Thinking of Involving Volunteers?

Dublin City Volunteer Centre Frances Hayden





Your Local Volunteer Centre

- Advertise your Volunteer Opportunities
- Refer Volunteers on to you
- Help promote your Roles & Org
- Support developing volunteer roles, templates, policies ...
- Training, networking & information events
- Garda Vetting service
- National Volunteering Week
- o and much more



Planning to Involve Volunteers

Why we involve Volunteers
What Motivates Volunteers
Expectations of Organisations and Volunteers
Identify different Volunteer Roles

ODrafting a Volunteer Role Description





What is Volunteering?

"Volunteering is the commitment of time and energy, for the benefit of society, local communities, individuals outside the immediate family, the environment or other causes.

Voluntary activities are undertaken of a person's own free will, without payment."

The White Paper Supporting Voluntary Activity (2000)



Why do people Volunteer?

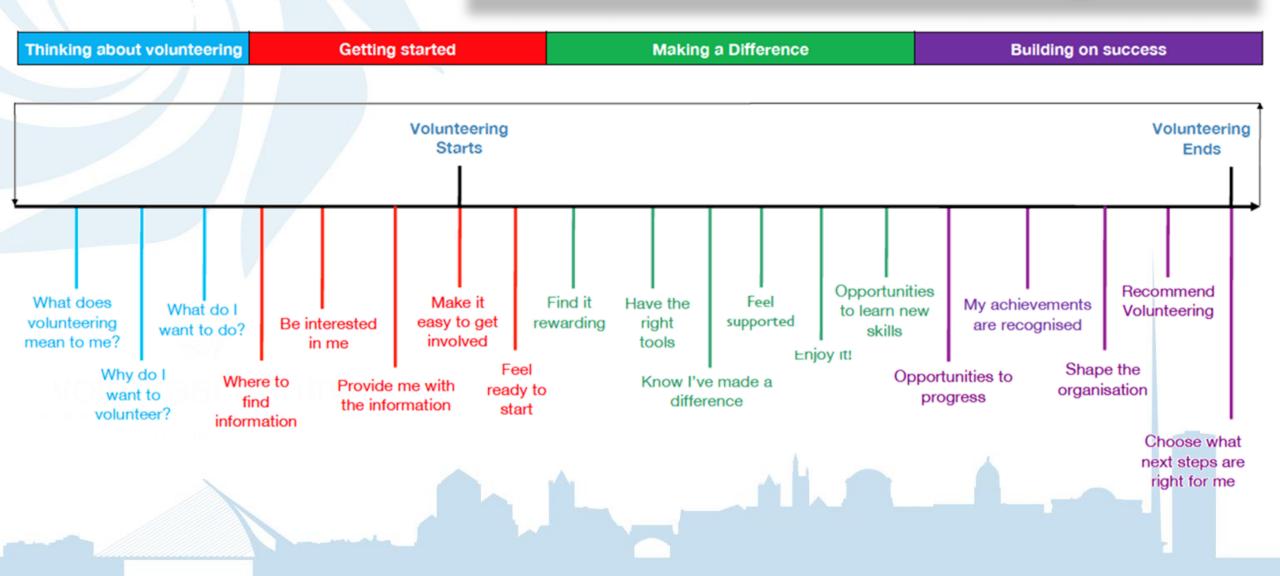
Take action Hobby Meet people assion Give something back e a ditterence Be involved F X D erienceSkills Interest Enjoymen

- 1. Do my bit to make the world a better place
- 2. Develop my skills / education
- 3. I think it will be good for me
- 4. Want to make a difference
- 5. Want to meet new people
- 6. Part of my religious belief

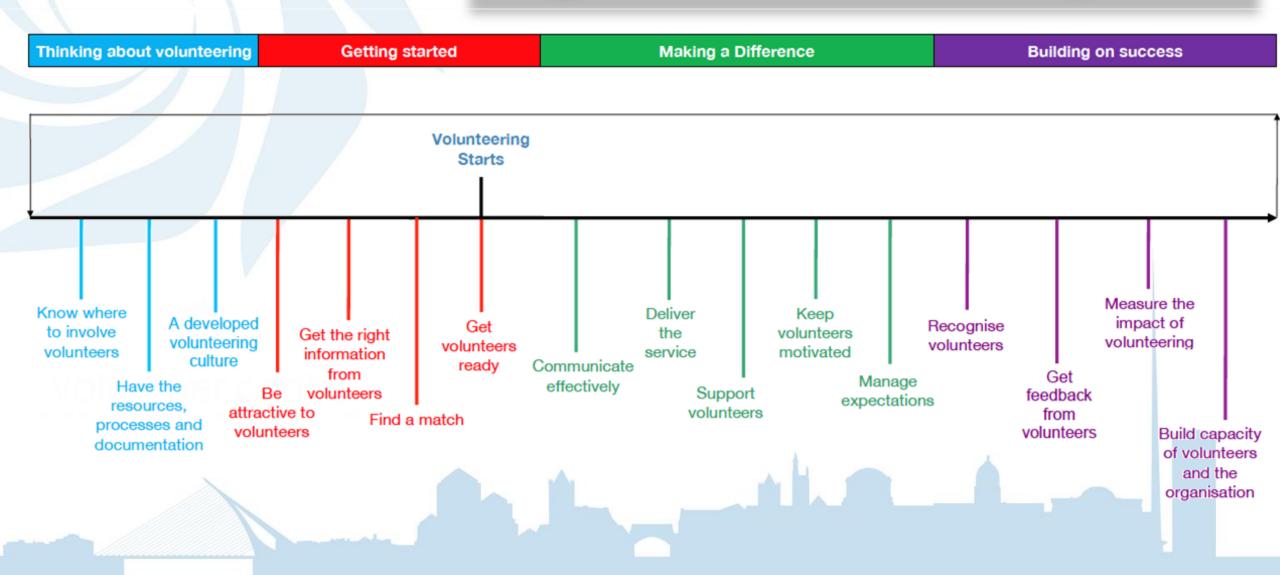
taaxedo.com

Support a particular cause

Volunteer Needs life cycle



Organisation Needs life cycle





HAZARD

Barriers to Volunteering

- Lack of knowledge or experience
- Awareness of organisation
- Timing or non-availability of transport
- No provision for volunteer support mechanisms
- Fear of over commitment
- No provision for Child / Adult Care
- Perceptions of Inclusion / diversity

Not wanting to volunteer on own

Previous negative volunteering experience





Expectations of Organisations

- Belief in the ethos and mission of the organisation
- Bring specific skills
- Have tasks done in a particular way, to a certain standard and within certain timeframes
- Punctual attendance and see through time commitment
- Fits in with team
- Adds something by being there

Expectations of Volunteers

- Clear role description including clear time commitment
- Trained appropriately
- Managed well including support & supervision
- Appropriate policies & procedures in place
- Reimbursement of out-of-pocket expenses
- Recognition and appreciation for a job well done





Volunteer Role Descriptions

- What will they do?
- When are they needed?
- Where will they be volunteering?
- Why should they get involved?
- **How** will they contact you?

Benefits of Role Descriptions

- Helps you plan your resources and prepare for involving volunteers
- Identifies volunteer tasks, goals and the skills required
- Provides volunteers with an understanding of what the role entails
- Reduces misunderstanding around the role
- Reduces time and resources spent on recruitment and selection of unsuitable volunteers

Helps you evaluate the performance of your volunteers



Volunteer Management Programme

OFirst stage Completed:

- O Motivations for Volunteering
- O Expectations from both sides
- O Different Volunteer Roles
- O Creating a Role Description
- O Benefits of Role Descriptions

Thank You

Thank you for your attention Any questions or comments?

Dublin City Volunteer Centre

Email: Phone: Web: frances@volunteerdublincity.ie (01) 473 7482 www.volunteerdublincity.ie

