

Volunteer Training Strategies WRMC - 2018

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Let's get to know each other...

Find 2 other people you don't know:

- Share about your organization and how volunteers are involved
- And, your favorite smell and why
- Name a real life challenge you've experienced with volunteers



Then: [Text poll](#)

Fundamentals of Volunteer Training

- Role clarity, expectations, consequences
- Standards
- Volunteer engagement with organizational oversight
- Short, succinct, and creative
- Feedback



Success Stories

CMC Technical Climbing Schools instructor training

- ⇒ Volunteer committee convened
- ⇒ Curriculum drafting
- ⇒ Pilot training program
- ⇒ Generating feedback to continuously improve content



Why was this a success story?

Fundamentals of Volunteer Training:

- Support from organizational structure
- Staff oversight
- Volunteer engagement
- Creating systems and standards

Future:

- Remote learning tools
- Training from 3rd party groups
- Volunteer summit



Additional Considerations for Youth

What additional components do you add to your training if your volunteers work with youth? Why?



Steps to Protect Youth and Volunteers

- Additional screening of volunteers
- Supervision ratios
- Behavior Management
- Mandatory Reporting
- Photo Release
- Documentation!



Success Story - Considerations for Youth

Youth Outreach Climbing at the Mazamas

- Ongoing background checks (expire every three years)
- Document “training” required to learn Youth Policies, appropriate behavior, and supervision
- Cultural considerations: What population(s) are we working with?
- Skills check!
- Practice with games, get to know you



Action Step Creation

Split in to groups:

- 1) Mountain clubs
- 2) College programs
- 3) Community organizations
- 4) Other



Action Step Creation

Discuss among yourselves:

- How can you turn your biggest challenges with volunteers into an asset or strength? How do you capitalize on those assets? Or how are they learning opportunities?
- How could you use this to improve your training to address risk?



Action Step Creation

Generate an action step to improve your volunteer training and enter into [Text Poll](#)





Thank you!

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