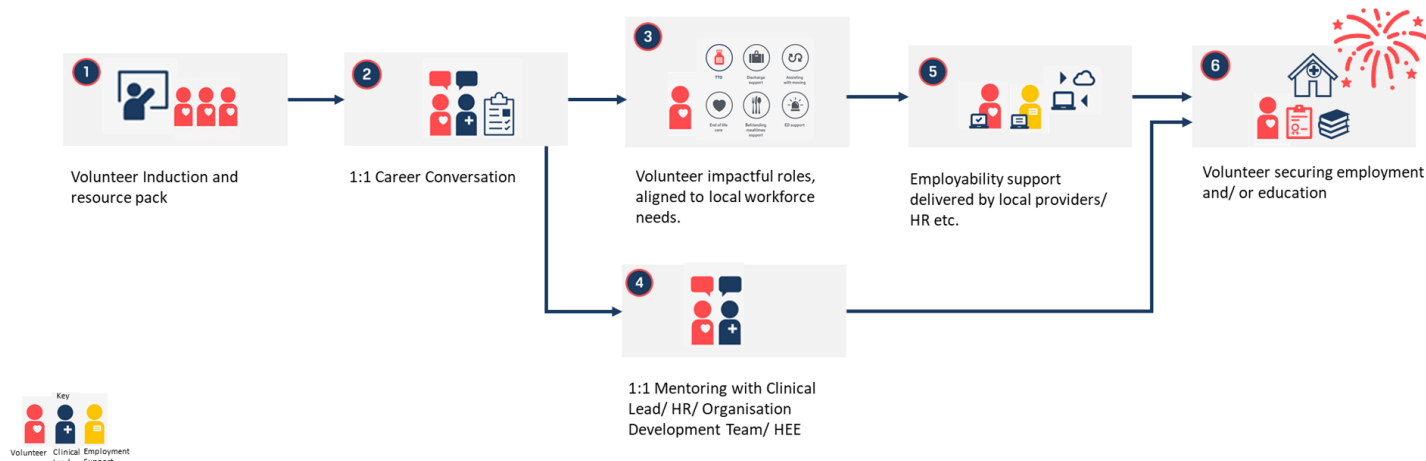


Volunteer to Career Pathway Components

Volunteer to Career Pathway



Core Component		Best practice/ learning
1	Volunteer induction and resource pack	Provides an initial welcome to the organisation and an introduction to career pathways available to them and an overview of the VtC programme and expectations of being part of a VtC pathway. It's an opportunity for the volunteers to meet their peers, hear from clinicians and ask questions.
2	1:1 Career Conversation	The career conversation is important for the clinical lead to have a conversation early on with the volunteer about their career ambitions etc. Working with the clinical lead, the volunteer will identify their career goals and agree the steps needed within the programme to achieve them. This meeting will help ensure the clinical lead knows how best to support the individual and can consider how the programme will best support them.
3	Volunteer Impactful Roles	It's essential to map the volunteer role to the local recruitment needs (specific skills, experience and exposure), HR and clinicians need to be collaborated with throughout the roles design process to ensure that the role is delivered well and will provide the skills needed to enable the volunteer to progress through the pathway. Where this is working well, based on this approach, HR have agreed to open all internal vacancies to volunteers and/ or guarantee interviews etc.
4	1:1 Mentoring	An opportunity for volunteers to have a mix of informal and more structured career based conversations with relevant identified mentors and the VtC programme Clinical Lead.
5	Employability Support	Provision for the volunteers of employment skills such as interview techniques, CV writing, is provided through HR and or local community providers.
6	Securing Employment/ Education	Ensuring there the pathway has; - identified employment opportunities for volunteers to aim for - clear alignment to education/ vocational courses as part of the pathway This also involves engagement and development of senior leaders within the organisation to understand the value of a volunteer recruit and champion the relevant pathway.