



Learning Pathways Recruiting Part 1: Before You Start

Welcome!

This is a new format for learning at VolunteerMatch

- Designed for more participation.
- All resources and slides will be available afterwards.
- I want to hear your feedback!
- Please register for all Parts of a Learning Pathway – they build on each other.

What do you think your biggest recruitment challenge is?

163 Responses

Finding something they want to do before they lose interest.	Time	People think they don't have the time.
Knowing all the various sources	Finding valuable volunteers	Attracting volunteers in rural areas
Budget and buy-in	Finding people available during business hours	I'm new. So unsure

What do you think your biggest recruitment challenge is?

163 Responses

new organization

Finding volunteers who can actually meet the need.

Getting the right applicants for hard to place placements.

Connecting with people who are really able to commit to the work

Increasing diversity

Finding long-term volunteers

Finding volunteers that can make a long-term commitment

Response

Time of year

What do you think your biggest recruitment challenge is?

163 Responses

Recruit across states and in territories where I am not familiar with

Can't find the right volunteer for a very structured and intense volunteer role

Trying to get the younger generations to volunteer

Recruiting enough volunteers to meet the needs of our program

Finding skilled volunteers in the medical field

Staff reluctance to draft role descriptions

knowing all of the sources

Getting them to sign up for a shift.

Limited Volunteer Opportunities that Match Interest

What do you think your biggest recruitment challenge is?

163 Responses

Our program requires a lot of training (30 hours), and I think that is daunting for folks.

Capacity to do outreach & commit.

Getting the word out

Finding reliable volunteers

people's availability

Ways to recruit besides social media.

Finding the right expo's or community events to set up tables.

People just don't know about our location and organization yet

Finding good places to post for external volunteers (non community partners)

What do you think your biggest recruitment challenge is?

163 Responses

time commitment	No budget for anything paid.	we have a lot of paperwork. Which is good for client safety but can be challenging to get interested volunteers to complete.
Limited opportunities	Deciding on appropriate volunteer needs	How to recruit those 55 and better in the rural area?
finding enough people to fill all our different positions	Training	Lack of awareness about the organization and issue(s) we address as a whole

What do you think your biggest recruitment challenge is?

163 Responses

My biggest challenge is getting everyone to register.

Getting people to actually go through the on boarding process.

Finding ways to reach new people

timefinding volunteers

We have a lengthy process to register

not enough volunteer opportunities

volunteer commitment! and creating a diverse pool of volunteers.

daytime availability

Timing of Events

What do you think your biggest recruitment challenge is?

163 Responses

finding folks that are willing to support for more than just a few hours

representation

standardized process

Getting the right person in the right position

right now we're small, and I wear many hats, so recruiting falls to the sidelines often. But it's also required for the position!

finding the right match

Availability

Finding willingness

Change in volunteer commitment and wants vs needs

What do you think your biggest recruitment challenge is?

163 Responses

Attracting young and diverse volunteers and time

Time

Finding volunteers willing to do this type of work (CASA).

Having volunteers commit to when they sign up

Finding volunteers with the schedule availability that we need.

Getting the word out - I think people in the community know and love us, we just need to let them know the need

Ensuring volunteers complete the entire process and don't get lost before the application process is completed.

People toooo busy to commit

Distance

What do you think your biggest recruitment challenge is?

163 Responses

retention	Finding people with the skills we need	high training barrier and required background checks/fingerprints
Finding volunteers!	Recruiting to the level I want when I'm a one-person Volunteer Team.	Finding quality volunteers
Getting new volunteers and not burning out older volunteers	Target recruitment how to get the word out	Consistency

What do you think your biggest recruitment challenge is?

163 Responses

Time to train the volunteers

Finding volunteers with specific qualifications

Knowing where to go to find volunteers

Our program is unique, it's training intensive and the primary volunteer work happens in one 3 month period. Time commitment.

Finding them

getting our marketing department to incorporate the volunteer message into the already busy social media calendar with the rest of the organizations schedule

Reaching volunteers in our particular age group, (Americorp Seniors)

The hours and weekday time needed for program

not reaching diverse populations

What do you think your biggest recruitment challenge is?

163 Responses

Fitting volunteer groups scheduled during the busiest weeks.

Commitment

Time. Disposable time is no longer a reality.

Getting the word out

finding seniors with low income who have the time or energy

Aligning volunteer and organizational expectations

getting more dedicated volunteers

Showing interest but not reshowing

commitment

What do you think your biggest recruitment challenge is?

163 Responses

Getting a captive audience

Recruiting for specific tasks. Finding those skill sets.

Volunteers who speak a second language

A fall-off after the first interview. Sometimes there is a gap in between the first interview and the next event people might lose interest.

Need more volunteer opportunities to keep potential volunteers

Pretty new. Time to follow up with volunteers and time to schedule.

being consistent

Finding the right fit for volunteer personalities

Recruiting diverse advocates, especially Latinos and AAPI Californians.

What do you think your biggest recruitment challenge is?

163 Responses

Diversity and accessibility

Recruitment is a full time job, but is one of many jobs we have.

How to find volunteers - what areas? How to reach out?

Finding people aren't interested in volunteering, want to get paid even in a small way for their work

Reciting volunteers that are 18+

the volunteer ask ...time, money, etc.

Effective training of volunteers and onboarding them into why it is important to recruit

Past Experience Reliability of Volunteers - They overestimating their available time

Lack of time

What do you think your biggest recruitment challenge is?

163 Responses

Many people haven't heard of us or confuse what we do.

Extremely competitive field.

Finding younger and physically capable volunteers

reaching out and no responses after

Lacking a volunteer coordinator. University student volunteers are in our area for a limited time.

We don't have an issue getting people in the door; we are losing people in onboarding. We are working on clarifying our onboarding/training to make it easy for new vols to get started.

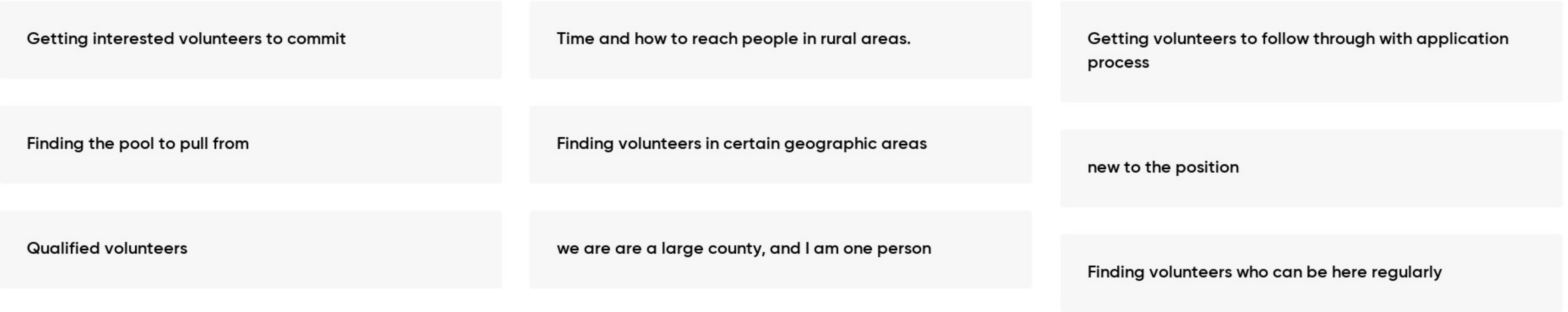
Finding newly retired volunteers who want to keep going to do more.

Making sure to sell as an opportunity to volunteers versus saying what our organization needs.

Finding the right people and those willing to do all the requirements-TB/fingerprint & drug screening

What do you think your biggest recruitment challenge is?

163 Responses



What do you think your biggest recruitment challenge is?

163 Responses

Keeping repeat volunteers

Finding the "right" volunteers

Volunteers who are willing to serve in roles that are priority needs for our organization.

finding volunteers that is not scared of the word hospice/Homehealth

Follow through for volunteers that apply, the balance between fully expressing the expectations and also "selling" the role

Getting interest in our opportunities

Getting staff to take the time to evaluate where volunteers can be useful

Finding volunteers period

Commitment

What do you think your biggest recruitment challenge is?

163 Responses

Filling early morning roles

Recruiting enough volunteers, both general and healthcare professionals

reaching all age groups

having volunteers return after one shift

Helping leaders see recruitment is a priority and process

Illness and vacations have been a nightmare this summer.

Expanding recruitment beyond social media in a successful way

onboarding, especially waiting for a background check

Recruiting volunteers for specific roles within our organization

What do you think your biggest recruitment challenge is?

163 Responses

Reaching people in our Community.

Fuel prices (our volunteers drive a lot)

matching skills with needs

not sure, haven't done recruitment yet

reinventing a schedule 3x year Fall, Spring and Summer.
Getting them to re-up each session- availability at
worst times- traffic

Getting follow through after they submit an application.
Getting younger volunteers.

We have a required 40 hours of training after
application and background checks.

Working with people between jobs. Hired = poof!

extensive training process

What do you think your biggest recruitment challenge is?

163 Responses

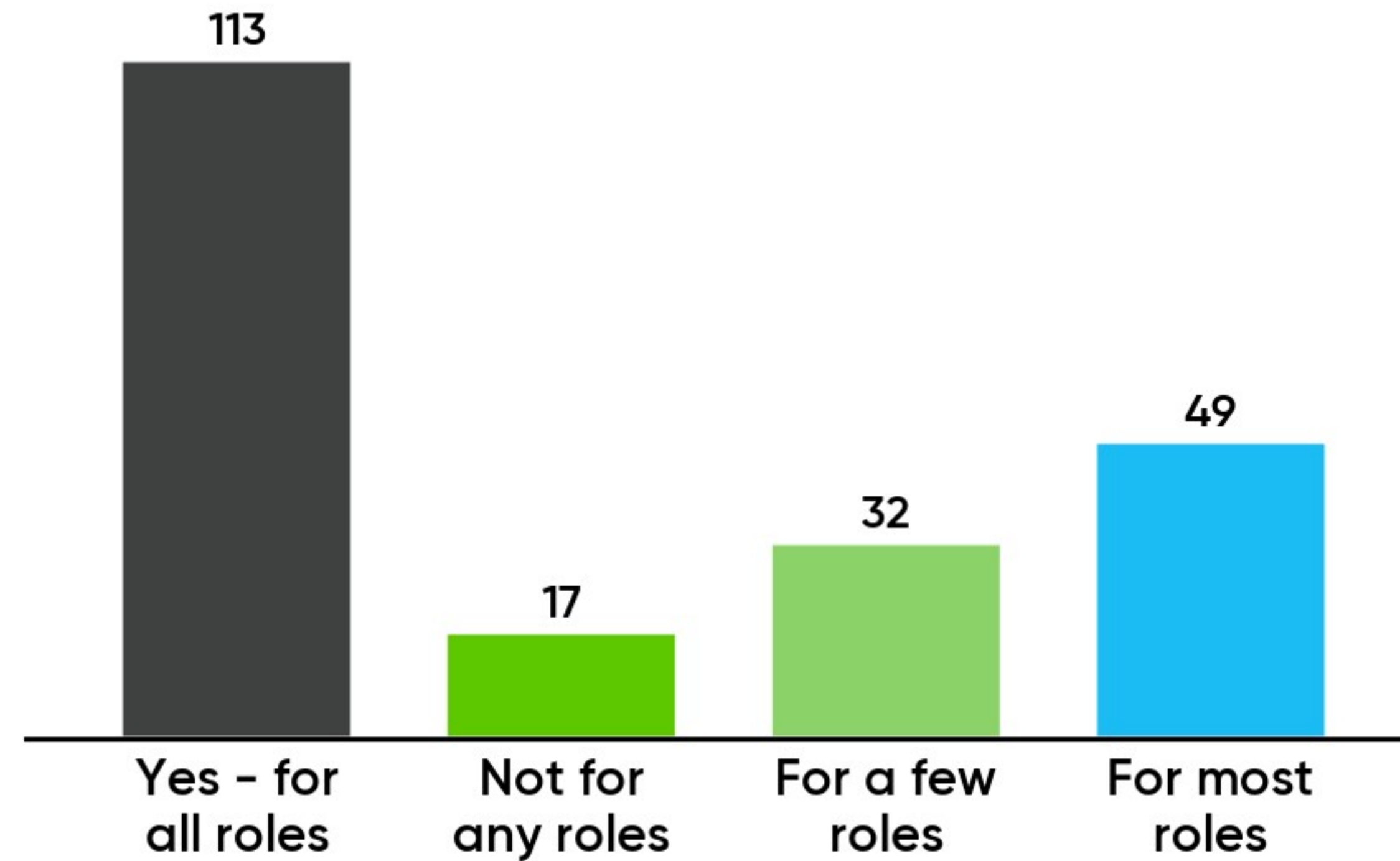
bureaucracy / too many steps

Laying the Foundation

Recruiting is the final step:

- Position descriptions, volunteer personas, screening, training, build buy-in, impact – all need to be determined before you recruit!
- Who are you looking for? What will they be doing? How will they know what to do? When will they (and you) know they're done?

Do you have volunteer position descriptions?



How do your position descriptions help you build relationships with volunteers?

174 Responses

Boundaries	Set expectations	Set expectations
Clear expectations	Show expectations & responsibilities	they set clear expectations
Benefits	Not sure they are particularly helpful	Ensuring that they are set up for success right away

How do your position descriptions help you build relationships with volunteers?

174 Responses

Clear of expectations	This is new, I haven't thought about this.	it sets expectations
advice	Set expectations for volunteer and organization relationship	They don't. I inherited them and I believe All of them need to be updated.
We list our mission and how that position supports it.	they give clarity to the volunteer on what their role is	Expectations

How do your position descriptions help you build relationships with volunteers?

174 Responses

It helps them know what our needs are.	Expectations and guidance	have not thought about this
mutual benefits	expectation setting	allows people to picture how they can contribute
They know what to expect	lets them know that we want them to feel like they fit	builds excitement

How do your position descriptions help you build relationships with volunteers?

174 Responses

Understand what they would be doing

Matching with skills

Expectations and responsibilities

They understand expectations, they have an idea of what they can work on and achieve.

Accountability.

set expectations and role of the position

The job position is part of the 'pitch' and framing how the position benefits the volunteer!

Appealing to specific reasons people volunteer

What we do and why

How do your position descriptions help you build relationships with volunteers?

174 Responses

Allows volunteers to reflect on previous experience and how that might be relevant to this role.	new, unsure	impact of role and connection to mission
Our goals and expectations	I don't use them. Volunteer roles are pretty fluid.	Expectations and responsibilities
Set expectations, needs and benefits of the role	Set expectations	Managing expectations, helping them understand how important they are!

How do your position descriptions help you build relationships with volunteers?

174 Responses

They help match us with volunteers that are interested in our cause

Say what we are looking for. I am new to this.

Getting the right person for the roles, they can match their skills with the tasks

placing a volunteer in a role where they will be motivated to keep doing the work

provides an overview of expectations, time commitments, and KSAs that are required.

Show's expectations

First level of preparation/orientation

Helps to determine if we are a good fit

definition of roles

How do your position descriptions help you build relationships with volunteers?

174 Responses

To me the help communicated expectations, and establish our two way relationship.	Guideline	clear description of role, responsibilities
My hope is that it lays out clear expectations and allows the volunteer to see what they're getting into	It allows the volunteers to know what they are committing to, how long, and for them to visualize their impact.	Not always. Love that they set exceptions but would love more relationship building factors
Expectations, experience, importance of role	Build Excitement for what our program offers	Values & Expectations

How do your position descriptions help you build relationships with volunteers?

174 Responses

It starts the conversation for a great experience!

Requesting skill set

We have direct and Indirect Care volunteers. Direct are for patient care support. Indirect are for administrative support. Each type of volunteer bonds with the paid employee team member that they are

who you work with

Clear activity expectations and time expectations

Help volunteers understand what is expected and any previous knowledge needed or not.

Create expectations

It builds trust and confidence between you and your volunteers.

Set expectations for both volunteers and supervisors

How do your position descriptions help you build relationships with volunteers?

174 Responses

Volunteers can self select

Helping them step through the positions and learn our process.

Helps remove the rose coored glasses - without me having to do it!

Gives us shared language so we're on the same page.

Expectations - being clear about how they get to make an impact.

Helps volunteers have support for resume

Setting expectations and giving a clear vision of how they are helping

expectations and goals

Haven't done this yet

How do your position descriptions help you build relationships with volunteers?

174 Responses

Expectations

Benefits and skills (someone already has or wantsto learn)

Gets volunteers interested

Guidance and expectations

Good question - probably in the general overall description in the beginning.

Honesty. Working with animals need to clean.

professionalizes the relationship in a small way

Have not thought about it.

Have not thought about it.

How do your position descriptions help you build relationships with volunteers?

174 Responses

It's our first real contact with volunteers!	Make sure they know as a volunteer what they can expect to get out of volunteering. Benefits!	Have not thought about using the position descriptions to build relationships
Give a set of expectation	Volunteer opportunities available and orientations	Detailed
reflect on what the job actually entails and refresh as needed	Courtesy to them so they know what they are signing up for.	Provides clarification.

How do your position descriptions help you build relationships with volunteers?

174 Responses

Defines qualifications/skills

haven't got any volunteers through advertising

giving them realistic expectations

We are in the process of looking over all of ours to help with that. They are old and need updates based on the changes for volunteers and our org.

When they know what they're going to be doing, they come in more confident and stay longer.

They know expectations in advance and will know if they want to commit

outlines boundaries, guidelines and set expectation. always offer opportunity to back out based on description

Set expectations and lay out responsibilities and qualifications/competencies

The volunteers gain an understanding about their role

How do your position descriptions help you build relationships with volunteers?

174 Responses

our descriptions are short and to the point - clearly outline duties, qualifications, and important things to note about that particular position.

They can understand the scope of their role

Give a sense of what we are about and what we need help with...

No only because i sit higher on the top tier and not at the level of the particular level that works directly with the grassroots level, but see that they are not thinking in this level of relations

they have expectations laid out and let them know what they're getting in to

Good question! Haven't thought about it.

Attract interest

because they have been setup for success it helps build trust with volunteer

Builds buy-in to the vision of the position/program and puts us on the same page before a volunteer even applies

How do your position descriptions help you build relationships with volunteers?

174 Responses

PD's ensures that the volunteer understands that they are a volunteer and not an employee

recruiting

not sure if they do

gets volunteers inspired/wanting to help support

lets all parties understand what the role is and what is not permitted

emphasis on incorporating personal interests into kids' programming! lets volunteers feel they are making a personal contribution

Mine are so basic that it doesn't help. Trying to update

I use them to communicate expectations and to help volunteers determine if they are a good fit.

Lists duties and who they are reporting to in the department

How do your position descriptions help you build relationships with volunteers?

174 Responses

Try to provide answers to what/where/when/why of the role.

It makes it very easy to explain their role and the supports they will be offered

No

Can help with retention

expectations and interest

Need to think on this - we have descriptions for a general department (horticulture) but probably need more clarity on specific tasks, roles, and areas where folks can work

Time commitment, clarify role,

We have them in our handbook that they are required to read. Probably need updating

use the volunteer position description to ask the volunteer if the pd actually reflects what they do

How do your position descriptions help you build relationships with volunteers?

174 Responses

Help them understand the org as a whole and where they can contribute

Sets expectations for necessary qualifications and trainings right from the start

How their work is meaningful.

They need updating, but they help to give an idea what they will be doing and how they will be helping in that role

Good continuing reference for what they should be doing.

They are a requirement per our grant. They give the volunteers a good idea as to what's expected.

no but should!

not sure

Clear expectations

How do your position descriptions help you build relationships with volunteers?

174 Responses

It allows potential volunteers to understand the job and decide if they are the right person the position

not sure

definitely helps them stay in their lane better. Gives them something to aspire to if more training is required for an advanced position.

showing the list of what is available. and what the community need is as related to position.

show key tasks

Accountability

Yes to inspiring them and giving them a broad idea, but now I realize we need to write our own local Addendum to our national position descriptions

Guidelines for behavior

I try to make the description specific so it fits with the right personality

How do your position descriptions help you build relationships with volunteers?

174 Responses

Allows you to set boundaries and make sure supervisors don't exploit volunteers

Helps them understand the role, if they can perform the roles, and then helps us assess if that role is still appropriate for their skills and abilities.

Position descriptions allows us to match the volunteer to the right role.

Matches skills, experience & interest of volunteers with department needs

show principal activities of volunteer

We don't really provide descriptions. I can see how that would be beneficial.

expectations and values

Aligns our expectations with the Volunteer's

clear expectations

How do your position descriptions help you build relationships with volunteers?

174 Responses

clear expectations, success, boundaries

Someone that enjoys talking on the phone and needs a flexible schedule.

law students

young professionals

retirees! any second language

those comfortable in high crisis situations like 911 operators without any high level crisis occurring. Need that type of calm cool customer service level.

Making a positive impact

impacting lives

Schedule conflict

How do your position descriptions help you build relationships with volunteers?

174 Responses

we're disorganized

we wait too long to contact them

position description doesn't match what they're experiencing

Create Volunteer Position Descriptions

- Title - Volunteer is a staff category, not a title
- Team or Department - Reports to/Works with
- Description of role - Brief but includes an impact statement and answers the question Why?
- Primary Responsibilities - Secondary Responsibilities
- Decision Making Authority – where does it start and stop
- Skills and Experience - What a volunteer needs to know to be successful
- Time Commitment - Hours/week, months



Title: Online Job Counselor

Department or Team: Employment Programs

Responsible to: Employment Programs Director

Works With: Employment Program staff (paid and volunteer) and job seekers

Description of Role: This position teaches clients to use computers, access the internet wirelessly, use the internet, and use computer software to access online job postings and to apply for jobs online. This training provides a much-needed service to our clients by assisting them, and to the community by increasing patron's technology skills and general computer literacy. This position offers the opportunity to meet new people, help others, and work in a pleasant environment.

Primary Responsibilities:

- Provide individual help to clients using computer work stations.
- Assist clients using the internet to conduct job searches.
- Assist clients in using Microsoft software and other specialized software.
- Help clients use other library machines such as copiers, printers, and checkout machines.
- Refer clients to Program Director as needed.
- Inform Program Director of any issues or problems with machines.

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- Inform Program Director of any issues or problems with machines.

Secondary Responsibilities:

- Be responsive and courteous to clients.
- Comply with organizations dress code for volunteers – see Volunteer Handbook for specific information on the dress code.
- Sign in to and out of volunteer log book at the start and end of each shift.
- Keep the Volunteer Coordinator up-to-date with personal and emergency contact information.
- Report any concerns to Program Director.

Skills/Qualifications Needed:

- Patience
- Good verbal communication skills
- Enjoys working with others
- Willing and able to follow directions
- Experience in using Microsoft Internet Explorer, internet search tools, and other Microsoft software programs.

Desired Experience:

- Experience with online job search tools or resume writing.
- IT professional or strong computer generalist.
- Previous experience teaching others to use technology.

Training:

Up to 6 hours of training and orientation will be provided, as well as additional training in use of machines and specialized software.

Time Commitment:

Two or more hours per week with a minimum of a six month commitment.

Volunteers Needed

What does your volunteer program look like to a volunteer?
Volunteers have a choice!

- Are your opportunities task based or collaborative?
- One size does not fit all volunteers
- Do you have clear roles and expectations?
- Volunteers want to know the impact and make good use of their time.

Volunteers Needed

- Can you identify the “right” volunteer for the role or your organization?
- It’s as important to know when to say yes as it is to learn to say no.

Designing Opportunities

Conduct a gap analysis

- What work needs to be done?
- What work could be done by volunteers?

Involve volunteers in the process

- What's working, what could be improved?
- SWOT Analysis, or similar
- Brainstorm and consider existing volunteer's skills and experience

Designing Opportunities

Ask why?

- Why does this work matter, why would someone want to volunteer for this opportunity?

Incorporate responsibility and accountability

- Set and manage expectations for all stakeholders
- Be clear about decisions that can be made, made with consultation, and must be brought to supervisors

Think creatively

- What could you accomplish if you weren't limited to the time and talent of paid staff?

Who do you think would be a good volunteer for your open role?

101 Responses

Stay at home parent while kids are in school	college students	Retired teachers
parent of junior athlete in the program	Retired person	College Students
Stay at home mom	Bilingual in Spanish!	Community business workers

Who do you think would be a good volunteer for your open role?

101 Responses

Retired lawyer

recent retiree

Nursing/EMT/Paramedic students. College students in general

Someone flexible

College nursing student, social work student

Medical professions, teachers, college students

Animal lovers, Stay at home parents, College people home from summer

spanish speaker

Retirees

Who do you think would be a good volunteer for your open role?

101 Responses

Looking for someone in social work or Health services

Retired researchers

Donation Center- retired people who have time during the day to volunteer

education student to read/monitor after reading program

a dog lover with a lot of time on their hands

ESL Teacher -Retired Teachers - don't know how to connect with them!Church group leaders (community groups, youth group leaders, etc.)College Students

Family members, college students, teachers, providers

construction students and workers looking to add more experience to their resume

Retired and stay at home parents

Who do you think would be a good volunteer for your open role?

101 Responses

Retired CPAs, lawyers, finance professionals looking for volunteer opps, Accounting students

Lifelong learners

Faith/spiritual background

Students pursuing a career in related professions

parents with available time during the day

Someone who has had a positive personal experience with hospice; family member, etc.

someone who wants to teach kids about tech

Students, retirees, stay at home mom

Folks that were caretakers for their aging parents and know how difficult it is to be a caretaker while also working.

Who do you think would be a good volunteer for your open role?

101 Responses

retired nurses and teachers; PTA stay at home mom's

Students in teachers' college

Community ambassadors

Alumni

Someone who can show up consistently during working hours, is committed to the mission, and can show up for a decently long period of time (4+ months)

Retired, empty nester and ready to commit.

Anyone over 16 and can be flexible with their time

Skilled Construction volunteers for disaster response roles - retired contractors, private contractors that want to give back

People hoping to become a vet/veterinarian needing entry level experience

Who do you think would be a good volunteer for your open role?

101 Responses

someone that is connected to the mission and has access to a vehicle

Those who enjoy sports, teaching or tutoring and want to feel like a kid again

Retirees and Spanish speakers

Really any background, but someone willing to build relationships through long term commitments

Someone with a non-traditional (i.e. not 9-5) job schedule

Web designer who needs experience.

Students looking for required college volunteer hours

college students

Folks available during work week and day

Who do you think would be a good volunteer for your open role?

101 Responses

People who are interested in the field, high school students and college/uni grads.	English instructors to teach new immigrants English as a second language	Native foreign language speakers that are representative of the communities we serve.
retirees	Retired nurses and social workers	project managers
Like to interact with clients	Retired teacher, senior adults,	Former employees of our agency

Who do you think would be a good volunteer for your open role?

101 Responses

Retirees

Pet therapy teams!!!!

People working from home/asynchronous work schedule who want to get out of the house

research student

People with strong backs... that can get down low to stock the shelves of our food pantry.

Professionals looking to build resumes in new sectors

People comfortable being around someone who is elderly or sick. Either a loved one or working in the medical field

A middle-aged, retired professional Black woman who has lost a loved one to Alzheimer's, who is politically engaged, and who is passionate about improving Alzheimer's awareness and empowerment.

Retired Teachers Association

Who do you think would be a good volunteer for your open role?

101 Responses

stay-at-home parents

Able / willing to travel up to 50 miles

Computer literate individuals willing to act as brand ambassadors

High School Students - searching to earn credit as part of their scholarship requirement.

People who love cooking for others

People who enjoy theater events, enjoys interacting with people

One who wants a health benefit that comes with volunteering.,

People looking to uplift the spirits of isolated seniors, 18 or older

Someone who misses their grandparents and wants to connect with seniors

Who do you think would be a good volunteer for your open role?

101 Responses

Previous patient/family of patient who wants to give back

Persons with disabilities to share their story with staff and donors

retired teachers/educators, gardening/horticulture experience, docent experienced

conversationalist

People who need a social network (make new friends, etc.)

Biology and Animal Care Studies Students

Veterans

People able to do basic construction tasks with guidance, i.e. swing a hammer.

Recent retirees or college age; flexible work schedule.

Who do you think would be a good volunteer for your open role?

101 Responses

Feeling valued	Supporting the mission	Enrichments
Meeting/speaking with benefactors	Feeling like they're helping others/making a difference	Conrinuing education
Mission	The mission and the impact they're making	Concern with commitment

Who do you think would be a good volunteer for your open role?

101 Responses

Don't know if they will like it

a person who was just newly retired from their paid job.

Build a Volunteer Persona

Think through who would be an ideal volunteer:

- Composite or sketch of a type of person, not an actual person
- More than one persona may be a good fit for a role
- Include a persona's goals and motivations
- Include existing and past volunteers to help provide feedback and authenticity



Recruiting and Designing Opportunities for Today's Volunteers

Volunteer Persona Worksheet

Create a brief composite sketch of your ideal volunteer for the role:

Who is the volunteer? Age, life stage,	
Why do they want to volunteer (motivation)? Use skills, help others	
What skills do they need to have? Career level, hobby, technology	
What character traits do they have? Extroverted, detail oriented	
What could prevent them from volunteering? Schedule, routine work	
What message or impact would resonate? Story, motivation	

What do you think would be most important to them about volunteering?

45 Responses

knowing they make a difference

They made a difference

Gaining experience and skills

Volunteering in their own community

Mission

Their impact

purpose

gaining skills

Measurable goals and impact

What do you think would be most important to them about volunteering?

45 Responses

making a difference

Meeting a need

difference

Helping others knowing they are making an impact

A feeling of fulfillment or impact (or both)

Seeing their impact

socialization

Purpose

Making a difference

What do you think would be most important to them about volunteering?

45 Responses

seeing the change they make

Feeling like they contributed something meaningful.

Giving back-

The impact to the environment and support of biodiversity

Enjoyment and relationships

knowing that they are making a difference

finding their tribe

A pleasant environment to fulfill their purpose

Impact of their time.

What do you think would be most important to them about volunteering?

45 Responses

Mental health

A place to belong

Meeting new people

Fit their needs

Making a difference/impact

Making a difference/impact

Making a difference/impact

Making a difference/impact

Making a difference/impact

What do you think would be most important to them about volunteering?

45 Responses

Making a difference/impact

When their time is not used

Feeling of community

Not knowing if they can commit

fostering a healthy relationship with staff

Not enough to do

Flexibility of scheduling

Manageable position with other commitments

meeting their emotional and motivational needs

What do you think is preventing them from volunteering?

73 Responses

Time	Schedules	Schedule/time
Time	time commitment	Lack of clarity of role
Time commitment	time/schedule	family, work

What do you think is preventing them from volunteering?

73 Responses

Time commitment

High training req + restrictive hours

Lack of support and teamwork

Uncertainty

Time commitment, learning gap

Schedules

Time

Commitment

Time/ schedule conflict

What do you think is preventing them from volunteering?

73 Responses

Time commitment

lack of connection

length of commitment, which is unavoidable

Outdoor setting

Transportation

Not ready to give up their own valuable time

Family obligations

schedule

Time commitment or days we have shifts

What do you think is preventing them from volunteering?

73 Responses

Their time isn't respected	Time limits and other priorities	Time
Schedule/Flexibility	lack of resources	Unclear Role
Schedule	Open hours	Background Check

What do you think is preventing them from volunteering?

73 Responses

Other obligations

A difficult, long, confusing process

Training requirements- time

Language barrier

length of commitment; their available time

shifts are not compatible with their schedule

training requirements

Inconvenient location

Many other worthy causes/organizations

What do you think is preventing them from volunteering?

73 Responses

requirements

Retirees are also enjoying retirement!

uncertain about having necessary skills

unorganization and not utilizing them properly
and using their skills well

Support/resources

Time commitment

onboarding paperwork/tasks can be daunting

How we communicate the opportunity.

Onboarding process, vaccine requirements,
background studies, etc.

What do you think is preventing them from volunteering?

73 Responses

Transportation

schedule

Not available when shifts are possible

takes too long to bring someone on

availability

Their free time is outside our business needs

Lack of motivation

Time restraint. Only offer 9-5 volunteer opportunities. Not enough onsite opportunities. Not enough staff management. Staggered communication

Time

What do you think is preventing them from volunteering?

73 Responses

Language barriers

Using their own vehicles

Lengthy onboarding process

Make application process simpler and reduce # of steps

Negative experiences with paid staff

Mot passionate about your mission

Having to work with Health and Human Services clients

not knowing what their role is.

More commitments elsewhere

What do you think is preventing them from volunteering?

73 Responses

Too busy

Successful recruitment
doesn't just happen!

Recruitment Planning

Foundation components create a roadmap for recruiting the right volunteers

- Use the Position Description and Persona to identify what a volunteer needs to know, do, be. Where could you find those volunteers?
- Pull persuasive language from the Impact Statement to include in the recruitment message
- Share training and support activities with prospective volunteers to manage expectations

Recruitment Planning

Foundation components create a roadmap for recruiting the right volunteers

- Build evaluation into the plan – where did volunteers find you, which channels were most successful
- Consider orientation, training, and screening activities to determine when to start recruiting
- The more specific the skills/experience the longer the recruitment process may take

Where do you need help, and where can you find it?

4 Responses

Getting more people to apply in the first place

Recruiting the right volunteers who are available for the need.

Online resources

Help mapping onboarding and recruiting process

For Next Time:

Explore the Resource Packet:

- Can the worksheets help you start conversations?
- What additional resources do you need, what resources do you have to share?
- Fill out the Feedback Form!
- Join the LinkedIn Group to share ideas, ask questions, get support.

What are your questions, thoughts, or ideas?

2 Responses

Certificates

For the certificate, will we get one after completing the 2 courses for this pathway or do we have to complete all the pathways?

Thank You!

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