

INFLUENCE YOUTH

ERASMUS+ PROJECT
SMAR JBEIL LEBANON 2019
25 OCT – 1 NOV



Team Challenges when working with Volunteers
&
possible interventions





INFLUENCE YOUTH – THE PROJECT

“Influence Youth” Erasmus Plus training was organized by TIA Hungary in collaboration with Chabibeh Sporting Club, from 25 October till 1 November 2019 in Smar Jbeil, Lebanon.

The training course focused on developing the skills and competences of youth workers to empower them to take up leadership positions and to equip them with tools to lead a youth organization.

The project included partners and participants from:

- Hungary, Lebanon, Turkey, Bulgaria, Montenegro, Bosnia and Herzegovina, Palestine, Morocco, Spain, and United Kingdom



INFLUENCE YOUTH – THE PROJECT



TEAM CHALLENGES WHEN WORKING WITH VOLUNTEERS & POSSIBLE INTERVENTIONS

THE WORKSHOP



On 26 October 2019 , a session was held during which participants were divided in groups.

In each group, each participant shared the main challenges he/she faces when working with volunteers, and got feedback/suggestions/solutions from other participants.

This presentation compiles the challenges discussed and the suggestions shared by the participants.



Challenge 1

“Lack of volunteer commitment especially because they are not paid”

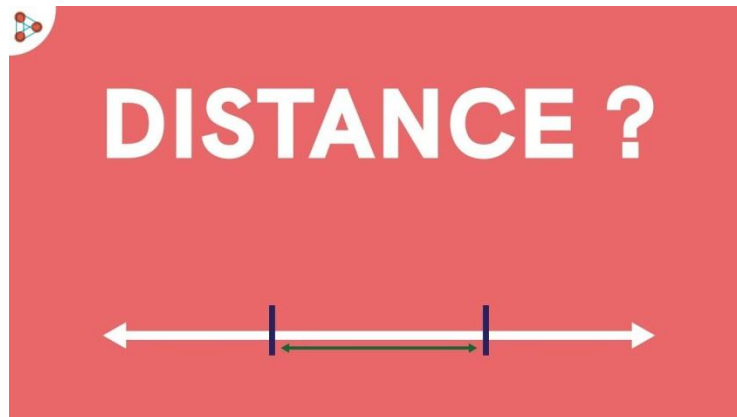
- Explaining the importance of volunteering and its impact on society
- Emphasize the importance of knowledge gained through volunteering and the networking opportunities (money is only 1 resource)
- Provide non financial benefits like connections, discounts, food packages, etc...
- In case of low involvement, give them ownership of the project/tasks, let them plan and execute themselves and you do the supervision
- Organize teamwork activities to create strong team relations, especially outside the organization
- Organize regular meetings and a good follow up system
- Create youth sub-committees that they are in charge of
- Be creative in the tasks you give to volunteers
- Show them the impact of their work



Challenge 2

“Volunteers living in different places”

- Use Facebook group and video chats
- If volunteers are interested to continue their support and it is possible remotely, use technology for routine meetings (whatsapp calls, skype etc..)
- Work using platforms
- Find tasks that volunteers can do remotely from where they live
- Give volunteers online tasks if possible



Challenge 3

“Schedules are very difficult to synchronize with youth volunteers”

- Use technology (webinars, whatsapp, video calls, skype meetings....)
- Usually weekends are free, try to use it for meetings
- Use online tasks
- Positive feedback and encouragement for those who keep deadlines
- Provide workshops on project management tools



Challenge 4

“Motivation”

- Incentives and rewards, like certificates of participation, appreciation, gifts, appreciation in front of the whole group/on social media etc...
- Give some time to understand their interests on an individual basis and match it with tasks
- Try to find the perfect task for them, tasks based on their interests and involve them in choosing their tasks
- Allow a lot of time for follow up, especially if volunteers don't complete their tasks
- Explain the growth potential of volunteering and the opportunities it opens
- Celebrate together birthdays, events, achievements ...
- Provide mentoring and reflection time
- Assign a team leader for each activity



Challenge 5

“Lack of Skills”

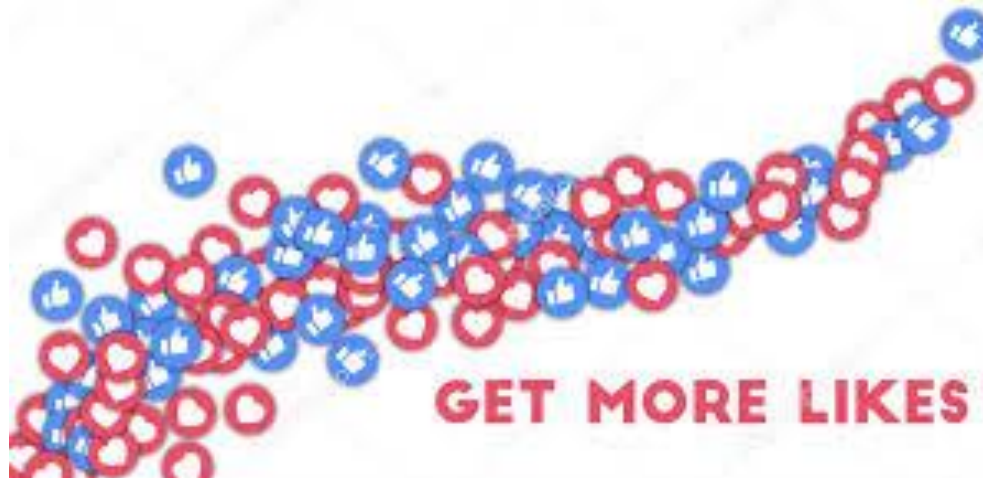
- Train them before they start the tasks
- Organize workshops for them in the organization to develop their knowledge and skills
- Send them to skills building workshops and trainings offered by other NGOs, or programs



Challenge 6

“The volunteers and members of our Facebook group don’t react to our posts”

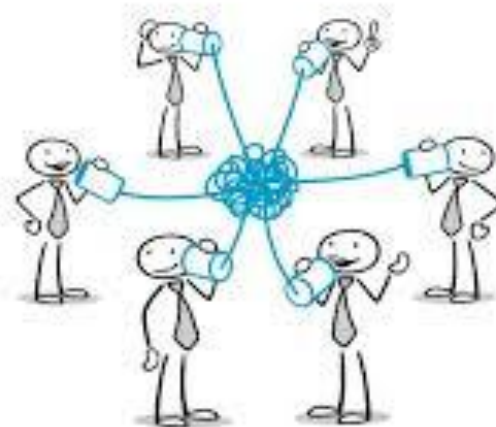
- Organize events and invite all
- Invite them for interactive event and negotiate challenges
- Remove those who are not active and do not participate



Challenge 7

“Clear Communication”

- Use social media
- Assign someone to be in charge of communication in the group
- Give information early and in writing and make sure to follow up
- Find the most accessible platform that they can all easily use, like Slack



Challenge 8

“Punctuality and Organization”

- Be more assertive
- Trick time so that they are on time
- Always ask them to be there 15 minutes earlier
- Rewards for good time keeping
- Make a clear schedule available on a platform and make sure to write the responsibilities and deadlines there



Punctuality is not
about being
on time.
It's basically about
respecting your own
commitments.



Challenge 9

“Lack of interest among young people to join and volunteer”

- Implement a session to discuss reasons with youth
- Make an event to present the program to the people who don't know about it
- Make a questionnaire to find out why they are not interested
- This is a very common problem, there are too many competing for their attention. Try new fun activities, like paintball or monthly movie nights
- Tell your stories and get them excited



Challenge 10

“Youth are not aware of opportunities”

- Collaborate with the schools and the universities
- Professional communication, social media campaign, good targeting
- Advertise more and show value by sharing experiences



Challenge 11

“Advertisement”

- Publications in press, and news in emails
- Online recruitment, visit schools, make events with your volunteers, young people recruit each other
- Ask for the help of a professional
- Try to use your own resources, volunteers who can do it
- Outreach a volunteer expert



Challenge 12

“Volunteers are active in too many different NGOs and cannot commit to one”



- Volunteers can organize activities with all the other NGOs together
- There could be a requirement when taking on volunteers
- Joint activities with different NGOs
- Show them the value in your NGO and that they are
- You can get help from your regions municipality
- You could either chose to compete with other NGOs and try to offer something more attractive or work on continuous volunteer replacement



INFLUENCE YOUTH – THE PROJECT TEAM



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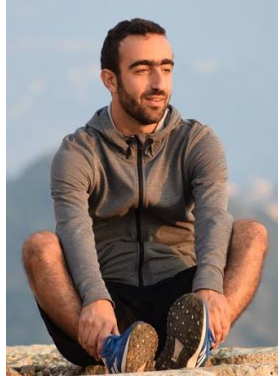
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