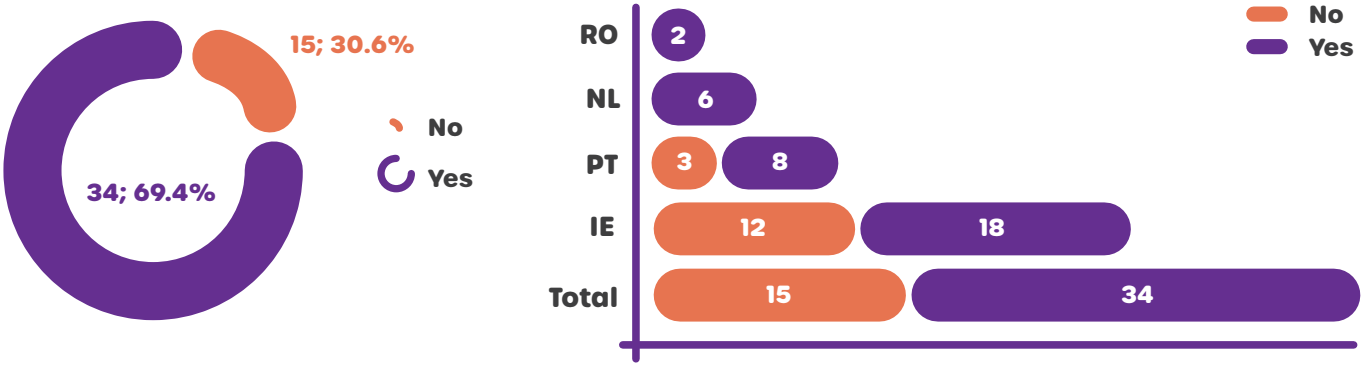
Of the **49 organisations** that replied to the questionnaire, **34 involve volunteers[1] in probation.**

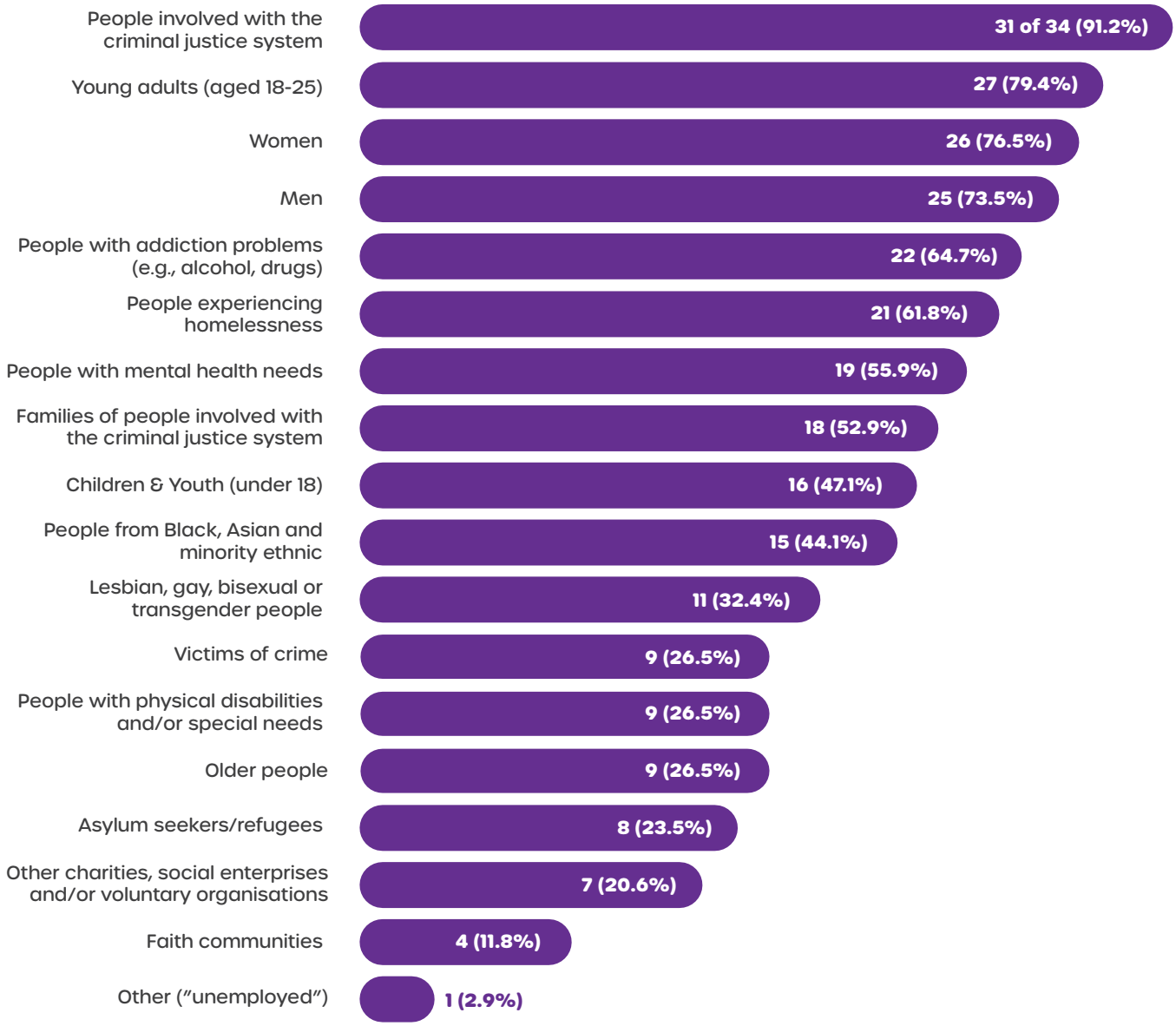
Does your organisation involve volunteers in probation? N=49 organisations



[1]For the purposes of this survey, a volunteer is any person who works on a regular, short term, or occasional basis and who provides services to your organisation or to the people your organisation serves, but is not paid as a staff member or a consultant.

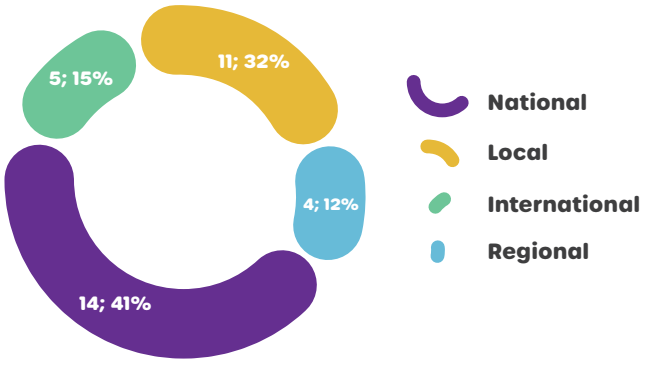
Profile of organisations with volunteers in probation n=34 organisations

Who are your organisation's clients/service users/beneficiaries?

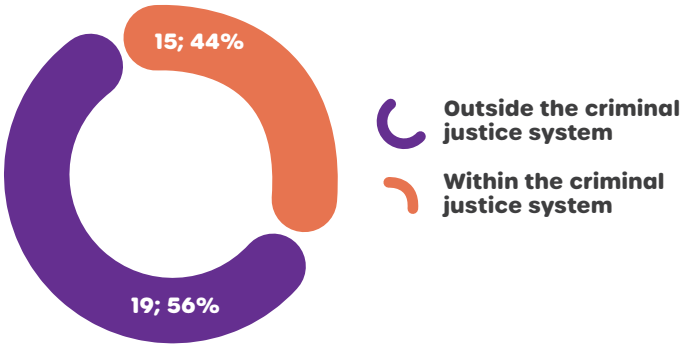


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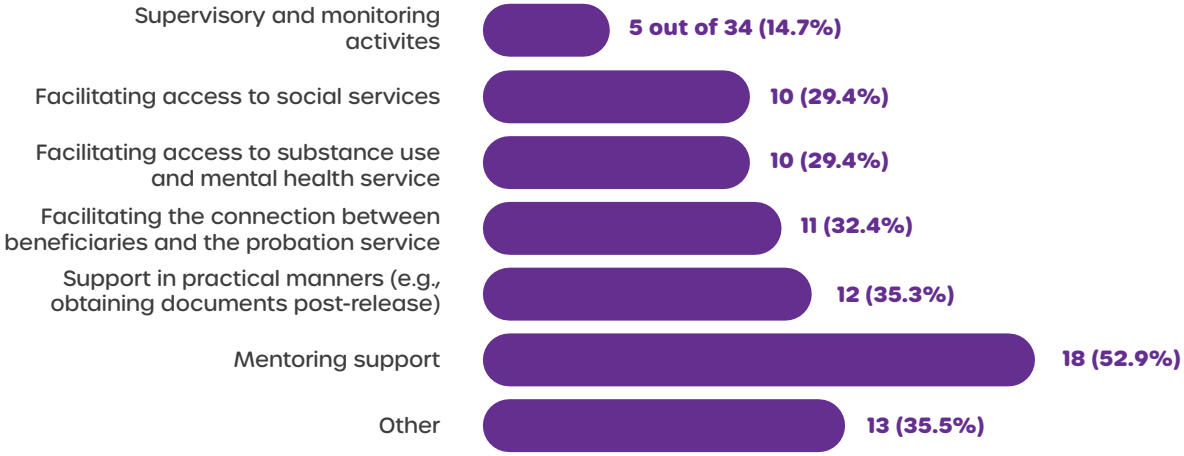
Where does your organisation operate primarily? N=34 organisations



Are your organisation's volunteer initiatives primarily... N=34 organisations

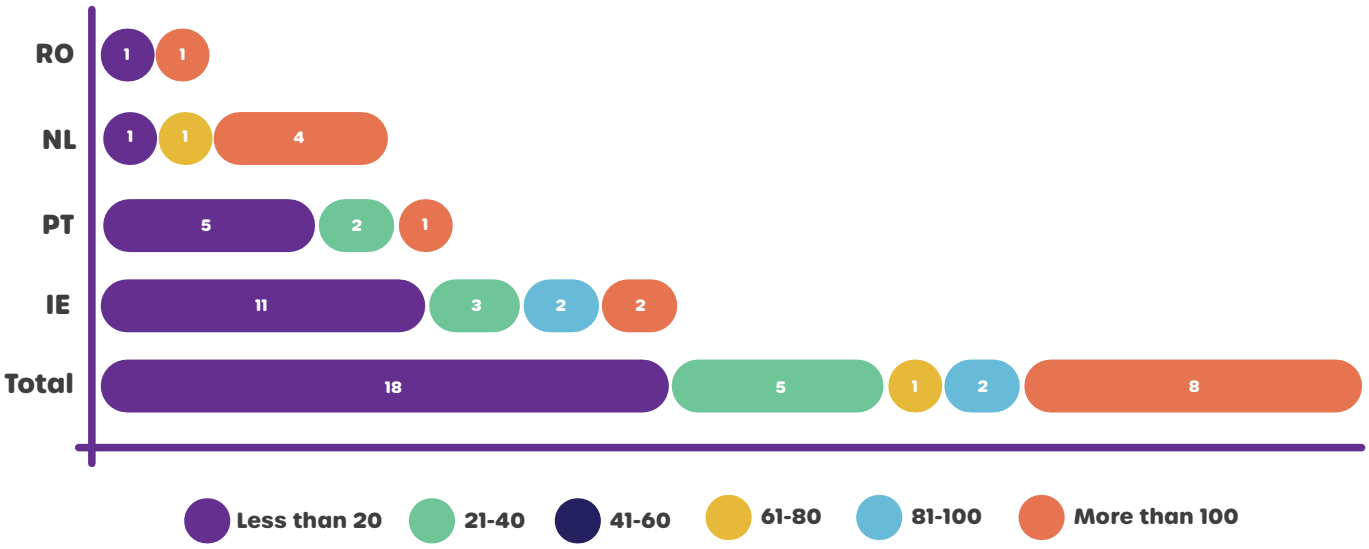


What is the role of your volunteers in probation? N=34 organisations



Aproximately how many volunteers served in your organisation over the past 12 months?

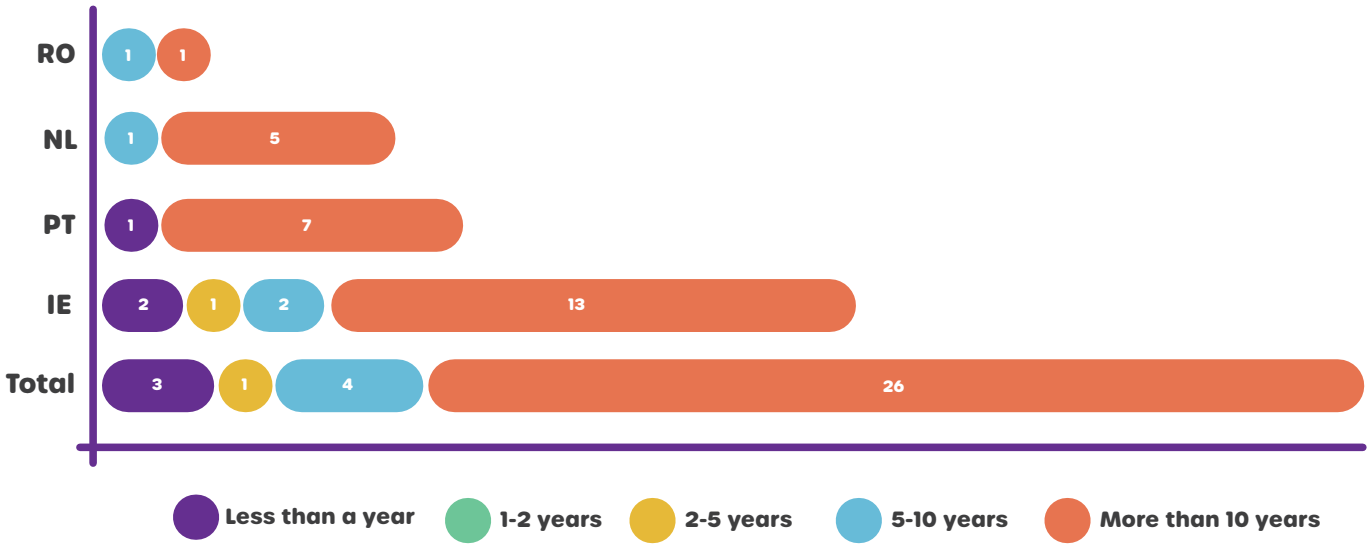
N=34 organisations



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For how long has your organisation worked with volunteers?

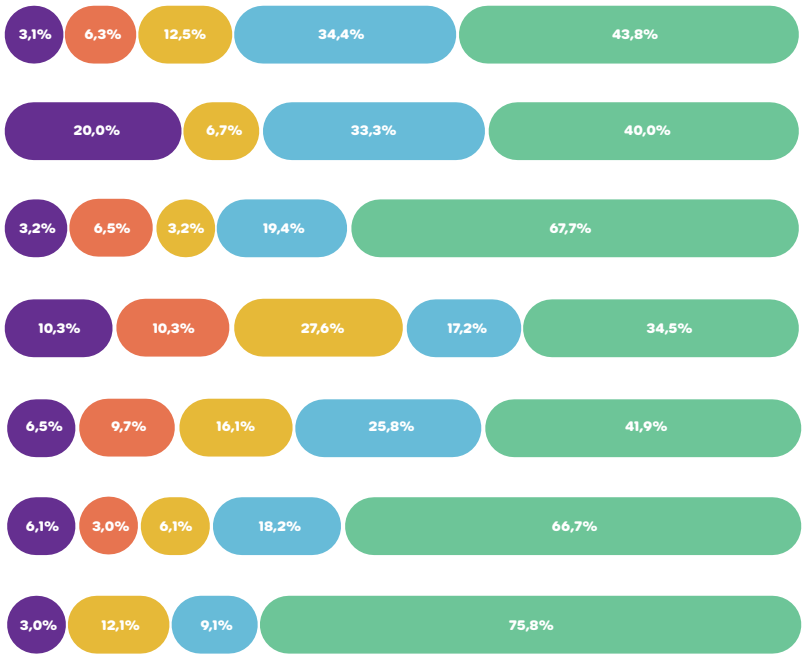
N=34 organisations



Section A: Volunteer Recruitment and Selection

N=34 organisations

Volunteer recruitment and selection practices



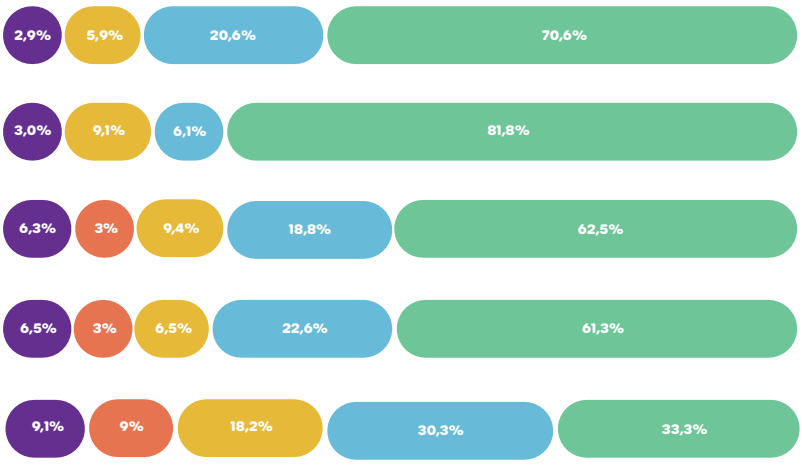
1. Our organization has a clealy defined strategy for recruiting and selecting volunteers
2. We use various channels (e.g. social media, community events) to reach potential volunteers
3. Potential volunteers are provided with relevant information about the organisation, the volunteer role and the recruitment process
4. We have a system in place to match volunteers' skill and interests with suitable roles
5. Genuine effort is made to recruit and select volunteers from a broad range of backgrounds and experiences to represent the community served by the organisation
6. We provide a clear description of the duties, responsabilities, skills needed, time required and benefits of the volunteer position (volunteer roles)
7. Volunteers are selected based on interest, knowledge, and skills relevant to the role, avoiding bias or discrimination

Strongly disagree **Disagree** **Neither agree or disagree** **Agree** **Strongly agree**

Section B: Volunteer Training

N=34 organisations

Volunteer Training Practices



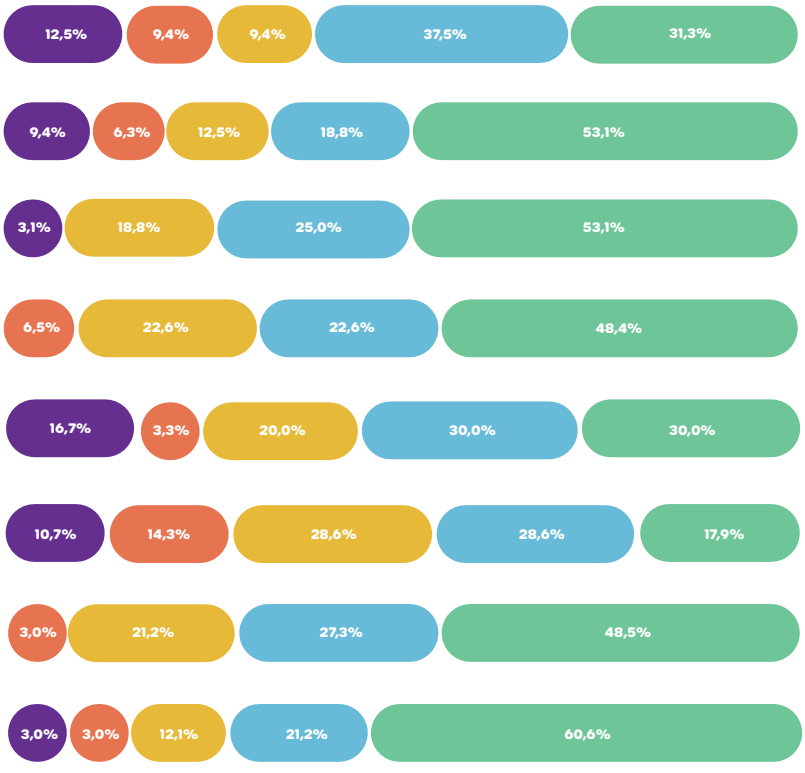
1. Volunteers are provided with orientation relevant to their role and responsibility
2. Volunteers receive information on the organisation's mission, policies and procedures that relate to their position
3. We provide adequate training to volunteers before they start their roles
4. Training programmes are designed to enhance volunteers' skills and understanding of thei roles and responsabilities
5. We offer ongoing training opportunities to help volunteers improve and stay engaged

Strongly disagree | Disagree | Neither agree or disagree | Agree | Strongly agree

Section C: Volunteer Management and Leadership

N=34 organisations

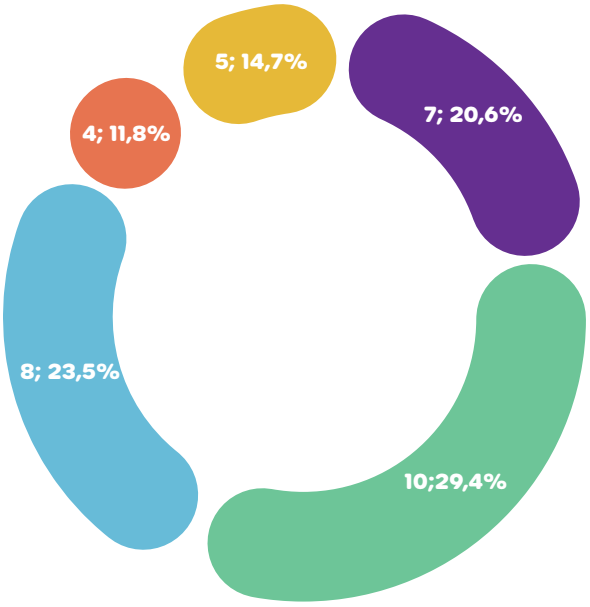
Volunteer Management and Leadership



1. Our organisation publicly declares its intent, purpose and commitment to involving volunteers (e.g., organisation's website, docial media)
2. Policies and procedures incorporating volunteer involvement practices are in place and reviewed regurlarly
3. Responsabilities for leading and managing volunteer involvement are defined and supported
4. Our organisation actively encourages volunteers to take on leadership roles and values their input in decision-making processes
5. Staff and board leadership are trained to work effectively with volunteers
6. Processes are in place to manage relationships with partner agencies in collaborative volunteeer activies
7. Policies and procedures applying to volunteers are communicated, understood, and implemented by all relevant staff
8. The level of risk is assessed and minimized for all volunteer positions

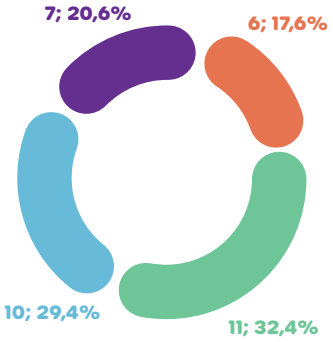
Strongly disagree | Disagree | Neither agree or disagree | Agree | Strongly agree

How does your organisation coordinate volunteers?



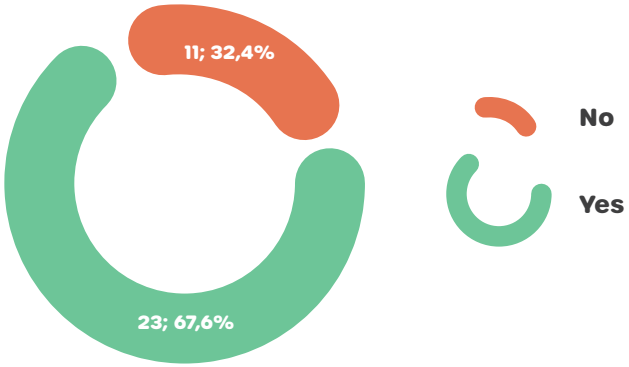
- One paid staff person is solely responsible for managing volunteers
- Volunteer management duties are spread across several positions within the organisation
- Volunteer management is one of many duties of a staff person
- A volunteer is responsible for recruiting and supervising other volunteers
- Other

Does this person have any formal training in volunteer management?

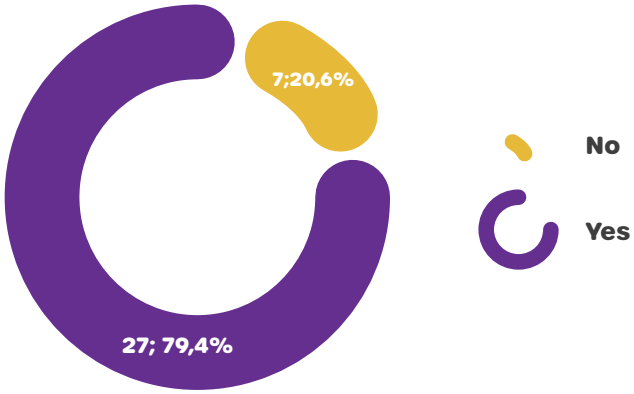


- No formal training
- A bit of training, and no certification
- Quite a lot of training, but no certification
- Certified training

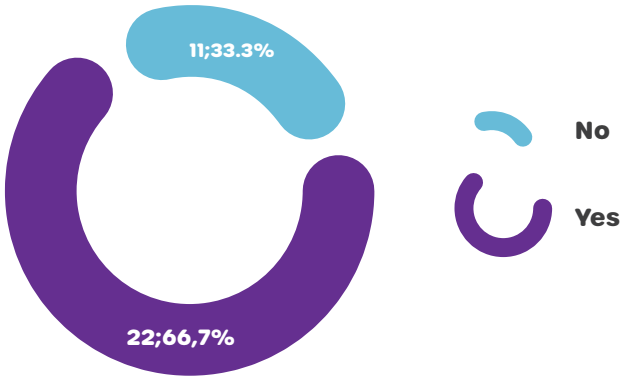
Does this person work collaboratively with staff, the local volunteer center and other organisations to encourage the effectiveness of the volunteer programme?



Does your organisation have volunteers in the management board?



If yes, does your organisation provide training to these volunteers?

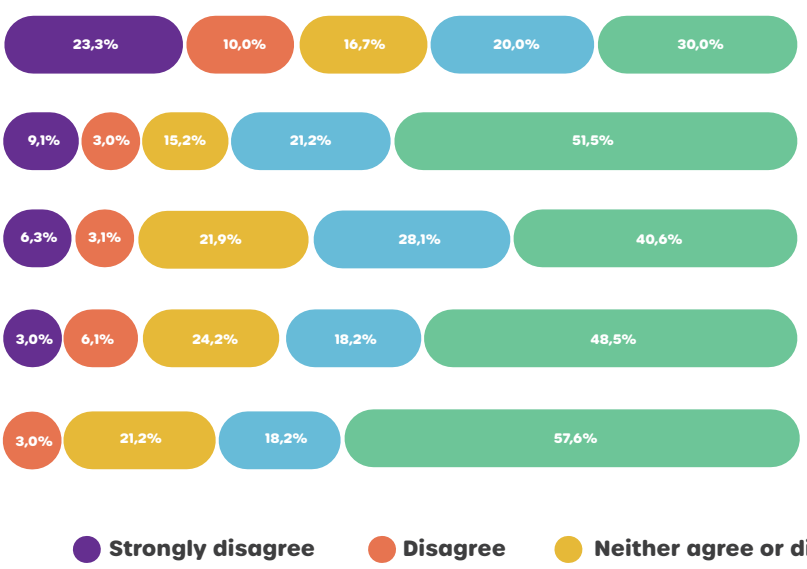


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Section D: Support and Recognition

N=34 organisations

Volunteer Support and Recognition Practices

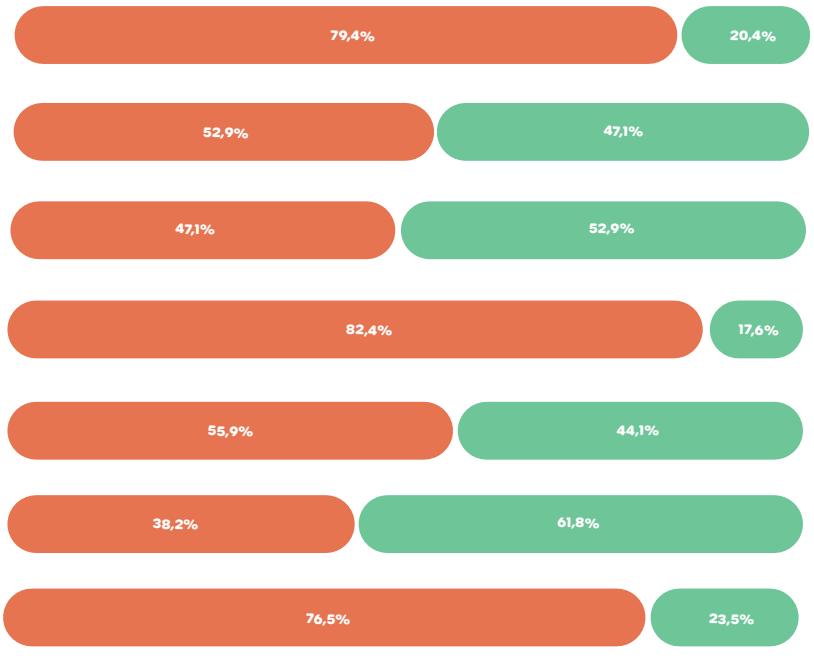


1. We have a formal recognition programme to appreciate volunteers' contributions and time commitment
2. Opportunities are available for volunteers to provide feedback to the organisation about their involvement
3. We regularly evaluate the effectiveness of our volunteer management strategies
4. We gave clear communication channels for volunteers to express their ideas and concerns
5. Volunteers are informed about how their contributions benefit the organisation, service users and the community

Strongly disagree | Disagree | Neither agree or disagree | Agree | Strongly agree

Section E: Cooperation mechanisms

N=34 organisations

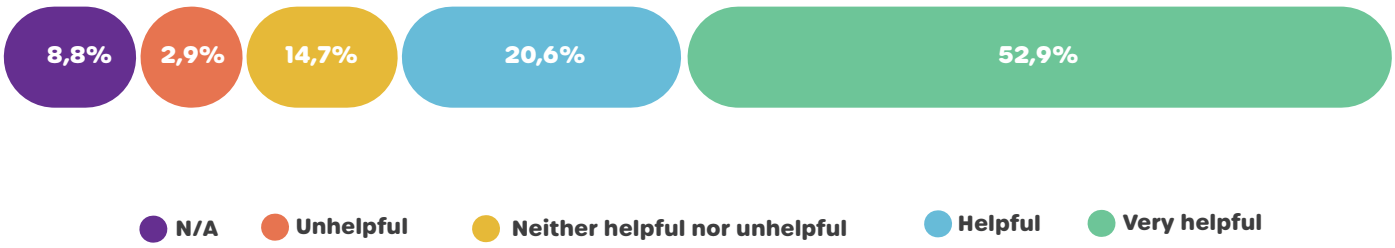


1. Does your organisation manage or implement volunteer initiatives on behalf of other bodies?
2. Does your organisation collaborate with other bodies in implementing criminal justice volunteer initiatives?
3. Does your organisation collaborate with other bodies in implementing volunteer initiatives generally?
4. Does your organisation share volunteers with other bodies?
5. Does your organisation participate in or share volunteer training with other bodies?
6. Is your organisation a member of a volunteer network or collaborative body?
7. Is volunteer management or training in your organisation subject to external monitoring or review?

No | Yes

How would you rate the value of inter-agency/collaborative working?

N=34 organisations



Recommendations

Based on the survey results on CBOs' Volunteer Management in Probation conducted by the CoPPer partnership in Ireland, the Netherlands, Portugal, and Romania, the following recommendations were drafted:

1. Volunteer Recruitment & Selection

- Improve the matching of volunteers' skills and interests with suitable roles by, for example, developing a comprehensive volunteer application process, and maintaining open communication through regular check-ins and feedback mechanism.
- Enhance the use of communication channels to effectively reach out to potential volunteers.

2. Volunteer Training

- Provide volunteers with access to relevant training courses that contribute to their personal and professional growth by, for example, conducting a thorough needs assessment to identify the specific skills and knowledge areas that would benefit volunteers in their roles.

3. Volunteer Management & Leadership

- Enhance the visibility of volunteer commitment through public acknowledgements, recognition events, or highlighting their contributions on different communication channels.
- Invest in training courses for staff and board members, focusing on effective volunteer management and fostering productive relationships with volunteers.
- Develop strategies to manage relationships with partner agencies, involving regular communication and collaborative projects.

4. Volunteer Support and Recognition

- Develop and structure a formal recognition program to acknowledge volunteers' contributions. This could include certificates of appreciation and mechanisms for regular feedback and recognition, highlighting volunteers' achievements and efforts.

5. Cooperation Mechanisms

- Encourage CBOs to implement initiatives on behalf of other entities to foster a sense of community and shared purpose among different organizations.
- Establish a system for sharing volunteers among different entities (volunteers' network) to optimize resources and provide diverse experiences for volunteers.
- Implement a system for external monitoring and supervision to ensure adherence to best practices and maintain high standards in volunteer management.