

Volunteer Recruitment Tools

ECCV's Building Volunteer Capacity for Community Organisations Workshop
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AMES Australia

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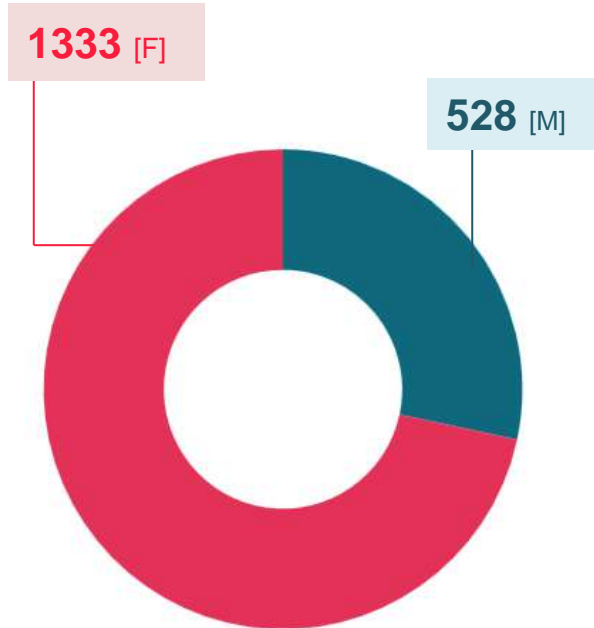


About AMES Australia

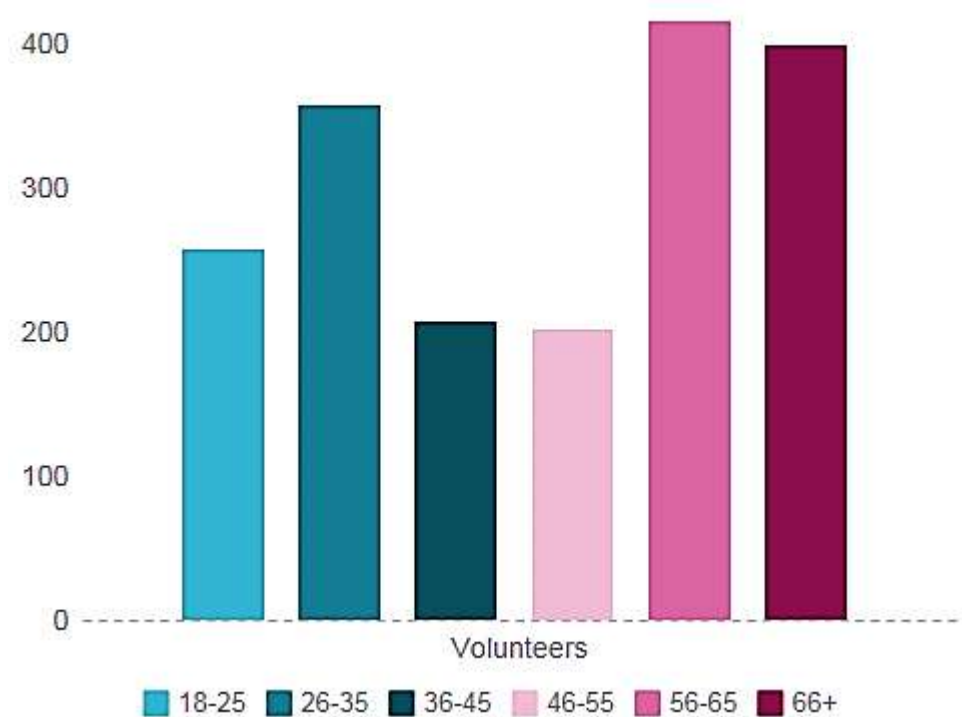
AMES Australia

- is the largest provider of integrated settlement, education, training and employment programs for refugees, asylum seekers and newly arrived migrants
- supports approximately 45,000 clients annually through a paid workforce of over 1200 and with a volunteer base exceeding 1,800
- recognises and supports the important contribution that volunteers make in enhancing our service delivery to clients
- engages volunteers across a variety of programs in positions that provide English language support, mentoring, and helping people connect with their communities
- has adopted the National Standards for Volunteer Involvement as the good practice framework by which we engage volunteers

1861 Volunteers



Age Groups of our Volunteers



AMES Australia Volunteers



What do they do?

171 Settlement
1564 Education
94 Mentors
32 Reception/admin

Languages spoken:

303 Bilingual
1558 English only

Education level:

296 High School
1538 Tertiary
9 Trades qualification

16% of our volunteers are **bilingual**, **84%** of volunteers work with **Education** program areas and **83%** of volunteers have **tertiary** qualifications.

AMES Australia Volunteers





Our Recruitment Process

Develop a plan:

Understand volunteer trends and local demographics

Identify Needs – what is it we want and need to achieve through volunteer effort

Know how to articulate benefit to volunteers e.g. work experience

Choose most effective advertising methods – know your target audience

Structure Interviews and Screening – consistent and transparent

Provide orientation and training



Identifying the Need

Savage Chickens

by Doug Savage



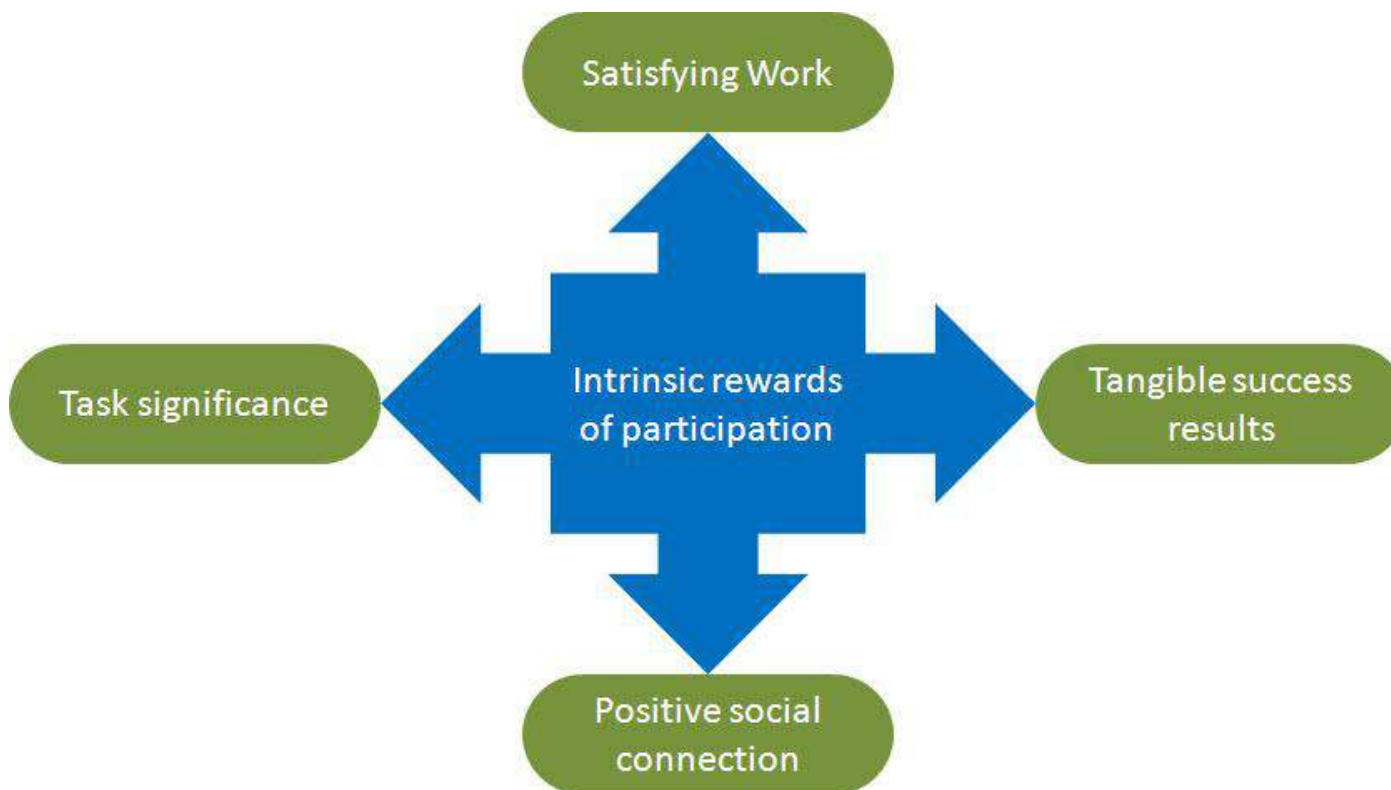
www.savagechickens.com

Standard 3 - Volunteers are engaged in meaningful roles which contribute to the organisation's purpose, goals and objectives.

Standard 4 - Volunteer recruitment and selection strategies are planned, consistent and meet the needs of the organisation and volunteers.



Know your Value Proposition





Finding Volunteers

Advertising

- Large number come to us via word of mouth
- General expression of interest form available via our website
- Do we have existing volunteers that would be interested? – advertise internally, communicate via our volunteer intranet page
- If targeting a specific demographic group of volunteers e.g. skilled professionals – utilise LinkedIn, corporate partners, GoVolunteer





Making the best match

- Its ok to say No!
- Understand an individuals motivations
- Explore volunteer skills





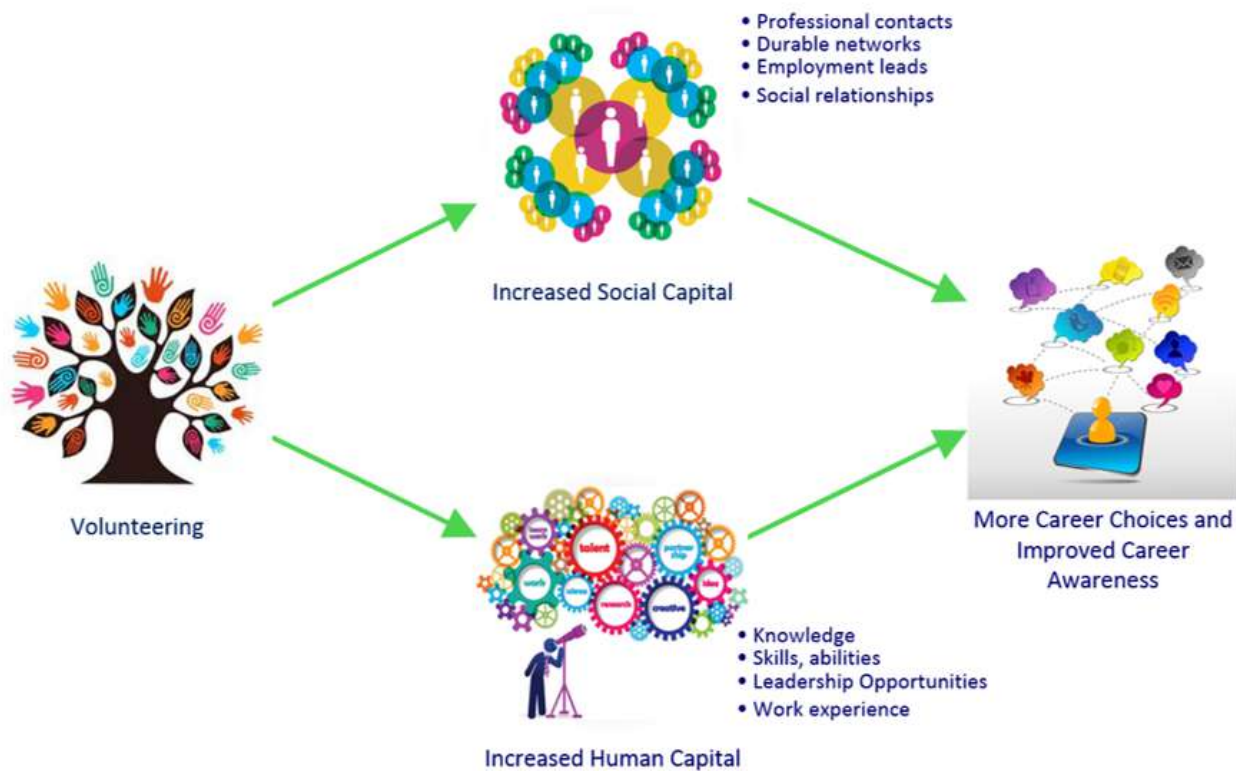
Investing in Volunteers

Standard 5 – Support and Development
Volunteers understand their roles and gain the knowledge, skills and feedback needed to safely and effectively carry out their duties.





Pathways for Volunteers





Staying Engaged – Supporting Retention

CREATE
GREAT
EXPERIENCES



Thank You

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