

# FY24-25 VMA Highlights

Breaking down barriers & building  
sector capacity in Victoria



Funding provided by the Australian Government Department of Social Services.



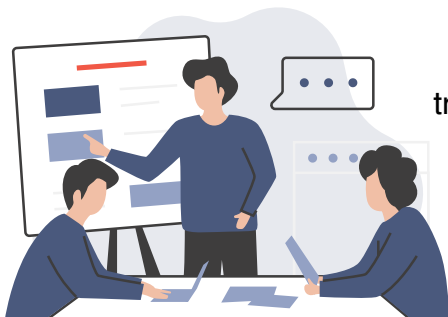
Australian Government  
Department of Social Services

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.

# Year Overview

## FY24-25 VMA HIGHLIGHTS

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



**34**

training sessions

**619**

attendees

### TRAINING & WORKSHOPS

### SPECIAL INTEREST GROUPS



**8**

sessions

**200**

attendees

**32,245**  
VMA page views

**14,544**  
resource downloads



**8** regions

### LOCAL NETWORKS

**+48.2%**  
geographical reach

### SECTOR SUPPORT



**1.1 mil +**  
socials impressions

**1,541**

phone & email enquiries

- ? Volunteer involvement advice
- ? Training, networking & events
- ? Finding a volunteer role
- ? Volunteer recognition





# Program Delivery

## FY24-25 OVERVIEW

### Eight consortiums lead delivery of the Volunteer Management Activity (VMA) 2022-26 program in Victoria.

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

- Barwon South West
- Eastern Metro
- Gippsland
- Grampians
- Hume
- Loddon Mallee
- North West Metro
- Southern Metro

The third year of the VMA program focused on:

- consolidating progress made so far;
- building upon prior work and partnerships;
- continuing to extend support to additional priority groups (vulnerable women, unemployed, and youth).

**100%**




of Consortium Leads reported increased community impact









#### Learn more

Scan for more information about the VMA program.

### Aims of the VMA program:

-  Break down barriers to volunteering for priority groups
-  Deliver online services to build the capacity of volunteer-involving organisations
-  Drive best practice volunteer management

### Key outcomes achieved:

-  Broader inclusion of priority groups
-  Strengthened local partnerships and community engagement
-  Expansion of training, resources, and capability building for organisations
-  Greater community awareness and participation in volunteering
-  Improved data and feedback processes to guide improvement
-  Increased program reach, particularly in regional Victoria

“We’ve seen a **noticeable shift** toward collaboration [and] coming together in more purposeful ways to support inclusive volunteering. These relationships are laying the foundation for systems-level change and a **stronger, more connected** volunteer sector.”

# Region Highlights

## FY24-25 OVERVIEW

### GRAMPIANS

- Delivering 'Breaking Down Barriers' workshops and developing practical 'cheat sheets' to help organisations make volunteering more inclusive and accessible.
- **Impact:** Greater understanding of real barriers to participation and practical steps for organisations to create more welcoming volunteer environments.

### LODDON MALLEE

- Delivering a First Nations on-country experience to build the capability of volunteer-involving organisations to engage meaningfully with their reconciliation responsibilities.
- **Impact:** Strengthened cultural understanding and confidence among organisations to embed respectful, informed practices when working with First Nations communities.

### HUME

- Partnering with Albury Wodonga Health and community organisations to support vulnerable women through one-on-one sessions that raise awareness of volunteering and address barriers to participation.
- **Impact:** Greater sense of empowerment and confidence to engage in volunteering, supporting their wellbeing and facilitating pathways to community participation.

### GIPPSLAND

- Partnering with Leongatha Secondary College and Gippsland Southern Health Service to empower Year 12 students to co-design and build a culturally inclusive therapeutic garden.
- **Impact:** Strengthened youth skills, confidence, and cultural understanding while creating a meaningful community space and a lasting partnership for future volunteering.

### EASTERN METRO

- Engaging five Volunteer Ambassadors from priority groups to promote volunteering and identify new opportunities through their personal community connections.
- **Impact:** Increased community engagement and greater reach into priority groups, strengthening local volunteering pathways.

### BARWON SOUTH WEST

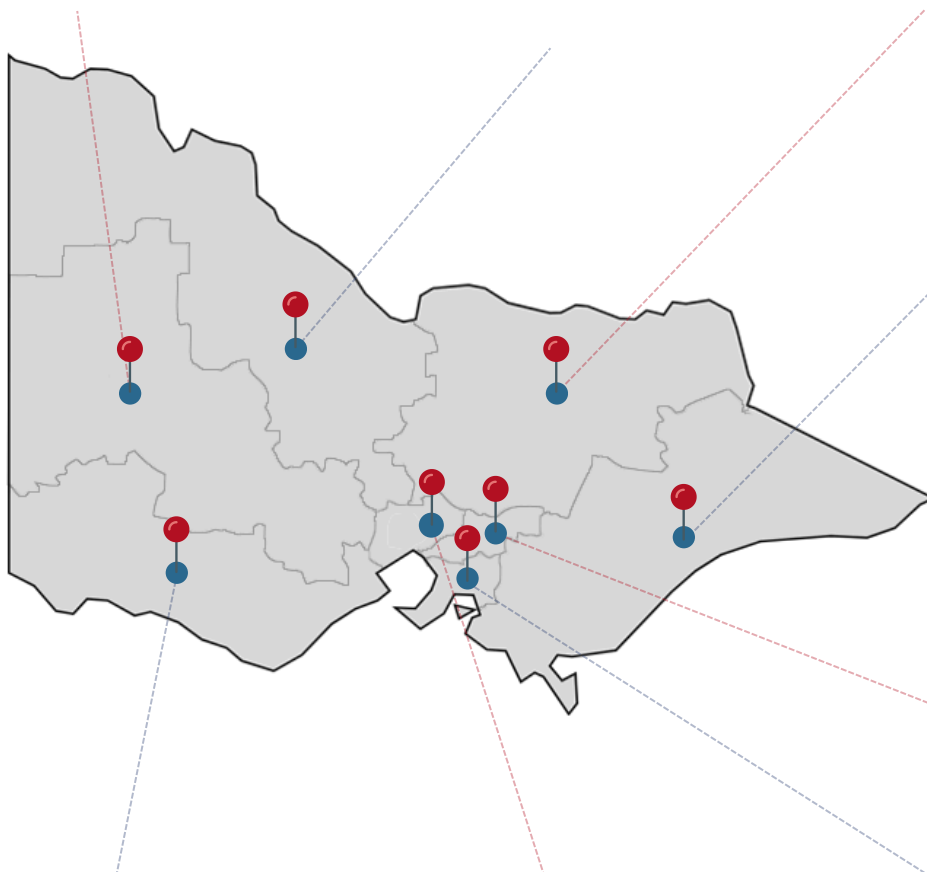
- Providing practical learning opportunities for youth with disability, helping them see volunteering as a positive way to build skills and confidence.
- **Impact:** Increased confidence and capability to contribute meaningfully to their community and future employment pathways.

### NORTH WEST METRO

- Forming new partnerships with organisations like the Asylum Seeker Resource Centre to address volunteer skill gaps and provide tailored development and learning opportunities.
- **Impact:** Broadened support networks, increased volunteer capability and confidence, and strengthened inclusive community service.

### SOUTHERN METRO

- Building strong, respectful relationships with First Nations communities across the region, creating practical strategies for genuine collaboration, shared learning, and culturally safe engagement.
- **Impact:** Strengthened trust, understanding, and partnerships to support ongoing cultural inclusion in volunteering.



# Training

## FY24-25 OVERVIEW

34

training  
sessions

619

attendees

309

organisations  
represented

97%

satisfaction  
rating

**Throughout 2024-25, Volunteering Victoria continued delivering interactive online training sessions, with particular focus on partnering with external providers to broaden the range of training offerings.**

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

### Topics delivered by Volunteering Victoria:

- The 3Rs: Recruitment, Retention and Recognition
- A-Z of Volunteer Management
- Building an Inclusive Volunteer Program
- Coaching Volunteers Through Organisational Change
- Introduction to the National Standards for Volunteer Involvement
- Introduction to the Volunteer Involvement Cycle
- Implementing the National Standards for Volunteer Involvement
- Targeted Recruitment and Engaging Young People
- The Tuff Stuff: Volunteer Performance Counselling
- Volunteer Screening Deconstructed

### Topics delivered by sector partners:

- Building Aboriginal Cultural Safety in the Workplace *(via Koori Heritage Trust)*
- Diversity and Inclusion *(via South East Volunteers)*
- Standard Mental Health First Aid *(via South East Volunteers)*
- Strengthen Your Workplace: Disability & Inclusion Modules *(via EV Strengthening Communities)*
- Top Legal Issues in Managing Volunteers *(via Justice Connect)*

### Child Safe Standards Webinar:

Hosted by Volunteering Victoria, a panel discussion featuring the Commission for Children and Young People supported volunteer leaders in navigating the Child Safe Standards.

### Engagement:

- 57 attendees
- 41 organisations represented
- 83 views of session recording

“I enjoyed the session and the time flew by. It was the right amount of content with regular breaks and the break-out rooms were excellent.”

“Training was easy to follow and gave good tips to implement change in my organisation.”

“Talking through the concepts with the break-out group was most beneficial. Allowed for sharing of ideas and learning how others do things in their roles.”

# Special Interest Groups

FY24-25 OVERVIEW

8

sessions held

200

attendees

177

organisations represented

**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.

**90%**

of participants reported the sessions as being 'helpful' or 'very helpful'.

## Inclusive Volunteering

Supporting the inclusion of all Victorians into volunteering.

### Topics covered:

- Creating community-led resources
- Engaging young people in volunteering
- Practical stories: Volunteering for newly arrived migrants
- Walking together with mob, community and action

### Top benefits:



Connecting and learning from others in similar roles



Staying updated on issues and trends in volunteer sector



Gaining new ideas and learnings to implement

## Leadership in Volunteering

Supporting the interests and advancement of volunteer managers and leaders.

### Topics covered:

- Building effective volunteer manager networks
- Corporate volunteering
- Change management
- Innovative volunteering & onboarding strategies for growing communities

*"I think [the Special Interest Groups] are very informative and help my knowledge in this industry."*

*"The calibre of information provided is priceless."*

*"If we want to become an inclusive volunteer organisation, we can start the change now."*

*"The sessions are a great opportunity to hear someone come and speak of their experience, learnings and challenges."*