

# Nuts and Bolts of Building a Volunteer and a Peer Support Program

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# Using Volunteers in Independent Living

- There are a number of uses for volunteers at Independent Living Centers
  - Peer Support
  - Internships/Work Experience
  - Events/Activities sponsored by the IL Center
  - Advocacy Activities
  - Volunteer Drivers

# 5 Things to Think About When Using Volunteers

- 1. Training
- 2. Staff Time
- 3. Goal(s)
- 4. Recruitment Plan
- 5. Connecting People

# Training of Volunteers

- The purpose for using volunteers should dictate the training needs
  - Peer Support – Training persons with disabilities to be mentors
  - Work Experience – Training on IL history and philosophy
  - Events/Activities – Training on planning, marketing, coordination, and working with persons with disabilities (disability etiquette)
  - Advocacy – Contacting legislators, meeting with legislators or policy makers
  - Volunteer Driver (CILWWs New Freedom Program – Training on transporting persons with disabilities

# Staff Time Needed

- Consider how much staff time is needed!
  - Coordination of programs/activities
  - Outreach activities
  - Recruitment
  - Training
  - Conducting background checks! Could be a requirement if volunteers are working with or around vulnerable persons.

# Goal(s) for Volunteers

- What do you need volunteers for? Have specific goals!
  - If it's peer support, what are you going to use volunteers for?
    - One on One matches, Group Activities
  - If it's a work experience/internships, what are they going to be doing?
    - Specific job duties and learning objectives
  - If it's an event or activity, what are the volunteers going to be doing?
    - Have specific tasks that need to be done, such as planning, coordination, registration
  - If it's advocacy, what do volunteers need to know and act on?
    - Educate persons on the legislation or issues they advocating for and what to do with that information
  - If it's volunteer drivers, who will they be transporting and why?
    - What need or gap in services are you trying to fill?

# Recruitment Plan

- How are you going to recruit volunteers? This will take time and effort!!!
  - Social Media
  - Newsletter
  - Newspapers
  - Hanging up flyers in the community
  - Radio or Television

# Connecting People

- Now that you've identified the need for volunteers, and recruited and trained them, it's time to connect people.
- When it comes to peer support, volunteers want to be needed!
  - Don't train them then not use them!
- Volunteers play a vital role in connecting people to one another and the community.



# Resources

Examples of volunteer program applications

- CILWW Driver Application
  - Included with workshop materials
- Stepping Stones of Dunn County
  - [Stepping Stones volunteer application](#)
- United Way
  - [United Way volunteer applicatoin](#)

# Questions

- What more do you want to know and learn about using volunteers in Independent Living?