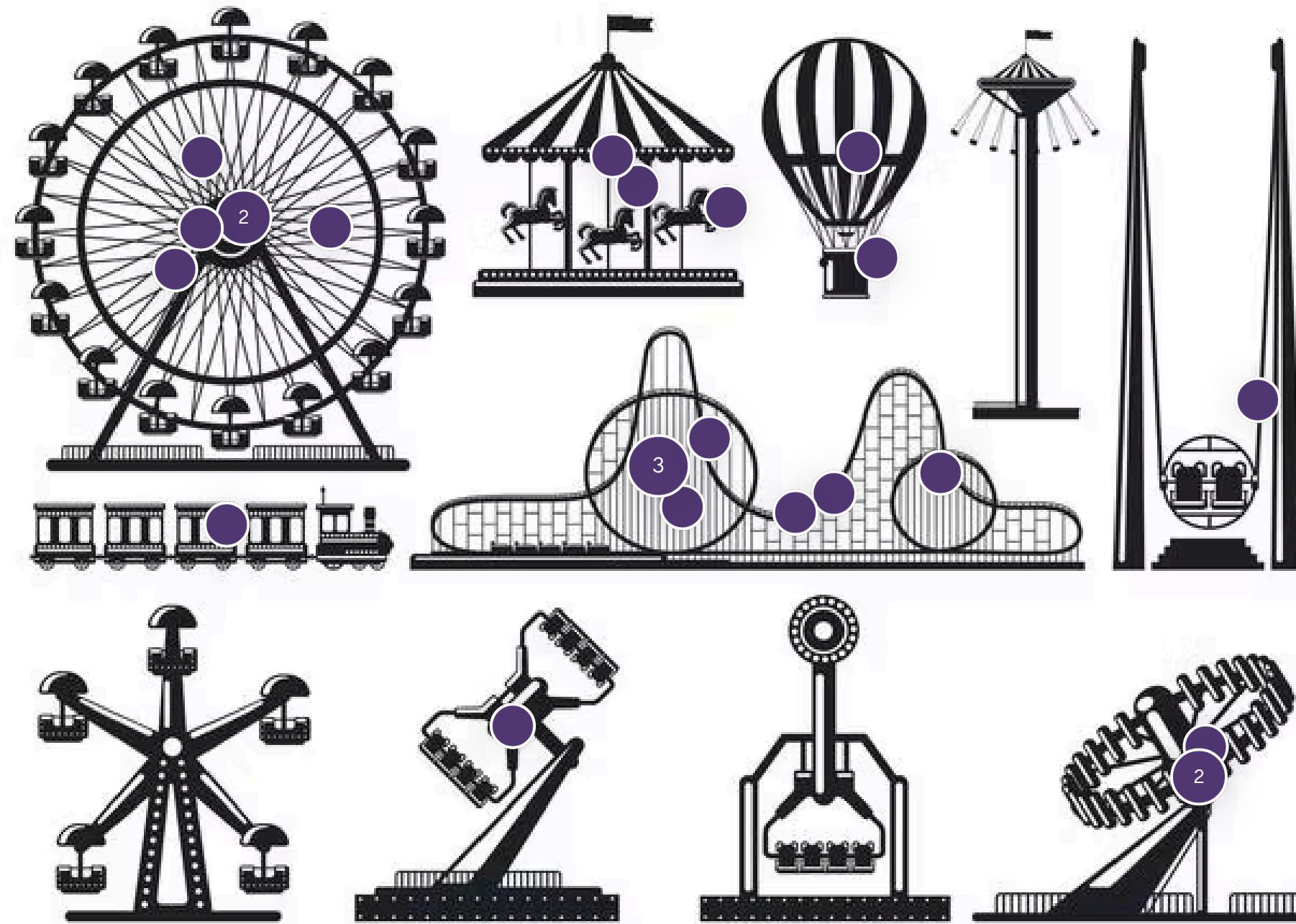


Joining instructions



If last month was a theme park ride, which one would it be?



Vision & Planning for Volunteers - What challenges and barriers do you face?

Feedback form

Limited budget, not
enough time in the day

Stakeholders alignment,
capacity , finance

Policy looks good in theory
but needs to advocate for
what it means in practice

Contacting them and
getting them to reply.

Do the volunteers know the
Dos and donts of the code
of conduct for an
organization they are
volunteer with or affiliated
to

Managing resources -
cordinator and volunteers
Continue to do more without
resources Staff are over
stretched Yearly contract
Funding based Finding suitable
volunteers Inclusion

Mandatory training

Vision & Planning for Volunteers - What challenges and barriers do you face?

Managing resources -
cordinator and volunteer
Continue to do more without
resources Staff are ogrr
stretched Yearly contract
Funding based Finding suitable
volunteers Inclusion

Templates and support
resources regarding
process and policies for
volunteers to understand

Lack of consistency with
so many sites

Volunteer time restraints

Aligning funding with
programmes Time to do the
planning Plans dont match
reality Ceating oppotunities
to matxh what volunteer
wants

Volunteers to be informed of
the onboarding process and
length of time required

Recruitment and retention
Appropriate volunteer
opportunities Funding
Resources Polixiea that
reflect current practices

Police certs barrier

Vision & Planning for Volunteers - What challenges and barriers do you face?

Diversification Creating roles and advertising to attract young people
Getting accreditation

Diverse nature of volunteers - vast Large organisations - difficult to get but in across organisation / stakeholders
Budget restrictions Keen to deliver before proper planning

Accreditation and training

Meeting stakeholders
Budget

Due to nature of role, difficult to facilitate physical disability
Same certain types of volunteers for the role English not first Language

To scale up we need more advanced software and no funder wants to pay for a technical system. But it would save us so much time to not use excel.

Vision & Planning for Volunteers - What strategies or outcomes have strengthened your programme?

Police certs a barrier

Micro v regular volunteer
roles Recognition events

Role description Meets the
aims and objectives time
commitment and
understanding of the
volunteer role

Asked a range of Volunteers what
they'd like to know more about,
and add that to training Paid
advertising on Facebook
Training and refreshers on
boundaries when befriending.

Small staff team means all
volunteers know all staff
Converting clients to volunteers
Peer support among volunteers
Learning and connecting with
neighbours in region

Targeting ads through
social media

Vision & Planning for Volunteers - Share a tip or small win that may help another Leader of volunteers

Mentoring Feedback
Variety of roles Focus
groups Training

Buddy system Self guarding
for clients Adequate
resources in your volunteer
office Having a good
volunteer management
system

Inclusion, Recruiting & Welcoming Volunteers - What challenges and barriers do you face?

Language international police checks getting to cohorts that have no experience of volunteering staff help with vols. unsuitable vols

Accessibility Culturally sensitive Rural inequalities Employee buy in to programmes

Time and support given to volunteers as there a parent and then they stop volunteering when their child has left the club

Keeping connects is really important, offering free coaching courses to parts with an ask of stay for a period of time for the succession planning

Exit strategy, asking to comment to a time frame

- short volunteer cycle - police certs - mandatory training requirements - constant lack of funding - lack of personnel

Physical accessibility not always available Travel and expenses to go places, especially if volunteers have additional needs Older volunteers lack of access to Internet, especially for hse traini

Inclusion, Recruiting & Welcoming Volunteers- What strategies or outcomes have strengthened your programme?

Comment to the learning, invested interest.

Framework for orgs to take on volunteers with additional needs , learning journeys and personal plan and path ways to employment , vet volunteer roles to be more accessible, cultural awareness

Training Social media campaigns - "volunteers speaks every language" Structured onboarding procedures Retention strategies Volunteer testimonial Anonymous feedback and making volunteers voice

Embedding the volunteering experience into a positive experience opportunity for work in the area

Volunteer is finding your passion

More people in volunteer office Volunteer management system Value having mentor volunteers

Host an open night Look at Accessible Ireland Changing Places app to find accessible venues

Inclusion, Recruiting & Welcoming Volunteers - Share a tip or small win that may help another leader of volunteers

Translation of literature into different languages
Multilingual handbook
Training staff on volunteer inclusion
Know limitations
Getting consent of volunteers before putting volunteers forward

Learning journeys for each volunteer
Volunteer impact tracker
From volunteers filling in form after shift
Good relationships with vols investing in time to get to know your volunteers
Worshop

Speaking to people to engage them
Create a sense of belongings
Train staff in the term of cultural context (diversity, inclusion)
Clarity in role
Engage them to leadership role
Consider everyone

Sharing wins and approaches
Taking on board cultures
Having funds for volunteer engagement

Supporting, Valuing & Developing Volunteers - What challenges and barriers do you face?

Lack of time, need to prioritise
Short term commitment - how
to we adapt to this in our
support? Volunteers want to be
supported differently

Budgeting Organization
culture Boundaries
Listening to volunteers
Misalignment of skills

Everyone needs to be
valued differently; time
constraints; Capacity issues
like staff shortage; flexible
volunteering days

Vols asking for development
but not showing up for
training. Supervisors don't
want to do S and S or don't
have time.

Recruitment

Supporting, Valuing & Developing Volunteers- What strategies or outcomes have strengthened your programme?

Online training Thank you days Discounts at local businesses Event specific staff for event volunteers for event volunteers

Available standardized material Co-development with involving volunteers Identifying who the program is for, who are we serving?

Involve everyone in policy development, Policy Awareness, Assigned roles and expectations, Proper Communication, Thank you notes

Discounts Corporate days

Communication and listening to volunteers. Following through on feedback Clarity on expectations . Matching expectations. Volunteer online meeting in the evenings with training and topics.

Supporting, Valuing & Developing Volunteers - Share a tip or small win that may help another Leader of volunteers

Thank you badges to volunteers, can have values on it, something to keep on to represent Something small, like coffee

Personal thank you notes; Volunteering badges; Focus the target group for volunteering, take suggestions from volunteer, find community opportunities in society to involve volunteers for fun; Xmas par

Developing & Growing as Volunteer Managers - What challenges and barriers do you face?

Lack of time and resources

Also of cohesion or alignment in terms of roles and who needs to do what to get the job done

Face to face engagement vs remote is a barrier

Undervalued profession (e.g underpaid)

Developing & Growing as Volunteer Managers- What strategies or actions have strengthened you professionally?

Training and upskilling

Experience

Regular communication
and collaboration with
other teams

In person collab days

Personal development
and in person events

Value the thank you's for
volunteer

Regional volunteer
manager groups for co-
learning

Growing Our Profession - What would you like to see for the future?

Volunteer leadership
training

Professional volunteer
training

For the volunteering aspect
of an org Not to be treated
as an after thought ...it
should be front and centre