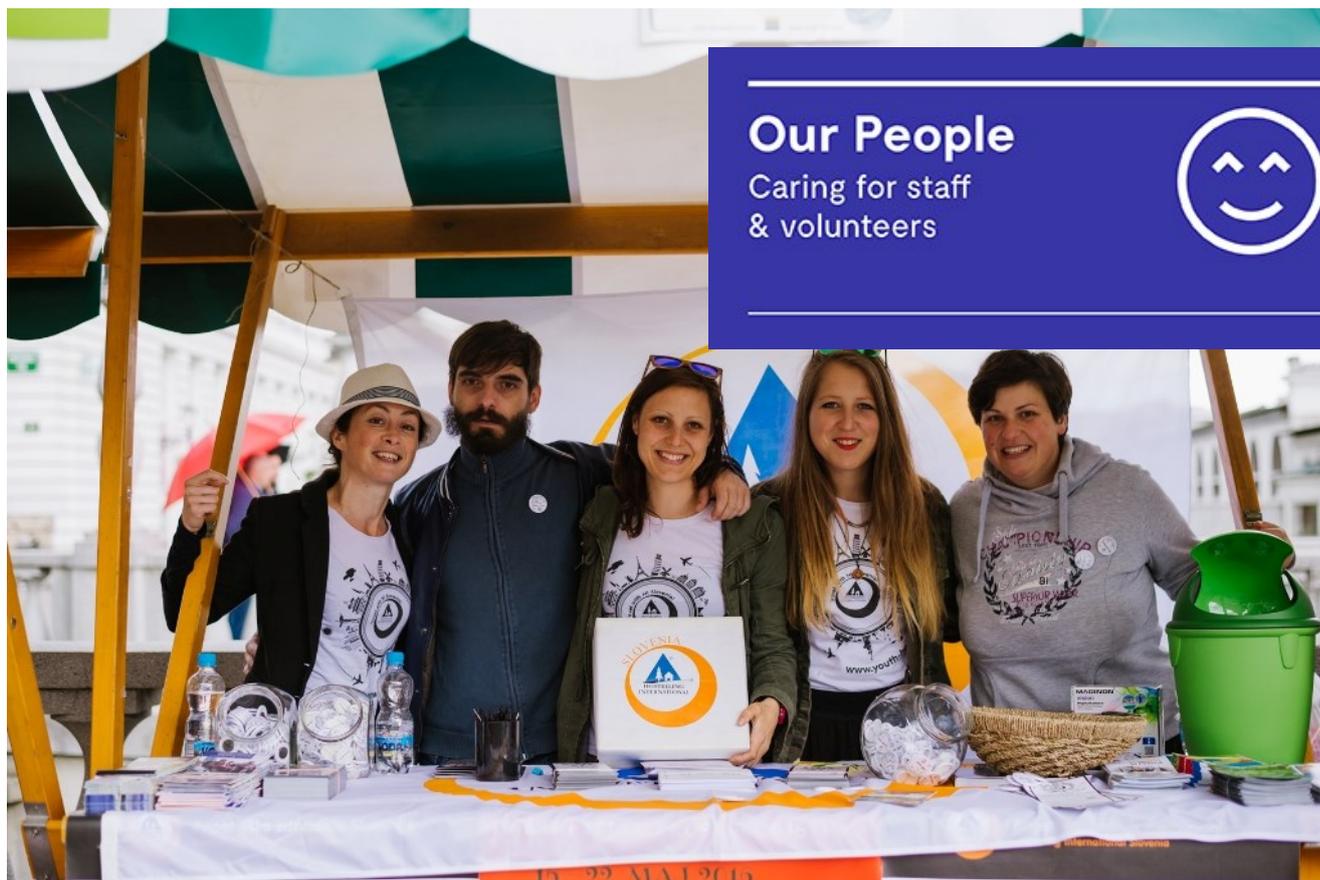


Volunteering at HI Slovenia



Summary

The work of **Hostelling International Slovenia** is based primarily on volunteers, who spend their free time and knowledge promoting youth mobility and the development of youth travel. They contribute to a better functioning of the organization in various forms, such as **participation in promotional campaigns, journalism and participation in various interesting projects at home and abroad** (more detailed description of voluntary work in the attachment). Our target group is mainly young people **between ages of 15 and 29**, to whom we provide mentoring in the field of voluntary work both at home and abroad. In close cooperation with the **Slovenian Philanthropy** (leading organization in Slovenia for the promotion of volunteering) and **Slovenian Youth Hostels** we are regularly upgrading our volunteer program, with particular emphasis on ensuring the quality of the **learning process**, through which young people enrich

National HI Association

HI Slovenia

Hostels involved

Hostel Vila Veselova, Hostel Bovec, Hostel Histria Koper, Hostel Pod Voglom, Hostel Tresor

SDG Contribution



their skills and competencies. In 2016, we recorded more than 80 activists in our organization, among which especially the young volunteers are encouraged to engage in creative thinking and finding ideas for youth programs and projects.

The year 2016 was extremely successful for the HI Slovenia in the voluntary sector, as the number of volunteers increased again. But the outmost success was in particular in the number of volunteer hours provided by volunteers. In comparison with 2015, when we recorded more than 1,500 volunteer hours, the number of those in 2016 increased to 4,500. In particular, it is noticeable that young people are increasingly aware of the benefits of volunteering, which can help them to ensure their first job easier. In 2016, we successfully applied for a 1-year EVS project and thus from March 2017 to March 2018, we are hosting a volunteer from Ukraine.

Objectives

EVS projects

In the coming years, we will mainly focus on obtaining funding through the Erasmus-program. First and foremost, we will focus on the EVS projects, through which we would like to offer especially to young people with fewer opportunities to volunteer for a several months at the Hostelling International Slovenia. And to the already active Slovenian volunteers we would like to offer a wider choice of EVS programs abroad, with the desire to work primarily with foreign Hostelling organizations. In 2017 we are in this way involved with the HI Norway, where they will be hosting a Slovenian volunteer through the EVS programme »2017 UN Year of Sustainable Tourism in HI Hostels« for a year.



Strengthening mentorship

At the Hostelling International Slovenia we are facing the of lack of qualified staff and mentors who could in an effective and productive way support new volunteers, introduce them into the process of work and under the watchful eye monitor their learning process. To this end, we would like to cooperate with the Slovenian Philanthropy (leading organization in Slovenia to promote volunteering) to perform some thematic trainings for mentors and organizers of volunteering. The cooperation may also invite other Hostelling organizations, with funding drawn from the Erasmus+, since it is great program that supports voluntary work.

New voluntary activities



Interest in volunteering is increasing so therefore a need for more voluntary activities is increased. To this end, we would like to include even more Slovenian Youth Hostels into the voluntary program, which would, especially in their home environment, enable young people to actively participate in the field of youth tourism. An even and dense number of hostels in Slovenia would enable young people to interact in the field of volunteering and would have given them the opportunity to explore travelling and international environment in the vicinity of their home. In collaboration with HI Norway we are preparing documents for an international project, through which we would like to implement their program "Social Volunteering" into the operation of Slovenian hostels. The content of the project is in line with the ERASMU+ objectives and so we will try to use the money from the European funds. We believe that it is an excellent example of good practice within the Hostelling network.

Economic	Social	Environmental
Supporting the HI Mission	People development	Eco activities at the hostels
EU Funding	Non-formal education	
	Developing Key Competences	

Methodology

Some guidance on how to implement a voluntary program into the operation of the organization.

1. Establishing the conditions to work with volunteers

Keep in mind that the voluntary work should not be the prestige of the organization, but rather a response to a specific need of its users or the organization itself. The organization must have the answers to a number of important issues. The first ones are linked to the mission, vision and goals of the organization: "Does the volunteer work fall within our mission and vision, or do they need to be changed? How will the volunteer work be linked to the objectives and activities of the organization? "

Once the answers to these questions are clear, the organization should verify the compliance of the deployment with other strategic objectives and plans of the organization. It must take a stand on volunteering. Volunteering has to be incorporated into the organizational structure and its role in the organization has to be defined. It makes sense to write down such decision in the form of internal regulation of voluntary work, because such regulations can later on make the work easier and resolve future dilemmas.

It is recommended that a specific person is chosen for the development of voluntary work. This person should later on involve all employees in the process of preparation and organization. Such person must also be familiar with the operation and with all the resources of the organization. He or she should take on the development of voluntary work, the costs and relations with external actors.

Within the organization an analysis of needs and resources should be carried out to check out what we need and what we already have. This is followed by a description of the preparation of voluntary work in the organization. Description can be compared with the job description of the employee.



For the process of collecting and selecting suitable volunteers adequate resources (financial and human) need to be provided. After that you need to ask yourselves which volunteers you want to consider, here to find the potential volunteers and how to reach them.

2. Description of the volunteer work

- Title (What is the title of the offered voluntary work?)
- Purpose (What are the aims and objectives of the work?)
- Tasks (What are the main tasks of the volunteer? What other elements does the work include? How does the volunteer work differ from the employment? Which parts of the work are difficult and unpleasant?)
- Obligations (What is the minimum amount of work time? What options are available to the volunteers? Is the work linked to a specific rhythm? How can the volunteers regulate their schedule of work?)
- The relationship between volunteers and employees (What is the relationship between volunteers and employees?)
- Target groups (With which target group will the volunteer work? How do we prepare it to understand the role of the volunteer?)
- Skills needed for the work (What does a volunteer need to know to be able to fully perform the job? What knowledge, skills, must he or she have to already have, what can we teach them?)
- Support at work (Who will organize the volunteer work? Who will tutor the volunteers? How do we motivate volunteers?)
- Work reports
- The cost (What costs should we expect? Which ones can be reimbursed and which cannot?)



3. What kind of volunteers do we need?

- What are the health and the physical properties required for voluntary work?
- What special knowledge, skills, experience, attributes are necessary to perform voluntary work? What is necessary? What is desired?
- How a volunteer's work schedule is divided?
- Does a volunteer need a mean of transportation?
- Will the volunteer work in a team or alone?
- What practical support will volunteer need?
- What do they gain by volunteering (new contacts, feeling useful, opportunity for cooperation ...)

4. Recruitment of volunteers

The strategy that each organization uses to attract new volunteers mainly depends on the mission and visibility of the organization. Depending on the visibility and the values of the organization as well as its



active contribution to the strategy of recruitment there are: a waiting period, distribution of information and active recruitment.

We can't imagine the future nor purpose of HI Slovenia without young people and volunteers.

Technical details

Funding: Financed by Hostelling International Slovenia (and partially by the Erasmus+ programme).

Target audience: Young people between 15 and 29 years old.

Reach: local / regional / national / international

Duration: Continuous program.

Partners involved: Slovenian Philanthropy, HI Norway, Slovenian Youth Hostels

Communication plan: Social networks (Facebook, Google+, Twitter, Blogs, Web pages, Online Globetrotter magazine)

Estimated number of guests using the facilities: More than 80 volunteers.

Would like to know more about this initiative?

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**[Read more about HI Slovenia here](#)
[Check out the Say HI to Slovenia blog](#)**

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