



volunteering
for CHANGE!





KA1 MOBILITY OF YOUTH WORKERS-SEMINAR 'Volunteering for Change' SUMMARY

This summary includes the following sections: when, where, why, general and specific objectives, who, how, expected results, project background, calendar and partnership conditions. Please read it carefully. **Contributions and feedback from promoter organizations is strongly encouraged during the whole project length.**

When? From 3 to 10 November 2017, travel days included.

Where? In Vilanova i la Geltrú (Barcelona, Spain).

Why?

- **To perceive volunteering as a driving force for change.**
- **To understand change as a powerful source of learning, as valid means for organizational development and as a relevant action to achieve impact at any level.**

We want to organize this seminar because too many young people in Europe are willing to change society, while looking for opportunities to improve their employability skills and they, still, do not perceive volunteering neither as a learning opportunity nor as an opportunity to change society and we strongly believe that every organization can play a more decisive role in helping young people to be agents of change while they are volunteering.

This seminar will help youth workers (in a broad sense) to support young volunteers to deal with a very complex, dynamic and always changing reality, on which they not only need to deal with changes but also to achieve tangible changes as well.

During the seminar we will reflect, share and learn about the following two main topics: **what competences are necessary to achieve changes and what tools and techniques are helpful to deal with changes, both at individual level and at organizational level.**

The activities will encourage participants to share practices, tools and experience on 'how to communicate better with volunteers', 'how to support their competence development', 'how to encourage their initiative and ideas', 'how to help them transform society', 'what organizational practices and routines are encouraging change internally', etc.

The idea is to help voluntary based NGOs to improve their impact and sustainability by introducing some routines and practices where everybody is more involved in organizations' decision making processes and planning, helping the organization to be more flexible and results-focused.

Seminar general objectives are:

- **To empower organizations to focus on change.** It includes finding out how we can help volunteers to change and how we can help organizations to change.
- To improve the support given to the young people who are volunteering in order **to empower them to be agents of change.**
- To learn how **to focus on impact and results** in any voluntary service activity or program. To create new opportunities for voluntary action where young people are achieving tangible results, educational or social.
- **To promote cooperation and networking** among youth workers and voluntary based NGOs active in the field of NFL, volunteering and voluntary service at European level.

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Seminar specific objectives are:

- To support volunteers to focus on change, while setting up their learning objectives, giving and receiving feedback; identifying successes and mistakes, developing their talents and initiative, etc. and, according to that, be more active as volunteers and more focused in changing the society they live in.
- To help volunteers to improve their self-esteem and motivation, discover new interests and be motivated not only to continue their learning/studies but also to find a job in a field of his/her interest.
- To empower volunteers (including EVS) to take part external relations and inner processes, including advocacy, public relationships and communication, research, strategic planning, monitoring, evaluation, impact assessment and decision making.
- To equip voluntary based organizations with useful methods to manage change and identify and recognize the impact of voluntary actions. To collect and share methods for volunteers to identify and develop their own competences (skills, interests and attitudes).

Who?

We foresee to bring together 26 youth workers who are project coordinators, volunteer managers, supervisors, mentors, educators and trainers actively involved in each promoter organization.

How?

We plan to collect tools, practices and methods that can serve to achieve project objectives and answer the needs and expectations of participants (before seminar activities will start).

During the seminar, we will use various non-formal and intercultural learning methods, such as presentations, workshops, games and role-plays, for everyone to enjoy a meaningful learning and intercultural experience. The final program will depend on the contributions of each promoter organization and on the background and expertise of each participant and facilitators, which will be collected in the preparatory phase, once project will be approved.

The final list of 14 promoter organizations (from 12 participating countries) which are involved in this seminar are the following: **ANAWOJ Foundation (Poland); Active Bulgarian Society-ABS (Bulgaria); Asociatia Support for Youth Development-SYD (Romania); Association for sustainable development SFERA MACEDONIA – Bitola (FYROM); Autonomia e Descoberta rcl (Portugal); Aventura Marão Clube-AMC (Portugal); CEIPES (Italy); Community Volunteers Foundation-TOG (Turkey); Continuous Action (Estonia); European Association ‘World at our Home’ (Latvia); Fundació Catalunya Voluntària (Spain); SOS-Gyermekfalú Magyarországi Alapítványa (Hungary); System & Generation-S&G (Turkey) and United Societies of Balkans-USB (Greece).**

Each **promoter organization is responsible to select one person with the profile of youth worker**, with experience as a volunteer supervisor, mentor or project manager and with some experience within seminar topics **at least**. **IMPORTANT:** We expect from 8 promoter organizations specific contributions: **from SYD, AMC, CEIPES, TOG and USB we expect them to involve two NGO representatives as participants:** including one youth worker, EVS mentor or supervisor with fewer opportunities; **from SFERA, SOS and S&G we expect to involve 2 NGO representatives, one participant and one facilitator**, with the specific task of helping us in program design, preparation, implementation and evaluation.

Some of the expected results of the seminar are:

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- To create a list of skills and attitudes to change society, that can we used in different context and with different target groups, also internally.
- To equip organizations with tools to empower young people to achieve sustainable change.
- To promote new projects and create new partnerships to change the society.

From the FCV perspective, focusing on change means focusing on voluntary service projects directed to specific results, in terms of competence development, and where young people are really empowered while being part of NGO initiatives.

Project background:

This seminar is built on the conclusions of the KA1-Training Course 'Learn through Volunteering-What and How?' (in May 2015, in partnership with 5 of the 15 promoter organizations of this seminar) and keeps an eye on the fact that there are too many young people in Europe facing real difficulties in finding a job due to the lack of skills, attitudes and practical hands-on experience (in their field of interest or education or regardless of it). It is also built on the KA1-Youth Exchange 'Empowering for Change' (in August 2016) (in partnership with other 2 promoter organizations) focused on the ambitious objective of learning how to change communication, thinking, action and learning styles, from a broad eye opening perspective, where the group explored several techniques and theories about change. It is also related with the KA2-Cooperation and Innovation for Good Practices project 'Youth Impact-Strengthening Organizational Capacities of Youth Organizations to Build Peace in Europe', focused on organizational development and on learning how to improve competences on monitoring, learning and evaluation, at individual and at organizational level (where one of the promoter organizations was also a promoter). During the seminar we might use the online tool 'Learning Curve. An evaluation guide for youth organizations', one of its main results.

Suggestion for a calendar:

- **21-31 August 2017: Skype meetings with contact persons of each promoter organization.**
- **15th September 2017: deadline to select one (or two) participant/s and make the purchase of the flight tickets.**
- **End of September and October: 1 or 2 Skype meetings with participants and with facilitators.**
- **3rd-10th November 2017, including travel days: Realization of the seminar.**

Partnership conditions: Promoter organizations will be responsible to select one (or two) participant/s following the above mentioned criteria, and make the purchase of their international travel tickets to/from Barcelona. After presentation of the original invoices and travel documents, FCV will pay the fixed amount per person, according to the distance calculation system, that you can check on the following [link](#). If travel distance is from 500KM to 1999 KM, budget for travel is 275€ per person and, if distance is from 2000 KM to 2999KM, budget for travel is 360€ per person. Accommodation, food, seminar materials and local transport will be provided by the organizers. A participation fee of 30€ will be discounted from the travel reimbursement and visa costs will be also covered with a limit of 60€ per person.

For any additional information; please do contact us by email, at projectes@catalunyavoluntaria.cat

Best regards

FCV team

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