

ANR Cooperative Extension Risk Assessment Best Practices

Volunteers – Attracting and Retaining Volunteers

1. Promote community involvement by being involved in the lives of the people we serve
2. Work closely with 4-H Clubs/Councils and Master Gardener Associations
3. Define the role of volunteers, training them to do the job, supporting them, rewarding them and providing a written resource guide
4. Recognize the importance of the coordinator position to deliver research-based information and help volunteers and clients apply it
5. Provide extensive, high-level training and incentives for volunteers to achieve the necessary level of certification
6. Require a college-level course for program staff in volunteer management with a practical internship in working with local 4-H clubs
7. Provide coordinator/program managers in all counties or re-define the role of the 4-H/MG Advisor to do program management
8. Require volunteers to have agreed-upon job description
9. Provide statewide-level professional development support for volunteers
10. Provide incentive and award programs for volunteers based on accomplishments, not just length of service
11. Publicize/highlight volunteer activities in ANR publications and/or newsletters
12. Create certain volunteer positions with a higher level of responsibility and status – sort of a “working honor” designation