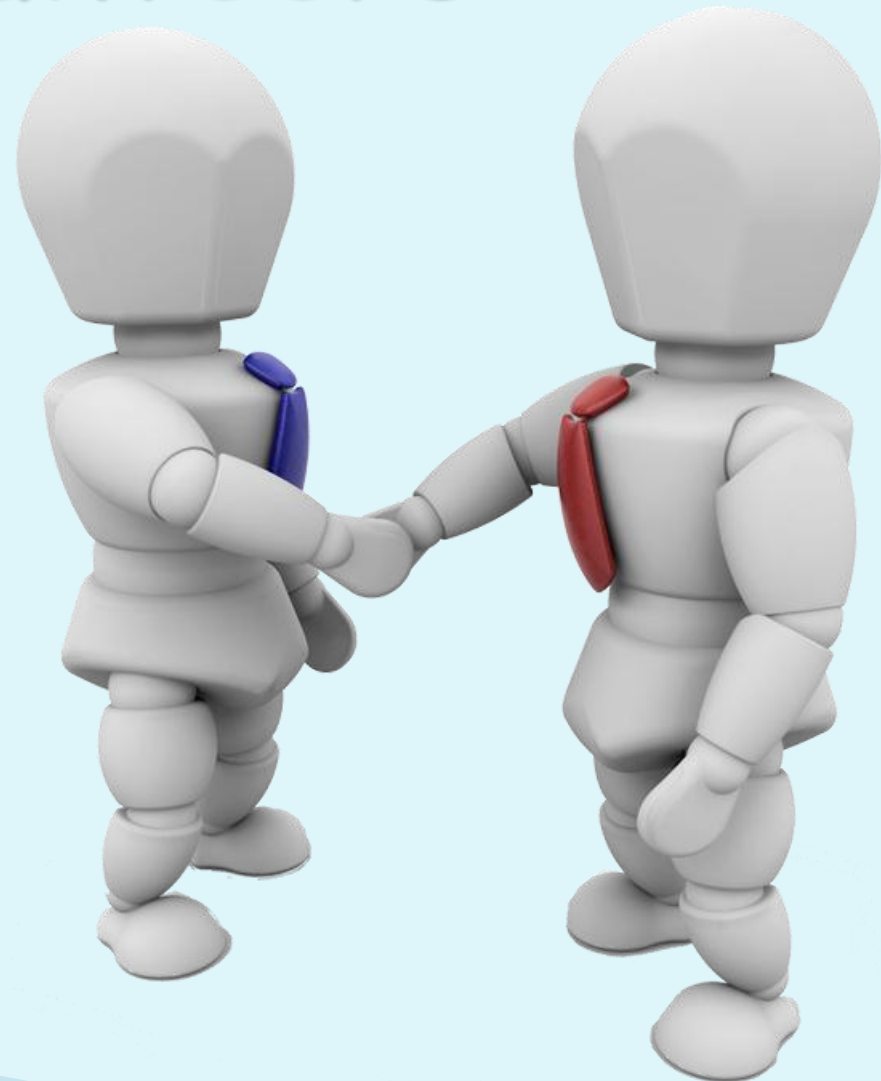


How to Attract and Keep Volunteers



Volunteer Centre
Bath & North East Somerset

Mike Plows





Attracting Volunteers

Before you Recruit

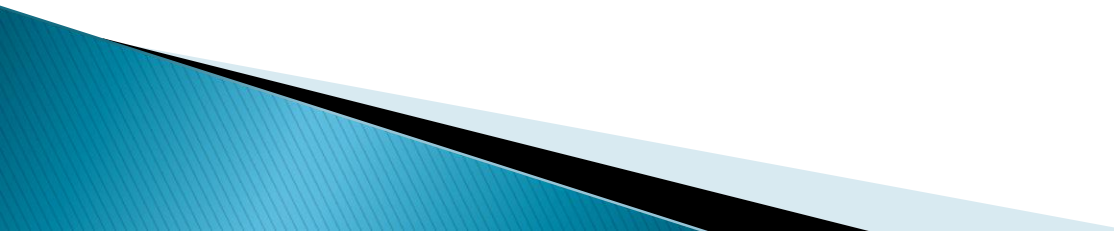
- ❑ Prepare - Know what you are expecting of the volunteer
 - what they will do?
 - how will you support them?
 - where will you find them?
 - what procedures will you use for selection?
 - how much time have you to invest?
- ❑ A good start point is The Good Practice Guide on the Volunteering England website

❖ A Recruitment Plan

- Write a role description is it interesting? What are the hooks?
- What type of person is the organisation looking for?
- How are we going to attract the ideal volunteers?
- Where are we going to advertise?
Budget etc...
- Words NOT Salary




Keeping Volunteers



- Creating rewarding roles
 - Motivation
 - **Changing Motivations**
 - Support & Supervision
 - Reward & Recognition
 - Being Inclusive
- 

Good Practice

- Fully inducting volunteers
- Keeping volunteers advised on what they can expect and the organisation expects
- Having a Volunteering Policy in place
- Having a named supervisor to go to with any problems
- Taking equal opportunities and diversity seriously
- Being an organisation that they are proud to be part of.

- Have clear goals and expectations of what volunteer will do
 - **BE FLEXIBLE**
 - Make sure volunteers understand the importance of the task they are doing, and how it fits into the overall project
 - Never allow people to feel that you wasted their time or that they weren't really needed
- 

Don't Forget

Unlike Jelly
Babies,

Volunteers are
all Unique



