



YACHTING
AUSTRALIA

Volunteer Recruitment & Retention

Glen Stanaway

Volunteer Recruitment & Retention

Where to start...?

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Recruiting Volunteers - Our Communitywww.ourcommunity.com.au/management/view_help_sheet.do?article

Recruiting volunteers. The British Navy used to rely on volunteers, they had enough volunteers they used to have teams of recruiting agents.

Recruiting Volunteers - Three Approaches - Nonprofitnonprofit.about.com/od/volunteers/a/recruitvols.htm ▾

by Joanne Fritz - There are numerous methods you can use to recruit volunteers. However, not all of them will be appropriate for your organization or your goals.

Section 2. Recruiting Volunteers - Community Table of Contentsctb.ku.edu/en/table-of-contents/structure/volunteers/recruiting/management

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Victoria's portal for all things volunteering



Volunteering

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IMAGINE VICTORIA WITHOUT THE POWER OF VOLUNTEERS

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Key updates

NOMINATIONS NOW OPEN

State Awards Judging Panel Announced



Volunteering Victoria is thrilled to announce the judging panel for our inaugural State Awards which embrace all facets of volunteering and showcase the commitment and impact of Victoria's volunteer programs, volunteer managers and volunteer involving

organisations.

National Student Volunteer Week



National Student Volunteer Week aspires to challenge and celebrate young people who are striving to make a change through volunteering. This year, on the 3rd to the 9th of August, a wide variety of events,

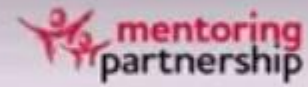
**National Review of
the Definition of
vol•un•teer•ing**



STATE AWARDS
VOLUNTEERING VICTORIA

[Find a volunteer role](#)

Retaining Volunteers

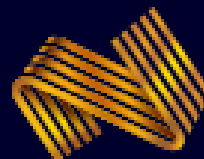


- Incentives
- Recognition – small and large-scale
- Remember...enthusiasm is contagious





Australian Government
Australian Sports Commission



AIS

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Club development

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The Volunteer Co-ordinator

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Home / Participation / Sailability / Volunteer Recruitment Guide for Club Co-ordinators

Volunteer Recruitment Guide for Club Co-ordinators

A Volunteer Strategy has been developed as a resource for Sailability Program Coordinators to use within their Programs to achieve the desired results.

Click [here](#) for a copy of Yachting Victoria's Sailability Volunteer Strategy.





clubs and
ets is the Yardstick
program provides
of boat so as to best

Women and Girls in Sailing (WGIS)

Activities and programs to encourage female leadership, inclusion and participation are a major priority for YV and the WGIS Committee. The strong network of WGIS Club Representatives supports this in particular.

Club Conference

The annual Club Conference is the culmination of a 12-month program to engage with clubs so as to ensure 'shared objectives' are established and to allow for 'best practice' to be shared. This is a major event each August with multiple topics presented by quality guest speakers from member clubs and other organisations.

Roadshows

Annual Awards

The annual awards each June, at the culmination of the season, celebrate excellence in sailing both on and off the water. This has become a major event on the sailing calendar, and all awards are highly coveted.

Volunteers

As well as through activities such as the Club Conference and Roadshows, volunteer recruitment, development, retention and succession are a priority for YV. This is reflected also through the Volunteer Plan which is on the website and circulated to clubs.

Online Toolkit

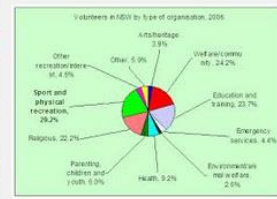
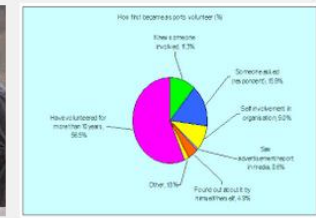
A service to support clubs to assess their overall

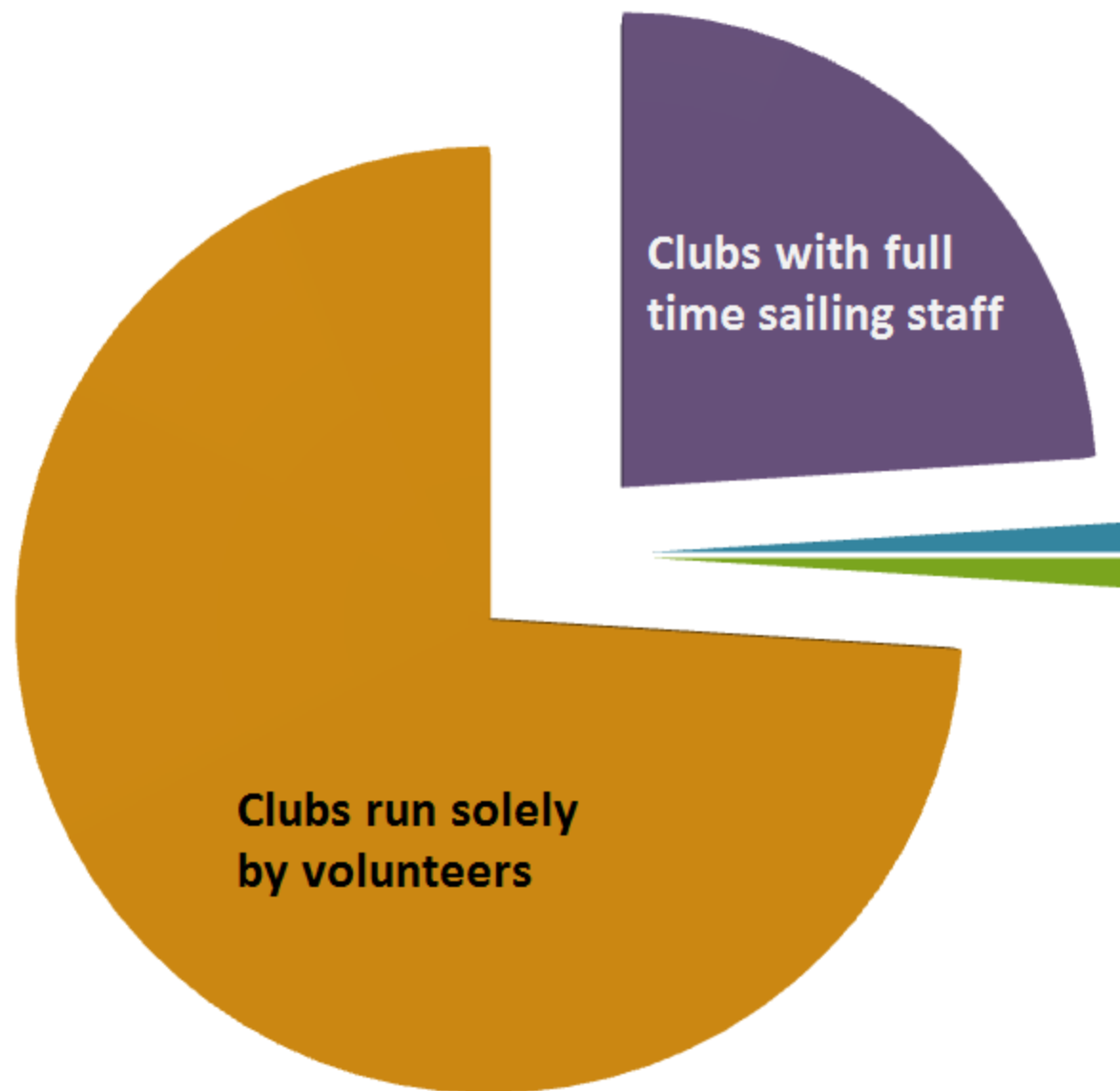
a season-long point
youth regattas,
his comprises existing
ll as the state youth
F SWC.

important area for
tinual growth and

Volunteer Recruitment & Retention

**Volunteering is a hot issue
across all sports**





Volunteer Recruitment & Retention

Who to start with...?

Volunteer Recruitment & Retention

Who is necessary for your club or event to function?

Race Officer, protest committee...

Flag puller uppers...

Timer and scribe...

Mark layers...

First aid...

Tower and safety...

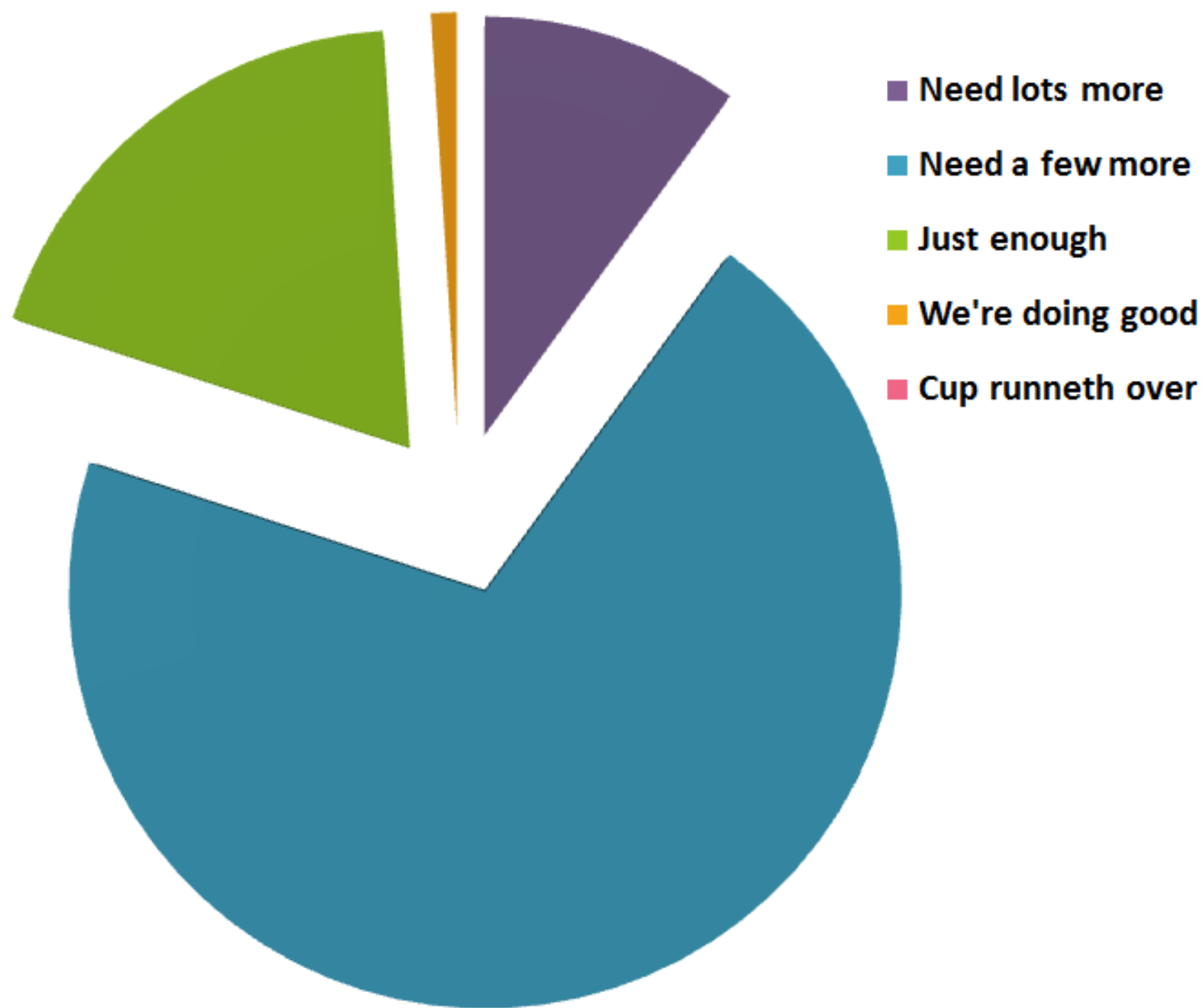
Boat ramp...

Volunteer Recruitment & Retention

Who is necessary for your club or event to function?

Volunteer Coordinator





Volunteer Recruitment & Retention

What does the Volunteer Coordinator do?

1. Map out roles
2. Facilitate recruitment
3. Ensure retention
4. Report back

Volunteer Recruitment & Retention

Mapping out roles...

1. Organisational chart
2. Position descriptions
3. Skills needed

A bit of role play...

Volunteer Recruitment & Retention

What does the Volunteer Coordinator do?

1. Map out roles
- 2. Facilitate recruitment**
- 3. Ensure retention**
- 4. Report back**

Volunteer Recruitment & Retention

Recruitment...

Volunteer Recruitment & Retention

Recruitment...

- 1. Broadcast or 'warm body'**
- 2. Targeted and specific**
- 3. Concentric circles**

Volunteer Recruitment & Retention

Retention...

Volunteer Recruitment & Retention

Retention...

- 1. Mentor**
- 2. Train**
- 3. Reward**
- 4. Make it personal**

Volunteer Recruitment & Retention

Reporting...

Volunteer Recruitment & Retention

Reporting...

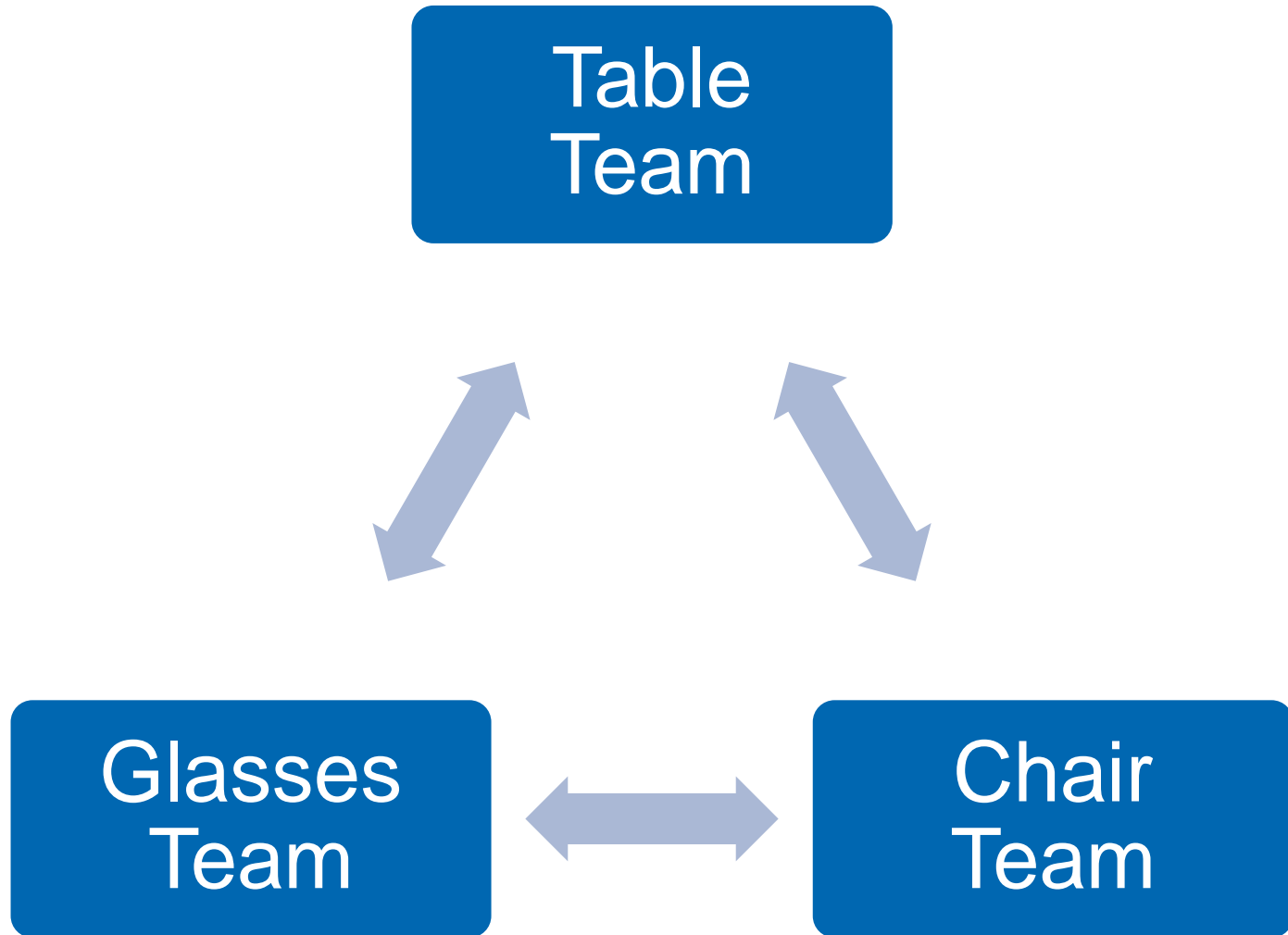
- 1. Successes**
- 2. Problems**
- 3. Learnings**

Volunteer Recruitment & Retention

What does the Volunteer Coordinator do?

- 1. Map out roles**
2. Facilitate recruitment
3. Ensure retention
4. Report back

Setting the table...



Setting the table...

Table:

Role: Get table, set up table if required, position table.

Skills: Strong, team players

Training: Position of table, bend back, be polite, communicate

Chairs:

Role: Get four chairs, position chairs

Skills: Quick, network of people

Training: Setting, time frame

Glasses:

Role: Get glasses and a jug of water

Skills: Bar service, access to stuff

Training: Nil

Volunteer Recruitment & Retention

There is a cost...

1. Marketing for volunteers
2. Training of volunteers
3. Rewarding of volunteers

Volunteer Recruitment & Retention

There is ~~a cost~~ **an investment**

1. Marketing for volunteers
- 2. Training of volunteers**
3. Rewarding of volunteers

Volunteer Recruitment & Retention

Mapping out roles...

1. Organisational chart
2. Position descriptions
3. Skills needed

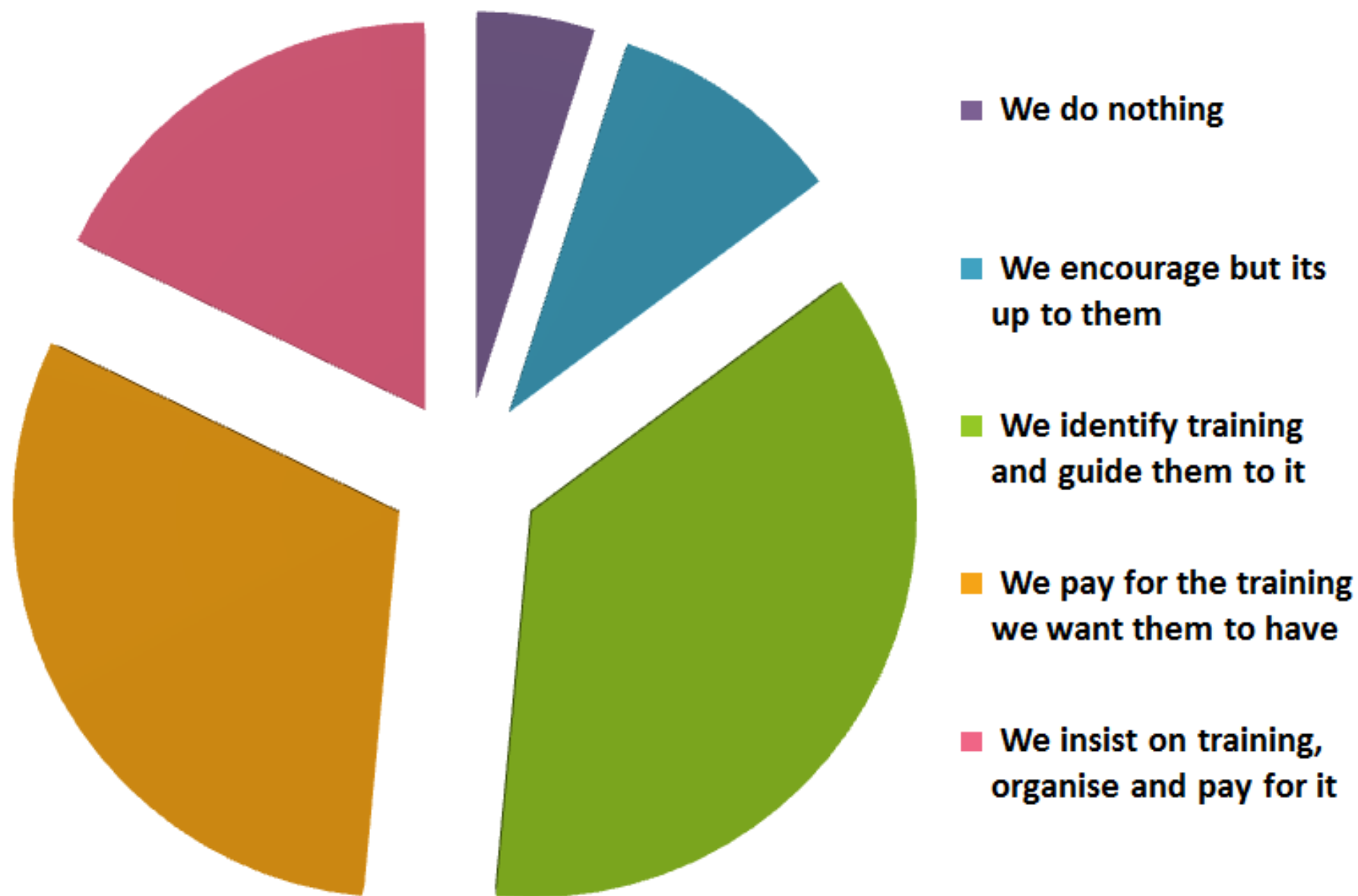
Volunteer Recruitment & Retention

Retention...

1. Mentor
2. Train
3. Reward
4. Make it personal

Your ratings on the importance of having these qualifications in your volunteers

Training/Qualification	Rank
Senior First Aid	1
YA Race Officer	2
YA Safety Boat Operator	3
YA Powerboat Handling	4
Marine Radio Operators Certificate of Proficiency	5



Volunteer Recruitment & Retention

1. Invest in it
2. Assign someone to do it
3. Map out roles
4. Facilitate recruitment
5. Ensure retention
6. Report back to Committee

Volunteer Recruitment & Retention

Glen Stanaway