



Volunteer Recruitment 101

Be clear about what you want from volunteers

Prepare a volunteer job description. Your recruitment strategy will depend on what skills, experience, and type of availability you need your volunteers to have. If you need volunteers with web design skills, contact schools with computer programs - they may have students seeking experience. Posters in community centres, schools, and sending out the call through word-of-mouth are all part of a good recruitment strategy.

Be clear about what you have to offer volunteers

The satisfaction of helping others? Specialized training? Reference letters for school or work? A chance to practice English skills? Free T-shirt? Letting volunteers know what to expect from you helps you to market your opportunities effectively.

Harness the power of the Internet

Govolunteer.ca is a website for organizations to post volunteer opportunities. Posting to govolunteer.ca requires a membership in a volunteer centre. Membership in CVC is on a sliding scale based on the budget of the member organization, and allows unlimited posting on Govolunteer, as well as access to BoardMatch, a recruitment tool for organizations looking for qualified board members.

VolWeb.ca is a new volunteer recruitment tool where volunteers themselves post their skills and willingness to volunteer, agencies or festival planners post volunteer opportunities, and both parties are able to contact each other through the website.

Other Free Volunteer Recruitment Sites

- Charity Village: <http://www.charityvillage.com>
- Craigslist: <http://vancouver.craigslist.org/vol/>
- CitySoup: www.citysoup.ca/yahoo/2_10_Volunteering

After recruitment

Remember, a positive volunteer experience is key. Training and orientation of volunteers builds their confidence and helps ensure you both get what you want out of the experience.

Designating someone in your agency to be the volunteer contact makes it easy for volunteers to seek help when they need it. And don't forget to show your volunteers their efforts are appreciated!

If you'd like more information, contact:
Community Volunteer Connections
604-529-5139

cvcinfo@volunteerconnections.net

CVC hold Volunteer Managers Meetings each month, which are a chance for volunteer managers to network, share resources, and participate in presentations on volunteer-related topics. Contact CVC to find out when the next meeting is!