



HANDBOOK:

Youth Volunteering as a Pathway to Employment For NGOs



International
Association for
Volunteer
Effort



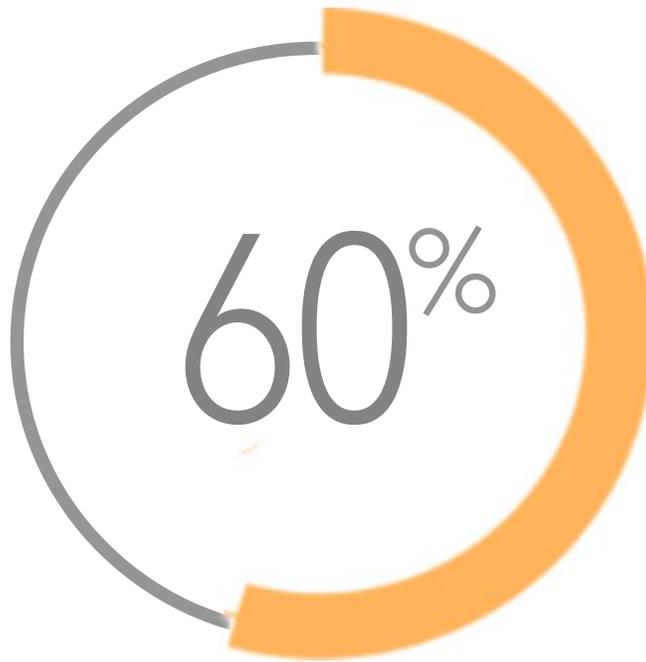


The United Nations International Labor Organization has reported that the world is facing a worsening youth employment crisis: young people are 3 times more likely to be unemployed than adults and almost 73 million youth worldwide are looking for work.

“Never before have there been so many young people. Never again is there likely to be such potential for economic and social progress.”

Babatunde Osotimehin
Population Fund Head





While there is evidence that governments are paying more attention to youth needs, it says job prospects are often dismal, leading to a worsening global youth unemployment crisis.

As many as 60% of people in low-income countries are either unemployed and not in school, or are working in what the report calls "irregular" jobs.

More than 75 million young people between the ages of 15 and 24 were unemployed in 2013,

making up about 36% of the world's unemployed people, according to the International Labor Organization.



75 MILLION

Additional information in the report states that more than **500 million** young people live on less than **\$2 a day**, and millions, many of them girls, lack access to good-quality education.

Other barriers include human-rights abuses and violence and poor access to health care.



NGOS CAN HELP ADDRESS THE GLOBAL CRISIS

of youth unemployment by making available to young people volunteer opportunities that will allow them to build or enhance their skills that will lead to full-time employment opportunities.



SEINEKEN

VOLUNTEERS FOR NON-PROFITS



Seineken is a community based tourism platform that shares traditional knowledge from farmers and indigenous people from rural communities within Colombia, with the rest of the world. Those who access our platform will not only be able to choose their next travel destination but will also learn about traditional knowledge and skills, from learning how to knit a *mochila* with the indigenous inhabitants of La Tagua, to discovering the beautiful landscapes hidden within the Sierra Nevada de Santa Marta.

Volunteering has taught us to comprehend the vision of every person that joins our project. It has allowed us to grow personally and professionally transforming ideas into tangible actions and connecting local and global dreams and perspectives.

“Being a volunteer gave me the opportunity to get to know and work with valuable people, as well as to help transform the lives of a community that really needed it.”

Juan Manuel Aristizabal



La Tagua community is located in the Sierra Nevada de Santa Marta, an isolated mountain range in Northern Colombia. The indigenous Wiwa group resides in La Tagua.

“My volunteering experience has opened my world and changed my life in a positive way. I tasted a lifestyle different to mine and have learned how to enjoy the little things in life.”

Lobke Bij

As a non-profit organization our purpose is to preserve and monetize traditional knowledge of rural communities. At the same time, we stimulate projects that improve the quality of life for these communities, which we achieve by applying Design Thinking and Human Centered Design methodologies.

La Tagua is where our focus is and our hearts are, however, the administrative team is based in Barranquilla due to infrastructure. This means that our team lives and works hand in hand with the community in order to know what the community really wants and needs: This collaboration is what has shaped Seineken’s project into what it is today.



“Volunteering has made me feel that my knowledge and skills have the potential to change the live of many people.”

Gustavo Ramos

“Seineken is a young non-profit project and we are always looking for helping hands, willing to join us in this awesome adventure! We need courageous people who enjoy working closely with communities, have an open mind, and of course, people who will be key to reaching our goals. From financial expertise, house building experts, agricultural knowledge or English skills, we are looking forward to meeting people with special talents that will allow us to improve the communities we work in!”



“Volunteering has taught us to comprehend the vision of every person that joins our project. It has allowed us to grow personally and professionally, transforming ideas into tangible actions and connecting local and global dreams and perspectives.”
Samit Saenz



“The volunteering work I’ve done has elevated my sensibility to the realities of others around me. I now realize that each person is a world on its own, full of potential to drive real changes. Today, more than ever I am convinced that good teamwork is capable of changing the world in unimaginable ways.”

Yuly Alvear

YOUTH HAVE A VARIETY OF SKILLS THAT CAN HELP NGOS FULFILL THEIR ORGANIZATIONAL MISSION.

When you begin to recruit your youth volunteers, you need to understand your organization's history, mission and culture so that you can answer questions and develop the best volunteer opportunities possible for them.

SOME OF THE SKILLS THAT YOUTH BRING INCLUDE:



Knowledge and efficient use of technology



Use of social media



Ability to generate and implement innovative processes



Ability to work and lead groups



Knowledge of communities



Provide clerical support



To fully understand what young people can offer your NGO, a skill assessment should be conducted. Print out the next page and use it to help identify the skills a youth possesses.

YOUTH VOLUNTEER SKILLS ASSESSMENT FORM



Please fill out the form below to highlight your skills and experiences.

First Name: _____ **Last Name:** _____

Address: _____

City: _____ **State/Province:** _____

Postal Code: _____ **Country:** _____ **Date of Birth:** _____

Email Address: _____ **Telephone:** _____

List your skills:

List the type of volunteer service you are seeking:

Education/Volunteer/Job experiences:

YOUTH VOLUNTEERING AROUND THE WORLD



IAVE conducted a survey, gathering data from IAVE National Representatives from around the world, asking them to answer two questions regarding youth volunteering in their countries.

Here are the results:

COUNTRY	ARE THERE ANY COMMUNITY SERVICE HOURS REQUIREMENTS FOR YOUTH TO GRADUATE HIGH SCHOOL IN YOUR COUNTRY?	ARE THERE ANY COMMUNITY SERVICE HOURS REQUIREMENTS FOR YOUTH TO GRADUATE UNIVERSITY IN YOUR COUNTRY?
Armenia	No	No
Australia	No	No
Bolivia	No	No
Bosnia & Herzegovina	No	No
China	Yes	Yes
Colombia	Yes	No
Denmark	No	No
Ecuador	Yes	Yes
Fiji	No	No
France	No	No
Germany	No	No
Guatemala	No	No
Hong Kong	No	No
India	No	No
Israel	Yes	No
Japan	No	No
Kenya	No	No
Malaysia	No	Yes
Mauritius	No	No
Mexico	Yes	No
New Zealand	No	No
Nigeria	No	No
Oman	No	No

COUNTRY	ARE THERE ANY COMMUNITY SERVICE HOURS REQUIREMENTS FOR YOUTH TO GRADUATE HIGH SCHOOL IN YOUR COUNTRY?	ARE THERE ANY COMMUNITY SERVICE HOURS REQUIREMENTS FOR YOUTH TO GRADUATE UNIVERSITY IN YOUR COUNTRY?
Peru	Yes	Yes
Philippines	No	Yes
Somalia	No	No
South Africa	No	No
Taiwan	Yes	Yes
Thailand	Yes	Yes
Venezuela	Yes	Yes
Vietnam	Yes	No
Yemen	No	Yes

Community service is a requirement for high school graduation and/or college application processes and careers in many countries worldwide, serving as a platform to foster volunteering among youth.

It is important that both schools and universities understand the important role that these activities play not only as a pathway for young people to volunteer on a regular basis, but also for them to build their resume and to shape their career options and personal vocation.

REMIND YOUTH THAT THEY CAN LIST THEIR VOLUNTEER EXPERIENCES ON THEIR RESUMES



Substitute volunteer experience for paid work experience.



Useful for those who may have no recent work experience and those who may have alternated between periods of paid and volunteer work, such as some soon-to-be college graduates, stay-at-home parents, and those who hadn't intended to return to the workforce but are now looking for work.



Place volunteer experience under "Experience" and, just as you'd state your title, employer, and dates of employment for a traditional position, list your volunteer titles (such as "Volunteer Treasurer" or just "Volunteer") along with sponsoring organizations and relevant dates.



Ideally, these volunteer positions involved a significant time commitment (an average of 5 hours per week, for example, or regular participation over several years), concentrated effort over a certain period of time (planning a major fundraiser over 3-6 months), and/or a major responsibility.

Source: [Translating Volunteer Experiences to Workplace Credentials](#)

ANA MARÍA

A DREAMER & SOCIAL ENTREPRENEUR



I had the amazing opportunity to be a part of an NGO, AIESEC, for five years. AIESEC strives for youth leadership development, based on international and local volunteering by young people. Two years as a volunteer and three years as part of the Colombian and International Board, my experience with AIESEC allowed me to understand the importance of work based on your passion and not on your needs.

When you have the chance to work to develop your own professional skills and competencies, it gives you the opportunity to do your best everyday. When I was a volunteer in Colombia and Russia, I realized that I was working out of love. I did not care about the long hours invested or the different challenges that I faced. I just cared about the impact I was generating.

"...AIESEC allowed me to understand the importance of work based on your passion and not on your needs"

AIESEC is a global platform for young people to explore and develop their leadership potential. It is run by students and recent university graduates. Founded in 1948, AIESEC has engaged and developed over 1,000,000 young people who have been through the AIESEC experience. The organization is now present in 126 countries.

Being out of my comfort zone, working with limited resources, having short and longer-term goals, and being empowered by a big leadership network, allowed me to enhance my professional education while I was also studying at University. Sometimes I felt that I was able to apply the knowledge acquired at University in real life situations. Other times, I felt like I was learning more through the volunteering program than from school.

Skills development was something that AIESEC offered me as a benefit from the very beginning. I proved that I developed those skills when I started my professional career, where I was working with other employees and other companies. I realized that I am not just working for the money but am also purpose-driven. I have an entrepreneurial outlook, a global mindset, and a demand for excellence. I am solution-oriented, self-aware, and proactive to learning. I believe in social responsibility and have the emotional intelligence to handle difficult situations. I continue to learn and improve my skills, and I constantly utilize them in my professional life. Being part of the volunteer community and identifying myself as a volunteer has given me the courage and the empowerment to want to make a big change in the world. It has helped me to truly believe that I can be a agent of change and that it is possible to create a better world. Without my experience in AIESEC, I would not be the dreamer and social entrepreneur that I am today.



ACTING AS AN INTERMEDIARY



Another role that NGOs can have in helping youth transition from a volunteer situation to paid employment is by serving as an intermediary between youth volunteers and other local NGOs and businesses with whom you have a partnership.

In helping to broker those community relationships, the Skills Assessment Form will be helpful, along with the volunteers' most current CV.

NGOs can assist youth seeking employment by helping them translate their volunteer experiences and additional skills gained to their CV.

EXAMPLE #1

If you had a youth volunteer utilizing social media activities on behalf of your organization then the skills on their CV would list that aspect as a hard skill such as Social Media Specialist or Community Relations.

EXAMPLE #2

If you had a youth volunteer organizing records or answering telephones then their title on a resume should be listed as clerical duties.

SHARE YOUR STORY

You have learned about how other NGOs value of youth volunteer experience in their organizations. You've also learned about the specific skills youth gain while volunteering, that can be applied for future job opportunities. You have the opportunity to make a difference in the lives of young people and leverage a good employee in your own or any other NGO or corporation. You now need to assess your NGO's policies and practices on developing youth volunteer positions and conducting necessary outreach to recruit these young people. You also need to provide the needed support to allow youth to grow and gain additional experience in their volunteer assignments. Lastly, share in the youth volunteers' growth towards a promising future and know that your NGO made that possible. As you move through this process please share your story with info@iave.org.

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