



# **VARIATIONS IN VOLUNTEERISM**

## **Opportunities for Seniors to Engage in Enriching Activities**

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# ***CHANGING DEFINITION OF VOLUNTEERISM***

- **COMMON ELEMENTS**
  - **OWN CHOICE**
  - **WITHOUT MONETARY REWARD**
  - **TO BENEFIT OTHERS**
  
- **CHANGES IN DEFINITION**
  - **OWN CHOICE**
    - **Court-ordered, mandated community service?**
    - **Service Learning assignments?**
  - **WITHOUT MONETARY REWARD**
    - **Peace Corps, VISTA, Americorps stipends**
    - **Stipends to level the playing field**

# ***PETER DRUCKER – NEEDS OF VOLUNTEERS***

- Need more satisfaction**
- Challenging assignment**
- Continuous training**
- Results-oriented**
- Need to be appreciated**

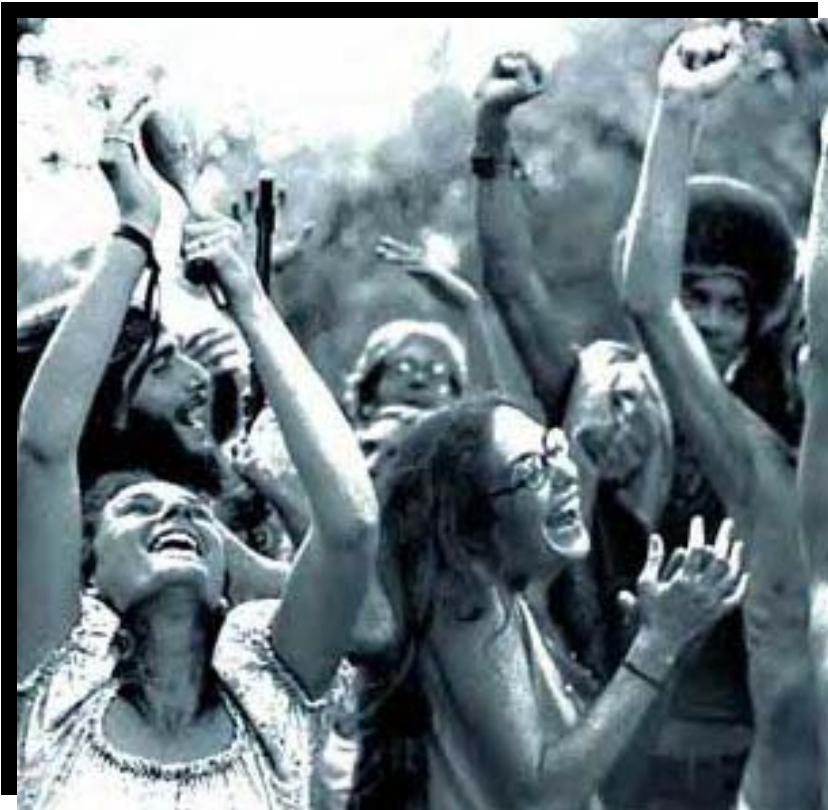




## ***WORTH OF A VOLUNTEER***

- **Independent Sector:**
  - In 1980 - \$ 7.46/hour
  - In 2004 - \$17.55/hour
- **Figures calculated on comparable paid positions**
- **Does not reflect real value of volunteerism**

# ***BABY BOOMERS***



## **78 MILLION STRONG**

- Begin retirement years starting in 2006**
- Expected to have great influence on country and lifestyles**

# ***BABY BOOMER CATEGORIES AS DISTINGUISHED BY AARP IN 1999:***

- **The Strugglers ( 9%)** – little sense of optimism
- **The Anxious (22%)** – financial and health care concerns; expectation to continue working
- **The Enthusiasts (13%)** – envision enough funds and plenty of time for recreation
- **The Self Reliants (30%)** – highest income and educational level; have funds for retirement but want to continue working at least part time; interest not in pay but for interest and enjoyment that work provides
- **Today's Traditionalists (25%)** – Plan to both work and rely on Social Security and Medicare



# ***STRATEGIES TO PROMOTE VOLUNTEERISM***

- **Coordinated and collaborative approach to volunteer recruitment, training, and leadership.**
- **Address key motivating factors of personal satisfaction, social interaction and desire to give something back to the community.**
- **Greater orientation and training of volunteer boards, directors, and volunteers.**
- **Address problems of racism, cultural insensitivities, and exclusionary practices.**

# VARIATIONS IN VOLUNTEERISM



- ❑ Traditional
- ❑ Individual/Independent Choice
- ❑ Organizational
- ❑ Government
- ❑ Non-Profit
- ❑ International
- ❑ Virtual
- ❑ Disasters: Safety and Security
- ❑ Disasters: Unsolicited, Unaffiliated, Spontaneous
- ❑ Communities of Faith
- ❑ Community-Wide Events
- ❑ Episodic
- ❑ Stipended
- ❑ Donor/Philanthropic
- ❑ The 15-Minute Volunteer

# CREATING VOLUNTEER OPPORTUNITIES

## ■ Four Dimensions:

### □ Skill level

- Require previous experience/education?
- Extensive pre-service training?
- Brief on-the-job training or no prior experience and skills?
- Challenging?
- Routine and less stressful?

### □ Duration

- Ongoing?
- Short-term?
- One-time?

### □ Scheduling

- Flexible, convenient and adjustable time?
- Specific times?

### □ Opportunity for self-initiation

- Opportunity for volunteer ingenuity and innovation?

Changing regulations, economic conditions, longevity and good health are causing seniors to keep working beyond the usual retirement age. Work may be voluntary, part time, a complete change from previous work experience, and for a variety of personal reasons.

Our active seniors will have choices to make. Let's prepare the foundation for wise decisions based on the best information we can provide.

