

How To Get the Best From Volunteers

An increasing number of organizations recognize the added value of volunteer involvement. Prospective volunteers are also customers who can choose from a multitude of alternatives in the volunteer marketplace. Once you've successfully secured a volunteer's support, it is important to ensure that the benefits of volunteering continue to outweigh the costs. Satisfied volunteers can be strong advocates for an organization's mission and persuasive partners on a volunteer recruitment team. Once you "lose" volunteers, it's hard to get them back.

VOLUNTEERS

- Provide Meaningful Work
 - Make their work meaningful and never waste their time.
 - Provide orientations that link volunteer assignments to the broader mission of the organization.
 - Create positions that are diverse in tasks.
- Show Them Respect
 - Never require anything from them that you can't enforce.
 - Provide them with clear instructions and the necessary tools to perform the work expected.
 - Accept their recommendations and take their advice.
- Support Career Enhancement
 - Help volunteers acquire new skills and relate these skills to the marketplace.
 - Provide opportunities for leadership advancement.
 - Offer classes on resume writing and job interviewing.
- Offer Personal Growth
 - Let them grow with the program.
 - Give them opportunities that they might not get in the marketplace.
- Show Recognition
 - Show your appreciation often and in ways that are specific to the individual being recognized.

~ From National PTA