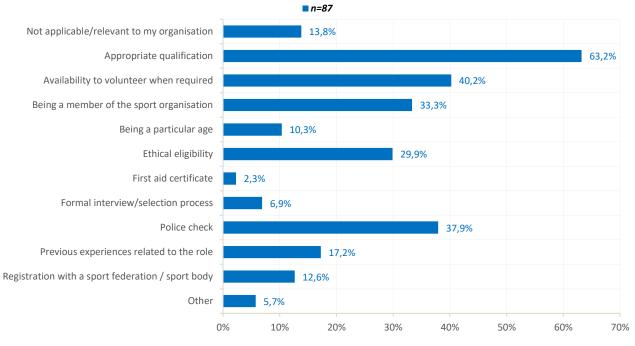
Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of COACHING / TRAINING / INSTRUCTING / LEADING ACTIVITIES?





c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of COACHING / TRAINING / INSTRUCTING / LEADING ACTIVITIES, are there any specific requirements for volunteers?



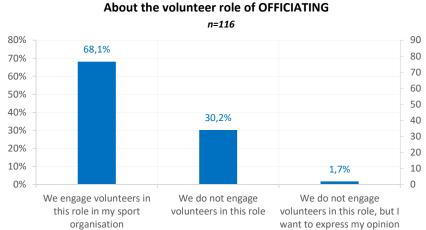






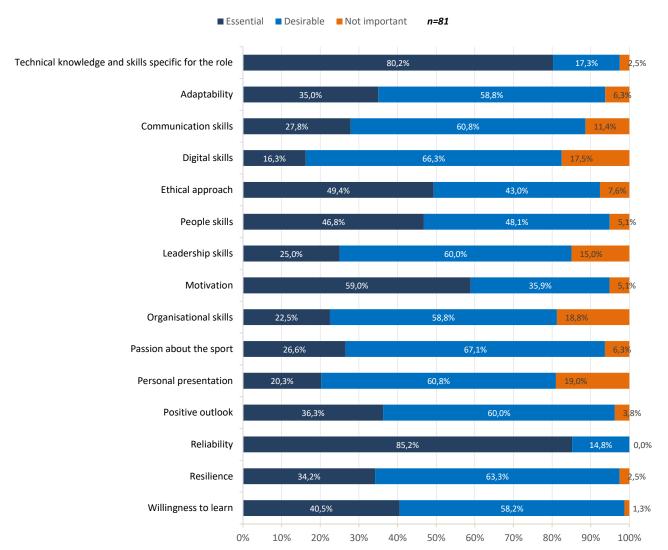
8. SECTION 3.4 – VOLUNTEER ROLE OF OFFICIATING (E.G., REFEREE, UMPIRE, JUDGE)





a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of OFFICIATING (e.g., referee, umpire, judge)?



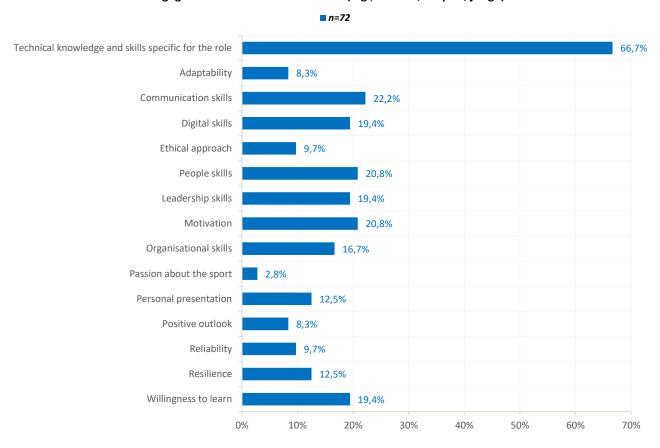




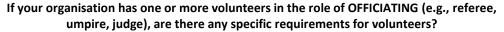


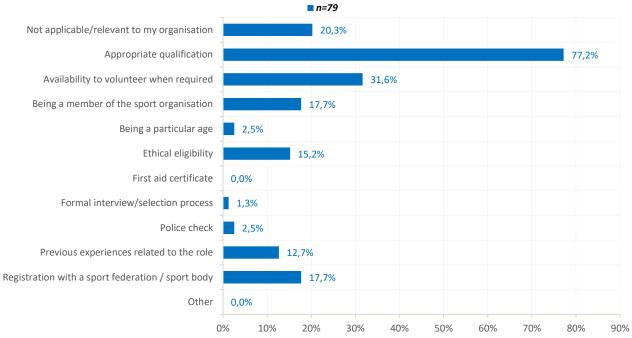
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of OFFICIATING (e.g., referee, umpire, judge)?



c) Specific requirements for volunteers in that role





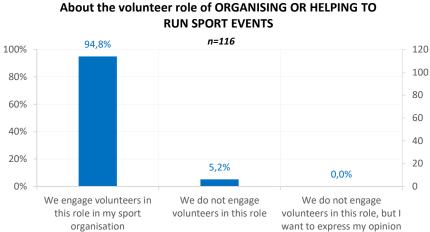






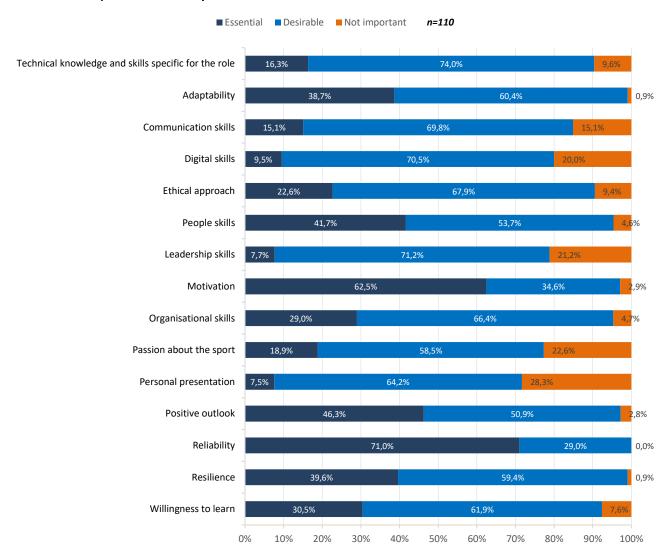
9. SECTION 3.5 – VOLUNTEER ROLE OF ORGANISING OR HELPING TO RUN SPORT EVENTS





a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of ORGANISING OR HELPING TO RUN SPORT EVENTS?



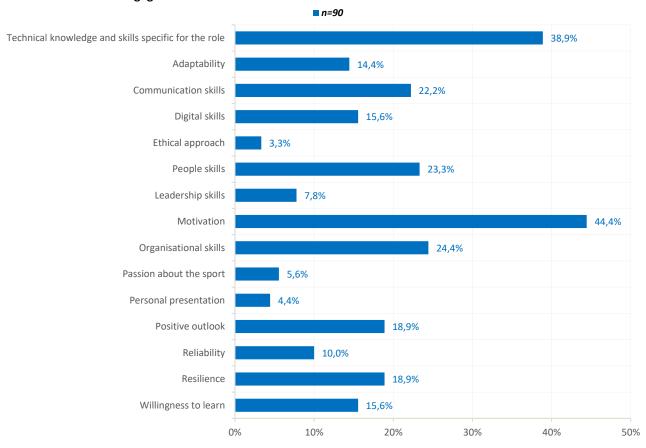






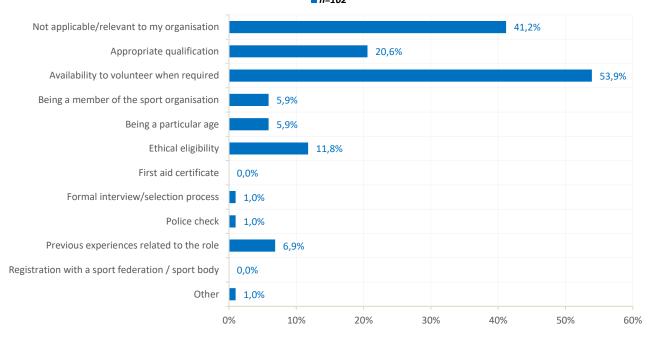
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of ORGANISING OR HELPING TO RUN SPORT EVENTS?



c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of ORGANISING OR HELPING TO RUN SPORT EVENTS, are there any specific requirements for volunteers? • n=102



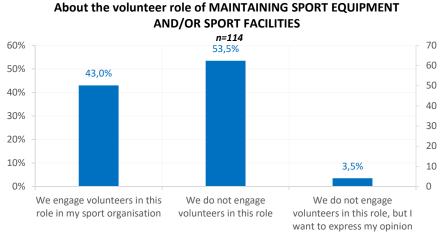






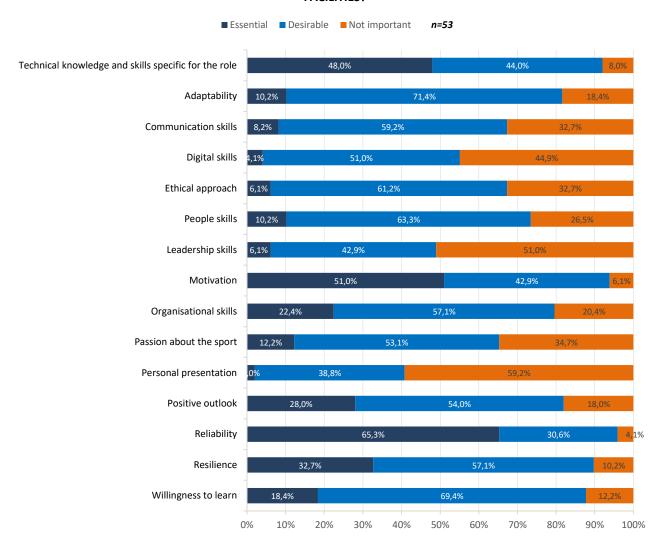
10. SECTION 3.6 - VOLUNTEER ROLE OF MAINTAINING SPORT EQUIPMENT AND/OR FACILITIES





a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of MAINTAINING SPORT EQUIPMENT AND/OR SPORT FACILITIES?



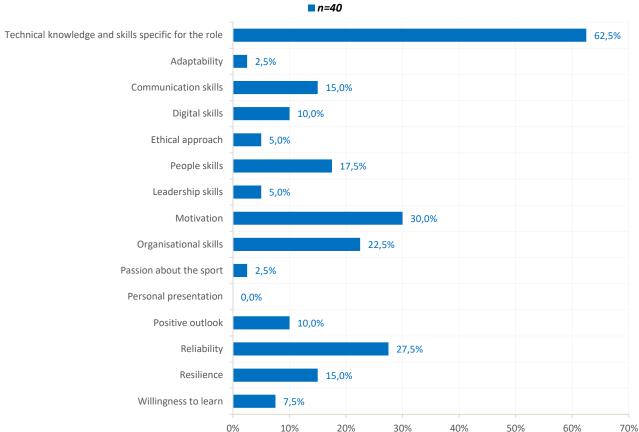






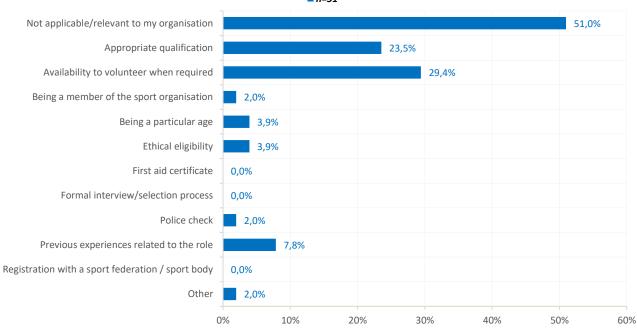
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of MAINTAINING SPORT EQUIPMENT AND/OR SPORT FACILITIES?



c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of MAINTAINING SPORT EQUIPMENT AND/OR SPORT FACILITIES, are there any specific requirements for volunteers?







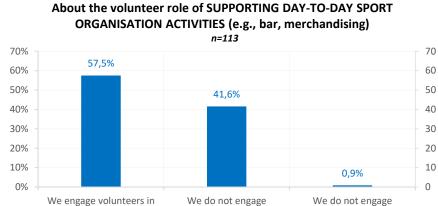


volunteers in this role, but I

want to express my opinion

11. SECTION 3.7 – VOLUNTEER ROLE OF SUPPORTING DAY-TO-DAY SPORT ORGANISATION ACTIVITIES (e.g., bar, merchandising, transport)





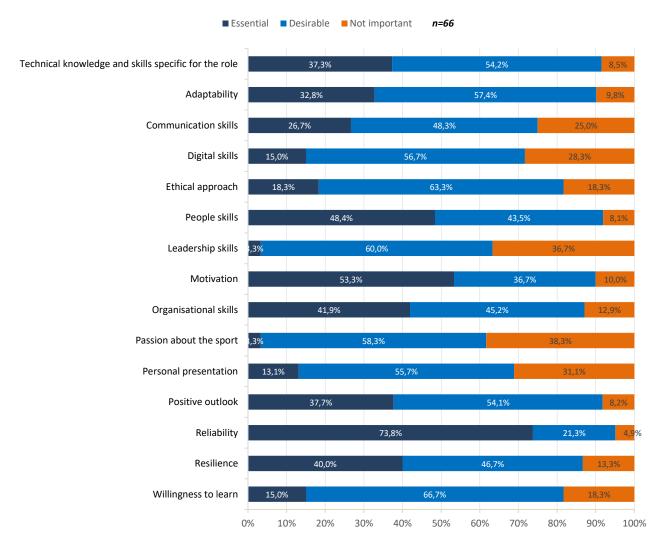
volunteers in this role

a) Most important skills and attributes needed

In your opinion, what are the most important skills and attributes needed for volunteers to perform effectively in the role of SUPPORTING DAY-TO-DAY SPORT ORGANISATION ACTIVITIES?

this role in my sport

organisation



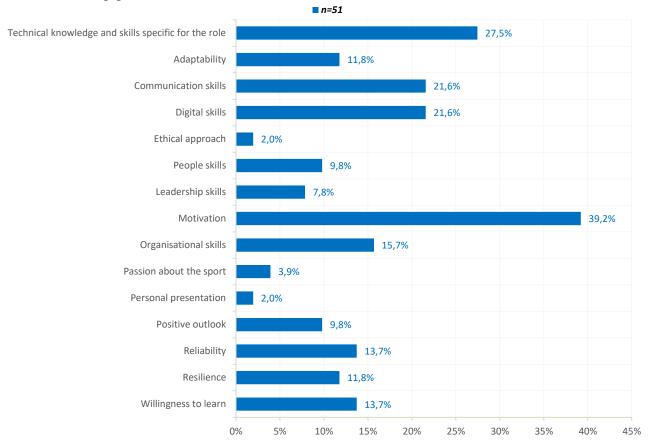






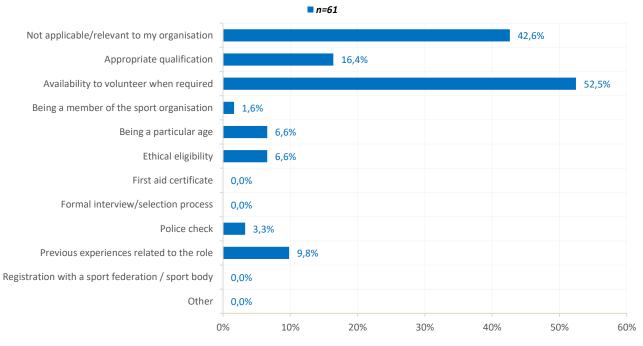
b) Skills or attributes in need of improvement

Which of these skills/attributes are in need of improvement for volunteers currently engaged in the role of SUPPORTING DAY-TO-DAY SPORT ORGANISATION ACTIVITIES?



c) Specific requirements for volunteers in that role

If your organisation has one or more volunteers in the role of SUPPORTING DAY-TO-DAY SPORT ORGANISATION ACTIVITIES, are there any specific requirements for volunteers?





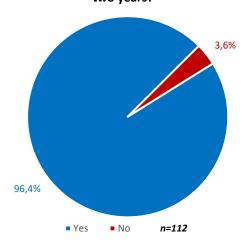




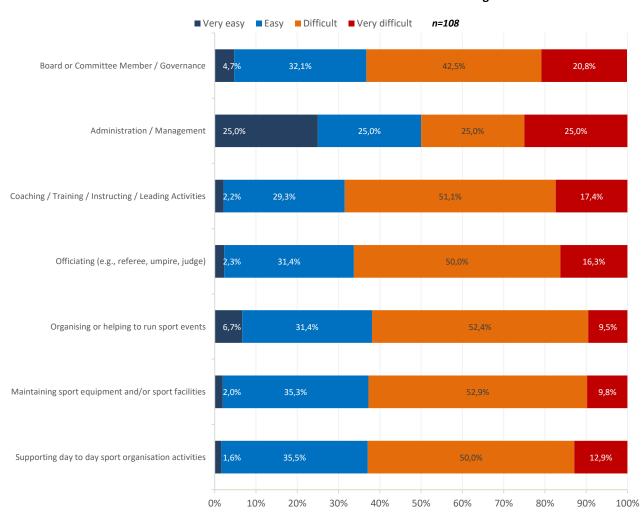
12. SECTION 4 – ABOUT THE RECRUITMENT OF SPORT VOLUNTEERS

a) Recruitment of sport volunteers by respondent organisations in the last 2 years

Has your organisation recruited or attempted to recruit volunteers in the last two years?



How difficult it was to recruit suitable volunteers for the following roles?



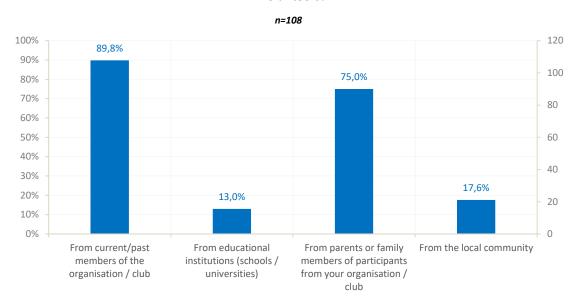






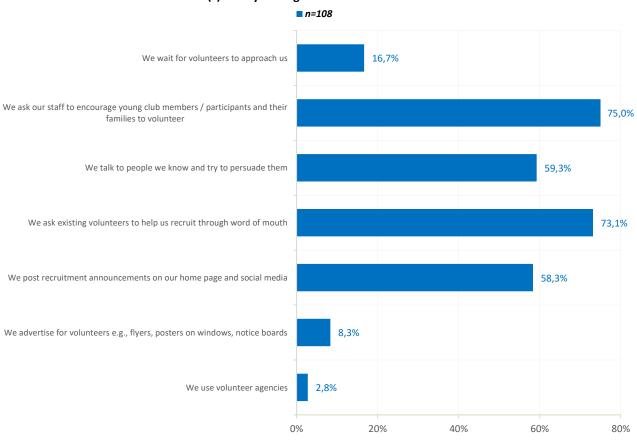
b) Targeted groups by respondent organisations for recruiting volunteers

From which of the following groups does your organisation usually recruit volunteers?



c) Methods used by respondent organisations for recruiting volunteers

What method(s) does your organisation use to recruit volunteers?



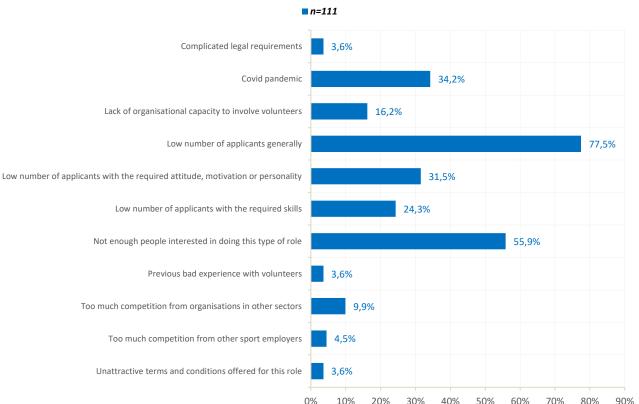






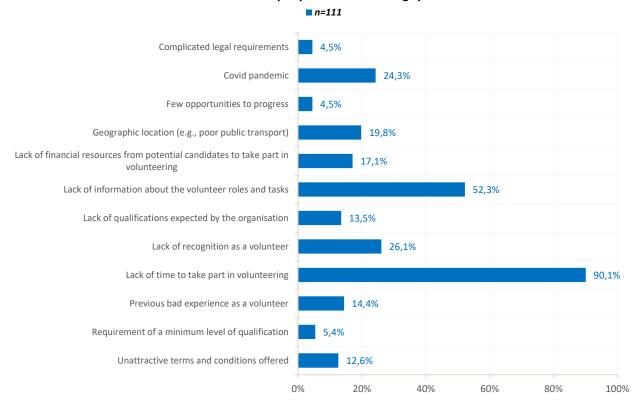
d) Difficulties for attracting and recruiting sport volunteers

Difficulties which sport organisations can face when trying to attract / recruit volunteers



e) Barriers which can deter people for becoming sport volunteers

Barriers which can deter people from becoming sport volunteers



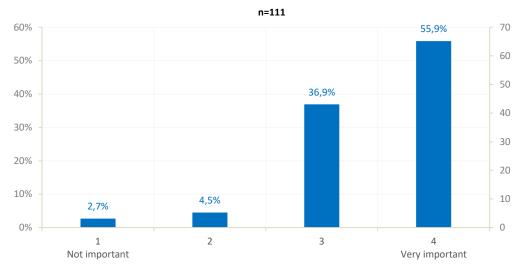


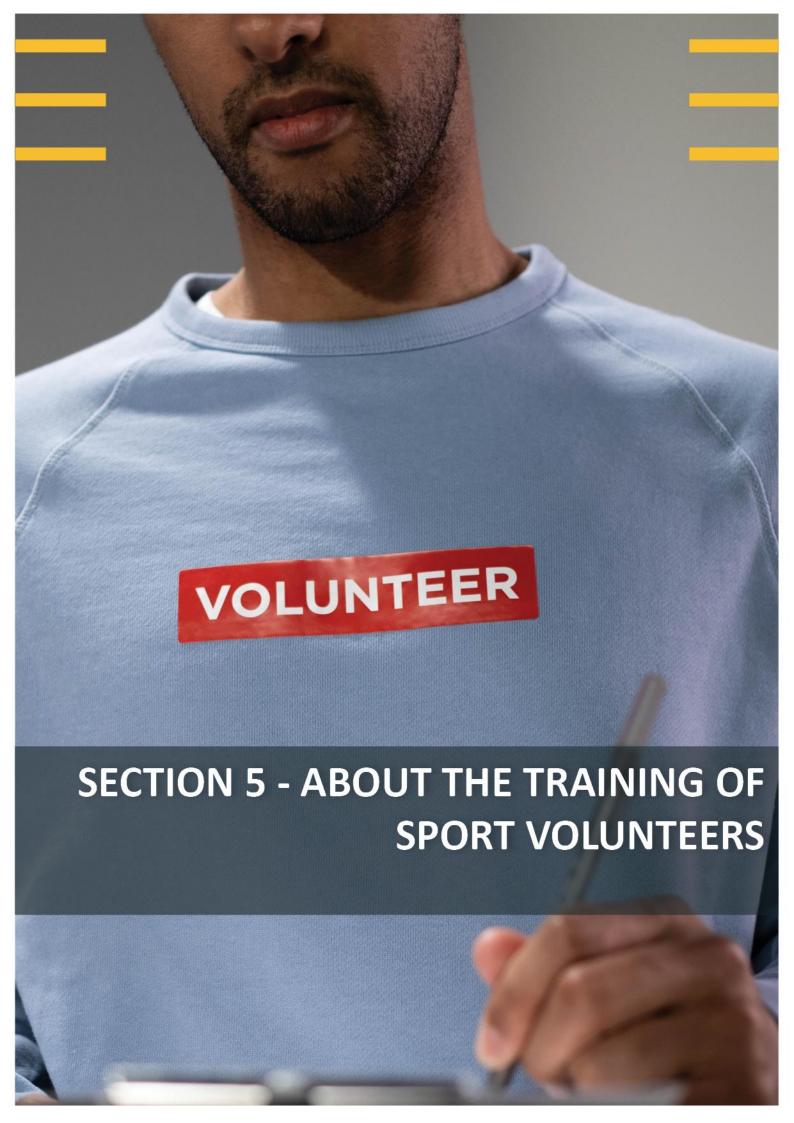




f) Importance for sport organisations to get more support to recruit volunteers

How important is it for sport organisations to get more support to improve the recruitment of volunteers?





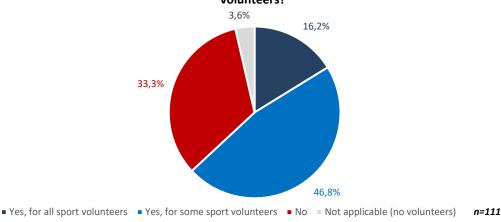




13. SECTION 5 - ABOUT THE TRAINING OF SPORT VOLUNTEERS

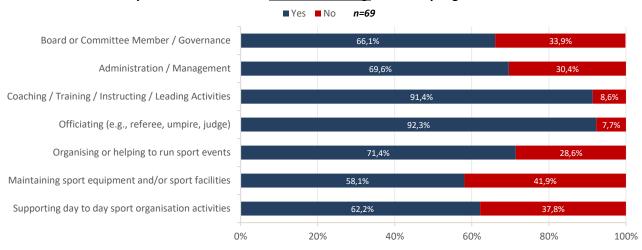
a) Review of skills and training needs of sport volunteers by respondent organisations

Does your organisation regularly review the skills and training needs of sport volunteers?

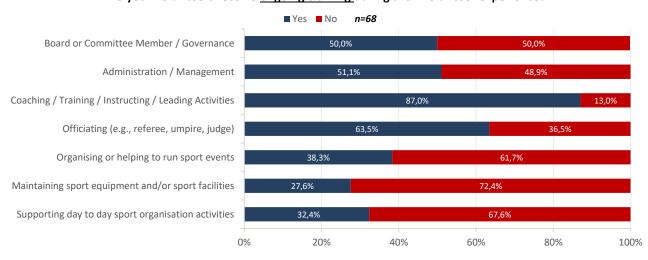


b) Induction and ongoing training provided to sport volunteers

Do your volunteers receive induction training before they begin their role?



Do your volunteers receive ongoing training during their volunteer experience?



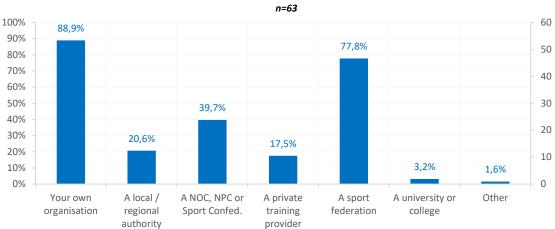






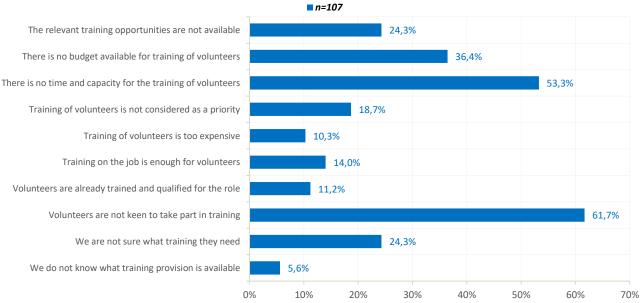
c) Providers responsible for the training of sport volunteers





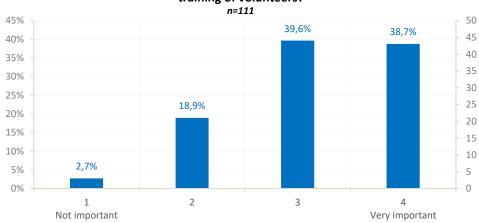
d) Barriers to arranging training for sport volunteers

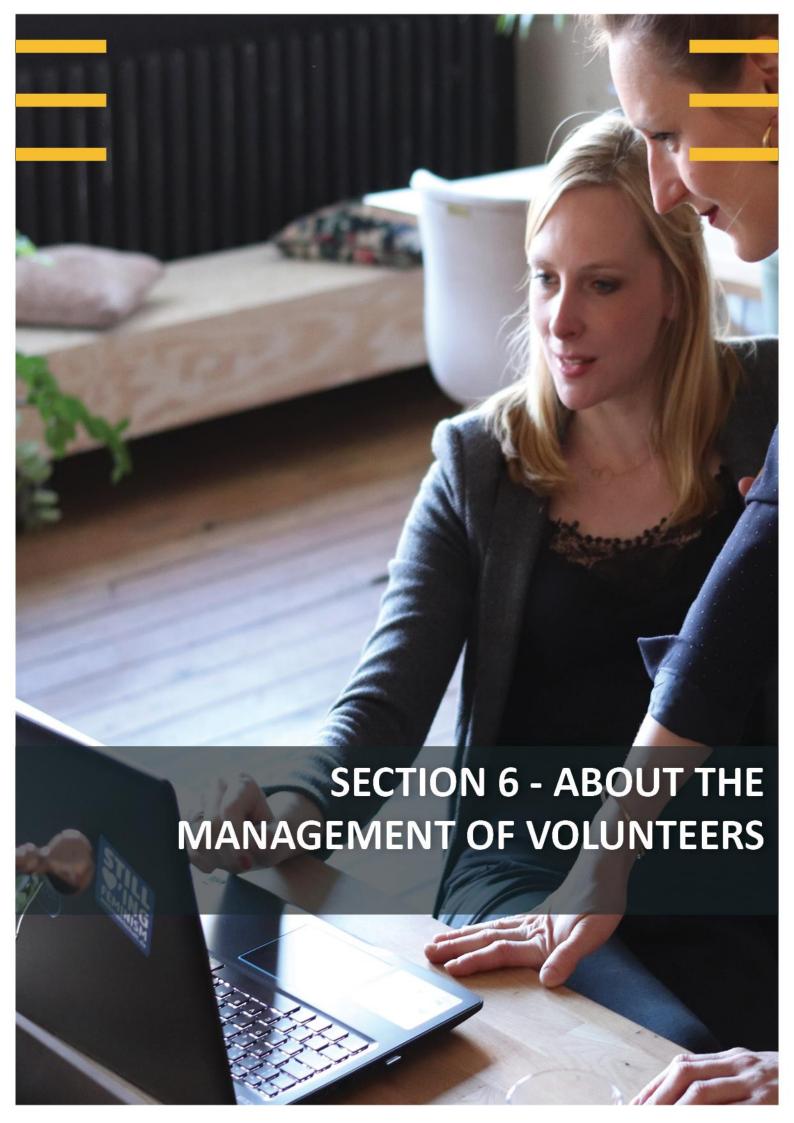
Possible barriers to arranging training for sport volunteers



e) Importance for sport organisations to get more support for training of volunteers

How important is it for sport organisations to get more support for training of volunteers?





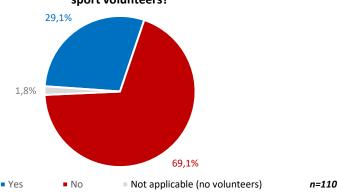




14. SECTION 6 – ABOUT THE MANAGEMENT OF SPORT VOLUNTEERS

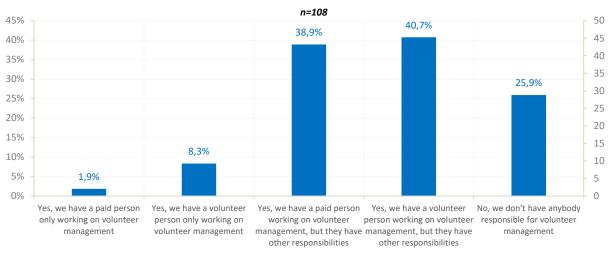
a) Written guidelines and procedures for managing sport volunteers

Does your organisation have written guidelines and procedures for managing sport volunteers?

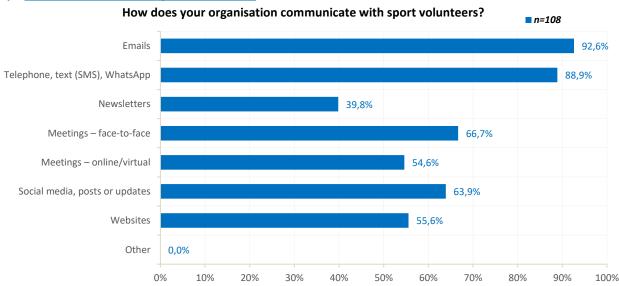


b) Responsible people for managing sport volunteers in respondent organisations

Does your organisation have one or more people responsible for managing your sport volunteers?



c) Communication with sport volunteers



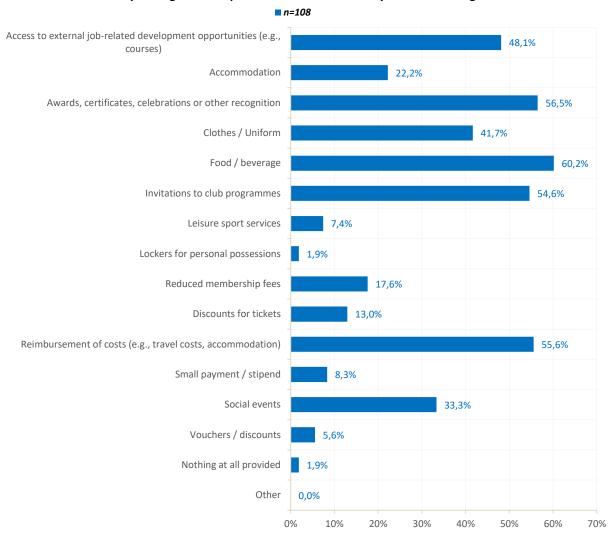






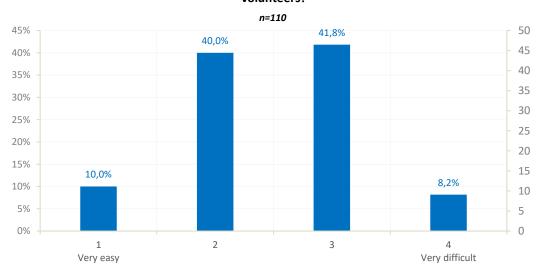
d) Incentives from sport organisations for their volunteers

Does your organisation provide volunteers with any of the following?



e) Level of difficulty for sport organisations to manage their volunteers

How difficult do you think it is for sport organisations to manage their volunteers?



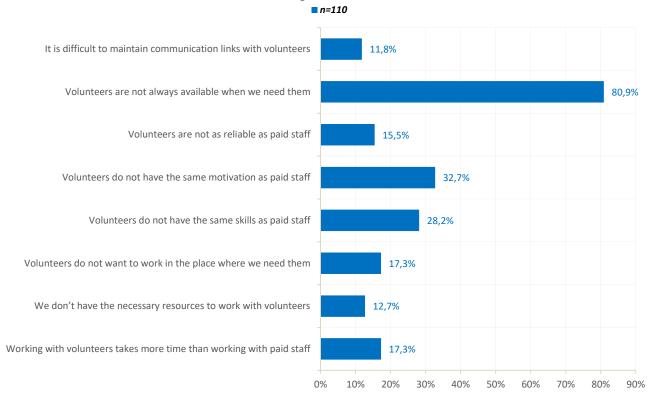






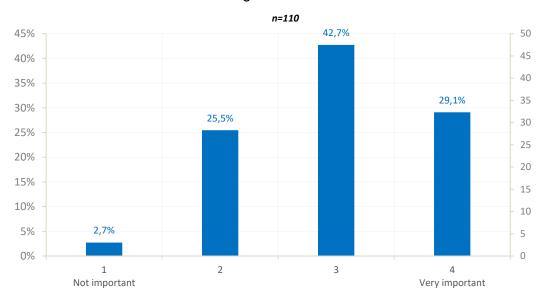
f) Most common problems in the management of sport volunteers

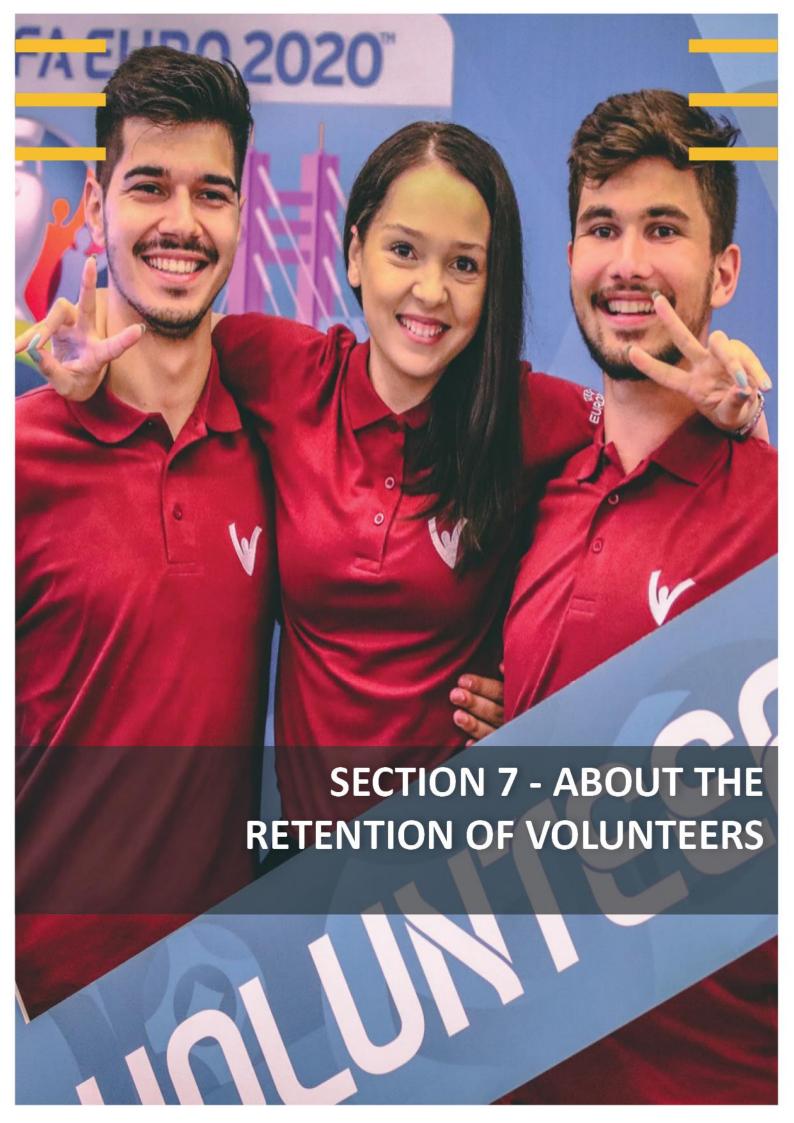
Which of the following problems apply most in the management of volunteers in sport organisations?



g) Importance for sport organisations to get more support for the management of volunteers

How important is it for sport organisations to get more support to improve the management of volunteers?







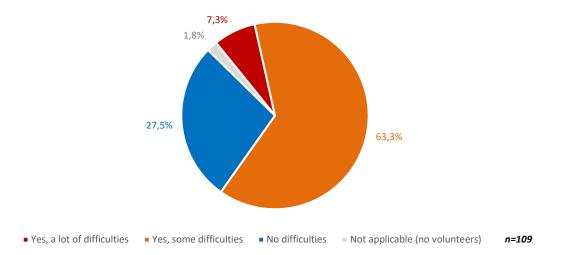




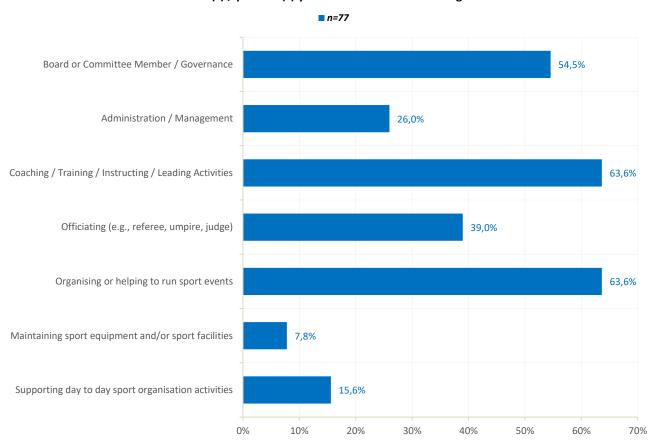
15. SECTION 7 – ABOUT THE RETENTION OF SPORT VOLUNTEERS

a) <u>Difficulties for sport organisations to retain their volunteers and for which role(s)</u>

Does your organisation have difficulties in retaining volunteers for the length of time you need them?



For which role(s) / position(s) you have difficulties retaining volunteers?

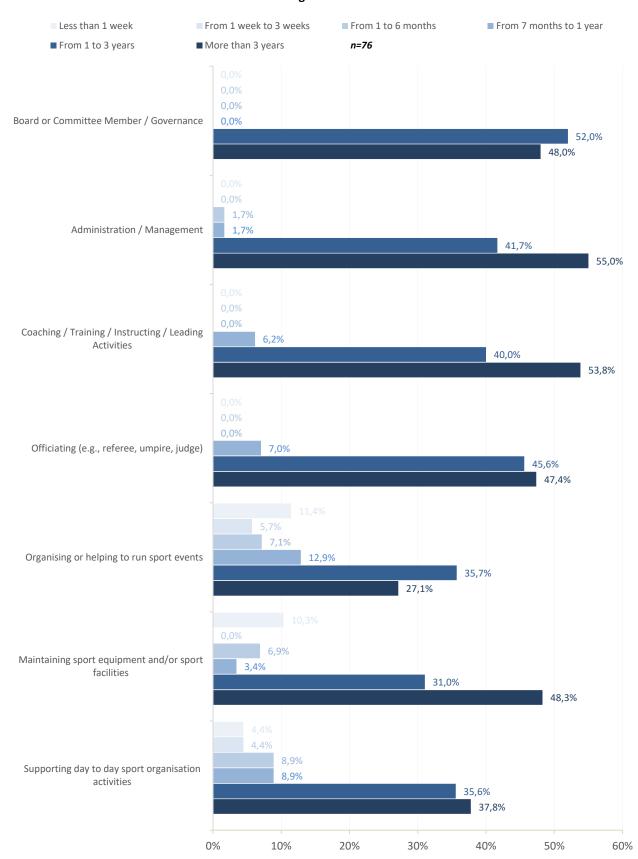






b) Length of stay for sport volunteers in respondent organisations

On average, for each role, please estimate how long sport volunteers stay in your organisation





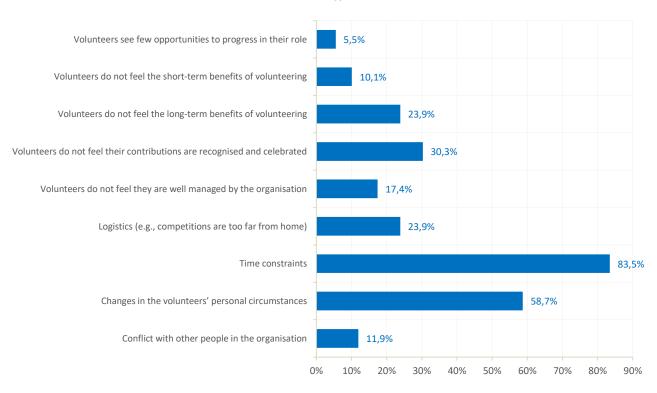




c) Reasons why it is difficult to retain sport volunteers

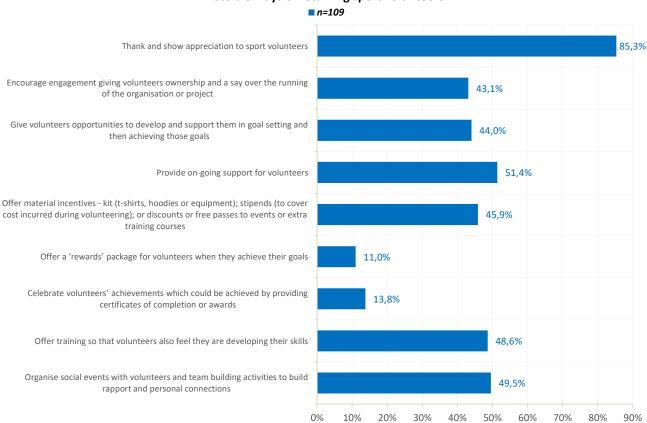
Possible reasons why it is difficult to retain sport volunteers

n=109



d) Possible ways of retaining sport volunteers

Possible ways of retaining sport volunteers









e) Importance for sport organisations to get more support for the retention of volunteers

How important is it for sport organisations to get more support to improve the retention of volunteers?

