



Volunteer Recruitment Plan

Things to consider when putting together your recruitment plan...

Do we provide a welcoming and inclusive environment?

Are we outlining the benefits of volunteering?

What roles do we need to fill?

What are the skills required?

Have we allocated a budget to volunteer recruitment?

Where do we advertise?

Are we flexible with the volunteering opportunities?

How can we engage the wider community to get involved?

How do we retain volunteers?

Do we provide a welcoming and inclusive environment?

Reflect on...

How do people feel when they enter our space?

Are thoughts and opinions welcomed to be freely expressed?

Do we have diverse representation on our committee?

Are different perspectives valued and included in discussions?

How accessible are our facilities and resources?

How do we celebrate and acknowledge different cultures and backgrounds?

Are there resources available to those that may need additional support?

Do you feel that everyone has equal opportunities to succeed here?

Benefits of Volunteering in Rugby League

(survey results 2024)

Spending time with family & friends

Community impact

Being around rugby league

Connection with others

Sense of purpose

Learning opportunities

Personal growth

What roles do we need to fill?

Refer to the [Club Structure](#) document on QRL Clubhouse

What skills are required?

- Communication
- Teamwork
- Leadership
- Problem solving
- Organisational skills
- Adaptability
- Technical skills
- Cultural competence
- Fundraising
- Mentoring and Training

Have we allocated a budget?

Consider the direct and indirect costs of volunteer recruitment:

- General Marketing - brochures, corflute signs, social media
- Recognition - special events, recognition items
- Volunteer Support & Reimbursement - volunteer management & communication software, mileage, phones, other supplies
- Professional Development - training, certifications, conferences, accreditations'

Where do we advertise?

Consider these opportunities:

Word of mouth - talk to your members

Invite a friend - ask volunteers to bring a friend along

Social media - Facebook, Instagram

Volunteer websites - Volunteering QLD, Seek

Community/Cultural centres

Places of faith

Universities/schools

Community Groups - Rotary, Lions, Mens Shed

Community noticeboards

Local businesses - partner with local businesses

Community events - markets, fetes, festivals, parades

Retirement villages

Chamber of commerce meetings

Are we flexible with volunteer opportunities?

How can we be flexible?

- Micro-volunteering
- Virtual volunteering
- Shared roles
- One-time events
- Rosters/schedules
- Position descriptions

How can we engage the wider community to get involved

Awareness campaigns

Partnerships

Skill-based volunteering

Family-friendly events

Come and try days

Look at mutually beneficial relationships where both parties can benefit from collaborating

How do we retain volunteers?

- Look after them
- Welcome their contributions
- Keep them up to date & informed
- Say thank-you
- Celebrate them
- Invite them to events
- Merchandise

What roles do we need to fill?

How can we insure our approach is inclusive to all?

What is the volunteer recruitment budget?

What community groups will we approach?

Where will we advertise?

How will we retain volunteers?

Review recruitment plan annually
(any new roles)