**Group Training**

**Training new volunteers in a group can be an effective and time efficient way to bring new volunteers on board.**

**Benefits:**

* Staff is time is used more efficiently
* Create days and times for training each month
* Volunteers may build relationship with others
* May be less intimidating to train with others
* Volunteers will help each other learn a new process
* Volunteers can adjust their schedule to attend a onetime training not scheduled for their regular shift

**Challenges:**

* Individual may be hesitant to ask questions in a group setting
* Individuals may talk with others in the group and not pay full attention
* May be difficult for the trainer to identify processes that need further review with volunteers
* Trainer needs to develop a method to check group work for accuracy

**Engaging volunteers as mentors and trainers:**

* This can be a way to recognize a volunteer’s knowledge, experience and skills
* Develop training for the volunteers that will train others on their role and confirm current processes
* Confirm that a volunteer wants this type of role
* Evaluate which volunteers are suited for the role
* Observe volunteer trainers as they train
* Schedule regular check-ins to determine if training is working with trainers
* Be sure to update lead volunteer trainers on new policies and procedures
* Volunteer trainers may have more time to spend with trainees which can result in better trained volunteers