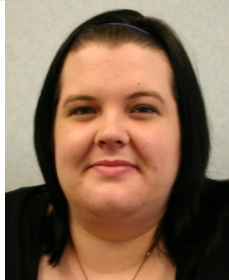


Where to find us



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Employer Supported Volunteering Case Studies

Bausch & Lombe

To encourage their staff to volunteer Bausch & Lombe contact the Voluntary Sector Gateway to ascertain what projects are available in the West Lothian area. The staff are then given a day to devote to their chosen project. In addition they have one day per year to devote to their own personal volunteering project, which is normally an “away day” for children in West Lothian with learning disabilities.

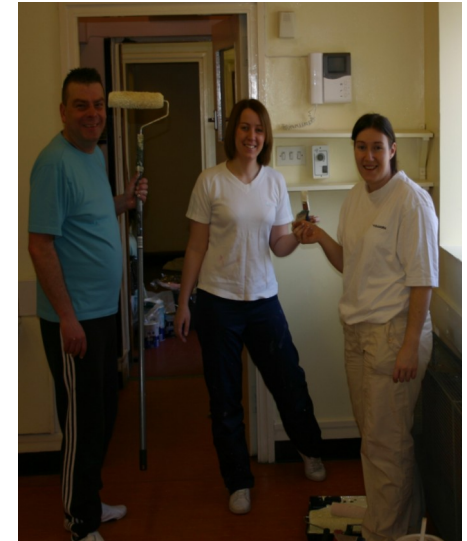
West Lothian Council

This year, 2010, sees the coming onboard of West Lothian Council to the Employer Supported Volunteering scheme. The ESV Co-ordinator will source a project in the community, e.g. decorating a nursery or designing and building an allotment garden (the list is endless) for employees to get involved in.

*Voluntary Sector Gateway West Lothian is a
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*Supporting, Promoting and Developing
West Lothian's Voluntary Sector*



Employer Supported Volunteering

Employer Supported Volunteering (ESV)

Research indicates more than half employees say employee volunteering has made them more productive, while 83% say they would prefer to work for a company with an employee volunteering programme than one that doesn't.

"With support from their employer, an employee can make a valuable contribution to the community. They can make a real positive difference to people's lives while developing their own personal skills to the benefit not only of the business but to themselves as well."

Samantha Barber, Chief Executive for Scottish Business in the Community - Daily Record June 30

How can an employer support volunteering?

- Agree staff time away from work to volunteer
- Use of premises, materials and equipment to assist with voluntary activities
- Advertise local volunteering opportunities through organisation intranet systems, internal email, newsletters and notice boards
- Provide a budget to support volunteering
- Set up a company award scheme to reward employee volunteers
- Invite the local Voluntary Sector Gateway to promote volunteering to staff
- Encourage staff who are not currently involved in volunteering to try it through a Team Challenge.

Corporate Social Responsibility

Community Involvement is the way a company actively supports local voluntary organisations and community groups. This support can be demonstrated through sponsorship, monetary gifts, gifts in kind, staff secondment and Employer Supported Volunteering team challenges.

Team volunteering opportunities, or Team Challenges as they are usually known, are one-off or short term volunteering activities for a group of employees. Examples include gardening and decorating projects, producing publications or resources, or organising activities or events.

Team challenges can be seen as a cost effective team building exercise with short, sharp visible outcomes. They also provide excellent PR opportunities, being easy to report, whilst photos of employees painting and gardening make good news stories and look impressive in company literature.



HM Tax Credit Employees enjoying their team challenge

Every One's a Winner!

Employer Supported Volunteering is a way for employees to acquire knowledge and skills that perhaps they cannot gain in the workplace.

This is an opportunity for employees to:

- Develop and learn new skills
- Increase confidence
- Gain experience to aid career development
- Face new situations and challenges
- Improve attitude and awareness
- Feel more valued by their employer
- Achieve a sense of personal fulfillment
- Participate in Social Exchange and network.

Benefits to Employers include:

- Improved image with employees, customers and the local community
- Enhanced reputation as a good corporate citizen
- Cost effective staff development
- Improved staff morale, leading to significantly better recruitment and retention levels.