

Volunteer Recruitment - Top Tips

If you're struggling to run your girls' team(s) because of a shortage of volunteers, or you're looking to set up a team but will need more volunteers we have suggested some ideas and next steps that may help.



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What roles and tasks do you need volunteers for?

Consider which roles you will need to get or keep a team going, **example role descriptors** which can be adapted for your club can be found [here](#)

Think about **splitting roles down into tasks**. For example, if you're struggling to recruit a Team Manager, you could split the role down into key tasks and find different people to take on each one. This means volunteers would have a defined task to do and it's less of a time commitment than taking on the full role.

If you're looking to start a team next season, start thinking about volunteer recruitment now. **Plan ahead** and think about who you'll need to get involved, and how you'll make volunteering opportunities known across the club. *(To help you plan, have a look at our [Volunteer Mapping Tool](#) and our [Volunteer Recruitment Action Plan](#))*

Where can you find volunteers?

Asking **players' families and other members** of your club if they'd like to help is a great place to start, also think about other local organisations that can advertise your roles – you can find a map of **volunteer centres** who might be able to help [here](#). *(Have a look at our resources about [Including more People in Volunteering](#) and [Engaging with your Local Community](#))*

Use your social media to engage with current and potential members. Post about your volunteering opportunities, **share your posts in local groups** and on relevant local pages, and encourage your members to do the same.

Engage with the young people at your club to see if they might be interested in volunteering – volunteer experience looks great on CVs, as well as UCAS and college applications. *(For ideas of how to engage young people, have a look at our [Young Volunteer Engagement Toolkit](#))*

Consider the language that you use

Bear in mind that people will have different motivations to volunteer – highlight the **social side of volunteering**, the building of community and the family friendly atmosphere of the club as well as what skills can be used and gained to appeal to as many people as possible.

Be **mindful of the language** you're using when you're talking about volunteering. Use 'role descriptions' instead of 'job descriptions', use gender-neutral terms like 'parents' or 'families' instead of 'mums and dads', and address potential volunteers directly using 'you', so they can **imagine themselves in a role**.

Keep them volunteering!

When you've got new volunteers on board, make sure they have a **positive and informative induction**. You could consider buddying them up with an existing volunteer. Making them feel welcome will make them more likely to come back! *(For more info about good volunteer inductions, check out our [Volunteer Induction Checklist](#))*

Make sure you're **thanking your volunteers** for the time and skills they put in and give them the opportunity to contribute to the wider running of the club. If they feel valued, they're more likely to come back next season. *(There are lots of different ways to [Thank your Volunteers](#), including through the [Honda Volunteer Recognition Programme](#))*

If your volunteers are leaving, **ask them why**. You may not be able to convince them to stay, but knowing what is making volunteers leave will help you to make changes in the future.



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