

Recruiting and retaining volunteers



Good morning

A to Z

of

Volunteer Recruitment

retention and management



A is for ask...

Ten people today

A. is for ask how your
volunteers are?

A

B

B is for the Benefits of volunteering for your organisation. Explain the difference that their work will make

B is for Birthdays cards and thank you.

B

An example of how to present an opportunity.

In West Berkshire 127 people suffer from a condition known as agoraphobia and find it frightening to go outside, however, they feel reasonably safe when they are inside a car and able to enjoy the outdoors in that way. This gives them an opportunity to go out as well as forming part of their therapy to move towards recovery. By becoming a volunteer friend and driving them to their appointments to visit friends, loved ones or just to get out, you would be making a fantastic contribution to their lives. Want to do it ?

Does that sound better than Volunteer drivers wanted for Agoraphobia society ?

C

C is for Campaigning on your cause to the public

C is for CRB checks

C is for communicating your aims to your volunteers. Let them know how things are in the charity.

D

D is for recruitment dinner

D is for developing your
volunteers interests and ideas

D is for dealing with difficulties
straight away

D

is for diversity

In all senses of that
word, race, ethnicity,
ability, gender,
religion

E

- E is for expenses
- E is for enabling them to work effectively with the right tools

F

F is for friendship and fun.

F is for forms – keep the
form filling to a minimum

F

Flexiteering !

Have you considered this
scheme ?



G is for goodies
name badges, t shirts etc
G is for growing your organisations reach.
Success breeds success.

H

- H is for Honest
- H is for House to House

I

Informal drop in sessions

J

Is for Job Seekers

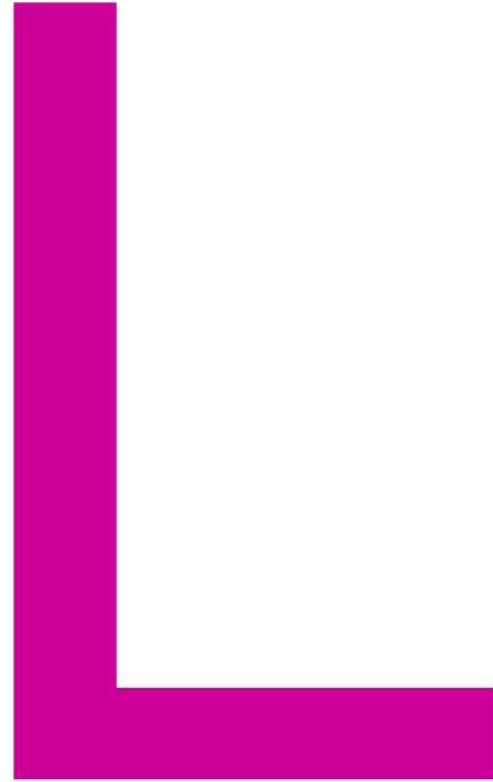
Junior involvement what's your organisations lower age limit ?

K

K is for the knowledge and experience of volunteers could share in important decisions for the organisation.

K is for keeping your sources of volunteers informed

- L is for
libraries
- The
lottery



M

M is for motivation throughout.

M is for marketing. Target your potential audience for volunteers

M

Is for management. The great secret of the management of volunteers is that they want to be managed !

This should encompass

Training

Induction

Policy development

and procedures as with employees.

For a full range of policy and guidance

see The good practice bank on the

Volunteer England website

www.volunteering.org.uk

N

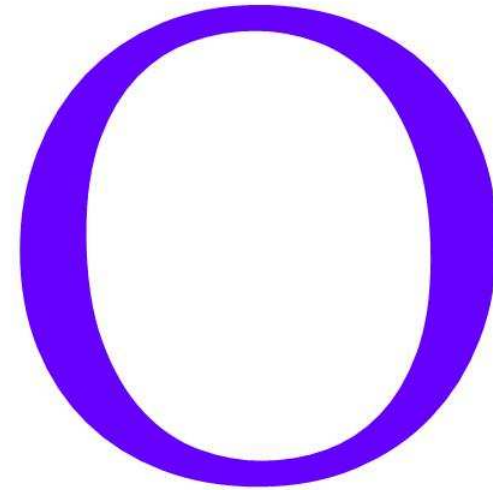
N is for Newsletter

N is for the ninety door knock
! notice boards.

N is for not being afraid to say
no

O is for
Octogenarians

O is for O.B.E



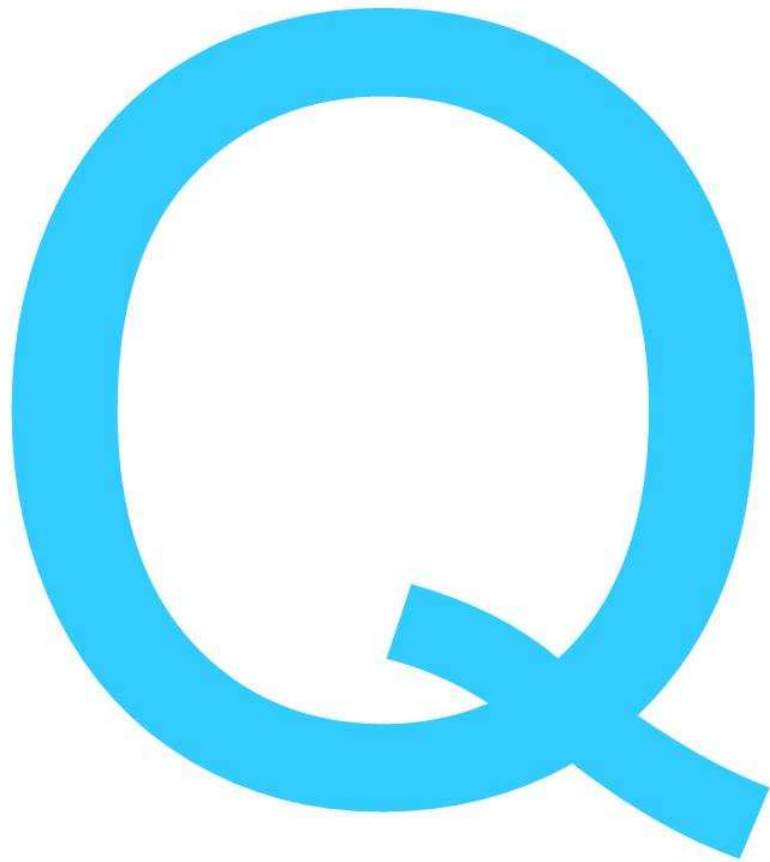
P is for press

P is for polices
and clear
procedures

P

P

- Is for partnership
- Work closely and trust your Volunteer Centre we are here to provide help and guidance



Q is for a quick
response

Q is for quality of
recruitment
materials

Q is quality of the
environment in
which people
work.

R is for recruitment fair

2013 War Time Britain keep calm and volunteer

2012 The fabulous fantastic psychedelic volunteering fair

2011 Strictly Volunteering

2010 The Big Wild West Berkshire Volunteering show

2009 Volunteering a space Odyssey

The fabulous fantastic



Volunteering fair

Saturday 14th January 2012 at The Corn Exchange Newbury 10am to 3pm

S

- S is for schools
 - S is for skills up
skill your
volunteers
- Train
them

T

is for talks

- U is for
unsung
- U is for
understand
what
people are
looking for
in their free
time.

A large, bold, red capital letter 'U' is centered on the right side of the slide. The letter is a simple, sans-serif font with a thick stroke.

V is for VIP
And



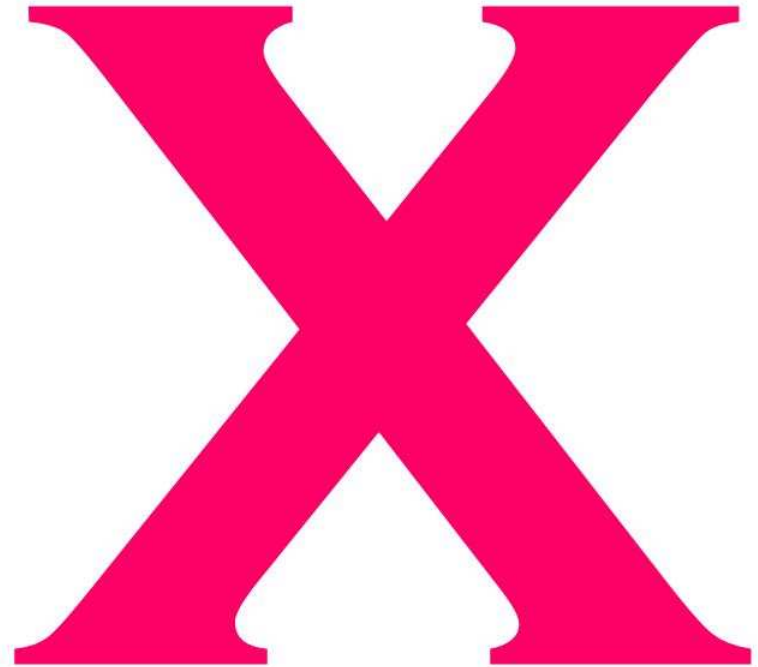
Record and Value
volunteer time at
£12.50 ph

V

w

Is for Welcome

- X is for xylem. Plant tissue that conducts water and minerals from the roots to all other parts.
You learn something every day!!



Y

is for

Youth

“The volunteering at Teenscene and Bananaz in Compton is going great, I have been for the past 2 weeks and am loving it, already making plans on how I can contribute a bit more to the sessions and working out some ideas to add in as and when I get the chance. My contact Jean and the other members at the club have made me very welcome from the start. Thanks for making this opportunity so easy to access, if there is anything else I can do with regards feedback etc please let me know.
Many thanks
Sam”



Y

Is for

Youtube

Now its your turn ?

- We have four different hypothetical organisations and each group is going to have to design a recruitment campaign and present their ideas
 1. An organisation in Hungerford 'lets meet for lunch' provides a weekly lunch to the elderly and socially isolated in the town hall. The team have got older and want to recruit some fresh volunteers (6 per day for two hours) to help with, serving, preparing, clearing and chatting to the attendees.
 2. An organisation that specialises in the conservation of rare apples varieties has decided that it wants to survey apple orchards across West Berkshire and wants to recruit volunteer surveyors to photograph and record the location of these apples. 30 volunteers are required to work in the autumn of 2013.
 3. A Thatcham based community group has started a parent and toddler group and want parent volunteers or people with parenting experience to welcome parents, offer a friendly environment where young mums and dads can enjoy social interaction. 3 volunteers a day are needed.
 4. An organisation has been established by ex offenders (mostly drug and substance abuse which lead on to repeat petty crimes) who wish to recruit volunteer mentors who would be able to meet ex offenders in order to offer guidance and a friendly face about getting back into society, employment, family life in a none judgemental way.

- Z is for
zing
which is
what we
all need
from time
to time

A large, stylized blue letter Z, rendered in a serif font with a slight shadow effect, positioned on the right side of the slide.

thanks
any questions ?



*Garry Poulson
And
Jacqui Letsome*