

# A Recruitment Plan for Volunteers

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Since 1998 the Irish Haemophilia Society have provided supervision and programmes for children at our annual conferences. These programmes allow the parents to attend sessions provided at our conferences. Volunteers lead the children's programmes at conferences and assist in educating the children on bleeding disorders. Given the increasing attendance at our conferences and the requirement for a high Volunteer to Child ratio for activities the need to expand the volunteer base was apparent and an ambitious volunteer recruitment plan was implemented.



Staff roles were expanded to include the roles of Volunteer Recruiter and Volunteer Co-ordinator. Following many weeks of research and with the help of the Child Protection Officer and other volunteer organisations an official I.H.S Volunteer Policy was created. The policy was circulated to existing volunteers and is made available and utilised during volunteer induction training. With all of the tools in place the recruitment drive began. As well as targeting the existing membership of the Society, the designated staff visited colleges and attended a volunteer fair in the search for potential volunteers.



Interested people were required to submit an application detailing their experience and reasons for wanting to volunteer. Upon receipt of an application the volunteer co-ordinator would organise training which would include education on Child Protection, Haemophilia and related bleeding disorders and behavioural support. The final step in the recruitment process is to check references and also ensure that each candidate compiled with a National police check to ensure the safety and protection of the children at all times.



When the plan was first designed it was hoped to increase the number of volunteers on the database by 200%. This would allow us to use a rotation system and also to plan for the eventuality that some volunteers would not be available for every event. In less than a year we have increased our numbers of active volunteers by 60%. We hope to reach our target by 2013, but we foresee the continued development of our volunteer base for many years to come.

