

The Foundations of Programmes for Employee Volunteering

Corporate Social Responsibility

Introduction

As employers, we invest a lot of effort into luring in top talent, ensuring their satisfaction, boosting output, developing a corporate culture, and projecting a favourable image in the community. Being a company that values social responsibility, we also invest time and money in creating procedures that further our goals.

One way we can accomplish all of these goals is through the employee volunteer programme. It's not difficult to create a corporate volunteer programme that offers these advantages; but, it requires more work than simply organising a few employees to help on a Saturday for Habitat for Humanity.

The advantages, steps, and frequently asked issues regarding developing a successful corporate volunteer programme are covered in this Course N Carry training course on the Fundamentals of Employee Volunteering.

This instruction session will emphasise:

- Creating initiatives that are consistent with the goals and values of the organisation.
- Strategies to assist employees at all levels in comprehending how business decisions affect society and how the organization's actions contribute to the betterment of the neighbourhood.
- How to work with other corporate executives to integrate the organization's volunteering goals across the board.
- How to work together with other company executives to design and execute suitable corporate self-governance and transparency frameworks.
- How to support management in creating company positions on human rights, environmental policy, and technology use.

Objectives

Businesses can empower their staff members to give back to the community by offering corporate volunteering opportunities. Usually, it goes hand in hand with Volunteer Time Off (VTO) or other policies that enable staff members to work towards greater goals

outside of the workplace.

After completing this training programme, learners will know how to:

- Link their recruitment and employer branding initiatives to their volunteerism initiatives.
- Recognise the company as one that supports its workers' efforts to give back to the community.
- Find out how your volunteer programme contributes to the organization's achievement of its goals and mission.
- How to ascertain whether employee performance and volunteering are related.
- How to introduce the volunteer programme to staff members.

Training Methodology

A variety of tried-and-true adult learning strategies will be employed in this training session to guarantee that the participants will comprehend and remember the program's content to the fullest. This will involve case studies, PowerPoint presentations, group discussions, and other activities.

Organizational impacts

- Employee volunteer programmes are beneficial for business in general and employee engagement in particular for the following four reasons.
- Establishing a work environment where employees feel proud of the organisation they work for and the task they accomplish aids in retaining them.
- Every organisation wants to draw in and hire the greatest people in the business.
- Volunteer initiatives can make a company more appealing to prospective workers.
- Including workers in the process might make them feel more devoted to their work and the organisation they work for.
- Putting in place a volunteer programme can be a useful strategy for assisting staff members in gaining abilities that will improve their effectiveness on the job.

Personal Impact

- By taking this training course, the participant will improve their own proficiencies as a human resource practitioner, which they can then utilise inside their own companies.
- Boost the percentage of staff retention, particularly for essential personnel.
- Increase the number of eligible candidates the company attracts to help with its recruitment efforts.
- Contribute to stepping up employee engagement initiatives.
- Develop and strengthen their own professional abilities.

Who should attend?

A wide range of professionals will benefit from this employee volunteering training course, but the following will find it especially beneficial:

- Manager of Employment Recruiting
- Professionals in Talent Acquisition
- CHROs, VPs of Human Resources, and Human Resource Managers

Course Outline

Day 1

Social Responsibility of Companies

- The Development of Corporate Social Responsibility (CSR) and the Factors Influencing It
- Sustainability, Compliance, Ethics, and CSR
- Formulating a CSR Plan
- Volunteerism and Philanthropy in CSR Programme Evaluation

Day 2

Motivators for Volunteering and CSR

- Volunteering and Business Strategy
- The Sustainable Development Goals of the United Nations
- Rules as a distinct and recurrent subject
- Combined reporting of financial and non-financial data
- Impact communication
- The Worldwide Logistics Network

Day 3

A Corporate Volunteer Program's Advantages

- Relations with Investors
- Workplace Involvement
- Forces of Generations
- Rules for Government
- Employee Turnover
- Employer Branding

Day 4

Establishing a Corporate Volunteer Programme

- An Evaluation of Executive Commitment
- Implementing the Infrastructure Creation Plan
- Assessment, reporting, and measurement
- Re-evaluation and editing

Day 5

Corporate Volunteer Programme Types

- Volunteering in the Field
- Online Volunteering
- Volunteering with Skills
- Worldwide Combined Initiatives
- Locally Tailored Initiatives