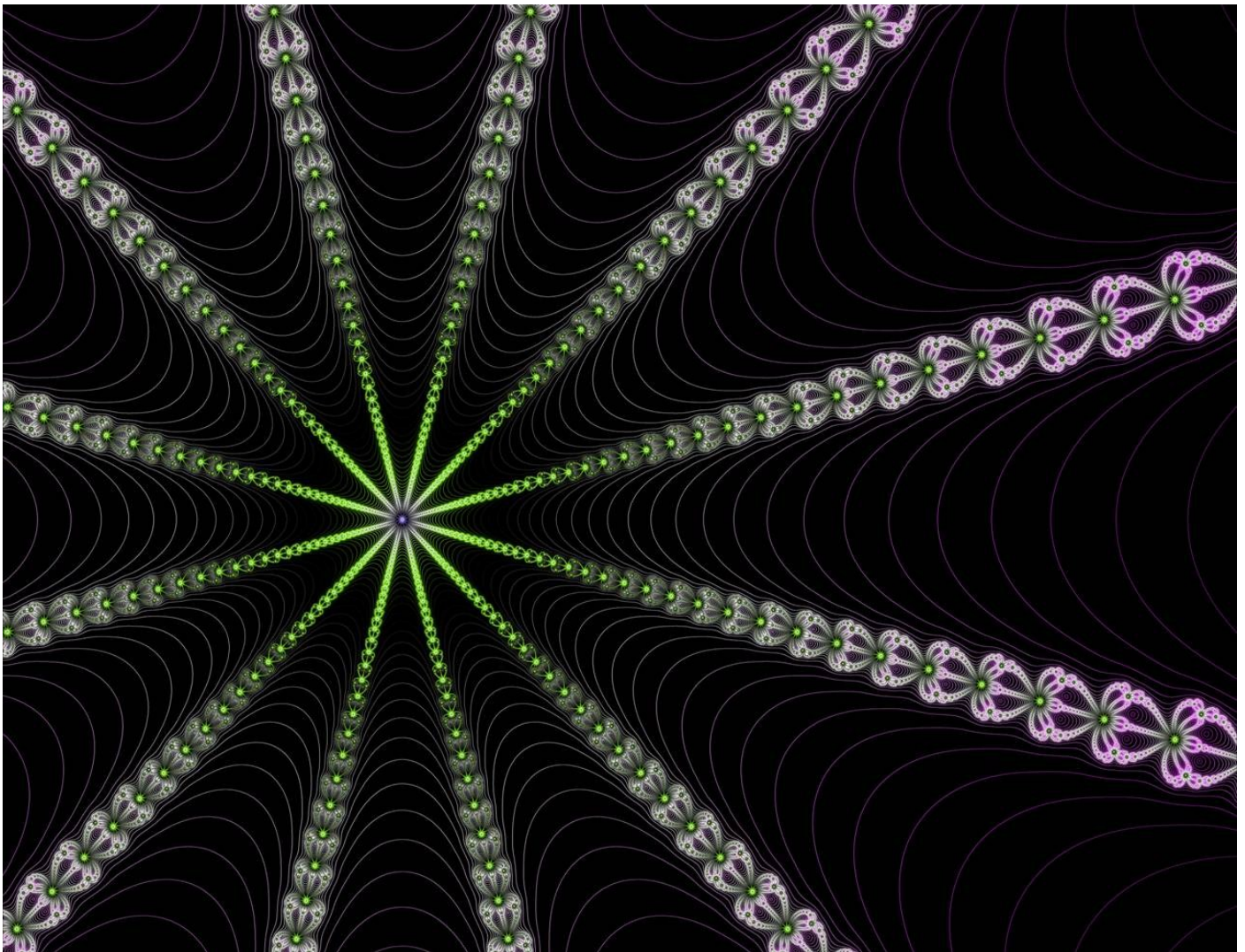


Generational Differences in Volunteering 2011

A Survey of ASRT Members Conducted by the American Society of Radiologic Technologists
Reported February 2011



American Society of Radiologic Technologists

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On the Cover: *Fractal Challenge 08 Runner Up* by Madison D.
Courtesy of the Fractal Foundation
Fractalfoundation.org

Executive Summary

In mid January 2011, an invitation to complete an online questionnaire on the state of volunteering was sent via e-mail to 8,000 ASRT members. At the close of the survey, a total of 1,180 had responded.

Since the primary purpose of this study was to analyze the results by generations, an equal random sampling was drawn across the defined generational range to ensure adequate representation. The primary cross-tabulation in this report is by the generational breakdown. The overall results listed in the tables were weighted to the population parameter to compensate for disproportional returns due to the equal random sampling across the defined generations.

	Sent	Return	Estimated ASRT Population	Percent Sampled	Margin of Error at the 95% Level with Finite Population Correction
Silent Generation (1925 to 1945)	2,000	205	4,044	5.1%	6.7%
Baby Boom Generation (1946 to 1964)	2,000	434	55,362	0.8%	4.7%
Generation X (1965 to 1981)	2,000	278	61,219	0.5%	5.9%
Generation Y (1982 to 2000)	2,000	249	18,686	1.3%	6.1%
Total/Overall	8,000	1,166*	139,311	0.8%	2.9%

*14 respondents did not indicate their birth year.

Demographics

- The mean age was 68.3, 54.2, 39.7 and 25.1 for the silent generation (SG), baby boom generation (BB), generation X (X) and generation Y (Y), respectively.
- The majority of respondents in the BB, X and Y (77.2%, 74.8% and 52.0% respectively) are currently working full-time in the radiologic sciences, with only 27.4% of the SG working full-time.
 - For those who are not working full-time 62.0% of the SG indicated that they have retired; 23.9% BB and 39.4% of X indicated working in a different area. About 49% of Y indicated that they were currently enrolled in an educational program.
- When asked what is the highest level of education completed, 44.1% of the SG indicated having a certificate, with the BB split with approximately 20% in each category of degree (certificate, associate, bachelor's and master's). The majority of X (63.5%) and Y (76.7%) have either an associate's degree or a bachelor's degree.
- The majority of all respondents primarily work in radiography and are employed as a staff technologist/therapist.

Volunteer Work

- The majority of respondents indicated that they are currently or have participated in volunteer work. With the BB having the highest percent of volunteers (77.0%) and the SG having the lowest percent of volunteers (65.4%).
- For those respondents *who have never participated in volunteer work*, the majority of all generations indicated that they were not aware of volunteer opportunities offered by the ASRT.
- For respondents *who have participated in volunteer work*, the majority of all generations indicated that they have not volunteered for the ASRT.
 - The BB indicated the highest level of participation with ASRT with 36.5% having volunteered.
 - For those who have volunteered for ASRT, approximately 32% currently are volunteering (SG: 12.5%, BB: 33.8%, X: 41.3% and Y: 12.5%).
- The majority of all generations indicated they do not know the typical roles and responsibilities of ASRT volunteers.
- When asked to state their level of agreement with statements about volunteering, respondents agreed that volunteering (mean response: scale -2=Strongly Disagree to 2=Strongly Agree):
 - Is meaningful for the profession (SG: 1.39, BB: 1.61, X: 1.44 and Y: 1.56).
 - Allows them to help others (SG: 1.53, BB: 1.62, X: 1.57 and Y: 1.63).
 - Brings them satisfaction (SG: 1.39, BB: 1.51, X: 1.44 and Y: 1.47).

Motivation/Engagement Questions

- Upon retirement, the SB and BB plan to stay active in the profession by keeping their ASRT membership (70.2% and 51.8% respectively), while the majority of X and Y have not made any plans for retirement (63.0% and 72.4% respectively).
- When asked what technology would be beneficial in motivating volunteers, SG (37.9%), X (58.9%) and Y (69.1%) selected "social media" most frequently. Whereas, BB most frequently selected "webinars" (42.9%).

Barriers to Volunteering

- The majority of all generations indicated that they were not aware of volunteer opportunities offered by the ASRT, with BB having the highest level of awareness (33.5%). In addition, the majority of all generation do not know where to find the list of ASRT volunteer opportunities.

- When asked if their radiologic sciences educator encouraged volunteering, the majority (after accounting for those who could not remember) of the SG, BB and X indicated no (84.7%, 64.5% and 67.3% respectively), whereas the majority of Y indicated yes (53.8%).
- The majority of all generations *do not believe* that the term “volunteering” has a negative connotation.
- When asked about time commitments of volunteering:
 - The SG and Y expect on average to spend 10 hours a month volunteering, while the BB and X expect on average to spend 8 hours a month.
 - The SG and Y have on average 8 hours a month to give to volunteering, while the BB on average has 6 hours and X has the least amount of time with 5 hours per month.
- When asked about their expectations when thinking about volunteering:
 - The SG expects to help others (80.5%), believes it will be a rewarding experience (70.3%), and expects to support causes they believe in (69.5%).
 - BB generation expects to support causes they believe in (76.6%), believes it will be a rewarding experience (76.3%), and expects to help others (75.9%).
 - X expects that volunteering will be a rewarding experience (77.6%), expects to support causes they believe in (73.7%) and help others (73.7%).
 - Y expects to help others (91.0%), expects to support causes they believe in (81.4%) and believes that volunteering will make a difference in someone’s life (79.6%).

Volunteer Needs

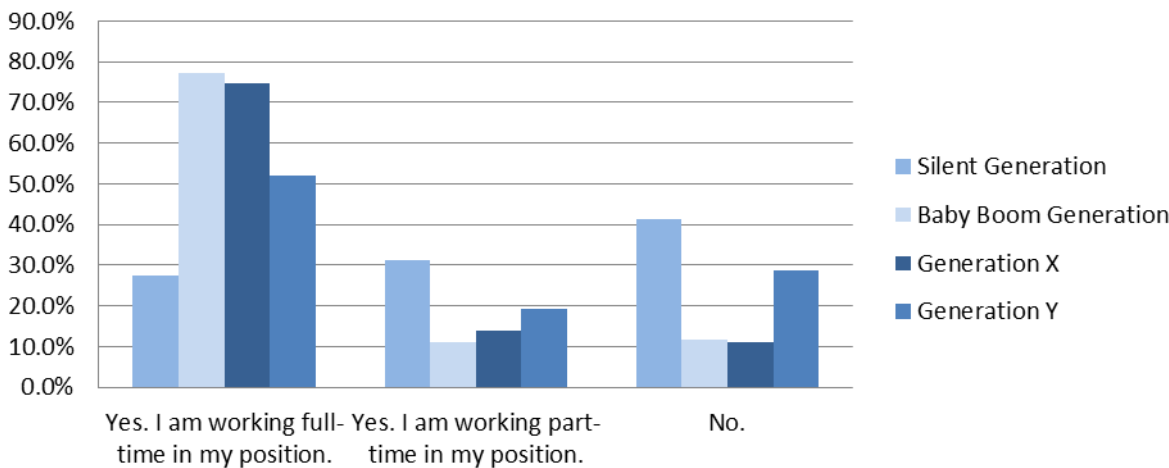
- The majority of all generations believe ASRT is meeting their needs in presenting opportunities to volunteer.
- When asked about their needs for volunteering the BB, X and Y most often indicated they need flexibility (58.4%, 63.8% and 70.6% respectively). The SG most often indicated that they need to know what volunteer opportunities are available (58.8%).
- Y indicated that “friends” most often inspire them to volunteer, while the BB and X indicated that “leaders in the profession” inspire them to volunteer.
- Respondents were asked to specify what type of volunteer activity they would participate in if there were no limitations, responses were coded for common themes:
 - The SG and Y most often stated that they would do “anything to help the profession” (14.3% and 16.2% respectively).
 - The BB most often stated that they would like to participate in committees such as ethics, quality standards and by-laws (15.4%).
 - X most often stated that they would like to participate in a mentoring program (14.9%).
- Respondents were asked to complete this sentence: More people would start volunteering for the ASRT if: _____. Responses were coded for common themes:
 - Respondents from all generation most often stated “if volunteer opportunities were known”.

Demographics

1. Are you presently employed in the radiologic sciences?

	Yes. I am working full-time in my position.	Yes. I am working part-time in my position.	No.
Silent Generation (1925 to 1945)	27.4% (55)	31.3% (63)	41.3% (83)
Baby Boom Generation (1946 to 1964)	77.2% (335)	11.1% (48)	11.8% (51)
Generation X (1965 to 1981)	74.8% (208)	14.0% (39)	11.2% (31)
Generation Y (1982 to 2000)	52.0% (129)	19.4% (48)	28.6% (71)
Overall	71.4%	14.0%	14.6%

Are you presently employed in the radiologic sciences?



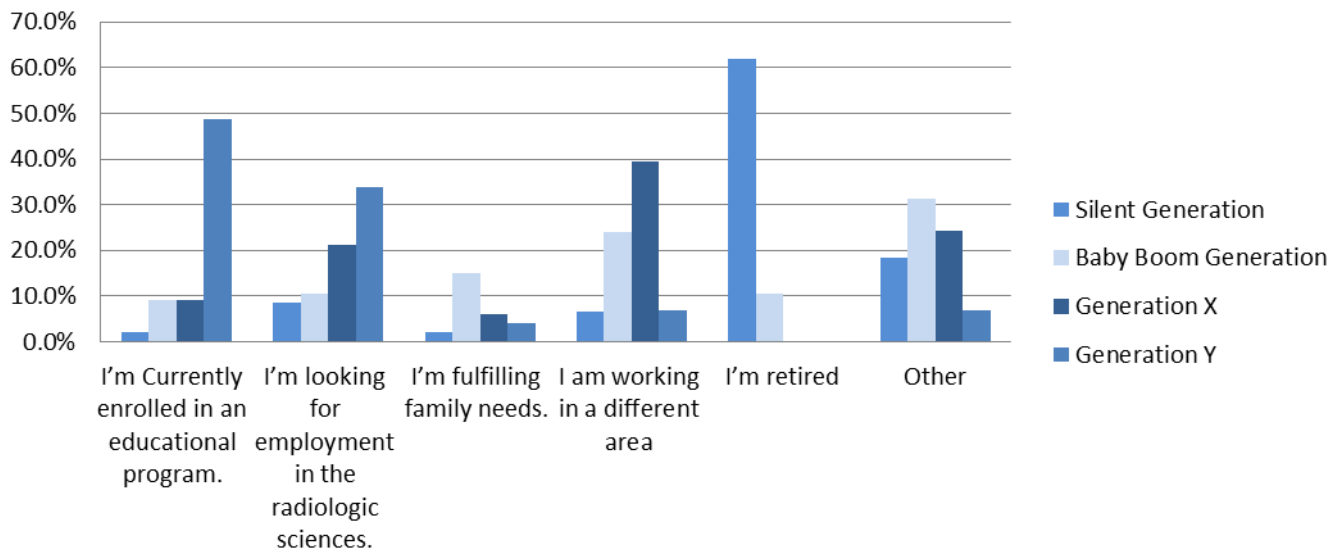
2. If you selected "yes" on question 1, how long have you been working in the radiologic sciences?

	N	Mean Years (SD)	Median
Silent Generation (1925 to 1945)	119	39.7 (SD=12.1)	45.0
Baby Boom Generation (1946 to 1964)	377	28.8 (SD=8.4)	30.0
Generation X (1965 to 1981)	249	16.3 (SD=5.3)	17.0
Generation Y (1982 to 2000)	174	3.1 (SD=2.6)	2.5
Overall	919	20.4 (SD=11.0)	20.0

3. If you selected "no" on question 1, please select a response that best describes your employment status.

	I'm Currently enrolled in an educational program.	I'm looking for employment in the radiologic sciences.	I'm fulfilling family needs.	I am working in a different area	I'm retired	Other
Silent Generation (1925 to 1945)	2.2% (2)	8.7% (8)	2.2% (2)	6.5% (6)	62.0% (57)	18.5% (17)
Baby Boom Generation (1946 to 1964)	9.0%	10.4%	14.9%	23.9%	10.4%	31.3%
Generation X (1965 to 1981)	9.1% (3)	21.2% (7)	6.1% (2)	39.4% (13)	0% (0)	24.2% (8)
Generation Y (1982 to 2000)	48.6% (36)	33.8% (25)	4.1% (3)	6.8% (5)	0% (0)	6.8% (5)
Overall	18.1%	19.2%	8.8%	23.3%	8.3%	22.3%

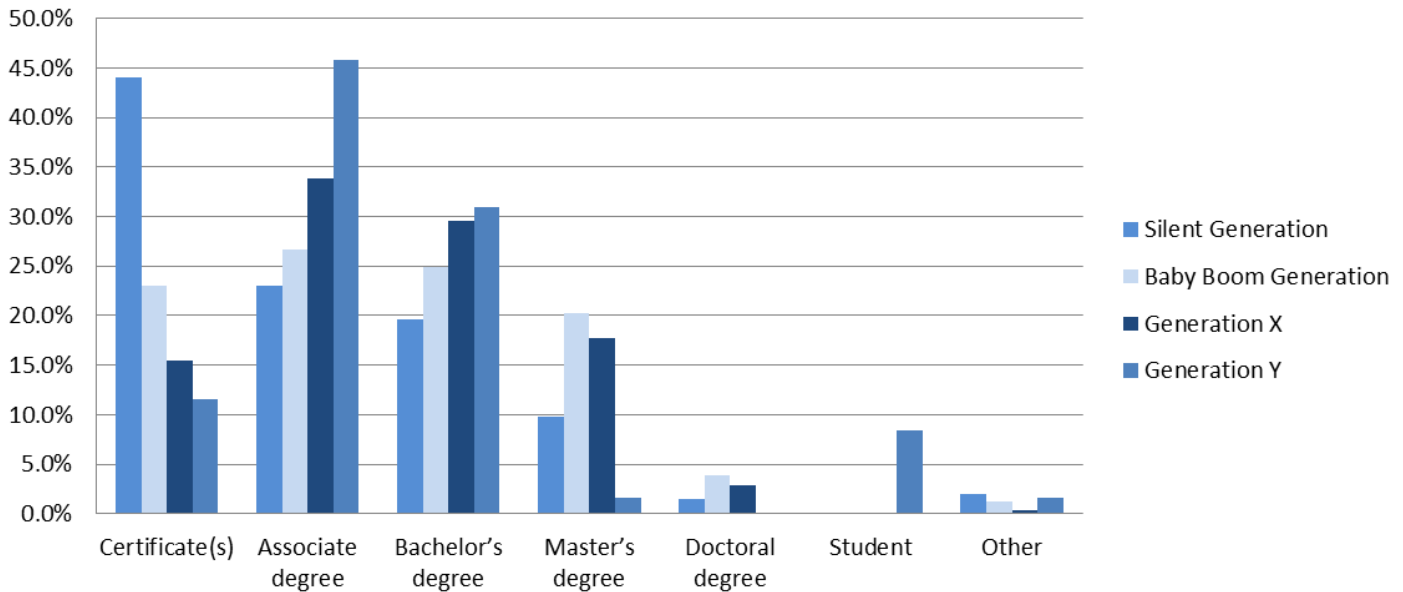
Please select a response that best describes your employment status.



4. What is your highest level of education completed?

	Certificate (s)	Associate degree	Bachelor's degree	Master's degree	Doctoral degree	Student	Other
Silent Generation (1925 to 1945)	44.1% (90)	23.0% (47)	19.6% (40)	9.8% (20)	1.5% (3)	0% (0)	2.0% (4)
Baby Boom Generation (1946 to 1964)	23.0%	26.7%	24.9%	20.3%	3.9%	0%	1.2%
Generation X (1965 to 1981)	15.5% (43)	33.9% (94)	29.6% (82)	17.7% (49)	2.9% (8)	0% (0)	.4% (1)
Generation Y (1982 to 2000)	11.6% (29)	45.8% (114)	30.9% (77)	1.6% (4)	0% (0)	8.4% (21)	1.6% (4)
Overall	18.8%	32.4%	27.6%	16.3%	2.8%	1.1%	.9%

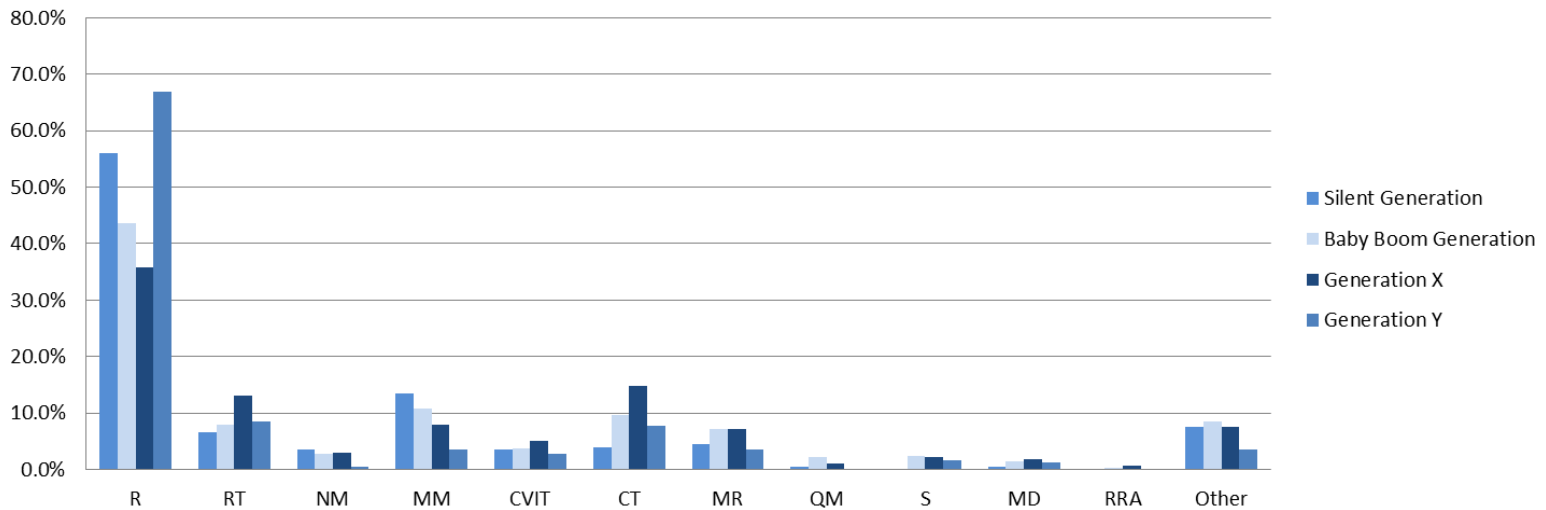
What is your highest level of education completed?



5a. Please indicate the primary discipline or specialty you practice(d) most of the time.

	R	RT	NM	MM	CVIT	CT	MR	QM	S	MD	RRA	Other
Silent Generation (1925 to 1945)	56.0% (112)	6.5% (13)	3.5% (7)	13.5% (27)	3.5% (7)	4.0% (8)	4.5% (9)	.5% (1)	0% (0)	.5% (1)	0% (0)	7.5% (15)
Baby Boom Generation (1946 to 1964)	43.6% (188)	7.9% (34)	2.8% (12)	10.7% (46)	3.7% (16)	9.7% (42)	7.2% (31)	2.1% (9)	2.3% (10)	1.4% (6)	.2% (1)	8.4% (36)
Generation X (1965 to 1981)	35.7% (99)	13.0% (36)	2.9% (8)	7.9% (22)	5.1% (14)	14.8% (41)	7.2% (20)	1.1% (3)	2.2% (6)	1.8% (5)	.7% (2)	7.6% (21)
Generation Y (1982 to 2000)	66.9% (166)	8.5% (21)	.4% (1)	3.6% (9)	2.8% (7)	7.7% (19)	3.6% (9)	0% (0)	1.6% (4)	1.2% (3)	0% (0)	3.6% (9)
Overall	43.6%	10.1%	2.6%	8.6%	4.1%	11.6%	6.6%	1.4%	2.2%	1.5%	.4%	7.3%

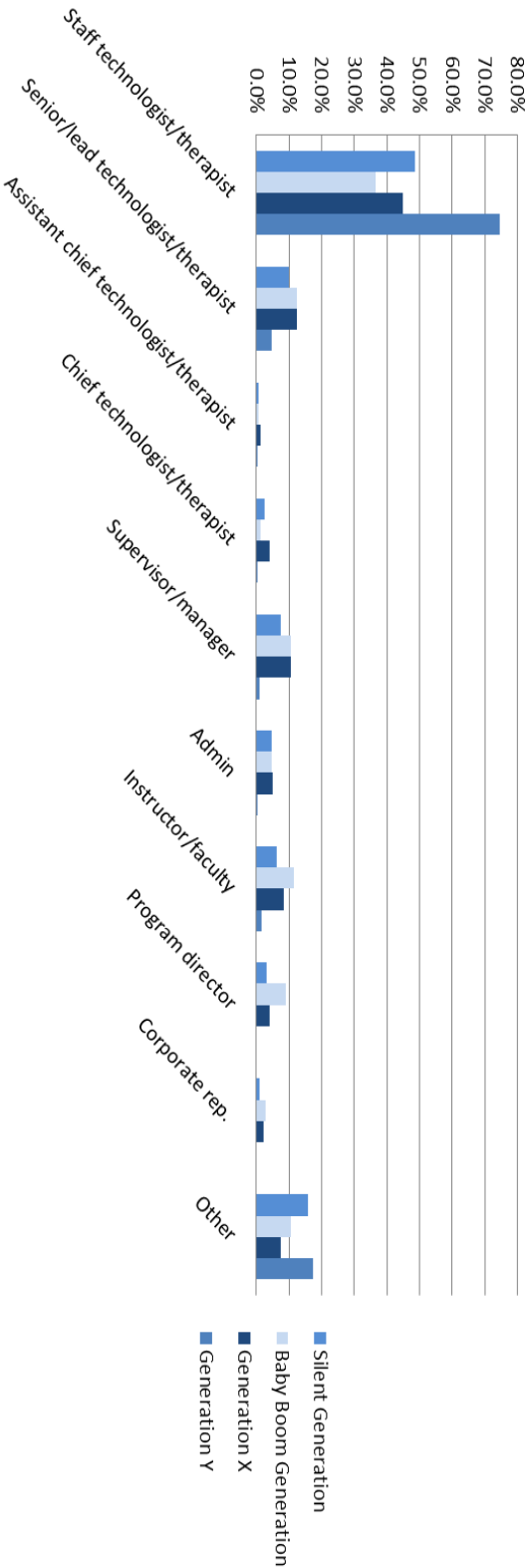
Please indicate the primary discipline or specialty you practice(d) most of the time.



5a. What is your primary job function?

	Staff Technologist /therapist	Senior/lead technologist /therapist	Assistant chief technologist /therapist	Chief technologist /therapist	Supervisor /manager	Admin	Instructor /faculty	Program director	Corporate rep.	Other
Silent Generation (1925 to 1945)	48.7% (93)	9.9% (19)	.5% (1)	2.6% (5)	7.3% (14)	4.7% (9)	6.3% (12)	3.1% (6)	1.0% (2)	15.7% (30)
Baby Boom Generation (1946 to 1964)	36.6% (155)	12.5% (53)	.5% (2)	1.4% (6)	10.6% (45)	4.5% (19)	11.6% (49)	9.0% (38)	2.8% (12)	10.4% (44)
Generation X (1965 to 1981)	44.9% (123)	12.4% (34)	1.1% (3)	4.0% (11)	10.6% (29)	5.1% (14)	8.4% (23)	4.0% (11)	2.2% (6)	7.3% (20)
Generation Y (1982 to 2000)	74.5% (184)	4.5% (11)	.4% (1)	.4% (1)	.8% (2)	.4% (1)	1.6% (4)	0% (0)	0% (0)	17.4% (43)
Overall	45.8%	11.4%	.8%	2.4%	9.1%	4.2%	8.7%	5.4%	2.1%	10.1%

What is your primary job function?



7. In how many years will you retire?

	N	Mean Years	Median
Silent Generation (1925 to 1945)	89	3.1 (SD=4.1)	2.0
Baby Boom Generation (1946 to 1964)	363	10.3 (SD=5.4)	10.0
Generation X (1965 to 1981)	215	24.0 (SD=5.7)	25.0
Generation Y (1982 to 2000)	182	38.0 (SD=8.4)	40.0
Overall	768	19.6 (SD=11.3)	20

8. Age

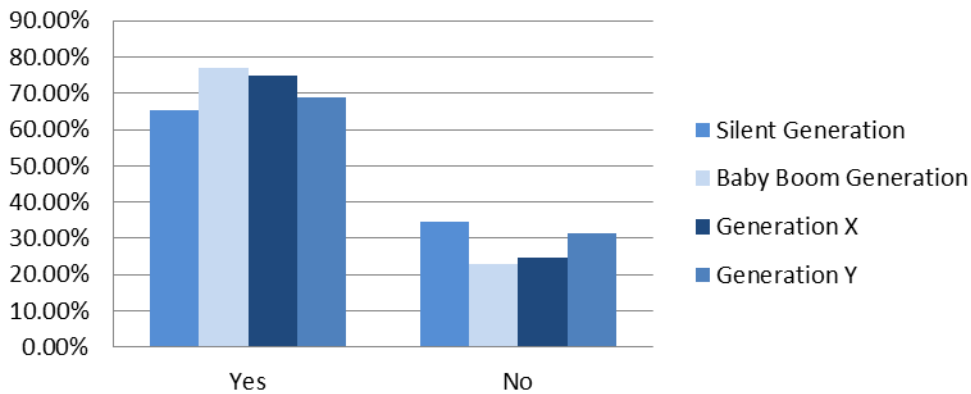
	N	Mean Years	Median
Silent Generation (1925 to 1945)	205	68.3 (SD=5.4)	67.0
Baby Boom Generation (1946 to 1964)	434	54.2 (SD=4.8)	54.0
Generation X (1965 to 1981)	278	39.7 (SD=4.1)	40.0
Generation Y (1982 to 2000)	249	25.1 (SD=2.2)	25.0
Overall	1166	44.3 (SD=11.5)	44.0

9. Are you currently or have you ever participated in any kind of volunteer work?

	Yes	No
Silent Generation (1925 to 1945)	65.4% (134)	34.6% (71)
Baby Boom Generation (1946 to 1964)	77.0% (334)	23.0% (100)
Generation X (1965 to 1981)	75.5% (210)	24.5% (68)
Generation Y (1982 to 2000)	68.7% (171)	31.3% (78)
Overall	74.9%	25.1%

BB>SG ($p = .012$)

Are you currently or have you ever participated in any kind of volunteer work?



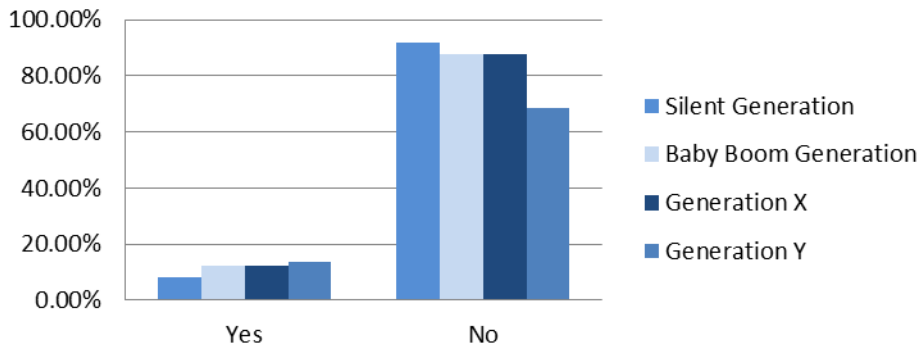
Never Volunteered

10nv. Are you aware of the various volunteer opportunities offered by the ASRT?

	Yes	No
Silent Generation (1925 to 1945)	8.3% (5)	91.7% (55)
Baby Boom Generation (1946 to 1964)	12.2% (11)	87.8% (79)
Generation X (1965 to 1981)	12.3% (8)	87.7% (57)
Generation Y (1982 to 2000)	13.5% (10)	86.5% (64)
Overall	12.5%	87.5%

No statistically significant differences.

Are you aware of the various volunteer opportunities offered by the ASRT?



11 nv. Indicate your level of likelihood in volunteering for the ASRT, if the following conditions were true.

	Mean Response					Overall	Significance Testing
	Silent Generation (1925 To 1945)	Baby Boom Generation (1946 to 1964)	Generation X (1965 to 1981)	Generation Y (1982 to 2000)	Scale(-2=Highly Unlikely; -1=Unlikely; 0=Neutral; 1=Likely; 2=Highly Likely)		
I would not lose income as a result.	.37	.40	.68	.81	.59	No differences.	
The location where I was volunteering was easily accessible to me.	.41	.45	.52	.88	.55	No differences.	
I knew I had the skills necessary to do a good job.	.63	.51	.38	.78	.50	No differences.	
I could volunteer to do the work virtually or electronically.	.18	.34	.47	.70	.45	No differences.	
I knew the volunteer opportunity was meaningful or made a difference in people's lives.	.31	.35	.40	.72	.43	No differences.	
I could be given short-term assignments.	.26	.45	.37	.58	.43	No differences.	
I had more information about volunteering opportunities available to me.	.35	.33	.22	.51	.31	No differences.	
I knew the ASRT would train me on how to do the work.	.39	.31	.23	.61	.33	No differences.	
I was reimbursed for expenses, e.g. meal expenses, related to my participation.	.39	.06	.28	.68	.27	Y>BB ($p=.003$) Y>BB,SG	
I was recognized and appreciated for my work as a volunteer.	-.08	-.03	.25	.55	.18	($p=.008,.006$)	
I was asked by the ASRT to volunteer.	.00	.01	.05	.24	.06	No differences.	
The ASRT had helped me or someone I know in the past.	-.12	-.17	-.05	.27	-.04	Y>BB ($p=.037$)	
I knew someone else who was a volunteer in the past.	-.31	-.21	-.05	.03	-.10	No differences.	
I was not disappointed by past volunteer experiences.	-.20	-.28	-.22	.11	-.18	No differences.	

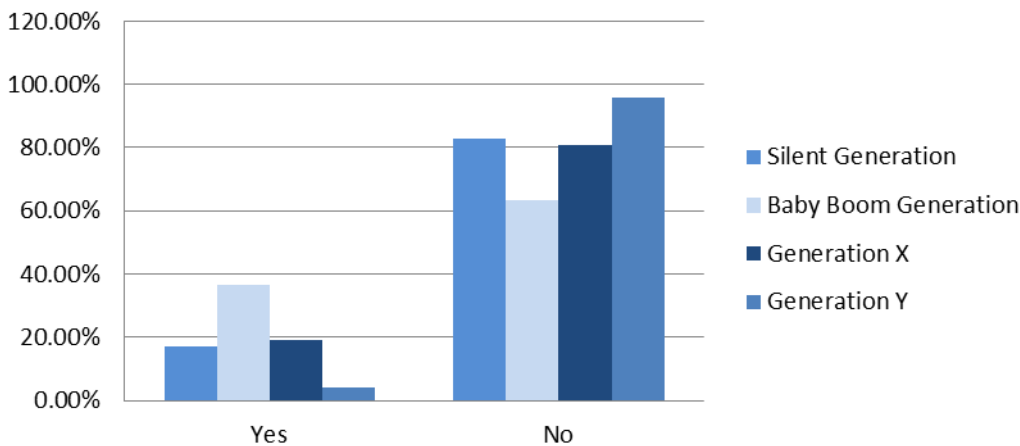
Volunteers

10v. Are you currently or have you ever volunteered for ASRT activities?

	Yes	No
Silent Generation (1925 to 1945)	17.2% (23)	82.8% (111)
Baby Boom Generation (1946 to 1964)	36.5% (122)	63.5% (212)
Generation X (1965 to 1981)	19.1% (40)	80.9% (169)
Generation Y (1982 to 2000)	4.1% (7)	95.9% (162)
Overall	22.4%	75.6%

BB>X, SG>Y ($p < .001$)

Are you currently or have you ever volunteered for ASRT activities?



11v. If you answered "yes" to Question 10, how recently have you volunteered for the ASRT?

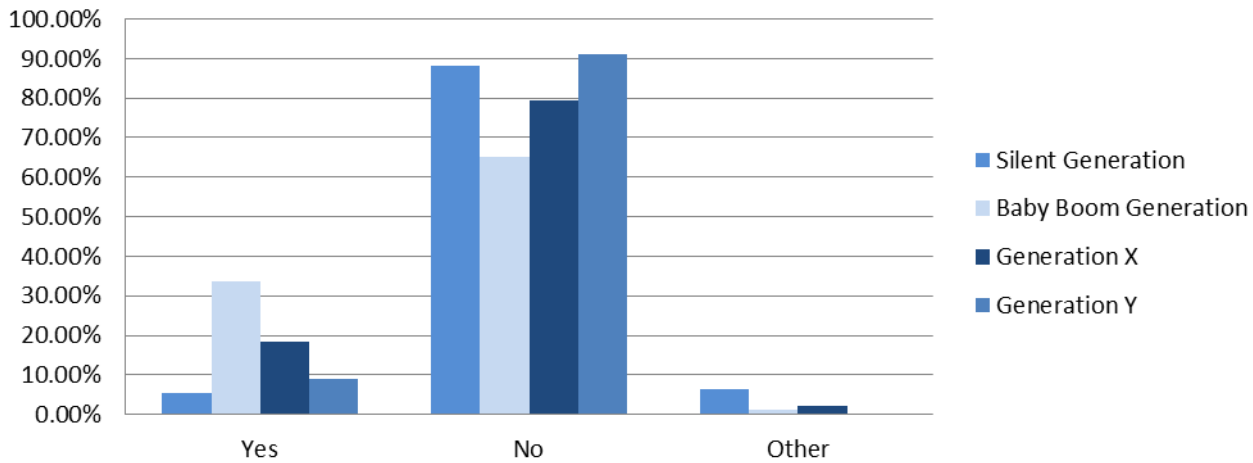
	Currently volunteering	Within the last year	1-3 years ago	4-6 years ago	More than 6 years ago
Silent Generation (1925 to 1945)	12.5% (4)	6.3% (2)	6.3% (2)	3.1% (1)	71.9% (23)
Baby Boom Generation (1946 to 1964)	33.8% (45)	8.3% (11)	29.3% (39)	15.0% (20)	13.5% (18)
Generation X (1965 to 1981)	41.3% (19)	21.7% (10)	15.2% (7)	19.6% (9)	2.2% (1)
Generation Y (1982 to 2000)	12.5% (1)	37.5% (3)	50.0% (4)	0% (0)	0% (0)
Overall	35.7%	13.4%	24.4%	16.0%	10.5%

12. Do you know what the typical roles and responsibilities are of current ASRT volunteers?

	Yes	No
Silent Generation (1925 to 1945)	5.8% (7)	94.2% (113)
Baby Boom Generation (1946 to 1964)	34.2% (110)	65.8% (212)
Generation X (1965 to 1981)	18.9% (38)	81.1% (163)
Generation Y (1982 to 2000)	9.0% (15)	91.0% (152)
Overall	23.5%	76.5%

BB>X,Y,SG ($p < .001$), X>SG ($p < .001$)

Do you know what the typical roles and responsibilities are of current ASRT volunteers?



13. Indicate your level of agreement with each of the following reasons for participating in volunteer work.

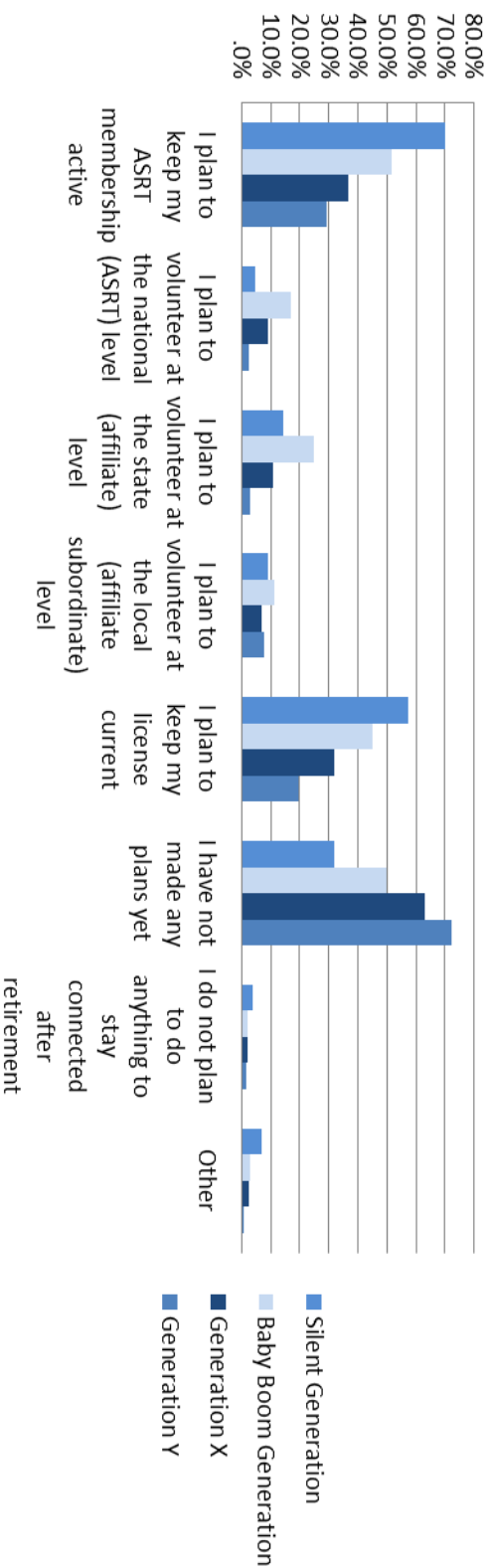
	Mean Response					
	Scale (-2=Strongly Disagree; -1=Disagree; 0=Neutral; 1=Agree; 2=Strongly Agree)					
	Silent Generation (1925 To 1945)	Baby Boom Generation (1946 to 1964)	Generation X (1965 to 1981)	Generation Y (1982 to 2000)	Overall	Significance Testing
Volunteering allows me to help others.	1.53	1.62	1.57	1.63	1.60	No differences.
Volunteering allows me to do something for a profession or cause that is meaningful to me.	1.39	1.61	1.44	1.56	1.52	BB>X,SG (p=.009,.004)
Volunteering brings me satisfaction.	1.39	1.51	1.44	1.47	1.47	No differences.
Volunteering allows me to gain a new perspective on things.	1.24	1.42	1.37	1.44	1.40	Y, BB>SG (p=.050,.041)
Volunteering allows me to learn new skills through direct hands-on experience.	1.16	1.36	1.30	1.42	1.34	Y, BB>SG (p=.012,.035)
Volunteering allows me to apply my own knowledge.	1.29	1.39	1.28	1.37	1.34	No differences.
Volunteering allows me to make new contacts that might help my career.	.68	1.15	1.22	1.37	1.20	Y, X, BB>SG (p<.001); Y>BB (p=.037)
Volunteering allows for my professional growth.	.82	1.23	1.18	1.31	1.21	Y, X, BB>SG (p<.001)
Volunteering will look good on my résumé.	.42	.89	1.04	1.35	1.00	Y, X, BB>SG (p<.001);Y>X, BB (p<.001)
Volunteering makes me feel needed.	.92	.94	.91	1.07	.94	No differences.
Volunteering helps me explore different career paths.	.38	.70	.88	1.18	.83	Y, X, BB>SG (p<.001);Y>BB BB (p<.001)
Volunteering brings me recognition.	.32	.54	.61	.76	.59	Y,X>SG (p<.001);Y>BB (p=.046)
Volunteering gives me a competitive advantage.	.23	.51	.60	.84	.58	Y, X, BB>SG (p<.001);Y>BB (p<.001)
Volunteering is something I do because my peers do it too.	-.43	-.55	-.58	-.36	-.54	No differences.
Volunteering is something I do because it is expected of me by my employer.	-.63	-.72	-.79	-.60	-.74	No differences.

Motivation/Engagement Questions

14. After retirement, how do you plan to stay connects to the profession?

	I plan to keep my ASRT membership active	I plan to volunteer at the national level	I plan to volunteer at the state level	I plan to volunteer at the local level	I plan to keep my current license	I have not made any plans yet	I do not plan to do anything to stay connected after retirement	Other
Silent Generation (1925 to 1945)	70.2% (92)	4.6% (6)	14.5% (19)	9.2% (12)	57.3% (75)	32.1% (42)	3.8% (5)	6.9% (9)
Baby Boom Generation (1946 to 1964)	51.8% (173)	16.8% (56)	24.9% (83)	11.1% (37)	45.2% (151)	49.7% (166)	1.8% (6)	6.9% (10)
Generation X (1965 to 1981)	36.5% (76)	9.1% (19)	10.6% (22)	6.7% (14)	31.7% (66)	63.0% (131)	1.9% (4)	2.4% (5)
Generation Y (1982 to 2000)	29.4% (50)	2.4% (4)	2.9% (5)	7.6% (13)	19.4% (33)	72.4% (123)	1.8% (3)	.6% (1)
Overall	42.8%	11.3%	15.6%	8.7%	36.4%	57.9%	1.9%	2.5%

After retirement, how do you plan to stay connects to the profession?

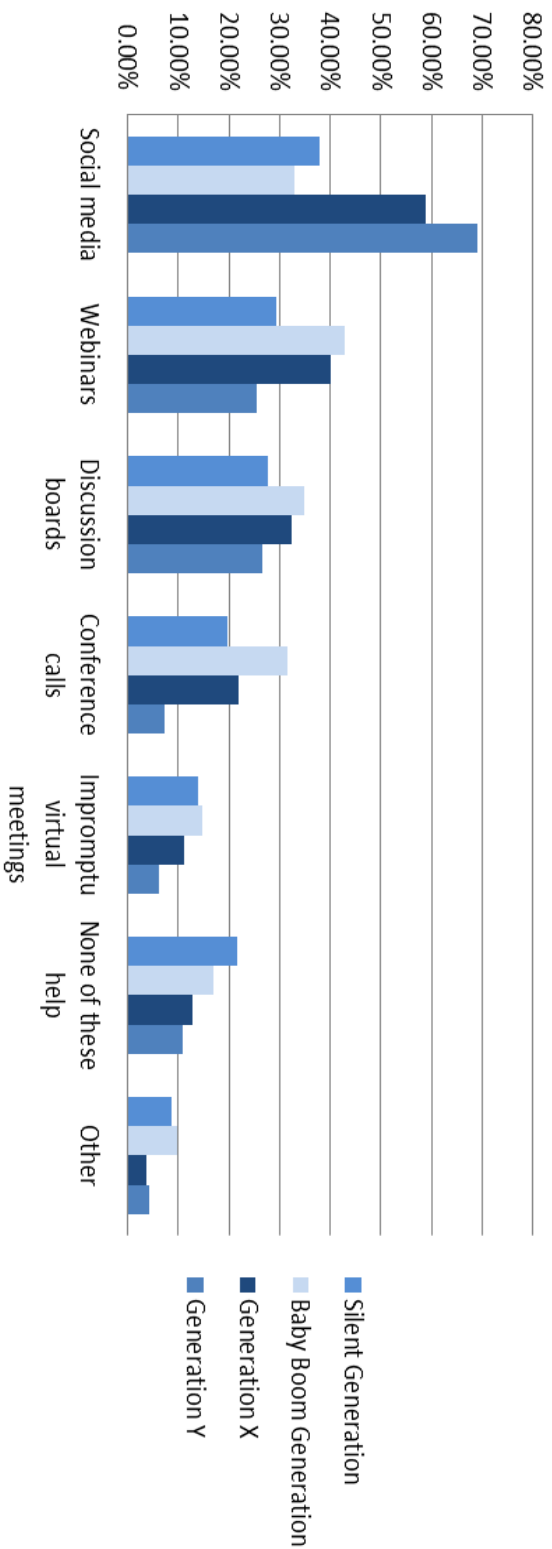


15. What type(s) of technology would be beneficial in motivating you to volunteer?

	Social media	Webinars	Discussion boards	Conference calls	Impromptu virtual meetings	None of these help	Other
Silent Generation (1925 to 1945)	37.9% (44)	29.3% (34)	27.6% (32)	19.8% (23)	13.8% (16)	21.6% (25)	8.6% (10)
Baby Boom Generation (1946 to 1964)	32.9% (102)	42.9% (133)	34.8% (108)	31.6% (43)	14.8% (22)	17.1% (25)	9.7% (7)
Generation X (1965 to 1981)	58.9% (116)	40.1% (79)	32.5% (64)	21.8% (43)	11.20% (22)	12.7% (25)	3.6% (7)
Generation Y (1982 to 2000)	69.1% (114)	25.5% (42)	26.7% (44)	7.3% (12)	6.10% (10)	10.9% (18)	4.2% (7)
Overall	49.2%	39.1%	32.6%	23.9%	12.1%	14.5%	6.2%

Social Media: Y, X>BB, SG (p <.001)

What type(s) of technology would be beneficial in motivating you to volunteer?



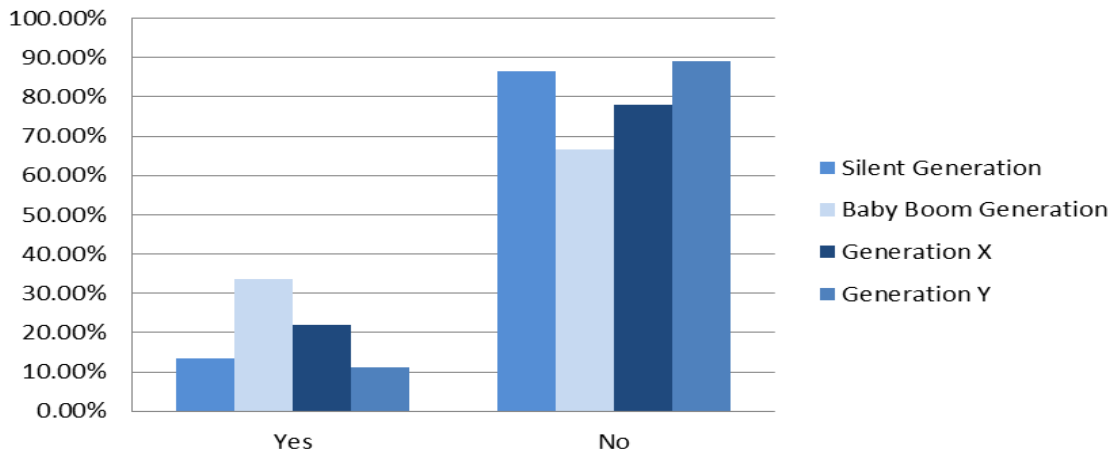
Barriers to Volunteering

16. Are you aware of all the various volunteer opportunities offered by the ASRT?

	Yes	No
Silent Generation (1925 to 1945)	13.5% (18)	86.5% (115)
Baby Boom Generation (1946 to 1964)	33.5% (112)	66.5% (222)
Generation X (1965 to 1981)	22.1% (46)	77.9% (162)
Generation Y (1982 to 2000)	11.1% (19)	88.9% (152)
Overall	25.3%	74.7%

BB>SG, X,Y ($p < .001$)

Are you aware of all the various volunteer opportunities offered by the ASRT?

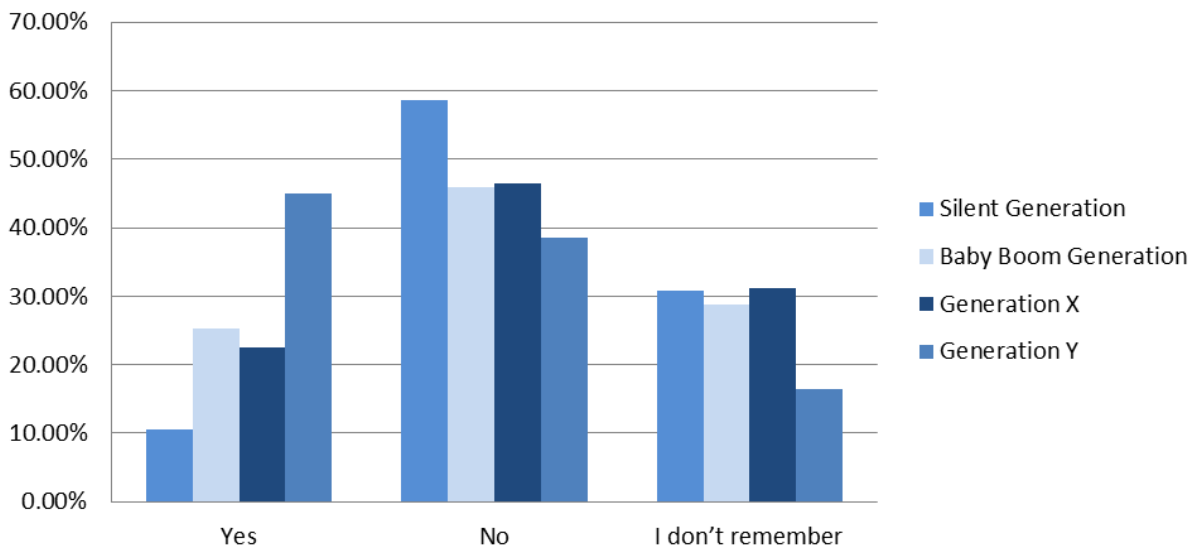


18. Did your educators or instructors encourage volunteering or community service when you were in school?

	Yes	No	I don't remember
Silent Generation (1925 to 1945)	10.5% (14)	58.6% (78)	30.8% (41)
Baby Boom Generation (1946 to 1964)	25.2% (84)	45.9% (153)	28.8% (96)
Generation X (1965 to 1981)	22.5% (47)	46.4% (97)	31.1% (65)
Generation Y (1982 to 2000)	45.0% (77)	38.6% (66)	16.4% (28)
Overall	26.1%	45.5%	28.5%

Y>SG, BB, X (p<.001)

Did your educator or instructor encourage volunteering or community service when you were in school?

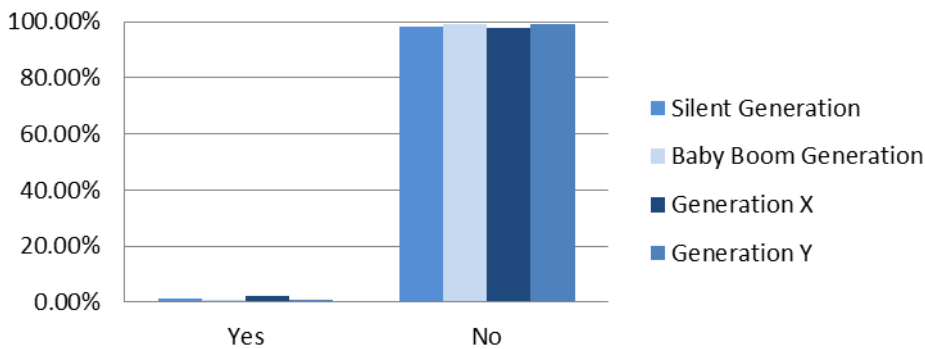


19. In your opinion, does the term volunteering have a negative connotation?

	Yes	No
Silent Generation (1925 to 1945)	1.5% (2)	98.5% (128)
Baby Boom Generation (1946 to 1964)	.9% (3)	99.1% (325)
Generation X (1965 to 1981)	2.0% (4)	98.0% (200)
Generation Y (1982 to 2000)	.6% (1)	99.4% (170)
Overall	1.3%	98.7%

No statistically significant differences.

In your opinion, does the term volunteering have a negative connotation?



20. What time commitment would you expect as a volunteer? (hours per month)

	N	Mean Hours	Median
Silent Generation (1925 to 1945)	81	12.3 (SD=8.8)	10.0
Baby Boom Generation (1946 to 1964)	269	10.9 (SD=13.2)	8.0
Generation X (1965 to 1981)	174	9.8 (SD=9.2)	8.0
Generation Y (1982 to 2000)	145	10.8 (SD=8.2)	10.0
Overall	669	10.42 (SD=10.9)	8.00

No statistically significant differences.

21. How much time do you have to give to volunteering? (hours per month)

	N	Mean Hours	Median
Silent Generation (1925 to 1945)	83	10.9 (SD=10.1)	8.0
Baby Boom Generation (1946 to 1964)	265	8.9 (SD=9.5)	6.0
Generation X (1965 to 1981)	179	8.3 (SD=10.3)	5.0
Generation Y (1982 to 2000)	141	8.0 (SD=6.6)	8.0
Overall	668	8.55 (SD=9.6)	5.00

No statistically significant differences.

22. What are your expectations when thinking about Volunteering? I expect:

	Recognition	An activity that motivates me to act	A rewarding experience	Professional clout	Mentoring	Career growth	Networking	Achievement
Silent Generation (1925 to 1945)	5.9% (7)	42.4% (50)	70.3% (83)	3.4% (4)	45.8% (54)	3.4% (4)	30.5% (36)	26.3% (31)
Baby Boom Generation (1946 to 1964)	12.0% (38)	58.2% (184)	76.3% (241)	6.6% (21)	47.8% (151)	29.4% (93)	57.6% (182)	32.0% (101)
Generation X (1965 to 1981)	18.5% (38)	51.7% (106)	77.60% (130)	8.8% (18)	44.90% (92)	46.3% (95)	59.0% (121)	29.8% (61)
Generation Y (1982 to 2000)	20.4% (34)	56.3% (94)	77.80% (130)	12.60% (21)	40.1% (67)	53.3% (89)	58.7% (98)	41.3% (69)
Overall	15.8%	54.7%	76.9%	8.3%	45.5%	39.4%	57.7%	32.0%

Cont. 22. What are your expectations when thinking about Volunteering? I expect:

	Supporting causes I believe in	Making a difference in the profession	Making a difference in someone's life	Helping others	Fun	Learning a new skill	Sharpening a skill I already have	That it will be too time consuming	Little reward	A lot of work
Silent Generation (1925 to 1945)	69.5% (82)	45.8% (54)	63.6% (75)	80.5% (95)	45.8% (54)	24.6% (29)	28.8% (34)	5.9% (7)	5.1% (6)	9.3% (11)
Baby Boom Generation (1946 to 1964)	76.6% (242)	67.4% (213)	68.0% (139)	75.9% (240)	57.0% (180)	44.3% (140)	42.1% (133)	6.6% (21)	3.2% (10)	9.5% (30)
Generation X (1965 to 1981)	73.7% (151)	29.0% (121)	67.8% (139)	73.7% (151)	60.5% (124)	52.2% (107)	41.5% (85)	8.8% (18)	2.9% (6)	10.2% (21)
Generation Y (1982 to 2000)	81.4% (136)	53.9% (90)	79.6% (133)	91.0% (152)	67.1% (112)	58.1% (97)	52.1% (87)	6.0% (10)	5.4% (9)	6.0% (10)
Overall	75.7%	61.4%	69.2%	76.9%	59.5%	49.1%	42.7%	7.5%	3.4%	9.4%

23. What type(s) of volunteering do you currently participate in?

	I am currently not volunteering outside of the profession	Church or religious group activities	Volunteering in a local school	Tutoring students or mentoring	Youth oriented activities	Political causes	Animal rights
Silent Generation (1925 to 1945)	24.6% (31)	50.0% (63)	8.7% (11)	14.3% (18)	1.8% (6)	7.9% (10)	5.6% (7)
Baby Boom Generation (1946 to 1964)	16.9% (55)	42.8% (139)	8.9% (29)	13.5% (44)	8.0% (26)	12.3% (40)	6.2% (20)
Generation X (1965 to 1981)	14.8% (30)	38.9% (79)	33.0% (67)	11.3% (23)	19.7% (40)	6.9% (14)	6.4% (13)
Generation Y (1982 to 2000)	46.3% (76)	25.6% (42)	7.3% (12)	6.1% (10)	6.7% (11)	.6% (1)	2.4% (4)
Overall	19.7%	39.2%	19.4%	11.7%	12.9%	8.4%	5.8%

Cont. 23. What type(s) of volunteering do you currently participate in?

	Medical related causes	Disaster-related issues	Social issues	Community or civic issues	Other
Silent Generation (1925 to 1945)	21.4% (27)	5.6% (7)	26.2% (33)	11.9% (15)	12.7% (16)
Baby Boom Generation (1946 to 1964)	24.6% (80)	6.8% (22)	26.8% (87)	22.2% (72)	15.4% (50)
Generation X (1965 to 1981)	18.7% (38)	4.9% (10)	20.2% (41)	13.3% (27)	13.3% (27)
Generation Y (1982 to 2000)	11.0% (18)	3.7% (6)	11.0% (18)	5.5% (9)	6.7% (11)
Overall	20.3%	5.5%	21.9%	16.0%	13.3%

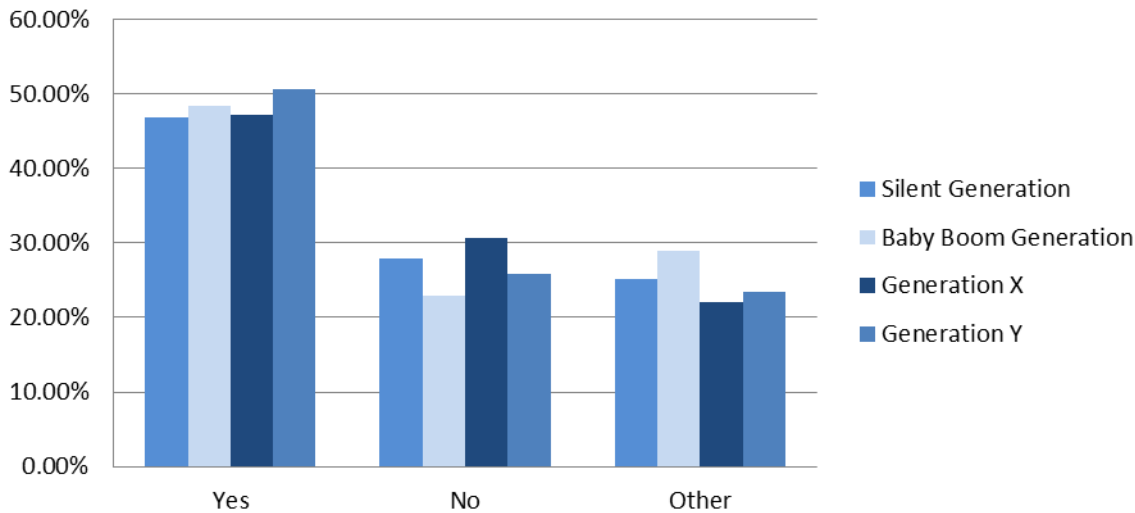
Volunteer Needs

24. Is ASRT meeting your needs when it comes to presenting opportunities to volunteer?

	Yes	No	Other
Silent Generation (1925 to 1945)	46.8% (52)	27.9% (31)	25.2% (28)
Baby Boom Generation (1946 to 1964)	48.3% (152)	22.9% (72)	28.9% (91)
Generation X (1965 to 1981)	47.2% (94)	30.7% (61)	22.1% (44)
Generation Y (1982 to 2000)	50.6% (84)	25.9% (43)	23.5% (39)
Overall	48.1%	26.8%	25.1%

No statistically significant differences.

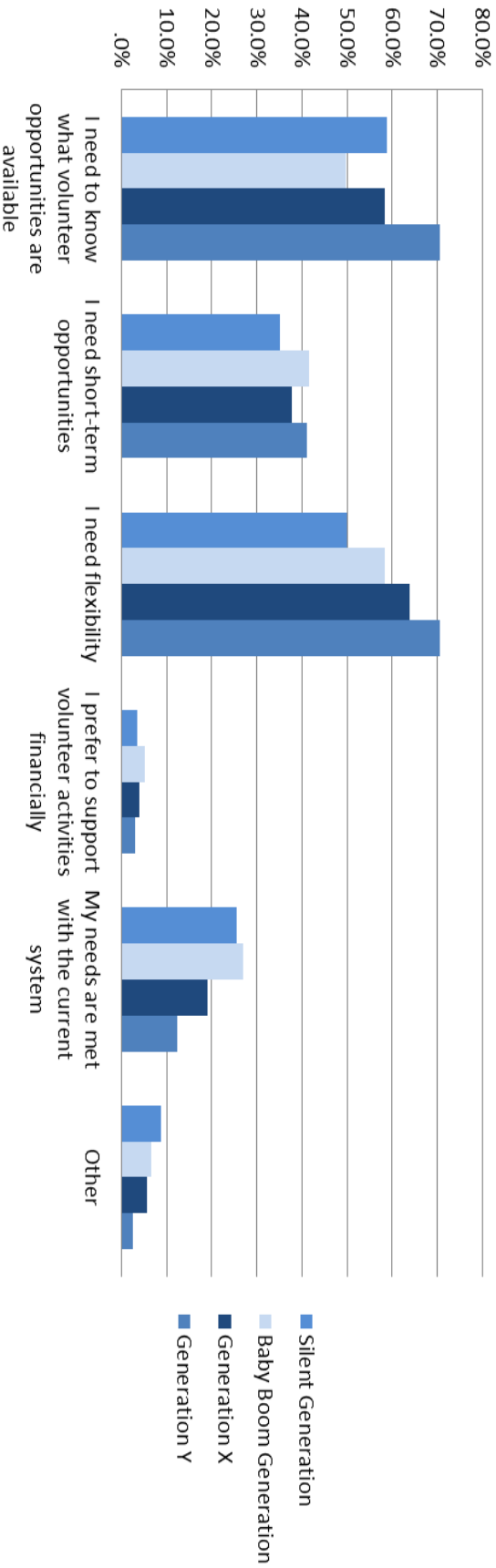
Is ASRT meeting your needs when it comes to presenting opportunities to volunteer?



25. What are your needs in volunteering?

	I need to know what volunteer opportunities are available	I need short-term opportunities	I need flexibility	I prefer to support volunteer activities financially	My needs are met with the current system	Other
Silent Generation (1925 to 1945)	58.8% (67)	35.1% (40)	50.0% (57)	3.5% (4)	25.4% (29)	8.8% (10)
Baby Boom Generation (1946 to 1964)	49.8% (152)	41.6% (127)	58.4% (178)	5.2% (16)	26.9% (82)	6.6% (20)
Generation X (1965 to 1981)	58.3% (116)	37.7% (75)	63.8% (127)	4.0% (8)	19.1% (38)	5.5% (11)
Generation Y (1982 to 2000)	70.6% (115)	41.1% (67)	70.6% (115)	3.1% (5)	12.3% (20)	2.5% (4)
Overall	56.4%	39.6%	62.1%	4.4%	21.5%	5.6%

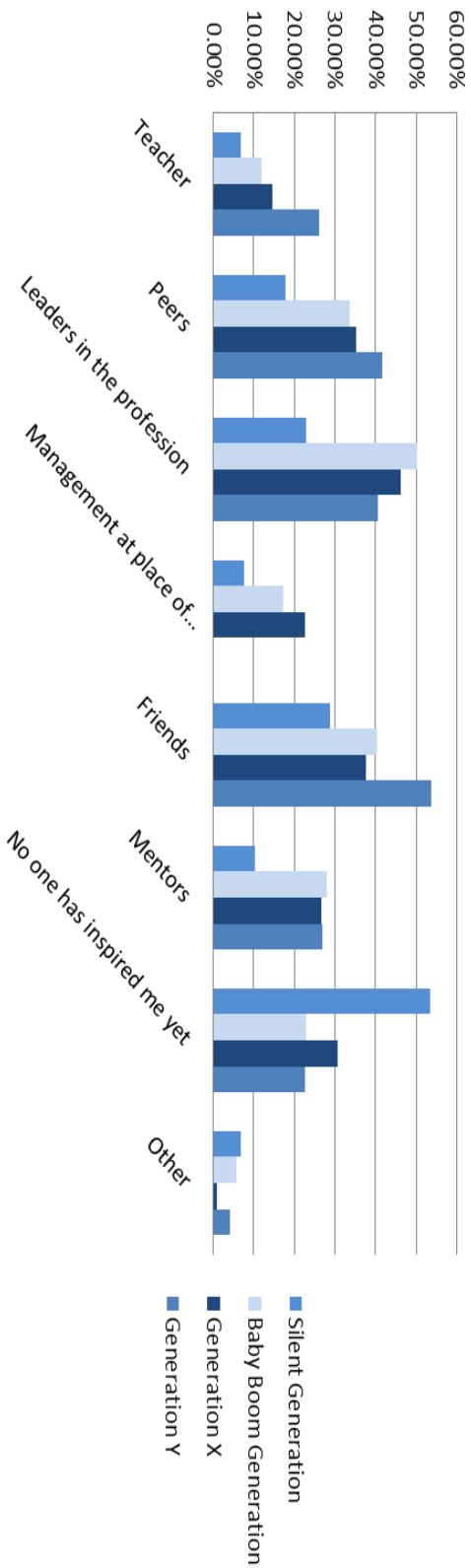
What are your needs in volunteering?



26. Who inspires or would inspire you to volunteer for the profession?

	Teacher	Peers	Leaders in the profession	Management at place of employment	Friends	Mentors	No one has inspired me yet	Other
Silent Generation (1925 to 1945)	6.8% (8)	17.8% (21)	22.9% (27)	7.6% (9)	28.8% (34)	10.2% (12)	53.4% (63)	6.8% (8)
Baby Boom Generation (1946 to 1964)	11.9% (37)	33.7% (105)	50.3% (157)	17.3% (54)	40.4% (126)	27.9% (87)	22.8% (71)	5.8% (81)
Generation X (1965 to 1981)	14.6% (29)	35.2% (70)	46.2% (92)	22.6% (45)	37.7% (75)	26.6% (53)	30.7% (61)	1.0% (2)
Generation Y (1982 to 2000)	26.2% (44)	41.7% (70)	40.5% (68)	18.5% (31)	53.6% (90)	26.8% (45)	22.6% (38)	4.2% (7)
Overall	14.8%	35.0%	46.6%	19.6%	40.6%	26.8%	27.0%	3.5%

Who inspires or would inspire you to volunteer for the profession?



28. Finish this sentence: More people would start volunteering for the ASRT if: _____.*

	Volunteer opportunities were known.	They had the time	They were asked.	They felt needed.	Other
Silent Generation (1925 to 1945)	42.5% (37)	17.2% (15)	5.7% (5)	8.0% (7)	26.4% (23)
Baby Boom Generation (1946 to 1964)	31.5% (82)	21.2% (55)	5.0% (13)	8.8% (23)	33.5% (87)
Generation X (1965 to 1981)	44.3% (66)	14.1% (21)	4.0% (6)	8.1% (12)	29.5% (44)
Generation Y (1982 to 2000)	53.7% (73)	12.5% (17)	2.2% (3)	2.9% (4)	28.7% (39)
Overall	40.1%	17.0%	4.3%	7.8%	30.9%

*Coded from verbatim responses.

More people would start volunteering for the ASRT if: _____.

