

# Breaking down barriers & building sector capacity

## 2022-23 VMA HIGHLIGHTS

Volunteering Victoria is proud to celebrate the following sector highlights from the first year of the Volunteer Management Activity (VMA) 2022-26 program in Victoria.



### CONSORTIUMS

8 consortiums established

Barwon South West

Gippsland

Hume

North West Metro

Eastern Metro

Grampians

Loddon Mallee

Southern Metro



### TRAINING

26 free training sessions delivered

478 participants across 219 organisations

88 participants completed training on National Standards for Volunteer Involvement



### SPECIAL INTEREST GROUPS

8 sessions held

126 attendees across 68 organisations

2 streams: Leadership in Volunteering & Inclusive Volunteering



### SECTOR SUPPORT

574 enquiries received via phone & email

Top enquiries:

- Advice on volunteer involvement
- Recruitment or advertising roles
- Volunteer management resources
- Professional development and networking
- Finding a volunteer role

Funding provided by the Australian Government Department of Social Services.



Australian Government  
Department of Social Services

Volunteering Victoria acknowledge the Traditional Custodians of country throughout Victoria and their connections to land, sea, and community. We pay our respect to Elders past and present.

# VMA Consortiums

## OVERVIEW

**Eight consortiums were selected to lead delivery of the redesigned VMA 2022-26 program in Victoria.**

VMA focuses on:

- breaking down barriers to volunteering for priority groups;
- delivering online services to build the capacity of volunteer-involving organisations;
- driving best practice volunteer management.

The consortiums bring together a diverse mix of organisations, that are best placed to foster connections and understand local needs.

### **Consortium Leads Network**

The Consortium Leads form a collaborative network to support and coordinate the work across all eight regions.

The group engage in meetings with Volunteering Victoria staff every 6 weeks, operating as a community of practice.

### **Top benefits:**

- Relationship-building and collaboration between consortium leads
- Sharing of knowledge and resources to strengthen communities
- Peer-to-peer capacity building

This offers an efficient way to:

- share program updates, resources, and ideas;
- identify collaboration opportunities;
- build relationships across the sector;
- learn from others.

Consortium partners have commented on the benefits of network meetings and the culture that is flourishing amongst the group.



"Being open and engaging from the beginning of the project has led to collaboration and open communication between the project leads... The sharing of resources and learning has encouraged project leads to reach out to each other to discuss ideas and plans."

# VMA Consortiums

## REGION HIGHLIGHTS

### GRAMPIANS

- 'Project Pitch' collaboration with Highlands Local Learning and Employment Network. Students learnt about the benefits of volunteering and then produced a 'pitch' to promote volunteering with a local organisation.

### LODDON MALLEE

- Connection and collaboration between local volunteer-involving organisations, encouraging shared practice, skills and tools.
- Consultation with newly arrived migrants from the Karen community, highlighting their barriers to volunteering.

### HUME

- People with disability forum, with 21 attendees involved in collaboration and networking.
- Collaboration with First Nations organisations, enabling tailored volunteer opportunities.

### GIPPSLAND

- Breaking Down Barriers round table forum - a collaboration to identify barriers to volunteering for priority group members.
- Building relationships with local community members from the priority groups.

### EASTERN METRO

- Hybrid forums focusing on lived experiences of priority groups, with learnings guiding the region's program strategy.
- Collaboration between Volunteer Resource Centres across the region.

### BARWON SOUTH WEST

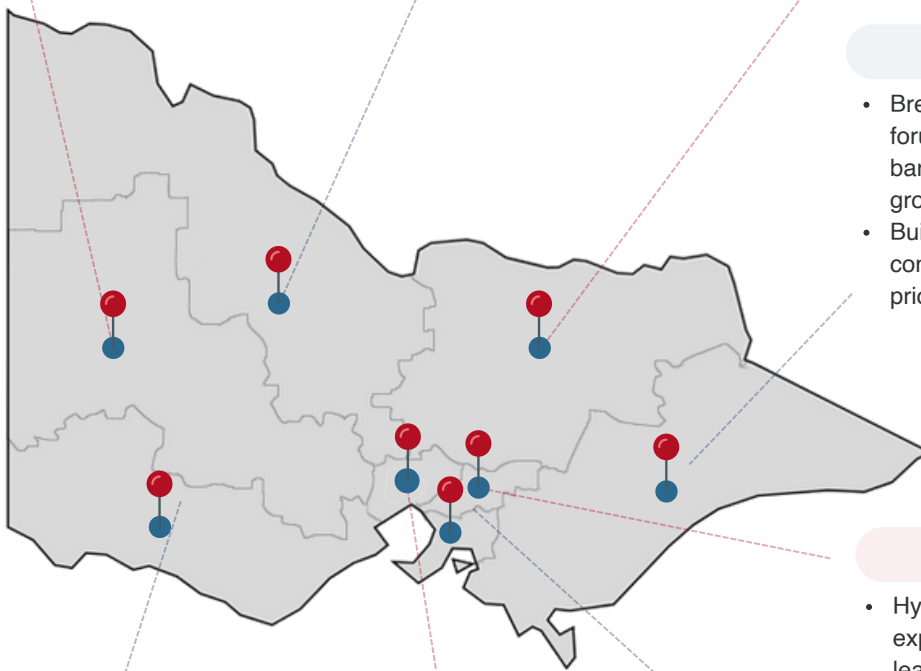
- Pathway to Employment Program, with 16 participants completing workshops and placements.
- Capacity building exercise with local volunteer-involving organisations

### NORTH WEST METRO

- 140+ referrals to support priority group members.
- 4 online Volunteer Engagement Network meetings, providing training for volunteer managers from 33 organisations.

### SOUTHERN METRO

- Connecting with a local Gathering Place and engaging with First Nations organisations in the region.
- Supporting the Pathway to Volunteering Program at Wellsprings for Women, designed for women from migrant backgrounds.



# Training

## OVERVIEW

**Between July 2022 and June 2023, Volunteering Victoria delivered interactive online training sessions with particular emphasis on best practice and capacity building.**

These enabled participants to develop skills and awareness of best practice volunteer management.

All workshops were offered free of charge through VMA funding to support accessibility across the sector.

### **Training topics delivered:**

- 3Rs: Recruitment, Retention and Recognition
- A-Z of Volunteer Management
- Building an Inclusive Volunteer Program
- Coaching Volunteers Through Organisational Change
- National Standards for Volunteer Involvement
- National Standards for Volunteer Involvement: A Practical Follow-up

### **Top benefits:**

- Ongoing learning and professional growth
- Practical application and relevance
- Opportunity for networking and sharing ideas

- Targeted Recruitment and Engaging Young People
- The Tuff Stuff: Volunteer Performance Counselling

### **Reach achieved:**

- 26 free online training sessions delivered.
- 478 participants across both metropolitan and regional Victoria.
- 219 unique volunteer involving organisations represented.



"I found [the training] very practical in giving us some of the tools required to develop aspects of our volunteer programs... I've never had a moment in this role to reflect on how organisational values influence - or should influence - volunteer programs and their management. The discussion with staff from other organisations was very illuminating."

# Special Interest Groups

## OVERVIEW

**Volunteering Victoria runs special interest groups with a professional development component.**

This is an opportunity for volunteer managers to come together to:

- discuss emerging issues in the sector across a range of topics, and;
- expand their professional networks.




### **Inclusive Volunteering**

Supporting the inclusion of all Victorians into volunteerism.

#### **Topics covered:**

- Intersectionality and privilege in volunteering
- Creating an inclusive welcome for multicultural volunteers
- Creating accessible communications
- Introduction to Volunteer West's Culturally Inclusive Volunteer Toolkit
- Relationship-building with local Indigenous networks
- Barriers to volunteering faced by marginalised people and shared solutions

#### **Top benefits:**

-  Professional development
-  Staying updated on issues and trends in volunteer sector
-  Opportunity for shared practice and problem-solving

### **Leadership in Volunteering**

Supporting the interests and advancement of volunteer managers and leaders.

#### **Topics covered:**

- Grants application for impact
- The importance of strategic investment in volunteer leadership development
- Leadership, gender and disability, and the power of stepping back
- Implementing the National Standards for Volunteer Involvement

#### **Volunteering Victoria**

Building an inclusive, thriving volunteering culture.  
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