



# **VOLUNTEER TRAINING:**

REMINDERS OF THE PRINCIPLES OF ADULT  
LEARNING, VARIOUS MODES FOR  
TRAINING VOLUNTEERS

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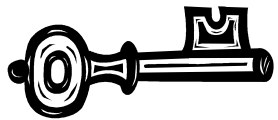
**CITIZEN SCIENCE SYMPOSIUM, DECEMBER 1, 2017**

# Engaging natural resource volunteers:

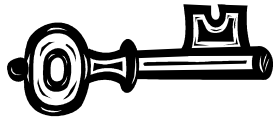
*Shifting from outputs to outcomes*

## 3 KEYS TO VOLUNTEERS

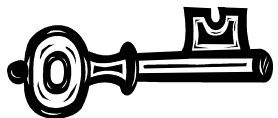
Success occurs with...



- simultaneous meeting of the needs of staff, the organization, the volunteers.

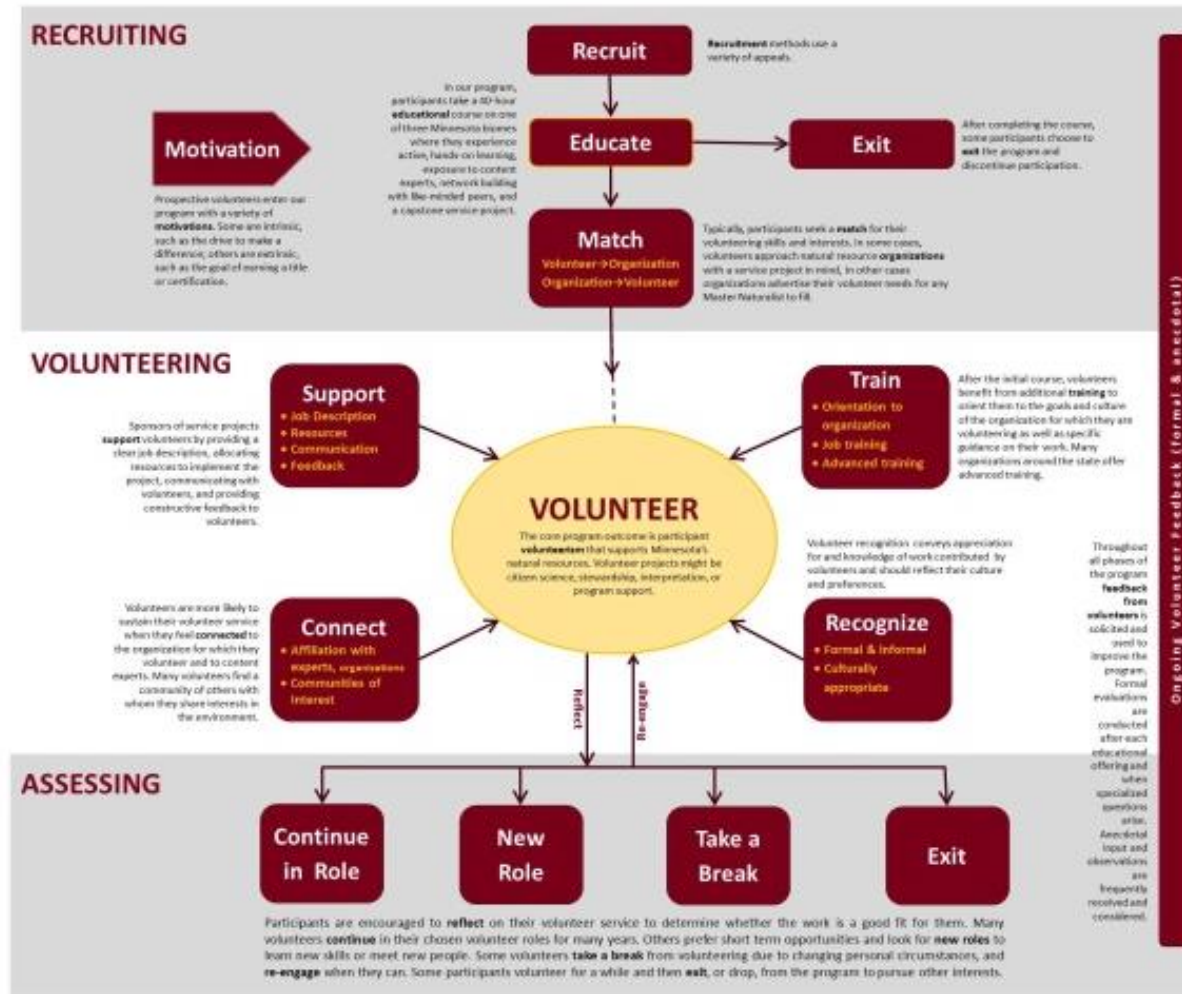


- clear understanding of volunteers and why they contribute their time.

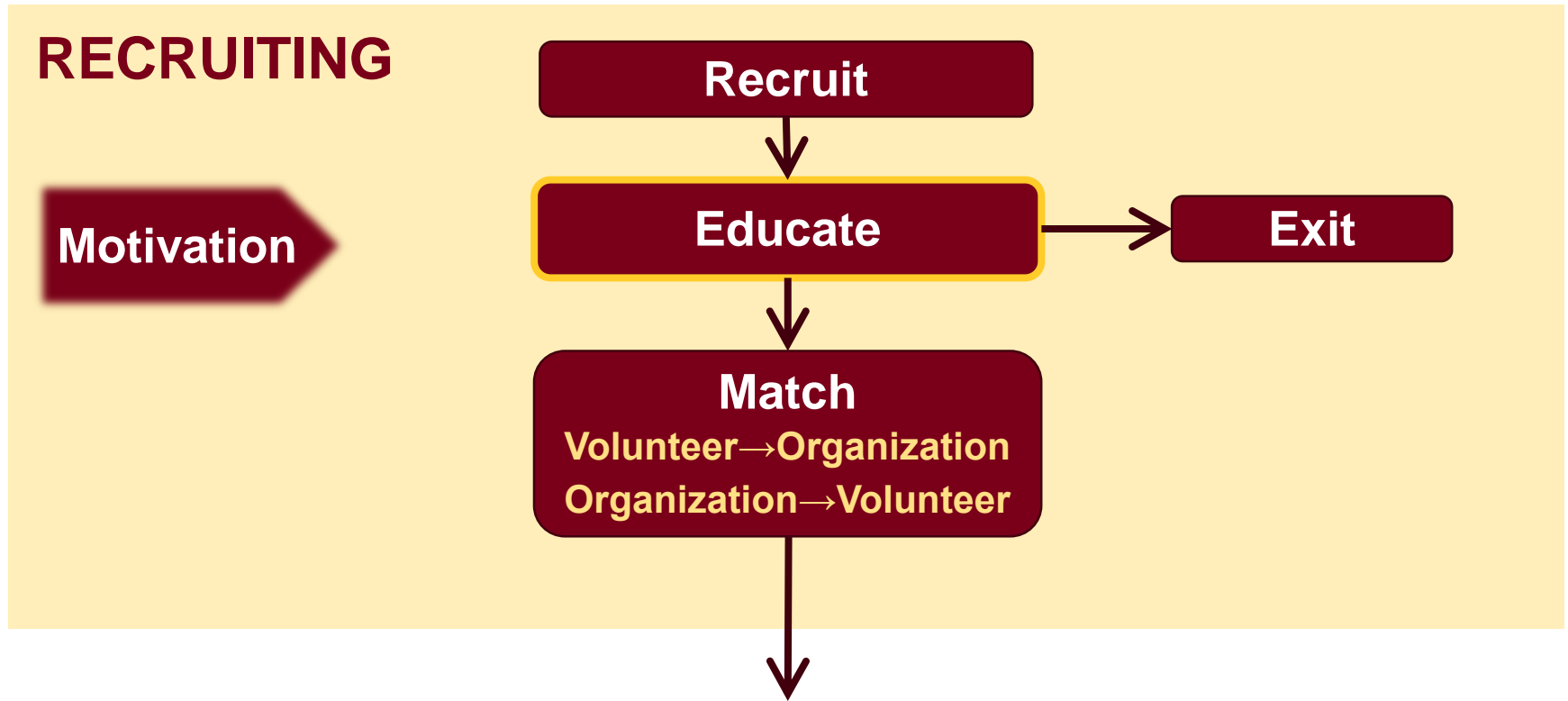


- recognition of volunteers' changing needs and motivations

# MASTER VOLUNTEER LIFE CYCLE



# MASTER VOLUNTEER LIFE CYCLE



# Why do YOU volunteer?

1. To learn something
2. To be part of a group
3. To live my values
4. To make a difference
5. To build relationships
6. Other reason?



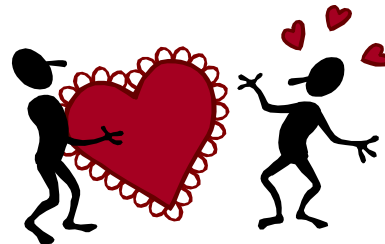
# UNDERSTANDING VOLUNTEERS

Humans are motivated by:

- Achievement



- Affiliation



- Power/Influence



Based on Motivation theory by John Atkinson & David McClelland 1951

# WHY PEOPLE VOLUNTEER



## Achievement

- Learn
- Make a difference
- Gain recognition

*“Come learn about water issues!”*

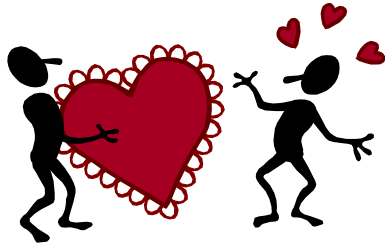
*“Help prevent erosion.”*

*“Get your service hours”*

Or even:

- Submit photo to newspaper
- Post photos on social media
- Issue certificate of participation
- Provide name tags

# WHY PEOPLE VOLUNTEER



## Affiliation

- Be part of something larger
- Be with like people

*“Join us...”*

*“The Master Gardeners will be ... on...”*

*“Be an Eco Hero...”*

Or even:

- Ask whole groups to participate
- Ask people/groups you know
- Make a personal connection



# WHY PEOPLE VOLUNTEER



*“Be part of the solution”*

*“Bring your friends and family”*

*“Leave a forest legacy”*

## Power

- Transmit values
- To influence others
- To have a say

Or even:

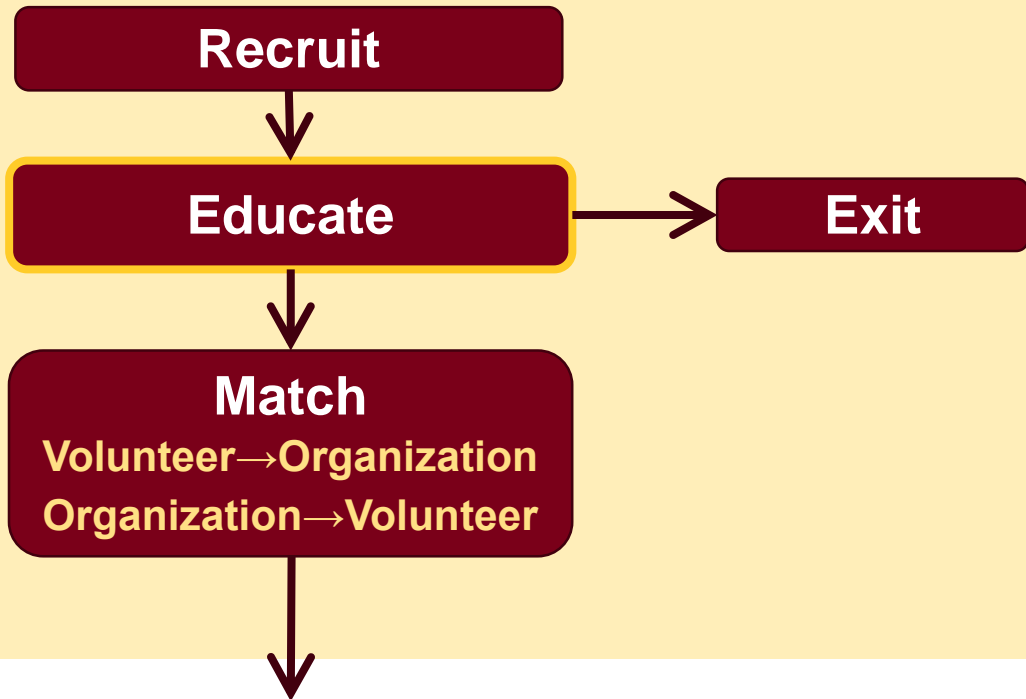
- Invite people to lead certain aspects
- Document progress
- Publicize successful outcomes

# MASTER VOLUNTEER LIFE CYCLE

## RECRUITING

### Motivation

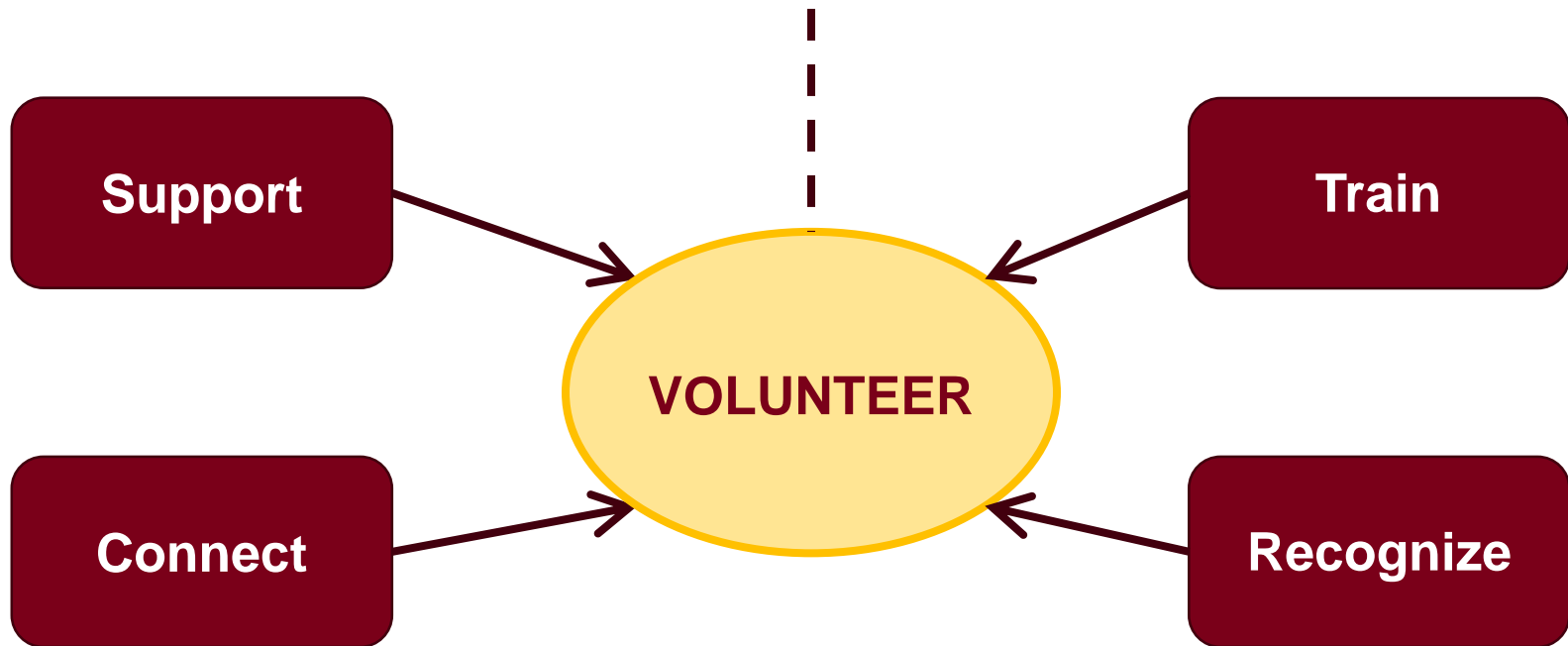
- Intrinsic
- Extrinsic



- What DO you do to foster volunteering in this phase?
- What COULD you do to foster volunteering in this phase?

# MASTER VOLUNTEER LIFE CYCLE

## VOLUNTEERING



# TRAIN

- Orientation to organization
- Job training
- Advanced training



# SUPPORT

- Job Description
- Resources
- Communication
- Feedback



# CONNECT

- Affiliation with experts, organizations
- Communities of Interest



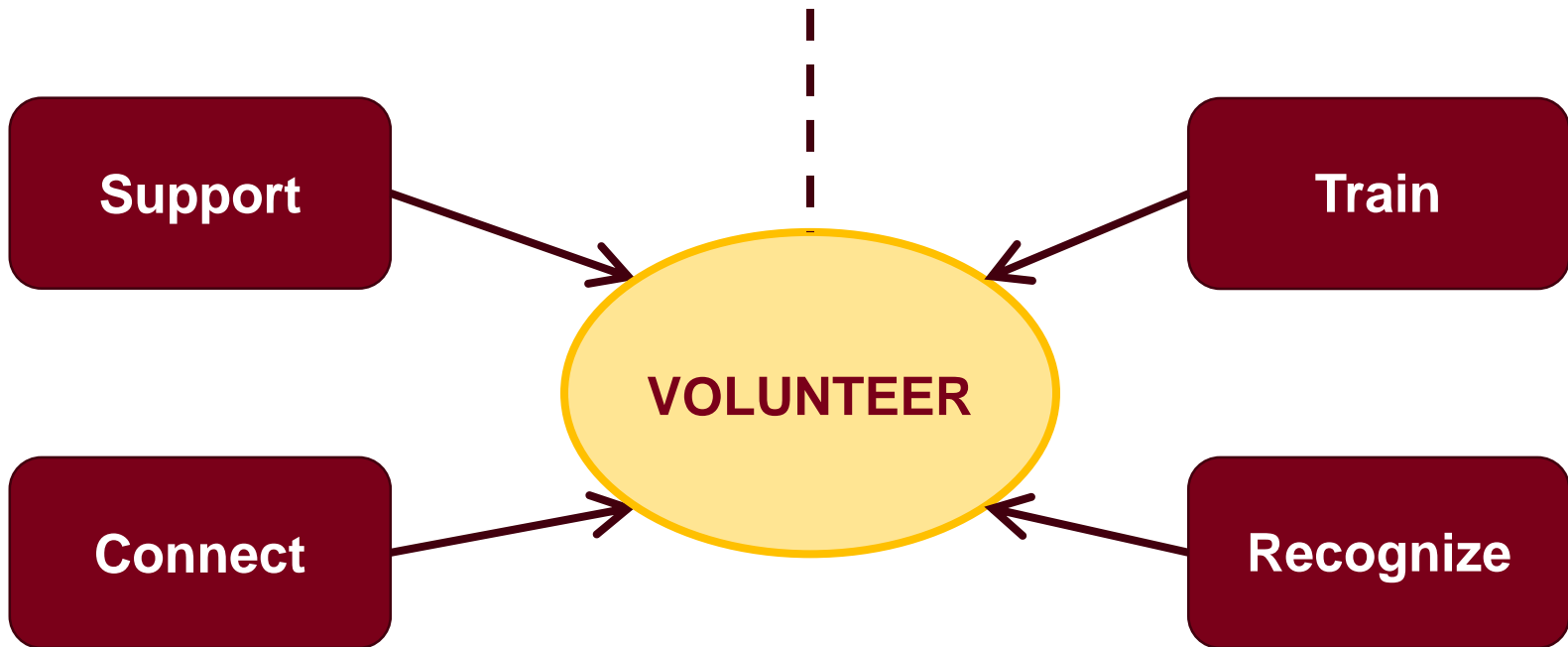
# RECOGNIZE

- Formal & informal
- Culturally appropriate



# MASTER VOLUNTEER LIFE CYCLE

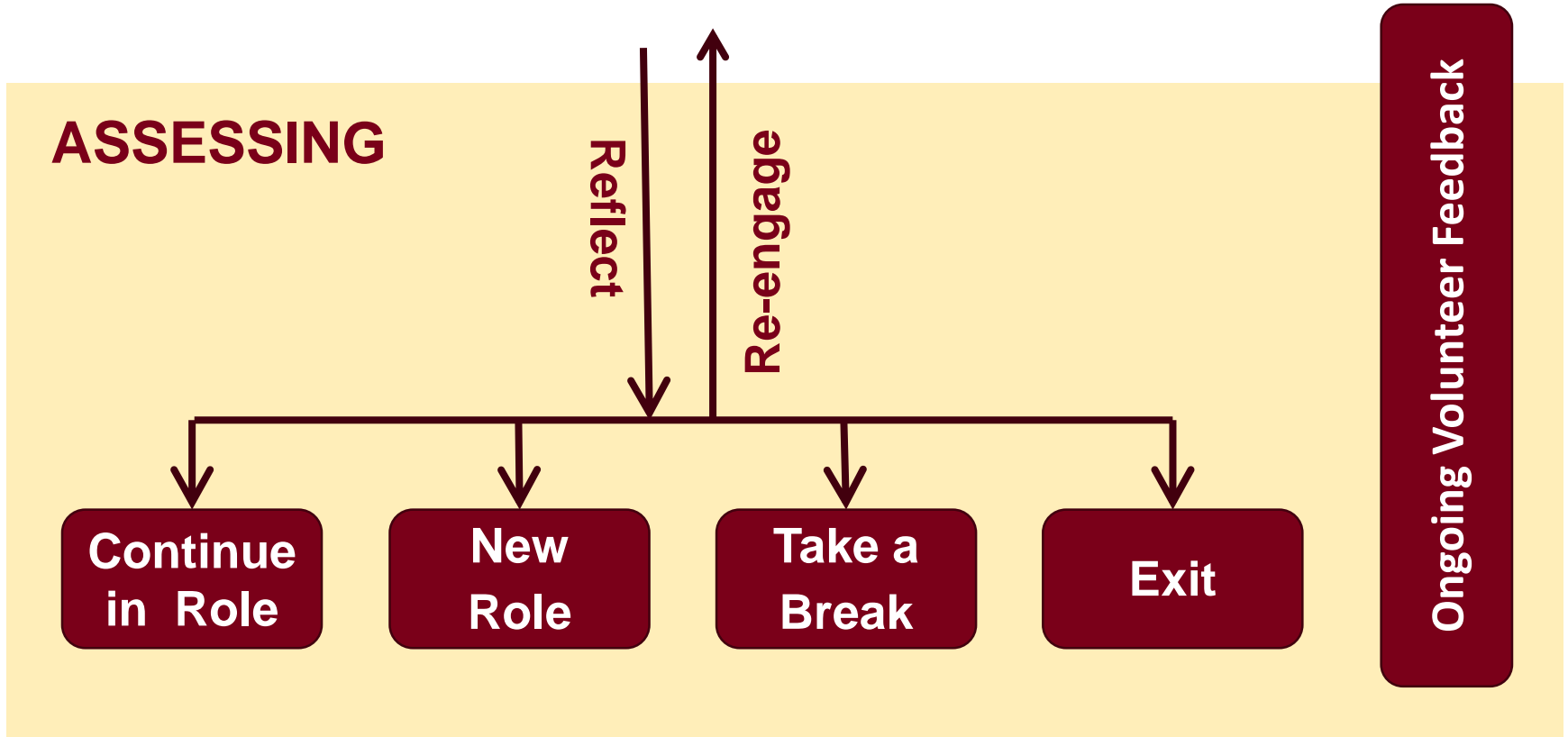
## VOLUNTEERING



- What DO you do to foster volunteering in this phase?
- What COULD you do to foster volunteering in this phase?



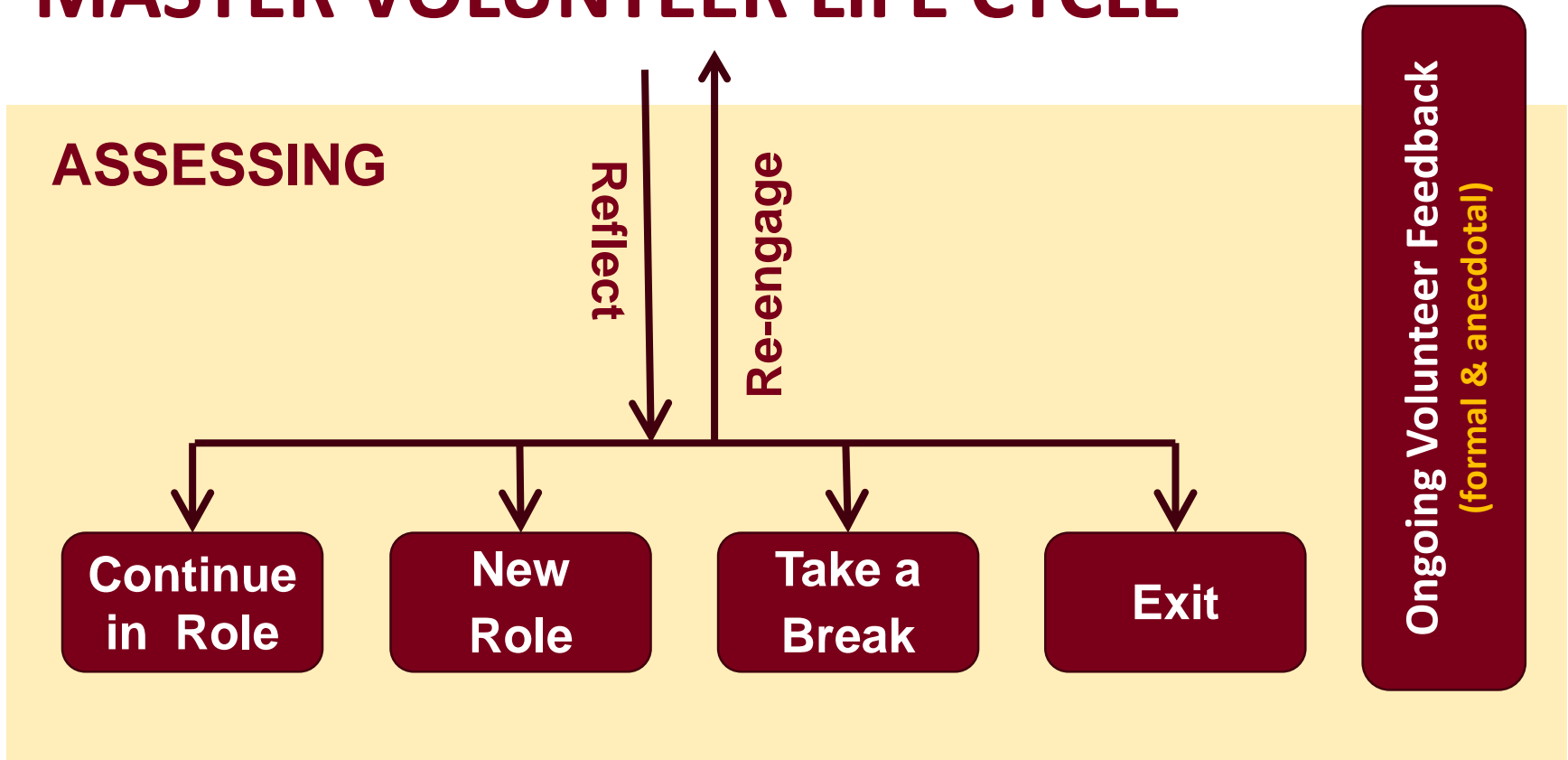
# MASTER VOLUNTEER LIFE CYCLE



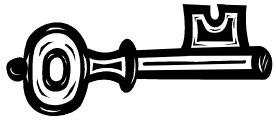
# REFLECTION & FEEDBACK

- Foster volunteer reflection on experience
  - Conduct regular check-ins
  - Allow self-determination
- Invite volunteer feedback on the program
  - Formal processes
  - Be receptive to anecdotes, casual comments

# MASTER VOLUNTEER LIFE CYCLE



- What DO you do to foster volunteering in this phase?
- What COULD you do to foster volunteering in this phase?



# KEEPING UP WITH CHANGE

Volunteer trends:

- Short term opportunities
- Project with a beginning and end
- Flexible schedule
- Group opportunities, e.g. family, corporations
- Business contacts
- Desire to make a difference

Source: Minnesota Association for Volunteer Administration, 2012

If the people side goes well,  
the science side will also go  
well!



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