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# Volunteers

## Establishing an Effective Recruitment Strategy

- Maintaining motivation
- Just in time training
- Peer Mentors and Tutors
- Effective lines of communication
- Recognition and Validation



# Volunteer Recruitment



- Create clear task/role descriptions so volunteers understand clearly what you are asking of them
- Prepared with a structure and plan in place to give your volunteers a great experience
- Dedicate a representative to manage and support
- Blended and flexible training programme to provide required skills and understanding
- Promote the benefits of volunteering and the impact the volunteers will make.

# Valued Support



- Clear line of Supervisor (welfare and development)
- Vocational Tutors to support in implementing new skills
- Adapted training to meet volunteer needs, blended approach to minimise abstraction
- Clear Objectives and support network of mentors
- Celebrate good work (achievements and awards)
- Dedicated portal for volunteers communication platform (Yammer, Teams groups, Social media).

# Collaborative



- Collaborative talent pool (the right volunteer to match skills)
- Shared training/HR resources (accredited skills, DBS checks)
- Collaborative recruitment events (see, feel and belong)
- Shared best practise and success
- Collaborative campaign agenda and targeted media
- Volunteer pathway to employment (first step. future journey).

# Case Study



- Market place recruitment event at University, yielded talent pool, Volunteer targeted for suitable portfolio
- Suitability interview
- Support plan prepared, Tutor allocated, Supervisor welcome
- Training programme initiated and development pathway
- Initial start, vocational development with Tutor
- Mentor support and performance reviews
- CPD with Accredited learning, employment support, placements, celebrated achievements
- Consistent communication (welfare, performance, motivation)

# Conclusion

- Collaborative sharing of resources and departments
- Clearly defined roles and objectives of development
- Allocated points of contact and supervision
- Clear accessible communication
- Valuing and rewarding the volunteering role

# Questions?

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