



Club Tip:  
Resource 4

## Involving Young Volunteers : Developing for Your Future

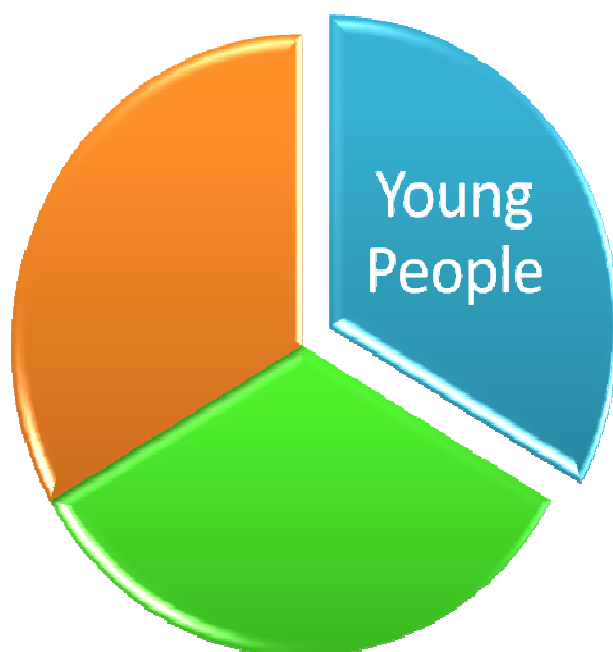
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## Involving Young Volunteers

We all know that increasing the number of volunteers within your club can bring huge benefits such as sustainability, increase capacity and improved club structures but have you ever considered the advantages of having volunteers with a wide range of backgrounds and experiences?

There are many different groups within the community that can be encouraged to volunteer with your club. It can be of particular advantage to have volunteers of varying ages who will bring diverse experiences to your club.



The focus in this section will be on *Involving Young Volunteers*. See also Club Tip Resource 5, which focuses on *Involving Older Volunteers*.

**Sport has a great deal to offer young people and they have a great deal to offer in return!** Research tells us that if people volunteer when they are young, they are more likely to do so when they get older. Therefore if you encourage and include young volunteers, your club will find it easier to get volunteers in years to come.



According to the Institute for Volunteering Research (IVR), what young people (16-24) want from volunteering can be defined by the acronym 'FLEXIVOL'.

**F**lexibility, **L**egitimacy, **E**ase of access, **X**perience,  
**I**ncentives, **V**ariety, **O**rganisation, **L**aughs.

In short, young people want their opportunities to be flexible to fit with other demands on their time. They need clear information about how to get involved and what their role is. They want to gain something tangible for their efforts, to be given responsibility and ultimately to enjoy the experience.

The full report is available at <http://www.ivr.org.uk/youngresearch.htm>

It is important to consider young people's motivations to volunteer in order to recruit and retain them effectively and allow both the club and the volunteer to benefit!

### What will young volunteers bring to your club?

- Energy, inspiration and enthusiasm
- New technology skills i.e. IT and web design/maintenance
- A fresh approach
- Relate to young club members and relect their needs
- Attract other young people to the club

### What will young volunteers gain from their involvement?

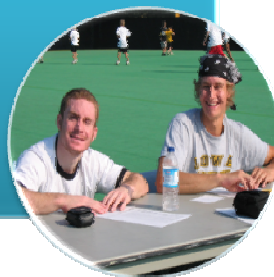
- An opportunity to have fun
- Learn new skills
- Gain experience and qualifications
- Personal and social development
- Become active within the community
- Do something different

## Key points – Young Volunteer Recruitment and Retention

Specific considerations when recruiting and retaining young volunteers are:

- Promote the benefits of volunteering to young people, such as gaining experience for their CV or gaining qualifications
- Involve young people in recruitment campaigns
- Ensure roles are attractive and flexible
- Use websites to advertise
- Link with local schools, colleges and universities to promote your club's opportunities

### Recruitment

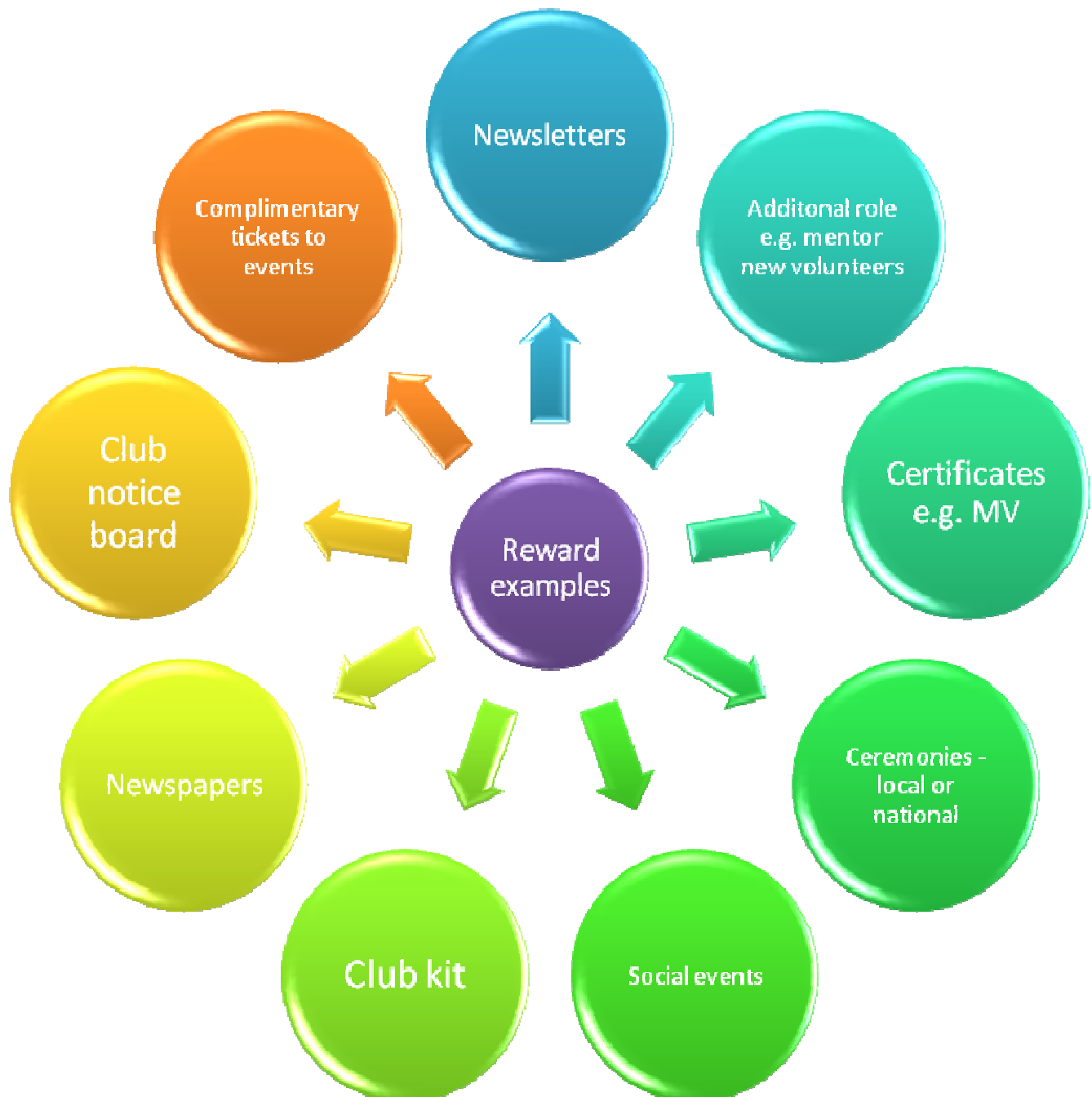


- Provide an induction for new volunteers
- Ensure that club members appreciate the benefits of young volunteers
- Have appropriate award schemes in place e.g. MV awards, NGB awards
- Give them feedback on their progress
- Flexibility - allow for study time etc
- Change roles and responsibilities to keep them interested and learning
- Provide the opportunity for young people to input

### Retention



It is vital to ensure that young volunteers receive some form of reward for their volunteering. These can take many forms; here are some examples:



## Useful Contacts

For further support please contact your local Regional Development Officer (RDO) Volunteering in Sport. Details can be viewed at [www.sportscotland.org.uk/volunteering](http://www.sportscotland.org.uk/volunteering)

Contact your Youth Development Worker at your local Volunteer Centre to find out more about youth volunteering and MV Awards.

## Other sources:

Local Volunteer Centre  
[www.volunteerscotland.org.uk](http://www.volunteerscotland.org.uk) for a comprehensive list of contact details

Help for Clubs website  
[www.helpforclub.org.uk](http://www.helpforclub.org.uk)

**sportscotland**  
[www.sportscotland.org.uk](http://www.sportscotland.org.uk) search for running sport

Volunteer Development Scotland  
[www.vds.org.uk](http://www.vds.org.uk)

Sports Coach UK  
[www.sportcoachuk.org](http://www.sportcoachuk.org)

## Acknowledgments

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**sportscotland**

Sport England / Running Sports

Help for Clubs resources

Regional Development Officers for Volunteering in Sport – Volunteer Management Training

Volunteer Development Scotland