Rough Draft of Corporate Volunteering Model

Inputs and Assumptions:

Land Grant Mission

- University resources
- Scalability
- Relevant to corporate mission and values *(STEM Education and higher learning)*
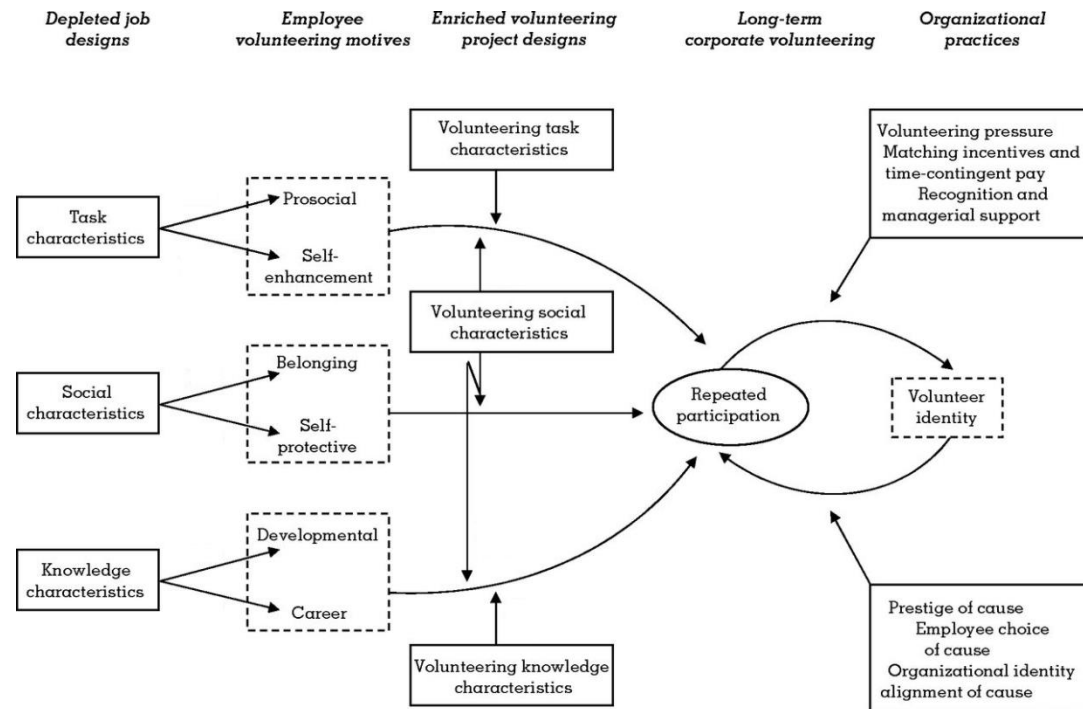- Scholarship

Positive Youth Development Context and Framework

- Essential elements
- Youth~adult partnerships
- Volunteer management systems

Learning Theory

- Non-formal
- Experiential
- Inquiry-based
- Cooperative and competitive balance

Corporations:

- Common value or initiative with LGU/4-H
- Content rich volunteers
- Strong, capable leaders
- Desire to give back to the community
- Resources (funds, facilities, equipment)

| Depleted job designs | Employee volunteering motives | Enriched volunteering project designs | Long-term corporate volunteering | Organizational practices |

Outputs:

Volunteer system for identifying, recruiting, screening, orientation, training, supporting, and recognizing volunteers

Program structure and support

Strategies for Engagement:

Utilize Corporate Engagement focus groups to identify depleted job characteristics to develop volunteer recruitment messages.

Offer multiple opportunities for corporate volunteer engagement (short, medium, and long term roles) that replace depleted job design characteristics that increase an employee's job satisfaction.

Outcomes:

Outcomes for 4-H Youth:

- Increased knowledge of STEM content and skills
- Increased knowledge and aspirations towards STEM related careers
- Increased STEM related workforce readiness skills

Outcomes for Corporate Volunteers:

- Increased satisfaction with task characteristic of their job
- Increased interpersonal interactions and relationships
- Increased skill development

Outcomes for LGU/4-H Positive Youth Development Programs:

- Increase of number of volunteers
- Increased capacity to reach underserved youth audiences
- Increased diversity of volunteers and resources
- Increased resources (monetary and in-kind) for program support and development

Outcomes for Corporation:

- Increased employee satisfaction with job
- Increased employee retention
- Corporation is viewed as a valuable resource in the community