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A ball for all: the event

D1.4 – Project Output 4 Training Modules for Young Volunteers

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Training Modules for Young Volunteers

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Module 1 – Introduction

Sport volunteerism has long been recognized as a powerful tool for community engagement, personal development and social inclusion. Across Europe, thousands of volunteers contribute to sport-based events that foster health, well-being and civic participation. However, marginalized communities — including persons with disability and disadvantaged youth — often face barriers to participating in volunteer-driven sport activities. These barriers range from a lack of inclusive policies and training for organizations to limited opportunities for underrepresented groups to engage in sport volunteerism. Despite the increasing awareness of the social and integrative power of sports, sport volunteerism across the vast majority of Erasmus+ Sport Program countries remains fragmented, underdeveloped and lacks a strong cross-border cooperation framework. There is also limited research and policy focus on how sport volunteering can be leveraged to support social inclusion, intercultural exchange and skills development for marginalized groups.



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Module 1 – Introduction

Volunteerism is an important component of any strategy aimed at poverty reduction, sustainable development and social integration, in particular overcoming social exclusion and discrimination (Report of the Commission for Social Development (UN - E/2001/26), resolution 39/2).

Volunteering is a crucial part of community life, bringing together diverse individuals for common goals. Training for volunteers is not just necessary, but a strategic step for enhancing their contribution. This guide provides insights into effective methods for training volunteers, ensuring they're well-equipped, motivated and aligned with the organization's values and goals.

“The smallest act of kindness is worth more than the grandest intention.” Oscar Wilde



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Module 1 – Introduction

What is volunteering and who can become a volunteer?

A voluntary worker:

- is a person who serves or acts in a specified function of their own agreement and without compulsion or promise of remuneration.
- does not charge money for what she/he does. Voluntarily get involved in the organization and other people functioning, offers them her/his free time and skills.
- can work not only for non-governmental organizations, but also can help in everyday duties of public administration bodies, organizational units subordinate to public administration bodies, as well as health care entities and in private with individuals in need.



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Module 1 – Introduction

What are the motivations to become a volunteer?

Motivations that decide about becoming a volunteer include:

- need to communicate or integrate with society,
- willingness to do something good and useful and/or to be needed,
- willingness to “pay off” goodness received from someone,
- willingness to acquire or increase skills as well as professional and life experiences.



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Module 1 – Introduction

Benefits and motivation for volunteering.

Being a volunteer gives a huge number of benefits, including but not limited to:

- feel part of a community and find a sense of purpose;
- improve social skills, self-esteem and confidence;
- expanding net of contacts, which can help you feel more connected and valued;
- What is important, being volunteers also helps to deal with own problems, as depression, loneliness and social isolation; nowadays volunteering is way of life for many persons with disabilities;
- Participate in international exchanges;



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Module 1 – Introduction

Volunteering – rights and obligations

A volunteer should have qualifications that meets the requirements of performed actions. In most EU countries, volunteer activities are governed by the act of law. It states that volunteers have the following rights:

- The right to be informed about all risks related to volunteer activities, mostly related to health and safety.
- The right to work in safe and hygienic conditions.
- The right to health care - if you are a volunteer but you are not covered by health insurance, the organization you work with, must to register you for insurance.



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Module 1 – Introduction

Volunteering – rights and obligations

- The right to sign a cooperation agreement with the organization or institution in which you are a volunteer (scope, duration of the contract, as well as information on the ways and possibilities of its termination).
- There are rules that you should obey when deciding to become a volunteer. They are not included in any laws, codes or other regulations. It is an informal set of standards of conduct that every volunteer should follow. Among them, there are standards, such as:
 - The right to fulfill all the tasks, related to the assumed role.
 - Volunteer must to maintain discretion in private matters.



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Module 1 – Introduction

Core training modules

Every volunteer should go through core training modules that include:

- **Organisational overview:** Understanding the mission, vision and values of the organisation.
- **Role-specific training:** Insights into specific roles and responsibilities.
- **Health and safety protocols:** Ensuring safety practices are well-understood.
- **Effective communication:** Enhancing interpersonal and communication skills.



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Module 1 – Introduction

Identifying skills and knowledge gaps

Every volunteer should go through core training modules that include:

Before starting any training programme, it's important to assess the skills of the volunteers as well as their existing knowledge. This allows for training that is relevant and beneficial.

Adapting to different learning styles

Recognizing different learning styles is key in volunteer training. Whether it's visual, auditory, or kinesthetic learning, adapting training methods can enhance the experience and retention.



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Module 1 – Introduction

Advanced training opportunities

For volunteers seeking more responsibility, offering advanced training modules can be beneficial. These could include leadership training, project management, or specialized skills development.

Regular feedback and assessments

Having regular feedback mechanisms and assessments helps improve the training process and allows volunteers to track their progress.

Impact analysis

Evaluating the impact of training on volunteer performance and organizational effectiveness is essential. This might involve analyzing volunteer retention rates, the quality of work and the achievement of organizational goals.



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Module 1 – Introduction

Conclusion

Investing in comprehensive and effective training for volunteers is crucial for any organization relying on voluntary support. Understanding volunteer needs, structuring tailored training programs, leveraging technology and continuously measuring effectiveness can maximize the impact of volunteers, contributing significantly to the mission and goals of the organization.

“Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about what kind of community you want to live in.”

Author Unknown



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Module 2 – Sport for Development

Sport has proven to be a **cost-effective and flexible tool** in promoting peace and development goals. Internationally, the approach that sport can contribute towards the **Sustainable Development Goals (SDGs)** has received increasing attention over the last decade. In 2003, the United Nations (UN) General Assembly adopted the resolution (58/3): ‘Sport, as a means to promote education, health, development and peace’. It calls on its Member States to use sport more intensively to achieve development goals. Two years later, 2005 was declared as the International Year of Sports and Physical Education by the UN.

“What do we live for, if it is not to make life less difficult for each of us?” George Eliot



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Module 2 – Sport for Development

Since the inception of the eight Millennium Development Goals (MDGs) in 2000, sport has played a vital role in enhancing each of the eight goals, a fact which has been recognized in numerous Resolutions of the General Assembly. In the Declaration of the 2030 Agenda for Sustainable Development, the role of sport for **social progress** is further acknowledged (UN, 2014):

*"Sport is also an important enabler of sustainable development. We recognize the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to **health, education and social inclusion** objectives."*



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Module 2 – Sport for Development

What is Sport?

Sport means any physical activity that promotes physical and mental wellbeing and social interaction, including mass and recreational sport, games and physical exercise and traditional forms of culture and expression.

Sport is also an important enabler of sustainable development. We recognize the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives.

Driven by the past success of S4D activities and programs across multiple sectors, sport will continue to advance global development assisting in the work towards and the realization of the SDGs.



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Module 2 – Sport for Development

What is Sport for Development?

Sport for Development (S4D) refers to the intentional use of sport, physical activity and play to attain specific development objectives, including, most notably, the UN Sustainable Development Goals (SDGs).

The approach is based on the conviction that sport-based initiatives can be powerful, practical and cost-effective instruments for achieving development objectives, such as good health and well-being, quality education and gender equality.

Sport for this purpose includes all forms of physical activity that contribute to physical and mental well-being and social interaction, such as play, recreation, organized or competitive sport and indigenous sports and games.



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Module 2 – Sport for Development

Which role can sport play in development?

Sport is a universal language uniting people across the world. Sport can play a role that goes well beyond learning physical skills: it can be used as an educational tool; it helps to prevent HIV / AIDS and violence and generally has a positive impact on the physical and mental health of children and adolescents. Finally, sport conveys so called "life skills" that help to master difficult situations and develop perspectives for one's future.

"Nobody can do everything, but everyone can do something." Author Unknown



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Module 2 – Sport for Development

How can sport be used to contribute to development?

Sport for Development programmes use sport in itself to enhance physical and mental wellbeing (on the field) and to convey inherent values and competences (on the field), as well as in modified ways to explicitly convey specific competences and development topics (on the field), and in itself and/or in modified ways to combine it with other learning formats focusing on specific competences and development topics (on and off the field). They are delivered in an integrated manner and in alignment with national development and sport initiatives so that they are mutually reinforcing. They seek to empower participants and communities by engaging them in the design and delivery of activities, building local capacity, adhering to generally accepted principles of transparency and accountability and pursuing sustainability through collaboration, partnerships and coordinated action.



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Module 2 – Sport for Development

S4D means the **intentional pedagogical development and implementation of exercises** that prioritise the **personal and social development of (youth) participants** over their sport and motoric development. In S4D, sport and physical activity are used to **attain development objectives**, including, most notably, **the Sustainable Development Goals**.

In order for sport to make a meaningful contribution to these goals, exercises need to be used in modified ways that explicitly and intentionally develop life skills/competences of participants. This includes **self, social and methodological competences**.



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Module 2 – Sport for Development

Ensure healthy lives and promote well-being for all at all ages

“Through sport, individuals can adopt active lifestyles that enhance well-being, health and prevent diseases, particularly non-communicable diseases. Sport can be a successful tool for health education and awareness raising towards healthy lives, especially among hard-to-reach or vulnerable individuals and communities such as refugees.”(UNOSDP)

The potential contribution of sport to ensure **‘good health and well-being’**:

- Providing health benefits in general (e.g., reduced risk of heart disease, stroke, diabetes and cancer; control and prevention of obesity)
- Improving mental health and well-being
- Effecting a positive child and adolescent development
- Raising awareness in terms of ‘health messages’





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Module 2 – Sport for Development

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

“Sport and physical education can motivate children and youth to attend and engage in formal and informal education, as well as improve academic performance and learning outcomes. Sport can teach transferable life skills and key values such as tolerance, inclusion and can lead towards learning opportunities beyond school.” (UNOSDP)

The potential contribution of sport toward ‘quality education’:

- Engaging learners
- Providing various learning experiences
- Modelling of positive teaching styles
- Re-connecting young people to formal learning environments
- Providing more inclusive learning environments
- Strengthening relationships between teachers and learners





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Module 2 – Sport for Development

Achieve gender equality & empower all women and girls

“Sport can contribute to the elimination of discrimination against women and girls by empowering individuals, particularly women and equipping them with knowledge and skills needed to progress in society. Sport can advocate for gender equality, address constricting gender norms and provide inclusive safe spaces.” (UNOSDP)

The potential contribution of sport toward ‘gender equality’:

- Promoting female leaders and role models
- Raising awareness on gender issues
- Providing safe spaces for women and girls
- Challenging gender stereotypes
- Engaging men and boys with gender issues





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Module 2 – Sport for Development

Reduce inequalities within and among countries

"Sport can advocate for equality, diversity and inclusion of all irrespective of age, sex, race, ethnicity, origin, sexual orientation, gender identity, religion, economic or other status. It can be a successful tool for tackling inequality in hard-to-reach areas and for empowering individuals and communities." (UNOSDP)

The potential contribution of sport toward 'reducing inequalities':

- Promoting equality and serving as a platform to promote the value of diversity
- Fostering the inclusion of all irrespective of age, sex, race, ethnicity, origin, sexual orientation, gender identity, religion, physical or mental abilities or economic or other status
- Sport events or stadia can serve as stages for human behaviour becoming platforms for human rights-based inclusiveness and respect for diversity
- Raising awareness towards existent inequalities and establishing sport-related policies and programs aimed at reducing them
- S4D as a tool to tackle inequality in areas and populations that are difficult to reach; tackling prejudice and intolerance by promoting tolerance and pro-social behaviour instead





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Module 2 – Sport for Development

To ensure that sport makes a meaningful contribution to the Sustainable Development Goals (SDGs), Sport for Development activities must be carefully designed in a way that participants build life skills and competences. Therefore, S4D coaches are encouraged to develop activities guided by the **five principles** of S4D. When these principles are fully considered and applied, S4D can achieve its highest potential. Keep in mind: S4D can only develop its full potential if you consider and employ all principles!



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

1. Multidimensional Development of Participants

An S4D training session should always foster the **multidimensional development** of the participants, i.e., the cognitive, social, physical and sport-related development.





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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

2. Developing Life Skills/ Competences

The aim of S4D is to integrate the acquisition of life skills into the training sessions in such a way that the youth participants can transfer them to their everyday life contexts. Through sport, young people can acquire a great many life skills.

Each life skill/competence can be adjusted to specific contexts and topics such as Sport for Health, Sport for Gender Equality, Sport for Violence Prevention or Sport for Vocational Education and Employability.



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

2. Developing Life Skills/ Competences

Self Perception	Trust	Motivation	Responsibility	Resilience	Discipline	Conflict Resolution
Goal Orientation	Adaptability	Creativity	Empathy	Solidarity	Cooperation	Respect & Tolerance
	Fair Play & Equality	Communication	Critical thinking	Decision-making	Problem-solving	



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

3. Roles and Responsibilities of a Coach

Above all, the S4D coach is a role model, on and off the pitch. He/she not only has an impact on the individual children and youth, but also on the communities they come from. It is important that the coach is aware of his/her different roles and responsibilities.

The S4D Coach as a(n)...

Expert...supports children and youth to develop motor, technical and tactical competences...knows his/her target group, the sport in question and how to use it as a tool for development.





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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

3. Roles and Responsibilities of a Coach

Teacher...is aware of his/her teaching responsibilities and has didactic and methodological knowledge...guides youth participants to recognise problems and implement strategies to solve them.





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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

3. Roles and Responsibilities of a Coach

Planner & Organiser...is able to organise and structure training activities or sessions effectively.





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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

3. Roles and Responsibilities of a Coach

Team-builder & Mentor...provides opportunities for youth participants to involve them actively during the trainings...empowers youth to develop and maintain a mindset of respect and solidarity.





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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

4. Appropriate Educational Goals

The training activities must be neither too easy nor too difficult, they must fit. To this end, the coach must consider the following in relation to the participants:

PERSONAL BACKGROUND

Personal living circumstances and goals of participants.

SKILL LEVEL

Different levels of cognitive, social, sport and physical skills of participants.



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

4. Appropriate Educational Goals

CULTURAL SETTING

The culture of learning, gender roles/ relations and dealing with hierarchies can differ depending on the setting.

AGE

At different stages in life participants bring with them different physical and mental conditions.



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

5. Structure of a S4D Training

The reflection is a key element of the S4D approach. The transfer of life skills/ competences from the pitch to daily life contexts is both the most important and the most difficult step. A clear training structure helps to facilitate this transfer.



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Module 2 – Sport for Development

The 5 Principles of Sport for Development (S4D)

5. Structure of a S4D Training

Opening Phase (25%)

- i. Welcome and Sensitization (15%)
- ii. Warm-Up (10%)

Main Phase (45%)

- i. Educational Games & Exercises

Closing Phase (30%)

- i. Cool-Down
- ii. Reflection





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Module 3 – Supporting Personal Development through Sport

What skills do you get from volunteering?

Volunteering enables individuals to give back to their communities and make a positive impact on the world. Whether you're an experienced volunteer or just starting, honing your list of volunteer skills is essential to create a meaningful and effective contribution. Here are some examples of the key skills organisations will be looking for in their volunteers:



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Module 3 – Supporting Personal Development through Sport

Volunteering skills list

- Effective communication
- Time management
- Adaptability and flexibility
- Problem-solving
- Teamwork and collaboration
- Empathy and compassion
- Organisational skills
- Continuous learning
- Emotional resilience
- Positive attitude



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Module 3 – Supporting Personal Development through Sport

Effective communication

Communication is the cornerstone of successful volunteering. Being able to convey ideas clearly and listen actively is vital when working with diverse groups of people. Whether you're engaging with fellow volunteers or the beneficiaries of your efforts, effective communication builds trust and fosters collaboration. Remember to use empathy and active listening to understand the needs of those you are helping fully.

Time management

As a volunteer, time is a valuable resource. Balancing your personal commitments with your volunteer work requires excellent time management skills. Plan and prioritise your tasks to ensure you can dedicate enough time to make a meaningful impact. Being punctual and reliable shows respect for both your fellow volunteers and the community you're serving.



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Adaptability and flexibility

Volunteering often involves working in dynamic and unpredictable environments. Being adaptable and flexible allows you to tackle challenges and adjust to changing circumstances gracefully. Embrace the unexpected and view it as an opportunity to learn and grow both personally and as a volunteer.

Problem-solving

When volunteering, you'll likely encounter various problems that require creative solutions. Developing strong problem-solving skills will enable you to think critically and find innovative ways to address issues effectively. Embrace a solution-oriented mindset and be resourceful in overcoming obstacles.



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Module 3 – Supporting Personal Development through Sport

Teamwork and collaboration

Volunteering is rarely a solitary pursuit. Working effectively within a team is essential for achieving collective goals. Emphasise cooperation, respect and open communication within your volunteer group. When individuals with diverse skills come together, the impact of their efforts multiplies manifold.

Empathy and compassion

Empathy and compassion are at the heart of volunteer work. Understanding the struggles and joys of those you're assisting fosters a deeper connection and a more profound sense of purpose. Cultivate empathy to build meaningful relationships and to provide support that truly makes a difference.



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Module 3 – Supporting Personal Development through Sport

Organisational skills

Whether you're assisting in an event or helping with administrative tasks, having strong organisational skills is crucial. Staying organised helps ensure that every aspect of your volunteer work runs smoothly and efficiently, maximising the impact of your efforts.

Continuous learning

As a volunteer, you are likely to encounter new challenges and opportunities for growth. Embrace a mindset of continuous learning, seeking out new knowledge and skills that can enhance your ability to serve others effectively. Attend workshops, webinars, or training sessions related to your volunteer work to stay up-to-date with best practices.



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Emotional resilience

Volunteering may evoke strong emotions, both positive and challenging. Developing emotional resilience allows you to navigate the highs and lows of your volunteer journey while maintaining your commitment to making a difference. Take care of your emotional well-being to be a pillar of support for those you serve.

Positive attitude

A positive attitude is contagious and can inspire those around you. Approach your volunteer work with enthusiasm and optimism, knowing that your efforts, no matter how small, contribute to a greater cause. Positivity uplifts spirits and encourages others to join the movement of giving back.



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Module 3 – Supporting Personal Development through Sport

How can I find volunteer opportunities that match my skills?

To find volunteer opportunities that align with your skills, research local organisations, nonprofits and community centres. Reach out to them, discuss your expertise and inquire about available volunteer programs.

Can volunteering help me develop new skills?

Yes, volunteering often offers training programs where you can learn new skills. Take advantage of these opportunities to expand your knowledge and enhance your abilities.



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Module 3 – Supporting Personal Development through Sport

How can I measure the impact of my volunteer work?

Keep track of your achievements, document the positive changes you've contributed to and gather testimonials from those you've served. This evidence can help measure and showcase the impact of your volunteer skills.

What should I do if I face challenges or setbacks while volunteering?

Embrace challenges as opportunities for growth and learning. Overcome setbacks by adapting to unexpected situations, seeking support from fellow volunteers or mentors and staying determined to make a difference.



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Module 3 – Supporting Personal Development through Sport

How can I sustain my long-term commitment to volunteering?

Stay connected with the causes you care about, engage in continuous learning and inspire others to get involved. Reflect on your journey, celebrate milestones and periodically reevaluate your goals to sustain your commitment to volunteering.

“Doing things for others always pays dividends.” Claude M. Bristol



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Module 3 – Supporting Personal Development through Sport

Why train volunteers?

It's the organization's responsibility to make sure volunteers can carry out their role. Training is one way to make sure they're well prepared.

If their training is good, volunteers will feel more able to do their role. This is likely to make them want to continue volunteering.

Volunteers may be hoping to enhance their CVs or to develop new skills by volunteering. Training is often a way to meet this need.



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Module 3 – Supporting Personal Development through Sport

What training and development to give?

You'll need to train volunteers on whatever they need to:

- feel confident doing their role
- comply with policies and procedures.

This may vary depending on:

- what they do
- the skills and experience they already have
- the work of the organisation.



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Providing opportunities for the volunteers to develop outside of formal training courses or workshops is also important.

Training and development can involve:

- shadowing other volunteers or staff
- reading resources
- completing e-learning
- attending workshops online or in-person
- taking part in reflective practice (for example, in support or supervision sessions)
- external courses.



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Module 3 – Supporting Personal Development through Sport

Some volunteers will take longer to build their skills and confidence and some may be resistant to completing training or development activities. The following can help.

- Be clear about any training the volunteers must complete – including deadlines.
- Do not treat volunteers differently or less favourably if they have difficulty completing mandatory training, or choose not to take part in any optional training or development offered.
- Support volunteers to overcome any challenges they might be facing in completing training – if you're asking volunteers to complete e-learning, for example, consider providing access to a computer.
- Have supportive conversations with volunteers to identify anything that might make training and development more accessible to them.



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Module 3 – Supporting Personal Development through Sport

How much training to give?

To decide how much training to offer, think about:

- how much time volunteers have available
- how they prefer to learn
- what they need to be able to volunteer successfully
- what resources you have, such as staff time, technology, materials and budget.



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Module 3 – Supporting Personal Development through Sport

How much training to give?

Keep any mandatory training concise, relevant and appropriate to the volunteer's role. This shows that you respect the volunteers' time.

It also makes sure training and development isn't seen as a perk or reward, which could make the volunteering look like paid work.



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Module 3 – Supporting Personal Development through Sport

Making training and development inclusive and accessible

The training and development you offer should be inclusive and accessible so that all volunteers can participate and benefit from it. You should:

- ensure the venues you choose are appropriate and accessible
- present information in more than one format – for example, as a hard copy in large print, or as an audio recording
- add ‘alt text’ to images you use in any digital communications to make them screen-reader friendly
- use closed captions or subtitles in training videos
- use images that celebrate and represent diversity in all forms.



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Module 3 – Supporting Personal Development through Sport

Making training and development inclusive and accessible

Ask volunteers for their feedback on the training and development you offer and respond to their suggestions to make improvements. You could create a review schedule to help ensure the training materials remain fit for purpose.

“All we can ask in our lives is that perhaps we can make a little difference in someone else’s.” Lilian Davis



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Module 4 – Health Enhancing Physical Activity

Physical activity and sport:

Physical activity refers to all physical activity performed by the skeletal muscles that leads to an increase in energy consumption. This deliberately broad definition can cover sport as well as other types of physical activity. The health effect of physical activity is based on the overall activity during a specific time period. Differentiations are often made between physical activity at home, at work, during leisure hours, or as a part of human mobility. Sport therefore represents a special form of physical activity which may – but need not have – a certain competitive element. Nowadays, other leisure activities involving physical activity, such as hiking, are often also referred to as sport.



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Module 4 – Health Enhancing Physical Activity

Health-enhancing physical activity:

Health-enhancing physical activity (HEPA) is any form of physical activity that improves health and has the fewest possible undesirable side effects. Health-enhancing physical activity is characterized by intensity, duration and frequency.

“Exercise”:

The concept of “exercise” describes a form of physical training at an intensive level aimed at improving fitness and health.



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Module 4 – Health Enhancing Physical Activity

The benefits of being active

Physical wellbeing

We want to encourage people to get active in ways that deliver the most for their physical wellbeing.

We know that being physically active can give a huge boost to our health.

It can reduce the risk of developing type 2 diabetes by 30-40% and can reduce the risk of a range of medical conditions, including cancer, dementia, strokes, heart disease and depression.



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Module 4 – Health Enhancing Physical Activity

Physical wellbeing

Sport and physical activity can help prevent ill health as well as provide therapeutic and management effects for those suffering - particularly for people affected by cancer.

It can also lead to improvements in strength, balance, movement and motor skills and help in maintaining a healthy body weight.

Other physical wellbeing outcomes backed by evidence include improved quality of sleep, increased energy levels, healthy early years development, reduced unhealthy behaviours like smoking, reduced mortality, effective pain management and improved quality of life in ageing.



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Module 4 – Health Enhancing Physical Activity

Mental wellbeing

We believe the impact sport and physical activity can have on mental wellbeing is every bit as important as the physical benefits.

Physical activity can contribute to enjoyment and happiness and more broadly to life satisfaction through increased social interaction.

Volunteers and sports fans also have an increased sense of purpose and pride, while self-esteem and confidence are known to increase through participation or volunteering.

Sport and physical activity also have the potential to reduce anxiety and depression symptoms.



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Module 4 – Health Enhancing Physical Activity

Individual development

We know how powerfully sport and physical activity can affect an individual's development.

It can have a positive impact on a person's employment opportunities and provide support to those who are not in employment, education or training.

There's also clear evidence being active improves educational behaviour and attainment, through greater self-esteem, confidence and direct cognitive benefits.

It can also help reduce anti-social behaviour in disaffected young people and increase willingness to volunteer and the development of soft skills, such as integrity, responsibility and leadership.



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Module 4 – Health Enhancing Physical Activity

Social and community development

As well as developing individuals, sport and physical activity can help build stronger communities by bringing people together.

Sport is widely seen as a way for people of different backgrounds to interact and integrate by taking part, volunteering and spectating.

It can provide opportunities for migrants to adapt and can bridge divides between men and women, homeless people and those who are not homeless and people with different employment backgrounds.



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Module 4 – Health Enhancing Physical Activity

Economic development

The economy is boosted in two ways.

Directly, through job creation, and indirectly by reducing healthcare costs due to a healthier population and reducing crime.

“We make a living by what we do, but we make a life by what we give.” Winston Churchill



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Module 4 – Health Enhancing Physical Activity

According to the latest international recommendations, physical activity promotion should:

- pursue evidence-based strategies,
- place emphasis on equal opportunities,
- focus on environmental factors of a social and physical nature, as well as personal factors,
- aim for long-term cooperation at all levels as well as partnership across multiples sectors,



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Module 4 – Health Enhancing Physical Activity

According to the latest international recommendations, physical activity promotion should:

- provide basic and continued training of skills in relation to research, practice, policy-making, evaluation and health monitoring,
- develop approaches for the entire adult lifespan,
- work to engage resources and political support,
- take account of cultural aspects,
- and enable healthy life choices.



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Module 4 – Health Enhancing Physical Activity

There is currently good evidence of physical activity promotion being effective in the following areas:

- Integrated schools programmes
- Transport policies and systems that give priority to pedestrians and cyclists
- Urban planning providing infrastructure for safe access to leisure activities and for pedestrians and cyclists in all age groups
- Incorporating physical activity promotion into primary health care
- Publicity work and mass-media campaigns for the purpose of disseminating information and changing social dynamics
- Integrated programmes within municipalities and other communities
- Recreational sports opportunities for all age groups



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Module 4 – Health Enhancing Physical Activity

From knowledge to action

Changing habits is a long and often difficult process in which relapses into old patterns of behaviour also occur. Programmes for health promotion through physical activity and sport should take this complexity into account. The path to greater physical activity is supported by removing barriers, emphasising positive expectations and strengthening self-confidence.

Personal stumbling blocks

- “I don’t have time.”
- “I am not athletic.”
- “I am too tired.”
- “I already get enough exercise.”



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Module 4 – Health Enhancing Physical Activity

Keys to changing behaviour successfully

- Gradual increase in activity
- Help people experience success
- Make people aware of individual progress
- Select appropriate role models

“The miracle is this—the more we share, the more we have.” Leonard Nimoy



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Module 4 – Health Enhancing Physical Activity

Physical activity recommendations for children and adolescents

- Regular physical activity is a basic requirement for healthy living. Based on findings, children and adolescent of school age should engage daily in at least one hour of moderate to high-intensity physical activity in addition to their routine activities. Many physical activities and sporting pastimes are suitable in this regard.
- A varied range of physical activities and sports is necessary for children and adolescents to grow up in the best possible health. As part of or in addition to the one-hour minimum, time should be devoted several times a week to activities that build strong bones, stimulate the cardiovascular system, strengthen muscles, improve agility and maintain flexibility.
- Children at primary school level should engage in considerably more physical activity. Additional activities offer health benefits to all age groups.
- Individuals should avoid long periods of physical inertia as much as possible or punctuate such periods with short active stints of physical activity.



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Module 4 – Health Enhancing Physical Activity

Promoting physical activity in the educational setting

Guidelines on the promotion and integration of health-enhancing physical activity in educational programmes shall be developed in educational settings such that:

1. Educational institutions are adequately staffed with trained professionals and educators to organise whole-of-school programmes during and after school hours.
2. Educational institutions are adequately equipped with facilities that encourage physical activity for students with diverse skills and abilities. This includes facilities to perform exercise or physical activity, and facilities to change/shower.
3. Active breaks are innovatively promoted to reduce sedentarism. Initiatives such as the ‘daily km’ and the use of outdoor space are encouraged.



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Module 4 – Health Enhancing Physical Activity

Promoting physical activity in the educational setting

4. Physical education content and duration is such that students develop the skills and the mindset for a physically active lifestyle and develop a positive experience of physical activity which will serve as a main motivation factor later on in life.
5. Breaks are used to encourage students to be physically active and to socially interact.
6. School outings are explored as a potential way to promote physical activity and decrease sedentarism.
7. Parents and student are actively involved in the planning of physical activity programmes such that these are sensitive to the needs and interests of the students.

A legal minimum of hours of physical activity per week in pre-primary, primary and secondary schools shall be adopted.



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Module 4 – Health Enhancing Physical Activity

Physical activity among persons with a disability

The needs of persons with a disability shall be addressed in strategies and policies related to urban design, transport policies and other settings.

The specific needs of persons with a disability, across the life course, shall be duly considered in all strategies and policies intended to promote physical activity behaviour, including in national walking and cycling strategies.

Special consideration shall be given to persons with a disability in urban planning and design and in the accessibility and functionality of spaces for physical activity that are close to where people live.

Training to caregivers, medical, nursing and midwifery, allied health professionals, other relevant professionals and healthcare workers on the promotion of physical activity shall pay particular attention to the physical mobility needs of persons with a disability.



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Disability is part of being human. Almost everyone will temporarily or permanently experience disability at some point in their life.

Disability results from the interaction between individuals with a health condition or impairment, with personal and environmental factors including; negative attitudes, or stereotypes about people living with a health condition or impairment, inaccessible transportation and public buildings and limited social support.

A person's environment has a huge effect on the experience and extent of disability. Inaccessible environments create barriers that often hinder the full and effective participation of persons with disabilities in society on an equal basis with others. Progress on improving social participation can be made by addressing these barriers and facilitating persons with disabilities in their day to day lives.



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Disability may restrict functional performance such as walking or eating. It can affect a person's ability to communicate, interact with others and get about independently.

- Disability can be permanent or temporary.
- As people get older, they are likely to experience one or more different forms of disability.
- Disability does not mean poor quality of life but can lead to it if an enabling and supportive environment is not in place.
- Disability is not always immediately noticeable e.g., hearing loss or vision.
- An accessible environment can be achieved by adjusting home or workplace, by providing assistive devices and by getting the correct support and respect from people around us.



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Types of impairments common among people:

- Physical impairment: Difficulty in movement and challenges with coordination of the body parts and movements. For example, difficulty walking, loss of body parts, difficult using hands, etc.
- Sensory impairment: Difficulty in hearing (deafness}, vision (blindness), loss of taste, smell, or touch. It can be partial or complete loss of the senses.
- Cognitive impairment: Challenges in thought process, communicating, memory, problem solving, making judgements. For example, memory loss, confusion, walking aimlessly (wandering), odd behaviour and disorganised speech.



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- Intellectual/Learning impairment: it is characterised by significant limitation in ability to obtain, adapt and apply new information which covers many everyday social and practical skills.
- Mental (emotional & behavioural) impairment: Also called emotional and behavioural disability, a person with mental disability presents with one or more of the following; Does not internalise things easily, does not answer questions appropriately, difficulty thinking in a logical or sequential manner, often requires a great deal of clarification and one to one support.
- Speech Impairment: This indicates persons with difficulty in oral or spoken communication. It can range from difficulty speaking or being understood because of a long- term condition or health problem to total inability to talk.
- Multiple impairments: A combination of several impairments.



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SIX QUESTIONS ON SHORT SET

					
Do you have difficulty seeing, even if wearing glasses?	Do you have difficulty hearing, even if using a hearing aid?	Do you have difficulty walking or climbing steps?	Do you have difficulty remembering or concentrating?	Do you have difficulty (with self-care such as) washing all over or dressing?	Using your usual language, do you have difficulty communicating, for example understanding or being understood?



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Module 5 – Working with Socially Disadvantaged/Vulnerable Groups

Disability is a part of being human and almost everyone will experience it at some point in their life.

Disability results from the interaction between individuals with a health condition or impairment, with personal and environmental factors.

Inaccessible environments create barriers that often hinder the full and effective participation of persons with disabilities in society on an equal basis with others.

Disability is any condition that restricts everyday activities, it can affect a person's ability to communicate, interact with others and get about independently.

Disability can be permanent or temporary.

As people get older, they are likely to experience one or different forms of disability.



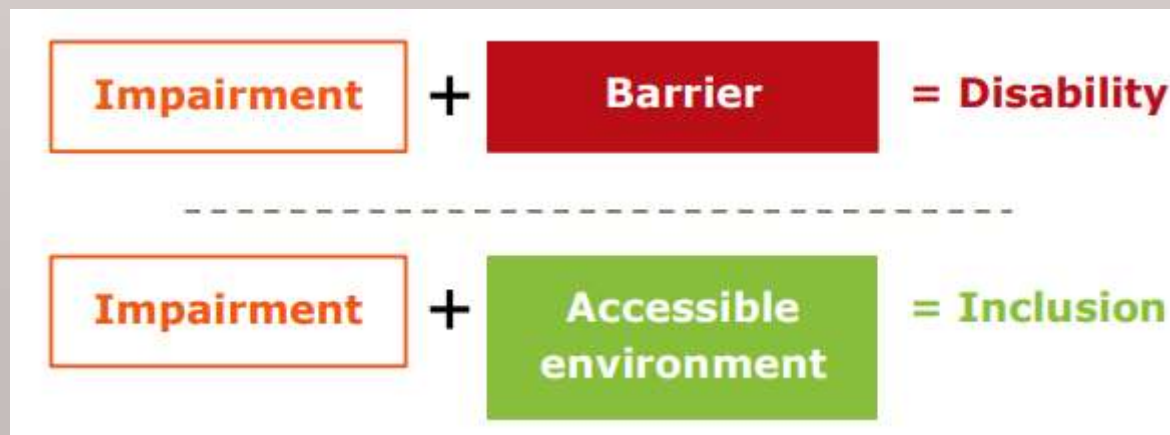
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Empowering Volunteers to Support Vulnerable Populations

In today's society, the role of volunteers is more critical than ever. Volunteers are the backbone of many organizations, providing essential support and services to vulnerable populations who might otherwise be overlooked. Empowering these volunteers is key to ensuring they can offer the best support possible.





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The Importance of Volunteer Empowerment

Empowering volunteers means providing them with the tools, resources and support they need to perform their roles effectively. When volunteers feel valued and equipped, they are more likely to be motivated and committed to their work. Empowerment leads to increased satisfaction, retention and ultimately, a more significant impact on the communities they serve.

Vulnerable populations, such as the elderly, homeless, refugees, and those with disabilities, often rely heavily on volunteer support. These individuals face unique challenges and require tailored assistance. Empowered volunteers can make a substantial difference in their lives by providing not just basic needs but also emotional support and advocacy.



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Strategies for Effective Volunteer Engagement

To empower volunteers effectively, organizations must adopt a comprehensive approach that includes training, support and recognition. Here are some key strategies:

Comprehensive Training Programs: Training is the foundation of volunteer empowerment. Volunteers should receive thorough training that covers the specific needs of the populations they will be serving, as well as general skills such as communication, empathy and problem-solving. Ongoing training opportunities keep volunteers up-to-date with best practices and emerging issues.



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Strategies for Effective Volunteer Engagement

Clear Roles and Expectations: Providing detailed role descriptions and setting clear expectations helps volunteers feel more confident and capable. This clarity also ensures that they can focus on their tasks without confusion or uncertainty.

Access to Resources: Empowered volunteers have access to the necessary resources to perform their duties effectively. This includes physical resources like supplies and materials, as well as informational resources such as guides, manuals and access to experienced staff members.



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Strategies for Effective Volunteer Engagement

Supportive Environment: A supportive environment is crucial for volunteer empowerment. Volunteers should feel that they can ask questions, seek help and express concerns without judgment. Regular check-ins and feedback sessions can help identify and address any issues promptly.

Recognition and Appreciation: Recognizing and appreciating volunteers' efforts is essential for maintaining motivation and commitment. Simple gestures such as thank-you notes, awards and public recognition can go a long way in making volunteers feel valued and respected.



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The Impact of Volunteers on Vulnerable Populations

Empowered volunteers can significantly improve the lives of vulnerable populations in several ways:

Enhanced Quality of Service: Well-trained and supported volunteers provide higher quality service. They are better equipped to handle complex situations, offer meaningful support and make informed decisions. This leads to better outcomes for those they serve.



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The Impact of Volunteers on Vulnerable Populations

Increased Reach and Accessibility: Empowered volunteers can extend the reach of organizations, helping them to serve more people and cover wider areas. This increased accessibility ensures that more vulnerable individuals receive the support they need.

Advocacy and Awareness: Empowered volunteers often become advocates for the populations they serve. They can raise awareness about the issues facing vulnerable communities, influence policy changes and mobilize additional resources and support.

Building Stronger Communities: Empowered volunteers contribute to building stronger, more resilient communities. By fostering connections, offering support and addressing local needs, they help create a sense of solidarity and mutual assistance within the community.



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Conclusion

Empowering volunteers is essential for maximizing their impact on vulnerable populations. By providing comprehensive training, clear roles, access to resources, a supportive environment and regular recognition, organizations can ensure that their volunteers are well-equipped and motivated to provide the best possible support. The result is a more significant positive impact on the lives of those who need it most, creating stronger, more resilient communities.

Volunteers are the heart and soul of many organizations. By empowering them, we can ensure that they continue to be a source of strength, support and hope for vulnerable populations around the world.

“The meaning of life is to find your gift. The purpose of life is to give it away.”
William Shakespeare



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Volunteers are the lifeblood of nonprofits, offering their time, skills and passion to drive missions forward. However, attracting (and retaining) dedicated volunteers can be a serious challenge. According to reports, more than 70% of nonprofits recruit volunteers year-round, yet 26% of volunteer managers cite recruitment as their biggest hurdle. Meanwhile, many volunteer managers say they lack enough time to dedicate to recruitment and about one-third struggle with insufficient responses to their outreach efforts.

The nonprofit sector has become more competitive, with many organizations seeking volunteers from the same pool. On top of that, today's volunteers expect a positive, streamlined onboarding experience—slow communication or cumbersome sign-up processes can turn them away. These factors make it essential to adopt smarter, more holistic approaches to volunteer recruitment.



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The Volunteer Management Lifecycle

The volunteer management lifecycle includes all of the stages a volunteer goes through, from first contact to becoming long-term supporters—which begins with recruitment. Here is a quick overview of the process:

Recruitment: Bringing in prospective volunteers by advertising opportunities, raising awareness and initiating contact.

Onboarding: Orienting new volunteers with your mission, values, policies and the specific role expectations.

Engagement: Guiding volunteers in their assigned tasks and responsibilities. Maintaining open communication is crucial here.



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The Volunteer Management Lifecycle

Appreciation: Thanking volunteers for their contributions—through events, awards, personal notes or public acknowledgment.

Retention: Keeping volunteers involved long-term and building strong relationships so they continue serving.

When recruitment is strong, it sets the entire volunteer lifecycle up for success. In contrast, if volunteers have a poor recruitment experience—long wait times, unclear descriptions or minimal follow-up—they might drop out before they even begin.

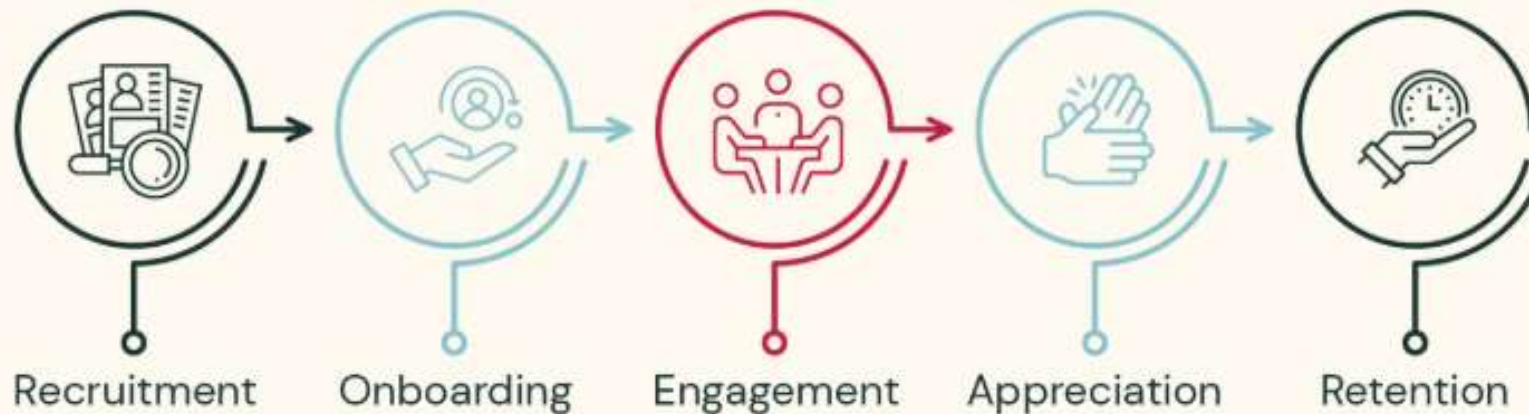


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Steps of the Volunteer Lifecycle





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The many moving parts of nonprofit events—from planning your event agenda to coordinating with caterers and designing marketing materials—can leave your internal team feeling spread thin. To make your efforts more efficient and effective, tap into the power of volunteers!

Volunteers make it possible for the nonprofit to host important and memorable events. These enthusiastic supporters are passionate about the cause and thrive when they put their passion into action, whether they're greeting the event participants or assisting with decor.

In order for the organization to truly engage its volunteers, you'll need to do more than create a sign-up sheet and a to-do list for them. You'll also need to pay special attention to how you engage your volunteers with the event experience, from beginning to end.



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1. Recruit for event-specific volunteer roles

Start by fine-tuning your approach to recruiting volunteers. You should walk through your plan for the event and identify exactly what you'll need help with. Turn those tasks into roles that your volunteers can fill based on their knowledge and expertise and determine how many volunteers you'll need to fill each role.

Here are some examples of event-specific roles you might find you need to fill:

- Social media specialists and/or event marketers
- Set-up and/or take-down team members
- Decorators



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1. Recruit for event-specific volunteer roles

- Greeters and/or ushers
- Registration desk attendants
- Waiters and/or food servers
- Tech assistants
- Personal assistants
- Fundraisers
- Speakers and/or presenters



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1. Recruit for event-specific volunteer roles

Well ahead of your event, list each role. Include a job description for each of them, detailing the qualifications, expectations, time commitment and training needed for individuals to serve that role.

By including this information, you can ensure that your volunteers have the chance to sign up for duties that match their skill sets and interests. For example, an individual who loves their day job as a personal assistant might be excited to sign up as your executive director's errand runner on the day of the event. Or, someone who has a passion for IT might find the opportunity to assist with tech to be exciting.



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2. Provide thorough training ahead of time

Even the most qualified and experienced volunteers will need thorough training before your event. Often, your internal team has a specific vision for how you want the upcoming event to run. Training volunteers gives you the opportunity to get everyone on the same page and to feel more comfortable and confident in their roles. This will also help your team present itself as unified and professional during the event.

While there will likely be role-specific training that you need to conduct, you should ensure that everyone is properly trained in the following areas:



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2. Provide thorough training ahead of time

Your organization's mission and goals: Many of your volunteers will likely be familiar with your organization and its mission, but some of them may be volunteering with your nonprofit for the first time! Provide a quick walkthrough of your organization's mission and goals, the beneficiaries you serve and how your event contributes to the work you do. This will help your volunteers see their duties as part of something bigger and also prepare them to speak with attendees about your mission should the opportunity arise.

Event logistics: Each volunteer on your team should understand the logistics of your event, from the event schedule and the layout of your venue to the equipment or supplies you'll be using. Having everyone on the same page with logistics will help you prepare for the unexpected.



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2. Provide thorough training ahead of time

Safety protocol: Depending on the nature of your event, your volunteers may need to be trained in first aid and other emergency protocols. Even for the most seemingly risk-free events, you should ensure that your volunteers know what to do if someone becomes sick, gets injured or is in need of medical attention. You should also cover the evacuation procedures for the venue you're using in the case of an emergency.

Communication strategies: Teach your volunteers how to effectively communicate with their fellow teammates and with your internal team. If you're using a specific communication platform to keep everyone connected on the day of the event, ensure that each team member has the access required, and knows how to use it efficiently.



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2. Provide thorough training ahead of time

To present your training, use what works best for your volunteer program and staff member onboarding. For example, you might host in-person or virtual training sessions that include interactive activities or short assessments after each session. However you decide to train your team of volunteers, make sure you've created documentation that they can review again on their own time if they have questions. Also, let them know who they can turn to for additional help. The more supported they feel, the better!



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3. Recognize your volunteers during the event

Often, donors are recognized in meaningful ways at nonprofit events. For example, their names might be unveiled on a donor panel or top donors might receive special awards or commendations.

So, why not recognize the volunteers at your events, too? Making an effort to do so will not only help your volunteers feel seen and valued for their contributions but will also show the rest of your nonprofit's community that you're dedicated to making the volunteer experience next-level.



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3. Recognize your volunteers during the event

Here are some fun ideas for recognizing your volunteers during your event:

Make a “thank-you” announcement. Make a special announcement to all of your attendees, thanking your volunteers for their efforts. Whether you make your announcement at the beginning or end of your event (or even in the midst of the excitement), being personal is key. Speak about specific volunteers’ contributions and let attendees know just how much your volunteers do, allowing them to feel recognized and appreciated.

Present volunteers with small gifts. These gifts might include branded merchandise like water bottles or hats, event swag like volunteer team t-shirts. Gifts are always appreciated and are a fun way to show your volunteers how much you value their time, effort, contributions and support.



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3. Recognize your volunteers during the event

Play a video dedicated to your volunteers. Create an engaging video that shows photos and footage of your volunteers at work, with inspiring music in the background. Play it during your event as a way to give a shout-out to the volunteers working the event. This is a great way to showcase the work that your organization is involved with and how exciting volunteering can truly be. Plus, you'll also be able to showcase your volunteer program to attendees, who may feel inspired to join themselves!

No matter what role they play, everyone who is involved in your event should leave the event feeling appreciated—especially your volunteers. On top of recognizing them during the event, make sure your team takes the time to thank volunteers for their efforts as you wrap up your take-down activities. This will set a positive tone for individual volunteers that can then lead to long-term involvement.



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4. Prioritize meaningful follow-ups after the event

After an event ends, it can be tempting to move on to other projects and campaigns. After all, you've likely been working on (and stressing about) your event for months. But before you move on to your other pending tasks, make sure you prioritize meaningful follow-ups—not just with attendees who make donations to your organization, but with your volunteers, too!





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4. Prioritize meaningful follow-ups after the event

Here are some thoughtful follow-up strategies to use with volunteers after-the-fact:

Send personalized thank-you notes. You can add an extra-special touch to your thank-you notes by personalizing them with each volunteer's first name. Reference your volunteer data for this information and use it to guide the rest of the note, explaining the impact that each volunteer had on your event and your nonprofit.

Solicit feedback on the volunteer experience via surveys. Keep your focus on the future and set yourself up to improve the volunteer experience at your next event. Gather feedback from your volunteers through surveys. Ask open-ended questions like, “What would you change about your role for a future event?” or “Please provide feedback on the training process for your role—are there any ways we could improve it for future volunteers?” By gathering feedback, you can ensure you make the changes necessary to foster an even better volunteer experience the next time around.



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4. Prioritize meaningful follow-ups after the event

Invite future involvement. This strategy is especially important for individuals who just volunteered with your organization for the first time! Identify relevant upcoming volunteer opportunities that you think they would enjoy and mention them in your thank-you notes or in other communications. Make sure you include your volunteer coordinator's contact information so that individuals can reach out to your organization with any questions about the opportunities.

Once you've engaged your volunteers through your events, make sure you can retain them for future events and other volunteer opportunities! Use these strategies to help your organization build strong relationships with your volunteers that will pave the way for future engagement.



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Your volunteers are an important part of your nonprofit's world and their hard work can empower your organization in several ways. This is why effectively engaging your volunteers before, throughout and following your event is so critical.

"Great opportunities to help others seldom come, but small ones surround us daily." Sally Koch





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A ball for all: the event

D1.4 – Project Output 4 Training Modules for Young Volunteers

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