



Volunteer Models 2025-2026: Programme Information

The Volunteer Models programme aims to increase museum teams' knowledge and confidence in relation to working effectively with volunteers.

The aim of this strand of our work is to ensure museums have volunteer operating models which align to the organisation's needs, as well as the volunteering climate in which museums operate, ensuring that museums are well resourced and embedded in their local communities.

The programme will focus on supporting museums to create an inclusive and sustainable strategic approach with plans that are robust and relevant for their museum.

Through the programme a small cohort of six museums will be supported to develop and implement Volunteer Action Plans through cohort training, peer networking and 1:1 mentoring.

The programme will be delivered from February 2025 to March 2026.

The programme will have the following outcomes:

As an outcome of participating in the programme museums will:

- Develop their volunteer offer enabling them to support volunteers within their organisations, and use volunteer resources effectively.
- Identify volunteering priorities and develop equity action plans to address them; priorities could be related to collections, audiences, workforce and/ or governance
- Identify challenges and/ or barriers to volunteering within their organisation
- Know where they can seek further support and external funding, including how their plans relate to funder's priorities and requirements
- Be supported to apply for strategic grant funding through Museum Development Midlands

Have access to a peer network of museums

About the Trainers

The programme will be facilitated by Heritage Volunteering Group- founded in 2014, the Heritage Volunteering Group (HVG) is a charitable organisation that exists to help organisations unlock the power of volunteering to transform organisations, lives and communities. With over 680 members, and a digital reach of over 8,000. They provide training, networking and guidance through a free monthly events programme, newsletters and annual conference. Beyond this, HVG work with organisations ranging from the Department for Culture, Media and Sport (DCMS) to the Subject Specialist Network



Consortia to act as the voice volunteering in the heritage sector. Since 2022 they have been contracted by AIM as a delivery partner for the Connected Communities Programme, a DCMS sponsored programme set to transform community cohesion and wellbeing through volunteerism in England's most deprived areas. Through these efforts, HVG continues to champion the vital role of volunteering, driving positive change and building stronger, more resilient communities across the heritage sector.

Additional Benefits for Cohort Members

- Free Conference Tickets: Cohort members will receive complimentary tickets to HVG's annual conference, providing further learning and networking opportunities
- Exclusive Online Content: HVG will create a curated online library of video content for programme participants, blending their Masterclass materials on strategy and leadership with their Recommended Reads
- Staying Connected – HVG monthly email update
- Invites to HVG monthly free Events Programme and Inclusion Forums
- An additional 1 hour Networking Event to create balance over the 12 month programme
- How to be Mentored – orientation session for those who have not been mentored before

Programme Support

Mentoring: 1:1 sessions to support and challenge participants. Each museum accesses three mentoring sessions over the course of the programme with the programme facilitators.

Office Hours: Check-ins via email with the programme facilitators during the programme. This will help each museum stay on track and maintain accountability.

Peer Support: Participants access peer support and build peer networks.

Beyond the programme participating museums will also be encouraged to access other MDM training, funding and resources related to their specific plans and objectives.

Programme Timetable

February - March 2025

Programme information session held. Expressions of interest accepted. Cohort museums recruited.

Each museum accesses one mentoring session. This initial session will focus on 'contracting' the mentoring relationship, assessing current volunteer programme and identifying key areas for improvement.

Key training dates museums will need to attend:

- Welcome session - Tuesday 1 April, 9.30am-11am
- Workshop 1 – Tuesday 6 May, 9.30am-12.30pm
- Workshop 2 – Tuesday 10 June, 9.30am-12.30pm
- Workshop 3 – Tuesday 4 November, 9.30am-12.30pm

HVG will deliver two further cohort peer networking events. Dates will be arranged with the cohort.

July onwards

Museums implement objectives within their volunteer action plans seeking support through 1:1 mentoring (two sessions), and peer support.

March 2026

Programme finale and celebration

Who is eligible:

To be eligible for this programme you must be an Accredited museum or Working Towards Accreditation in the Midlands. Priority will be given to non-NPO and non-National museums. *Please note:* Up to two individuals from each organisation may sign up to the programme.

How to apply:

Programme Information event: Thursday 6 February, 10am-11am

This is an optional opportunity for prospective applicants to meet the programme facilitators and find out more about the programme. Use this Zoom link to join the meeting.

<https://us02web.zoom.us/j/85483122174?pwd=mvo2vW3O3x23hYhZdDDe3COlaCvQaO.1>

Meeting ID: 854 8312 2174 Passcode: 491280

If you would like to know more please contact enquiries@mdmidlands.org.uk

To submit your application please complete the [Expression of Interest](#) form and return no later than 9am, Friday 28 February 2025 to enquiries@mdmidlands.org.uk. We will confirm receipt of your application within two working days. If you do not hear from us, please contact us again.

Deadline for applications **9am, Friday 28 February 2025.**

This is a competitive application process. MDM will shortlist applications based on evidence of need within your organisation.

Accessibility

MDM will facilitate or book accessibility services or adjustments for delegates where requested. Please see [MDM Training Accessibility Statement](#).