


Talk Outline

- The RSPB
- The Data Unit
- Typical volunteering
- John's story
- The key to success



The RSPB

- Largest conservation charity
- 1.08m members, 2000+ staff
- UKHQ, 3 country HQs, 10 regions
- 200 reserves+, 100 futurescapes
- Speaks up for nature
- Engages government and people with wildlife
- Supports BirdLife Partners around the world



The Data Unit

- 10-15 staff at UKHQ /SHQ + 1-2 vols
- Manages conservation data
- Trains and supports users in systems, mapping and data management
- Provides specialist, expert services
- Interested in wildlife and green issues
- Evolving with IT and business change




... and me

- Science and wildlife background
- Volunteered lots
- Whole career in RSPB Data Unit
- Know little about Aspergers
- Know more about managing staff
- Know lots about birds




Typical volunteering

- Mapping and data management
- Office administration
- Art and design
- Retail and fundraising
- Campaigning and lobbying
- Survey and monitoring
- Reserve management
- Technical support
- Engaging people
- Anything we and our staff do...




Facts and figures

- RSPB founded by volunteers in 1889
- 16,729 volunteers in 09/10
- Equates to 912,852 hours, 468 full time staff or 10 people's whole working life
- Worth £5,551,212 net benefit after we've paid their expenses
- Oldest volunteer: 101, youngest: 8
- 21% of our volunteers are not members but still donate their time and talents to the RSPB




Facts and figures

- Two thirds of vols feel volunteering helps them stay physically active
- Over half feel happier and more relaxed after volunteering with us
- Two thirds feel volunteering helps them meet people and make new friends
- A third of our volunteers volunteer with us once a week or more
- A third of our volunteers fit their volunteering in around paid work




Facts and figures

- Over three quarters have learnt new skills as a result of volunteering
- A third get involved specifically to help the environment local to them
- > 50% feel that through volunteering with RSPB they are making a positive difference to their local community
- 9 out of 10 would recommend volunteering with us to friends or family and the same number plan to carry on volunteering with us



Facts and figures

- 11 million people volunteer in the UK once a month or more
- Volunteering is worth £38.9 billion to the UK economy each year
- 20% of the World's population volunteer so if volunteers were a nation they would be the ninth most populated nation in the world



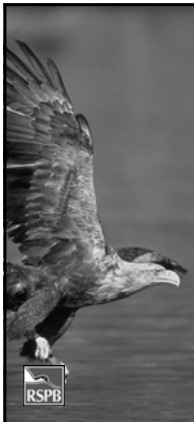
John's story

- Volunteered to do data entry with our Science staff in February 2007
- Recommended to Data Unit when Science data entry role ended
- Short contracts since March 2009
- Joined in with lunch time walks and took interest in work and health
- Responsible for satellite tag data
- Good at macros and software use
- Is 110% committed to doing well



What we do differently

- Mostly nothing except regular 1-1s
- Most of our staff have volunteered to get experience and to get known
- We find things he likes – either work or goals – for motivation
- We have the same standards for paid and voluntary work
- We have a daylight bulb to give positive light (and is nice for everyone)
- We introduce new challenges one by one (telephones, travel, tasks)



The key to success

- A valid, necessary role within someone's capability
- Supportive colleagues and some team building and social time
- Advice and support from **IntoWork**
- Letting John know what to expect and what is expected of him
- Giving lots of information/context
- Always noticing, encouraging and reinforcing positive behaviour
- Mentoring and healthy living



Any questions?

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