



GRUNDTVIG EUROPEAN CONFERENCE ON ADULT VOLUNTEERING

23-26 November 2011, Warsaw

Workshop 1 - CONCLUSIONS

How to motivate volunteers? - Awareness

How can volunteers be motivated?	Why would volunteers join your organisation?
Provide volunteers with clear and useful tasks.	to do something which makes sense, to feel needed, the joy of working in the organisation, realizing a dream
Provide with an extraordinary opportunity to do things that the volunteer hasn't done before.	to find a new way of life/living, new adventures, do something different, to have a break, to get pure learning experience, especially seniors, reorient themselves at a personal level, challenge oneself
Provide the opportunity to learn to change things.	be active in a social and political sphere
Provide with the opportunity to gain self confidence and experience success	personal empowerment, get self confidence

How to motivate volunteers? - Skills

How can volunteers be motivated?	Why would volunteers join your organisation?
Provide with the opportunity to learn about foreign culture and language.	the language - to profit from the opportunity to go abroad, motilities
Provide the opportunity to learn something new, look behind the scenes.	to learn something new, to see how the things are going
Provide with the opportunity to learn how to function in a professional environment and certify skills.	to practice / internship, to gain professional experience, extra line in CV
Provide with training opportunity to gain new skills and certify these skills.	to get new hard/soft skills

How to motivate volunteers? - Social

How can volunteers be motivated?	Why would volunteers join your organisation?
Provide with the opportunity to have fun	to have fun
Provide with the opportunity to work together with others	share experiences, social contact, new Friendships
Provide with the opportunity to be actively involved in the organisation and the volunteering network	social integration, stay active, be part of social network different from family or Work
Express appreciation!	to help others
Provide the opportunity to work with different age groups and people with different cultural backgrounds.	intergenerational and intercultural learning (transfer the knowledge for the future generations)



Europejski Rok Wolontariatu 2011



Program „Uczenie się przez całe życie”
Grundtvig



Fundacja Rozwoju Systemu Edukacji

What does a volunteer need to learn before starting voluntary work?

What kind of information, knowledge, skills does a volunteer have to acquire before starting volunteering?	What is the learning method to acquire this information?
Understanding the organisation (values/ aims/ actions/rules/principles/strategy)	Volunteer manual, induction training Welcome event, video, poster, leaflets, Interview, agree on the rules (agreement, contract)
Having a clear sense of the role, task Duties & responsibilities	Buddy programme, mentoring, shadowing Induction incl. session about the Organisation. Round table session, team building activities
Duration of the role, role description	Emails / Face to face discussion
Right people in the right positions	Personal interview Marketplace of opportunities
Clear expectations	Learning through „trial+error”, by doing, by role play



Europejski Rok Wolontariatu 2011



DG Edukacja i Kultura
Program „Uczenie się przez całe życie”
Grundtvig



Fundacja Rozwoju Systemu Edukacji

What kind of information, knowledge, skills does a volunteer have to acquire before starting volunteering?	What is the learning method to acquire this information?
Social skills, communication skills, teamwork, organizational skills	Trial period possibilities Workshops, role plays, games Weekly meetings
What to do if something happens	Technical training (specific to role)
Self-understanding of own motivation Have a plan (what do they want to do)	Interviews Explain CANs and CANNOTs
What is volunteering, commitment and responsibility	Briefing session, workshop on volunteering
Rights-safety, first aid	Training on Health and Safety
Benefits for the volunteer	Interview
Legislation related to a specific field	mentoring

What does a volunteer need to learn before going abroad in a Senior Volunteering Project?

What kind of information, knowledge, skills does a volunteer have to acquire before going abroad?	What is the learning method to acquire this information?
Information on their own country	They themselves prepare it
Language-culture preparation	Pre-departure training, questionnaire
Increase awareness of possible conflict situations	Provide psychological support while visiting host country
Practical arrangements (accommodation, food, city)	Interactive orientation tour
Knowledge about the hosting institution	Skype meeting prior to visits
Project information Information on volunteers' role Contact information of colleagues, team members	On-arrival training (first week) Appointing a coordinator & mentor

Thanks to Grundtvig projects, my organisation/I have become more effective because...

- “...this is a great motivation for our volunteers”
- “...I get many new ideas and energy from people connected to a project”
- “...I am now able to organize volunteer work in a more organized way. In general, the international contacts bring a lot of new ideas, motivate the members of an NGO”
- “...we could realize an idea which I had in mind already for some years”
- “...we have come to realize what aspects of the voluntary input is invisible to the community at large”
- “...of having the opportunity to look beyond my own border”
- “...I have discovered working with older volunteers in more depth than before and as an organization we have realized the importance of intergenerational work”



I would become more effective if...

- “...I would know more about the different actions of the programme”
- “...I knew and met more people who are speaking the same, common language with me on volunteering”
- “...I had more opportunities like this conference”