



# Training Needs of Volunteers

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# In this session:

- Introduce a model for 'volunteer centred training'
- Key principles to consider when arranging training
- Key aspects of the roles of training programme coordinators to make training a success
- Skills needed to do the job - where are we at?

# Have a think...

1. Have a think about some training you have been involved with that was *great*
2. Try and identify what it was that made it *great* and write on post-it
3. Put post-it on one of the posters around the wall.



Interests/  
Social life

Family/  
Whanau

Work  
Volunteering

# Key principles to consider...

- Quality
- Relevance and necessity
- Timing
- Added value

# Volunteer Programme Coordinators

Interests/  
Social life

Family/  
Whanau



Work  
Volunteering

Support for  
learning

# Key principles to consider...

- Long term training plan
- Annual Training Plan
- Progression Pathway
- Qualifications

# Volunteer Programme Coordinators

Interests/  
Social life

Family/  
Whanau



Work  
Volunteering

Own training  
skills and  
support

Support for  
learning

# Training Self Assessment

<b>Vision +</b>	<b>Skills +</b>	<b>Incentives +</b>	<b>Resources +</b>	<b>Training Plan</b>	<b>=<i>Success!</i></b>
	<b>Skills +</b>	<b>Incentives +</b>	<b>Resources +</b>	<b>Training Plan</b>	<b>=</b>
<b>Vision +</b>		<b>Incentives +</b>	<b>Resources +</b>	<b>Training Plan</b>	<b>=</b>
<b>Vision +</b>	<b>Skills +</b>		<b>Resources +</b>	<b>Training Plan</b>	<b>=</b>
<b>Vision +</b>	<b>Skills +</b>	<b>Incentives +</b>		<b>Training Plan</b>	<b>=</b>
<b>Vision +</b>	<b>Skills +</b>	<b>Incentives +</b>	<b>Resources +</b>		<b>=1</b>

# Group Exercise

- Break into groups of 4-6 people
- Self reflection on the matrix
  - Identify personal strengths
- Discuss strengths with group
- Discuss Impact on volunteers when a component is missing (how they may feel)

# Training Self Assessment

<b>Vision +</b>	<b>Skills +</b>	<b>Incentives +</b>	<b>Resources +</b>	<b>Training Plan</b>	<b>=<i>Success!</i></b>
	<b>Skills +</b>	<b>Incentives +</b>	<b>Resources +</b>	<b>Training Plan</b>	<b>=</b>
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