

# Valuing Volunteers Study

## Better understanding the primary motives for formal volunteering in Australian emergency services

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Bill Calcutt/ University of Wollongong

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**I acknowledge the traditional custodians of this country, & pay my respect to their elders past & present**



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# Research context

An increase in the **frequency & severity of threats** posed by climate change-related natural hazards

A general **decline in formal organisation-based volunteering**

Growing Government **concerns about the future resourcing** of volunteer-based emergency response capabilities



# Research findings

1. Emergency service volunteering represents **exceptional civic participation**
2. Values (particularly altruistic values) are **primary motives** for emergency service volunteering
3. Values preferences within the emergency service volunteer workforce vary significantly by **gender & generation**
4. Natural hazards objectively pose substantial & **growing risks to human life**, though Australia's all-hazards risk management system is dominated by fear-based perceptions
5. Technology is facilitating **fundamental changes in core values** & social norms





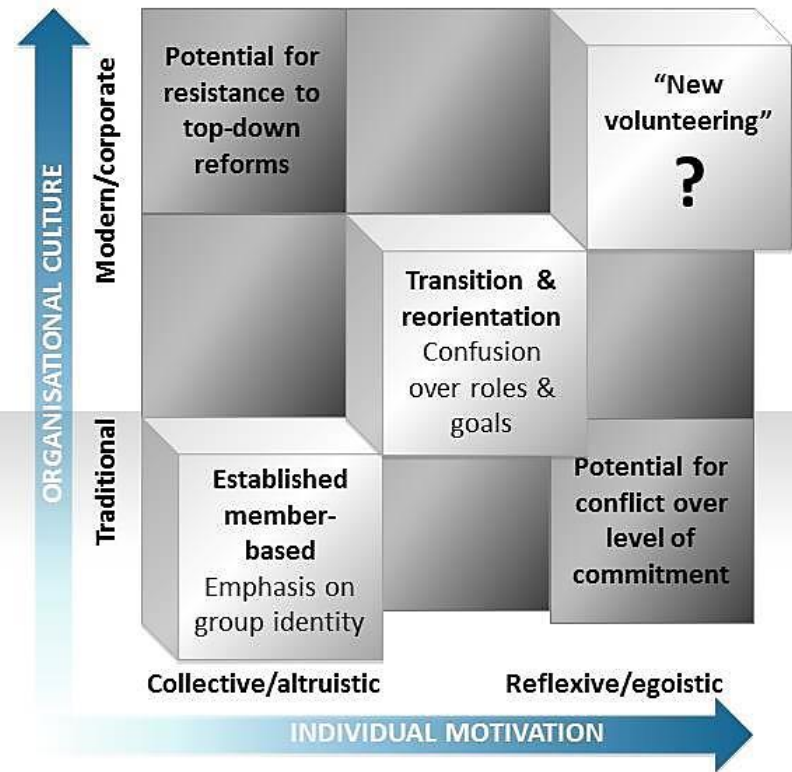
# Implications

A general community-wide decline in altruistic values will make the **recruitment & retention** of formal (traditional, committed) volunteers more difficult

Sustaining volunteer commitment into the future will require strategies to **satisfy & reconcile the divergent & potentially conflicting values** preferences of different sections of the volunteer workforce

Emergency services are confronted with **critical choices about their core values** & the nature of the organisational culture that they seek to engender

## Interaction of modernisation trends



# Questions?

Bill Calcutt PSM  
Valuing Volunteers Study  
University of Wollongong  
Email: [wgc447@uowmail.edu.au](mailto:wgc447@uowmail.edu.au)  
Mobile: +61 421 234 836

