

# Volunteers – Your Greatest Asset

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INVEST IN YOUR VOLUNTEERS



# Agenda

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- Quick Overview of Volunteer Centre Dorset
- Volunteers – Your Greatest Asset
- Volunteer Recruitment
- Volunteer Retention
- Volunteer Responsibility
- Volunteers and Funding
- Useful Links



# Quick Overview

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- Supports volunteers and charitable organisations
- Believes that there is a volunteering role for everyone
- Helps charitable organisations gain volunteers and support them in looking after their them
- Runs key projects throughout the year
- Part of the COVID-19 Coordinated Community Response
- Offers various services, including a wide variety of training courses, DBS checks and ID badges



# Volunteers – Your Greatest Asset

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- When looking at your budgets, how much consideration do you give to your volunteers?
- Recruiting and managing volunteers is of strategic importance
- Costs involved must be considered in your financial planning
- Volunteers are an investment
- 3 R's – Recruitment, Retention and Responsibility
- A happy volunteer can be a great voice for your organisation
- Remember, they aren't your volunteers, they have chosen you as their organisation



# Volunteer Recruitment

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- Understand what motivates a person to volunteer
- Appreciate that there are different motivations for different volunteers
- Prepare a proper induction and orientation
- Communicate consistently with your volunteers
- Proper training for the role they will be undertaking
- A good recruitment process can lead to a longer lasting relationship with the volunteer



# Volunteer Retention

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- Retention is of greater importance than recruitment
- Cost effective to retain existing volunteers
- Ensure there are appropriate boundaries between paid staff and volunteers whilst ensuring both are equally valued
- Allow a realistic amount of time to manage your volunteers
- Communication is key
- When communicating, avoid using legal and contractual phrases
- A volunteer's situation and circumstance can change at any time



# Volunteer Responsibility

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- Clear guidance of the roles
- Keep a positive mindset about the benefits of volunteers
- Training should be relevant to their role or the wider aims of the organisation
- Reimburse out of pocket expenses only
- Continually engage with your volunteers
- Accept that a volunteer can choose at any time to end their role with you
- A former volunteer can be an ambassador, sharing their experiences with others



# Volunteers and Funding

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- Good volunteer management costs
- Consider the added value of volunteers
- Factor in the direct costs of utilising volunteers
  - ✓ Training
  - ✓ Administration
  - ✓ Expenses
  - ✓ Insurance
  - ✓ Support
- Talk to potential funders about what they may fund regarding volunteerism





# Useful Links

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- [Dorset Community Action](#)
- [NCVO - Time Well Spent](#)



# Stay In Touch

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- [www.volunteeringdorset.org.uk](http://www.volunteeringdorset.org.uk)
- <https://twitter.com/vcdorset>
- [www.facebook.com/volunteeringdorset/](http://www.facebook.com/volunteeringdorset/)
- [www.instagram.com/volunteer\\_dorset/](http://www.instagram.com/volunteer_dorset/)



“Volunteers don’t get paid,  
not because they are  
worthless, but because they  
are priceless” – Sherry Anderson



