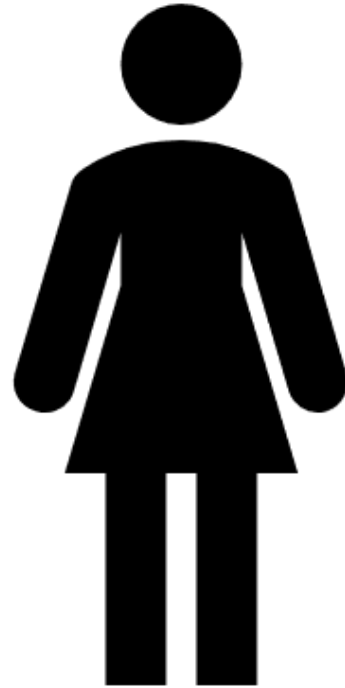


# Resourcing Volunteers

Where is a will there's a way!

Mary O' Connor, CEO Federation of Irish Sport

Who am I ???



My most memorable volunteer experience was.....

The purpose of this presentation:

To Identify & Explore the need for organisations to have an effective volunteer engagement strategy that resources and supports volunteers

“While paid people will do a job that is unrewarding because they are compensated for doing it, volunteers will not do so for long.

This has given volunteers in general a reputation among paid people of being unreliable. On the contrary, if the volunteer does not find the job to be personally satisfying, he or she can be relied upon to quit.”

~ Steve McCurley & Rick Lynch

When you recruit a volunteer, that should not be the end!

It should be the start - you must enable them to be a volunteer for the organisation.

# Key stakeholders in Volunteering

- ▶ The Person
- ▶ The organisation
- ▶ People, Communities/ groups
- ▶ Government

## Key beneficiaries of Volunteering

- The Person
- The organisation
- People, Communities/ groups
- Government
- Society - Health/Economy/Tourism

# Volunteering & its value to the person

## Learning

- Communication
- Co-operation
- Commitment
- Decision making
- Empathy
- Optimism
- Hard work
- Resilience
- Focus
- Respect
- Specific Skills

## Opportunities

- To make friends/To have fun
- To make a difference
- To use a talent
- To be included
- To be good at something
- To travel
- For a natural high
- To lead
- To act as part of a team
- To take responsibility
- To feel complete
- To achieve success
- Recognition

# Resourcing Volunteers

- ▶ The resourcing of volunteers is essential to maintain and indeed entice people to become involved.
- ▶ As an organisation you can only expect active volunteerism, if you actively resource the volunteer once you recruit them!
- ▶ Resourcing Volunteers for every organisation needs a considered approach;
- ▶ What are the resources volunteers need?
- ▶ What is an effective resourcing strategy?
- ▶ How can you implement this strategy?
- ▶ what does success look like?

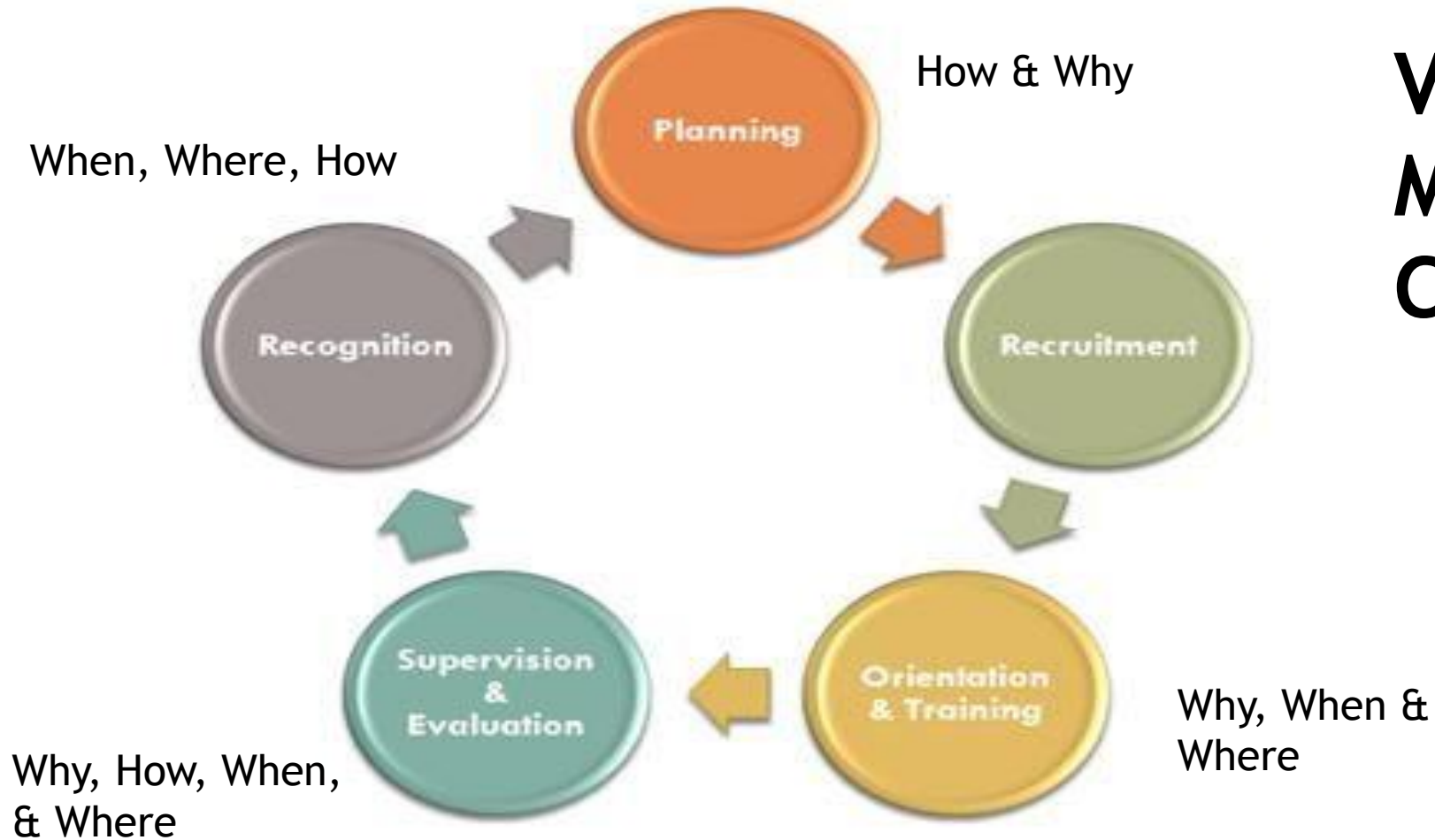


# Resource

- ▶ Resource
- ▶ a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively

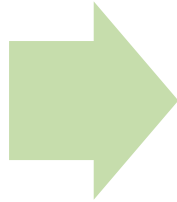
▶ Resource ful

# Volunteer Management Cycle



# What are the resources volunteers need?

Mission and Vision  
&  
A Plan



Volunteer  
Involvement Plan

# Volunteer Involvement Plan

- Aligns volunteer activity with mission and “strategic” plan
- Sets goals and priorities for volunteer involvements
- Allocates resources to support engagement

## What is an effective resourcing strategy?

- Nationally Developed - locally led
- Figure out what your organisation wants in terms of outcomes from Volunteering - 21<sup>st</sup> Century volunteering
- All organisations need a local designated volunteer leader --- No easy task!

# Steps to Effective Volunteer resourcing

- ▶ Role
- ▶ Skills
- ▶ Need



**Nationally Developed - Locally led**

A good start is half the battle!

- ▶ The cause
- ▶ The expectation



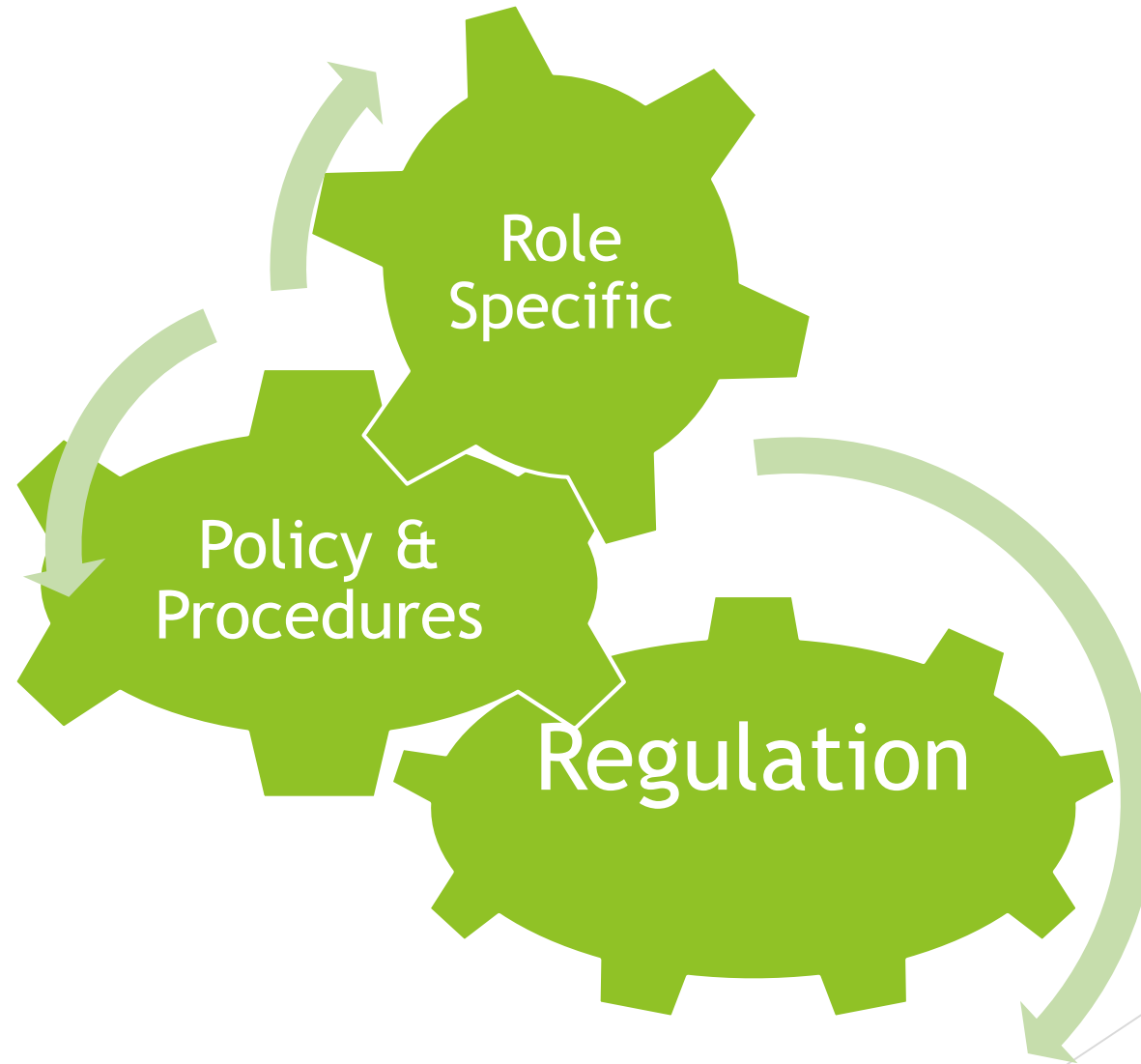
Orientation

- The Role
- The Needs



Training

# Training





# Guide and Support Recognise and Reward

The best way for volunteer organizations to receive more hours of volunteer service is to be careful managers of time already being volunteered ...

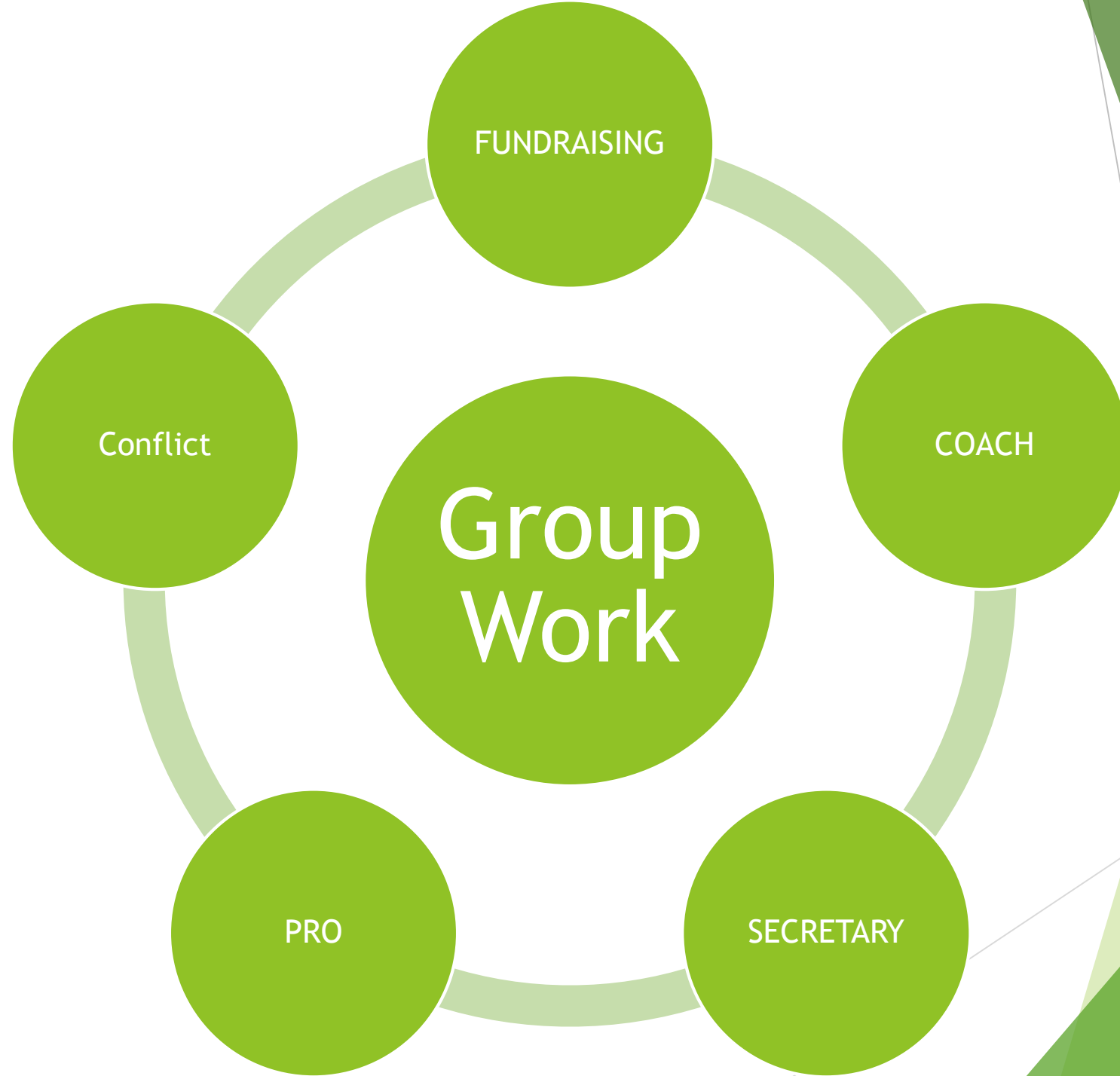
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# How can you implement a resourcing strategy?

- ✓ Know what you want your outcomes to be
- ✓ Have policies and procedures in place
- ✓ Have training/orientation in place
- ✓ Set definite tasks for each volunteer role!
- ✓ Buddy/mentor system
- ✓ Involve them in the decision making process
- ✓ Live up to Volunteer expectations!

# What does success look like?

For the beneficiaries of  
Volunteering

- The Person
- The organisation
- People, Communities/ groups
- Society -  
Health/Economy/Tourism

- ✓ Retention & Addition
- ✓ Impact on outcomes
- ✓ Additional recruitment
- ✓ Motivation to do more
- ✓ Society - Local is  
National

It is often said that the wealth of our country is our  
People!

You are tasked with resourcing them and growing  
our Wealth!

Best of Luck!

Thank you