

Volunteering during unemployment: does voluntary work lead to paid work?

DR. DAIGA KAMERĀDE,
UNIVERSITY OF SALFORD

D.KAMERADE2@SALFORD.AC.UK

Social perceptions of volunteering and employability

'workfare volunteering'- the governmental use of volunteering to foster the economic and/or social reintegration of social assistance recipients.

'the investment/consumerist view of volunteering' (Kendall, 2009)

'signalling value of volunteering' (Ziemek, 2016)

1 in 3 people in the UK believe that employability is one of the top benefits of volunteering (Soto-Otero & Shields, 2017)

Work Together

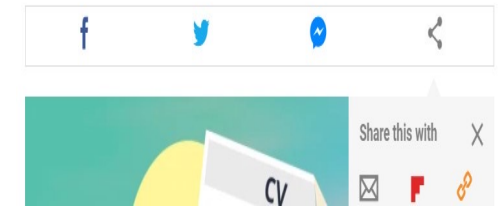
Voluntary work pilot for young unemployed people

Olympics Employment and Skills Strategy

Can having volunteering on your CV help you get a job?

Comment

Lizzie Thomson
Wednesday 2 Jun 2021 8:00 am



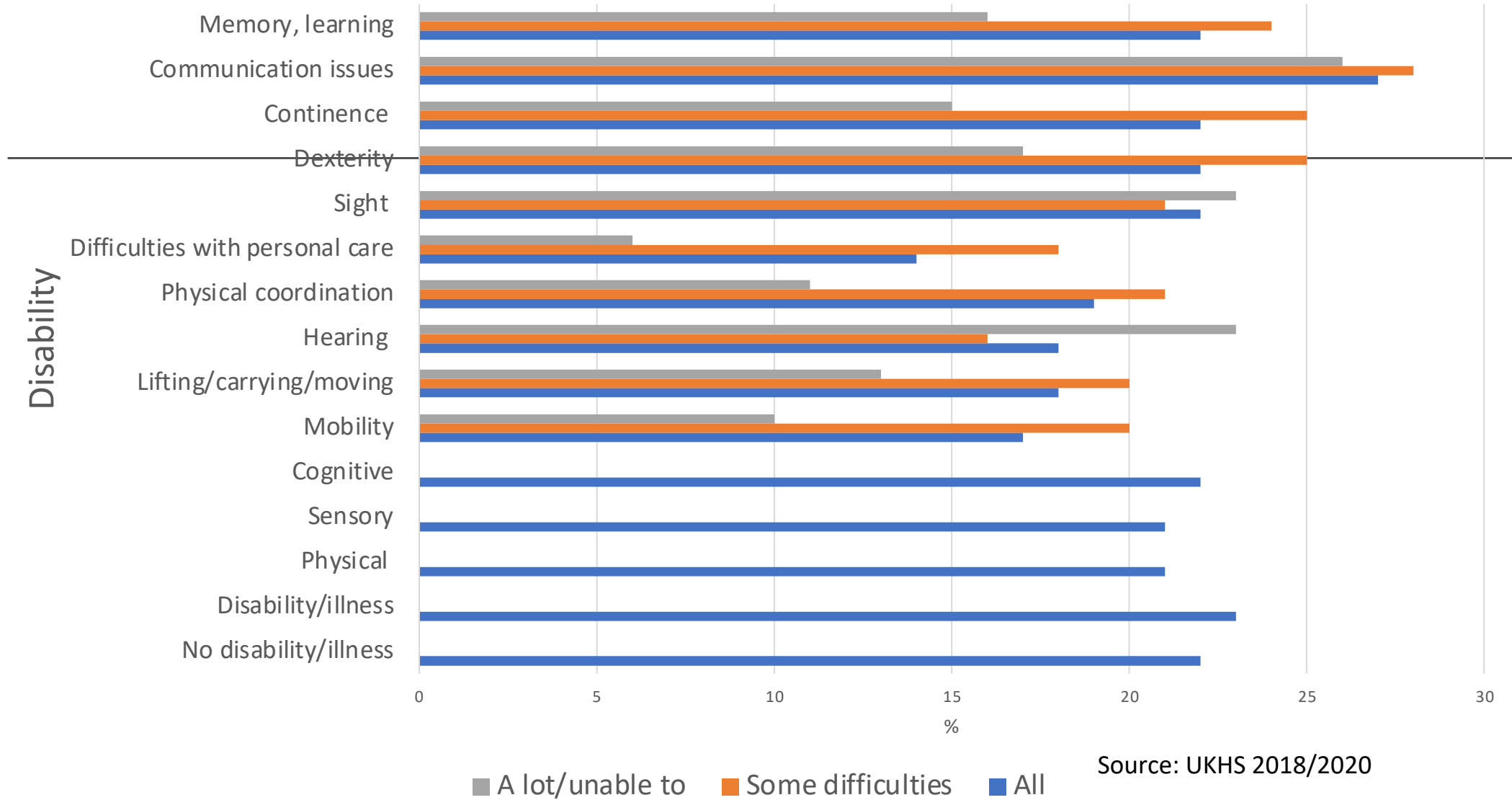
THE LATEST NEWS FOR MOBILITY & ACCESS PROFESSIONALS

Leonard Cheshire launches new scheme to help disabled youngsters boost their employability

Liane McIvor 7th June 2021



Disability and volunteering



Relationships between volunteering, employability and employment

Un/employment = f (Employability skills and attitudes X
Context)

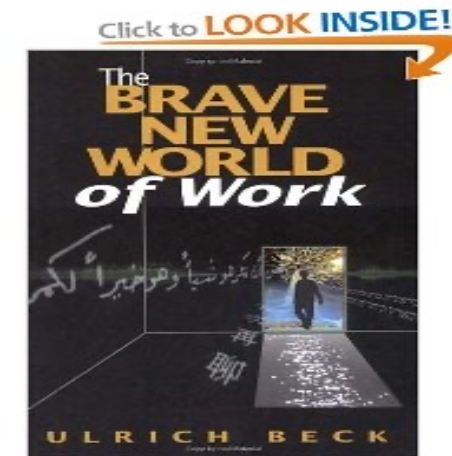
Volunteering, employability and re-employment: two competing hypotheses

The enhancement hypothesis:

volunteering enhances
employability skills
and attitudes and it
increases chances of
re-employment

The replacement hypothesis:

volunteering can replace paid
work for people who cannot
find work due to **context** factors



Key results:

Lack of robust empirical support for the enhancement hypothesis:

- Yes, perception of enhanced skills and attitudes but lack of robust evidence of the actual effect
- Weak effect of volunteering and on actual re-employment, especially for people who face barriers to employment (e.g., people with disabilities).

Support for the replacement hypothesis:

- Voluntary work has benefits other than helping someone out of work to get a job: it can enhance skills and attitudes and serve as an alternative to paid work for individuals who encounter multiple (even insurmountable) barriers in the labour market

Why does volunteering does not have a stronger effect on re-employment

Un/employment= f (Employability skills and attitudes X Context)

- Employability skills and attitudes: transferable? Relevant? On demand?
- Employers 'value volunteering' but do they they recognise it as a 'real work'' experience and are they more likely to employ somebody with volunteering experience?
- Contextual effects that are stronger than the effects of employability skills and attitudes (e.g. Stereotypes, prejudices against people with disabilities)
- Individual specifics of disability/illness combined with employability skills/attitudes and contextual factors

Practical implications

General volunteering –limited effect, but how about more specific, better targeted volunteering interventions and programmes? (specifically aimed at the skills shortage gaps in the labour market?)

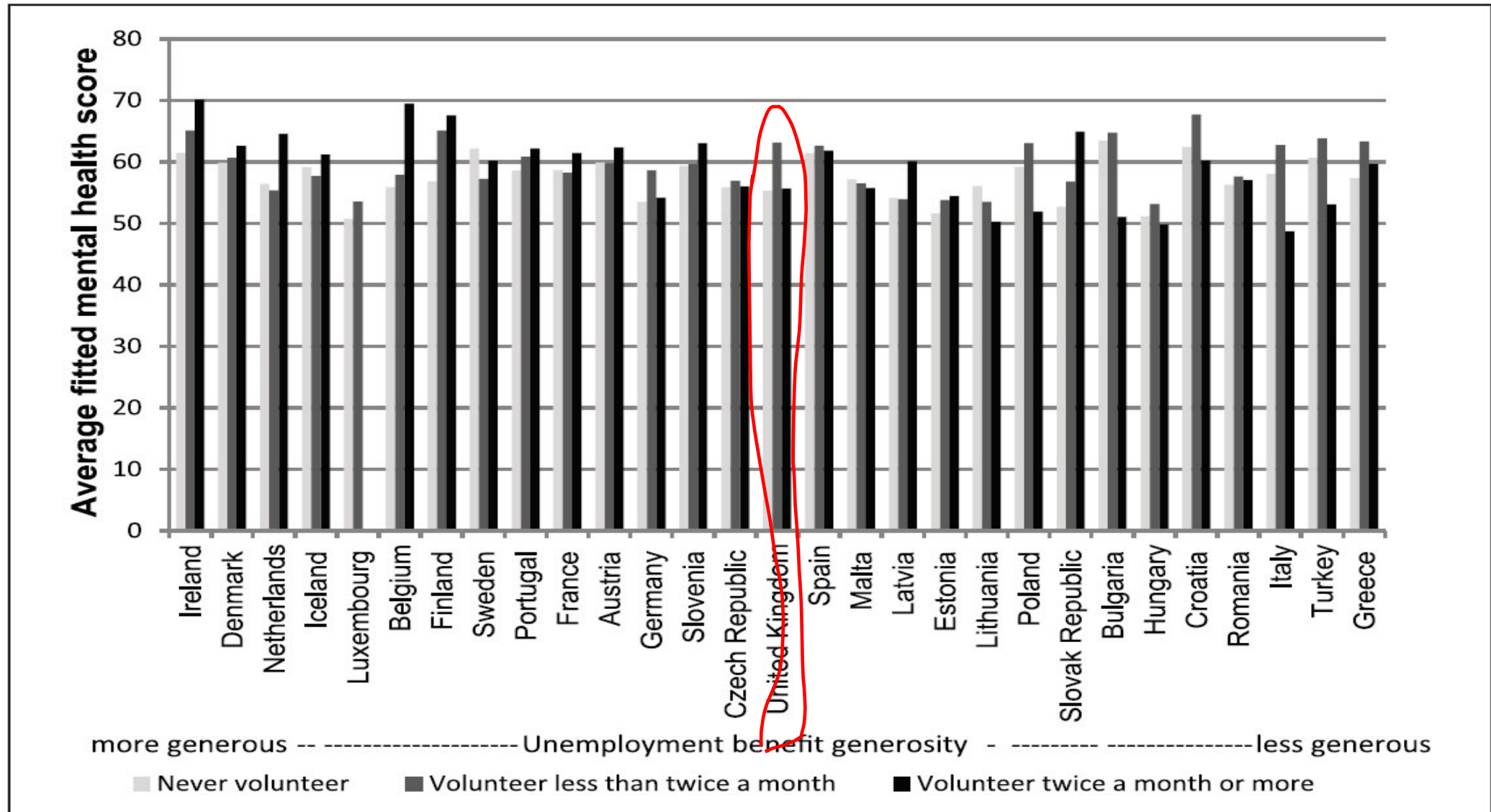
Or

Volunteering as a stepping stone/building block as part of other employability activities

OR

Volunteering as a replacement/compensation activity for those who cannot find a job

How much volunteering?



Suggested sources

Kamerāde, D., & Ellis Paine, A. (2014). Volunteering and employability: implications for policy and practice. *Voluntary Sector Review*, 5(2), 259-273. Retrieved from

<http://www.ingentaconnect.com/content/tpp/vsr/2014/00000005/00000002/art00008>

<http://dx.doi.org/10.1332/204080514X14013593888736>

Petrovski, E., Dencker-Larsen, S., & Holm, A. (2017). The Effect of Volunteer Work on Employability: A Study with Danish Survey and Administrative Register Data. *European sociological review*, 33(3), 349-367.

Kamerāde, D., & Bennett, M. R. (2018). Rewarding work: cross-national differences in benefits, volunteering during unemployment, well-being and mental health. *Work, Employment and Society*, 32(1), 38-56.

doi:<https://doi.org/10.1177/0950017016686030>

Hall, E. and Wilton, R., 2011. Alternative spaces of 'work' and inclusion for disabled people. *Disability & Society*, 26(7), pp.867-880.

Lindsay, S., 2016. A scoping review of the experiences, benefits, and challenges involved in volunteer work among youth and young adults with a disability. *Disability and rehabilitation*, 38(16), pp.1533-1546.