**MDUK Volunteer Development Programme 2022**

[Museum Development UK](https://mduk.org.uk/) are thrilled to be working in collaboration with volunteer sector specialists [10GM](http://www.10gm.org.uk/) again to offer an intensive Volunteer Development Programme for up to 20 museums from across participating areas in the UK.

This project has arisen due to the dual challenges of a longer-term shifting volunteering workforce in the heritage sector, and the particular strains of the last 2 years due to the pandemic. Through the Museum Development (MD) [Annual Museums Survey](https://infogram.com/annual-museum-survey-2021-national-report-1hxr4zx9g1z0o6y?live) results and, localised surveying through [regional teams,](https://mdem.org.uk/support-grants/volunteering-survey-report-2021/) and the results of the Spotlight survey in Wales, a clear need has emerged to support organisations to review their operating models to ensure volunteering is sustainable and responsive to the museums needs and the communities they serve.

**Programme Aim:** To support participating museums to review their volunteering strategy and explore new ways to embed sustainable volunteer development practice tailored to individual organisational needs.

**Programme Outcomes:** Participating museums will:

* have reviewed their operating model and business/ forward plan through the lens of volunteer resourcing
* understand the volunteer skills needed to deliver their operating model
* have a plan to develop their volunteer workforce through appropriate recruitment, training and resources to meet defined organisational needs
* have developed appropriate volunteer policies and procedures
* have identified volunteer management roles and responsibilities within the workforce
* have embedded inclusive practice into volunteer development
* have an organisation specific action plan for volunteer development

The intensive programme will allow 20 organisations from across the 8 participating areas; ***East Midlands, East of England, North East, North West, South East, West Midlands, Yorkshire & Wales*** to benefit from hands on support as developing their volunteering practices, including:

* **Group session:**thematic and supportive sessions before and during the programme with peers; to share and discuss issues concerning volunteer involvement and management, and to support progression through the programme
* **Coaching**: each participant will access to tailored coaching sessions with an expert in volunteer development from across the volunteering sector.
* **Training:**a programme of three online training workshops on specific topics around:
  + Developing volunteering practice, including plans, policies and procedures
  + Developing a volunteering strategy
  + Inclusive recruitment of volunteers

The above training will have ringfenced spaces for all participating organisations, and we would encourage museums to sign up for the sessions most relevant to their action plans in this area.

**Key programme dates:**

The programme will run from **September 2022 to March 2023**, with an expected time-commitment of 2-3 days per month and the following days are core elements of the programme that we expect all participants to attemd:

* Wednesday 7 September 2022, 10:00 - 12:00
* Thursday 15 September 2022, 09:30 - 13:00
* Thursday 20 October 2022, 09:30 - 13:00
* Thursday 17 November 2022, 09:30 - 13:00
* Tuesday 6 December 2022, 10:30 - 12:30
* Tuesday 11 April 2023, 10:00 - 13:00

Additional work will be required to apply learning between sessions; and an illustration of some key dates concerning the programme are as follows:

**NOTE:** Due to the ongoing coronavirus pandemic and the need for an element of flexibility to support all participating museums equally there may at times be the need to reschedule some dates. Adequate notice will be given in this eventuality and we are committed to supporting all participants as fully as possible.

**Who is eligible:**

To be eligible to apply to this programme you need to be from a non-NPO Accredited museum or currently working towards Accreditation. We are particularly looking for museums who are:

* Committed to reviewing their volunteering strategy
* Open to learning and exploring changes to involving volunteers
* Keen to learn more about and embed inclusive practice into their work on involving volunteers
* Able to dedicate time and staff/volunteer resources to ensure they can benefit from the programme fully
* Be based in a participating geographical area (see below)

Your museum must be based in one of the following 8 areas: ***East Midlands, East of England, North East, North West, South East, West Midlands, Yorkshire & Wales***

**How to apply:**

After reviewing your availability to take part in the key programme dates, please complete the Expression of Interest form and return to…by **5pm on….**For more information about the programme, please contact Alex Bird at alexander.bird@manchester.ac.uk or Ian Bapty at ian.bapty@twmuseums.org.uk

**MDUK are committed to providing accessible and inclusive opportunities for the sector and have a dedicated budget to address any need. Please outline any details in your Expression of Interest.**