5. STEP 4: TRAINING YOUR NEW VOLUNTEERS

THINKING EXERCISE

How do you support the training of your new volunteers?

For example, are new or junior volunteers paired with senior and more experienced volunteers? How do you encourage volunteers to share knowledge and wisdom with each other? How do you encourage new volunteers to learn by observing experienced volunteers? How often do you or other volunteers provide feedback to each other?

1. To start, note down what your group does to support the training of new volunteers.

2. How could you improve the training of your new volunteers? For example, how are your training nights organised? Is the training both realistic and relevant? Are there opportunities for other volunteers to provide training to each other? How often are check-ins scheduled? How regularly do you provide positive and constructive feedback? What could you do differently?

CLEAR ALL

FLEXIBLE TRAINING ARRANGEMENTS

Volunteers come from many different walks of life. Some are FIFO (Fly-In Fly-Out) workers, some are single parents, have multiple jobs, or are juggling different priorities, such as study, a job, and their volunteering. As a result, attending training can be difficult for some. It is important to have some flexibility and allow for alternative arrangements to accommodate your volunteers.

Here are a series of common situations that we have found in our research of times when volunteers are unable to attend formal training. Thinking about the resources (e.g., time, volunteers who can provide training, informal training sessions held during training nights) you have, what arrangements could you put in place instead?

3. One of your volunteers is a FIFO worker and are only able to attend weekend training courses once every 3 months when their roster lines up. How might you support this volunteer's training?

4. Recently, your group has had an increase of new volunteers. This group of new volunteers requires formal training. However, there are still not enough volunteers to request that a training officer come out to your local area. What arrangements could you make instead to ensure that your new volunteers receive the training they need?

5. One of your volunteers is a single parent. Due to different work schedules with their partner, they are unable to attend the training sessions that are typically hosted on a weeknight. What arrangements could you make for them to ensure that they receive the training they need?

CLEAR ALL