**Volunteer Training and Journey into Employment**

Kerry gave an introduction into the background of the volunteers training journey into employment. Document distributed prior to meeting.

Before the pandemic Action Together along with partner organisations were looking at a Volunteer training / Passport scheme but due to the pandemic we had to put this on hold.

We are now considering this again, partially because we see this as a great way of upskilling volunteers to grow current volunteering levels and grow skills in the community that might fit future employment opportunities but also identifying volunteers that can progress from volunteering into paid employment in the voluntary sector and beyond.

**WEA – Workers Educational Association**

Wants to support this idea with training for volunteers. Can support with various training needs whether its mental health, food hygiene, digital skills, or counselling training (much more available), but needs to know “What do you need?”

Funding for the training comes from the adult budget and all training is accredited.

It would be great to have like a menu, volunteers can choose which training they would like, and have it set out in tiers, so they progress through each tier i.e., Bronze, Silver, Gold.

Q. Is this available for existing volunteers?

A. Yes definitely, we want to come up with pathways for everyone.

Jacki McCann – Delivers Connect 5 training – How can we link up our training with yours? Both could run alongside each other, not run instead of. They can have the training they need to volunteer for your organisation, and their volunteer pathway training.

A good idea to create pathways for organisations to support each other.

**Steering group going forward**

Naomi Kenyon, Vicky Burgess, Jackie McCann, Cath (with Jackie), Michael Taylor, Humera Haqqani, Natalie Paintin, Gillian – WEA.

 Already established groups?

 Need for upskill training?

 What do they already do? Yes – sign up

How do we identify volunteers for this project?

 Suitability

 Venue! Question people

 Accessibility - Interview, online, No - Redirect

 Suitable space Drop in, Informal chat,

 Face 2 Face.

 Hook! Target Heywood

 What are the reasons for volunteering? Link organisations and groups for interest

 Who needs volunteers?

 Goals and aspirations

Experience record Area of skills / sector (base training needs

* Volunteering placements on this)
* Work experience
* Lived experience Generic Sector specific

Safeguarding Food hygiene

What information should be included in the passport (pathway)

 Communication Manual handling

 Connect 5 CSCS

 Health and safety FLT

 First Aid Health/Social

Curriculum Vitae Equality and Diversity Digital skills

Revisit post training Mental health

 I.D.

 Right to work etc DBS checked Y/N

 EDI – tailored induction, ‘fit for person’

Baseline vol training for vol involving org. recognising signs of abuse, tackling judgement

What baseline courses should we offer all volunteers?

recruitment

Expectations, conduct, time management Professional curiosity

Volunteers Role, etiquette

 Volunteer / volunteer involving

 organisation

 GDPR

 Safety Info sharing, confidentiality, data sharing

 Health and Safety

Lone working

Data / online security First Aid Manual handling / Food hygiene

HSBC

 Safeguarding adults and children

Do other organisations have volunteer employment processes? Sessional workers? Managing expectations?

 Winter pressures = more volunteers

How do we identify volunteers for this process?

 Volunteers who want to do it / empathy

 Fuel payments increase

 Debt and benefits - £20 loss of UC

 Hardship payments

 Cost of food increase

 Isolation / loneliness

 NHS pressure, can’t access GPs

 Volunteers who want to

 be in employment decline in health / increase in

 mental health

 Speak to your volunteers

 Find out their interests / needs lack of flexible work