



## WAYS TO RECRUIT, RETAIN AND SUPPORT VOLUNTEERS

### RECRUIT

From your customers  
From people taking part in other  
activities in your venue  
Using social media  
OR  
People might volunteer themselves



### RETAIN

Treat your volunteers as you like to be treated.

Play to your volunteers' strengths.  
Gain their trust, build their confidence.  
Offer opportunities for your volunteers  
e.g. training, courses, work  
experience....enable them to do what  
they've always wanted...

Reward your volunteers - personalised  
shirts, aprons, or social activities.

AND

Make volunteering a positive experience.  
Say 'THANK YOU' !



### SUPPORT

Have a volunteer appraisal system  
in place.

Offer training.

Give feedback.

Offer work experience.

Volunteer 'swap shop' with other  
cafes.



### BUT....

Cafes need capacity, space and  
time to support volunteering