

Time to change



Enabling young adults
to volunteer

AMBASSADOR INSIGHT

NOVEMBER 2021

MEET THE AMBASSADORS

THOMAS



THIS MONTH

- 1. WHAT KIND OF ROLES DO YOUNG PEOPLE WANT TO DO AND HAS THIS CHANGED SINCE THE PANDEMIC?**
- 2. DO YOUNG PEOPLE WANT OPEN ENDED VOLUNTEERING OR WOULD THEY PREFER SOMETHING MORE TANGIBLE (I.E. A 3 MONTH PROJECT WITH A FIXED END DATE AND GOAL TO BE ACHIEVED?)**

MEET THE AMBASSADORS



THOMAS

AGE: 23

BOROUGH: TANDRIDGE

EDUCATION / WORK:

Currently between roles.

Formerly Caseworker for Claire Coutinho MP

VOLUNTEERING EXPERIENCE:

- Young Volunteer for Delight Charity (2014-2016)
- Royal Holloway Politics Society Committee (2018-2019)
- Tandridge Voluntary Action Communications Volunteer (2020)
- Tandridge Voluntary Action Trustee (2020-Present)

PERSONAL INTERESTS / HOBBIES:

- Reading
- Grand strategy PC games

I BECAME A TIME TO CHANGE VOLUNTEERING AMBASSADOR BECAUSE:

I want to encourage young people to get involved to benefit in the same way I did. I also want to help organisations create more roles for young people to volunteer to create opportunities for both the young volunteer and the organisation.

1. WHAT KIND OF ROLES DO YOUNG PEOPLE WANT TO DO AND HAS THIS CHANGED SINCE THE PANDEMIC?

Young people want more remote volunteering options now than before the pandemic. When choosing a volunteer role, they would like to be able to choose whether they do the role remotely, face to face or a mixture of both (if the role allows this flexibility).

- All Ambassadors unanimously agreed that they wouldn't have considered their Ambassador role if it hadn't have been a remote role. The travel time would have been off-putting and it wouldn't have been as flexible for them to fit around work/studies etc.
- When offering face to face roles, be sure to highlight whether or not you offer expenses as this is an important factor in choosing a volunteer role. The incentives may need to be greater for face to face roles than remote roles as they may require more time and commitment.
- Young people want to undertake volunteer roles where they get to use different technology / applications within their role as this is good for their personal development and future careers.
- Volunteer roles with links to other organisations are appealing as they may be able to get involved in other things through these links.

Regardless of what the role is, the most important thing is to explain the role fully and clearly demonstrate the benefits for the young person of volunteering for you.

2. DO YOUNG PEOPLE WANT OPEN ENDED VOLUNTEERING OR WOULD THEY PREFER SOMETHING MORE TANGIBLE (I.E. A 3 MONTH PROJECT WITH A FIXED END DATE AND GOAL TO BE ACHIEVED?)

- 3 month projects are great for young people who want to try different roles and have lots of different experiences.
- 3 month projects need to have very clear expectations and each volunteer should have a specific role. If they want to continue volunteering after the 3 months they can move into a different role, but if they don't then the organisation doesn't lose out as the expectations were clear.
- Young people said that it would feel harder to stop volunteering due to changing circumstances if they had committed to a 3 month project whereas if it was an ongoing volunteer role, it wouldn't feel as bad leaving the role at short notice so this potentially means the volunteer would be more committed to a shorter term role.

Important to try to offer both options if you can, so volunteers can choose a micro-volunteering project or an open ended role. Our ambassadors said that their decision would come down to the expectations of the role in terms of time commitments (i.e. if it was 3 or 4 hours a week just for a 3 month period, that would potentially be doable depending on their situation. But if it was for a longer term then it might not feel sustainable, however, 1 hour a week for an open ended role would feel sustainable).

TOP TIPS – ROLE DESCRIPTIONS

How can you make your role descriptions appeal to young people? Here are some top tips from our Volunteering Ambassadors:

TOP TIP

Be very clear about the time commitment required and this section should be as close to the top as possible. If the role could be flexible, ensure you state this.

TOP TIP

Try not to make it too long - keep it to one page if possible. Only include the information that volunteers need to know in order to make an initial decision about whether to apply for the role.

TOP TIP

Include the direct link to the application form rather than just referring volunteers to a website. Make it as easy as possible for potential volunteers to apply!

TOP TIP

Use concise headings such as 'About the Role', 'Time Commitments', 'Rewards' & 'How to Apply'

TOP TIP

Highlight exactly how young people could use and develop their skills within the role.