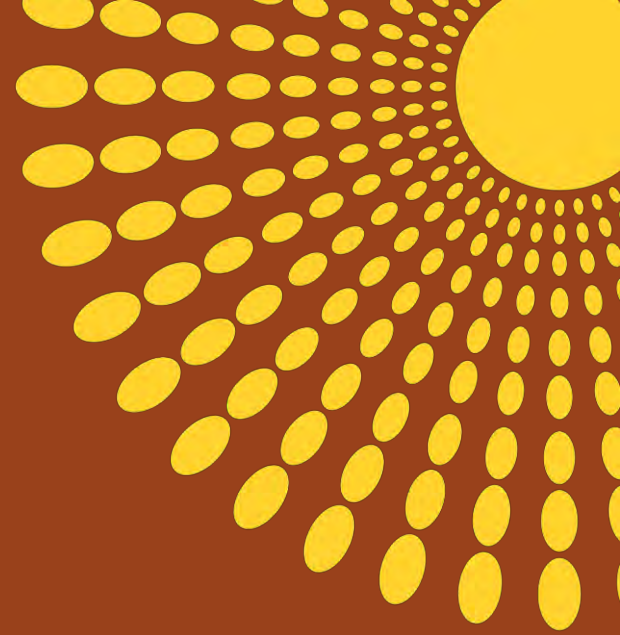


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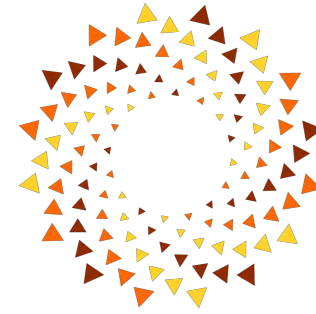
A NEW DAWN FOR VOLUNTEERING IN DEVELOPMENT

16th – 19th October



Beyond New Volunteer Modalities

National Volunteer Experience



IVCO
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In partnership with
Canada

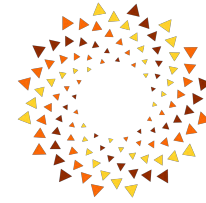


Romanus Mtung'e
18th October, 2022

Cuso International



- Canadian based international development charity that has been in operation for over 61 years
- We are committed to ending poverty and inequality in the world
- Together with our partners, we are focused on efforts to advance gender equality and social inclusion, improve economic resilience, and deliver progress on climate action.
- Each year we mobilize hundreds of skilled professionals who volunteer their time and apply their expertise locally to address poverty and inequality
- We are currently working in 16 countries in Africa, Latin America and the Caribbean and Canada's North

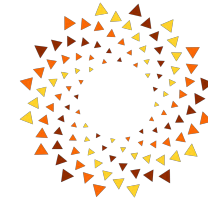


National Volunteer Experience

- First experience with national volunteering
 - 2017-2020.
 - NVs were paired with International volunteers in Tanzania
 - Supported skills development to entrepreneurs
- NV expansion due to COVID-19
 - International travel restrictions; focused recruitment in-country
 - allowed ongoing support to partners



Lessons learned – Strengths and Benefits

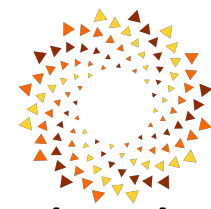


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- Volunteer Journey
 - Assessment
 - Training
 - Supports
- Ease of recruitment
 - Permits and visas not required
 - Easier for partners to participate in recruitment
- Longer contracts; ease of extensions
 - General interest in longer-term placement
 - Provides support and continuity in between placements
- 2 way learning and exchange with IVs
 - Complementary role
 - Enhances effectiveness of International volunteers
 - Mutual capacity building
- Able to engage directly with beneficiaries (knowledge of language and culture)
- Lower Costs (pre-departure, travel, accommodations, insurance, etc.)
- Sustainability of the modality over longer periods and through different contexts
- Countries with more national volunteers have a higher reach to direct and indirect beneficiaries relative to the population



Lessons learned – Challenges and Limitations

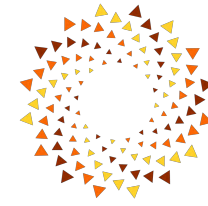


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- Varying support packages for local volunteers
 - can affect dynamics between volunteers
 - can affect volunteer satisfaction
 - Raises issues of equity
- Countries lacking National Volunteerism Policy
 - Lacking protections, regulations and additional supports
- Adaptations of tools to support the “Volunteer Journey”
 - TIME - Lead time to adapt procedures, tools and templates (assessment, training, insurance, etc)
 - Higher level of effort at country level for recruitment
 - Evaluating contributions and impacts and systems for that

Tanzania - National Volunteer Success Story



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Through National Volunteers, in a one year period (2021/2022) Cuso in Tanzania supported economic empowerment to a total of **4,227** SMEs

Our volunteer, Ramadhani Luvanda, received an outstanding volunteer of the year award from the UN for his generous hands-on technical support to over 280 SME start-ups (incubates) over a one year placement. His role was to provide hands-on technical skills training on food processing to SMEs and start-ups

“Being a volunteer you are not limited with the time to work or skills to share based on what you know whereas if you are an employee, you won’t play the same way” says Luvanda



National Volunteer Success in Tanzania

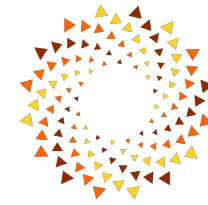


- **694** new SMEs (15% more against the target of 600)
- **3,533** SMEs were supported to scale their business through Business development support services
- **1,041** new jobs were created as ripple effect from the support received by SMEs in both agribusiness and other value chains
- **144** SMEs (188% more against the target of 50) were incubated from ideation to full business
- **164** SMEs (56% F, 44% M) accessed finance to grow their businesses - working capital loans amounting to **\$ 287,765**)



What led to success

- **Knowledge of local context meant** - quick and easy start up and integration with the partner
- **Speaking the national/local language** - ease of communications with beneficiaries
- **Understanding of the local culture**
- **Technical skills and experience** (to incubates), project and business management and coordination
- **Partner engagement** with recruitment and communication with volunteers



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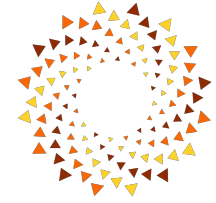


Recommendations



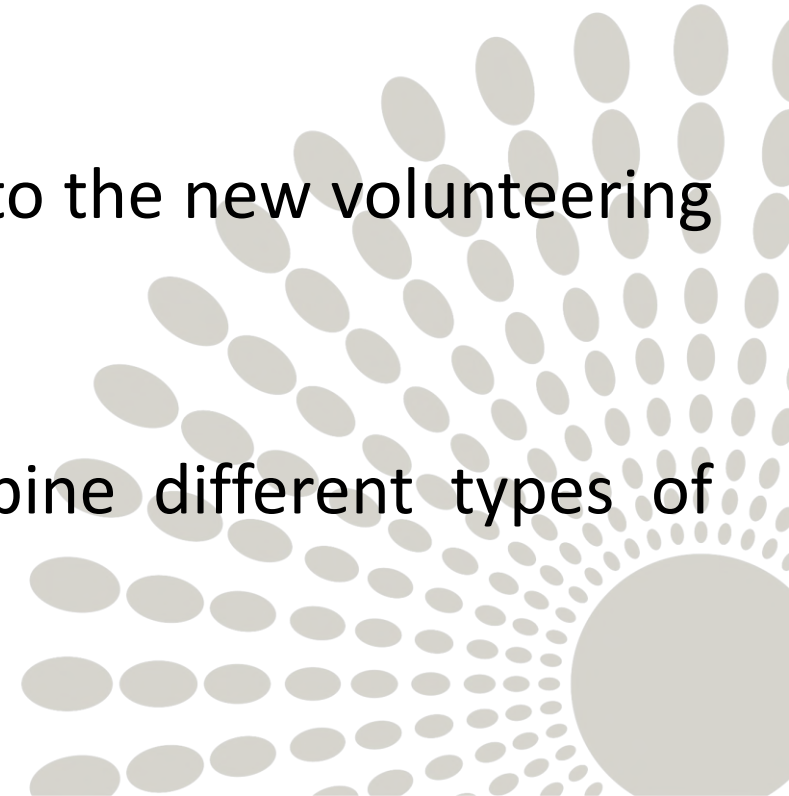
- Advocate for **national volunteerism policy** formulation to support the recruitment process and volunteer management
- Support national volunteerism initiatives in African and Latin American countries to **create a volunteerism culture and system** that will help foster development
- **Pair International and National volunteers** for crosspollination of expertise
- Create **exchange opportunities** among NV and IV from different countries

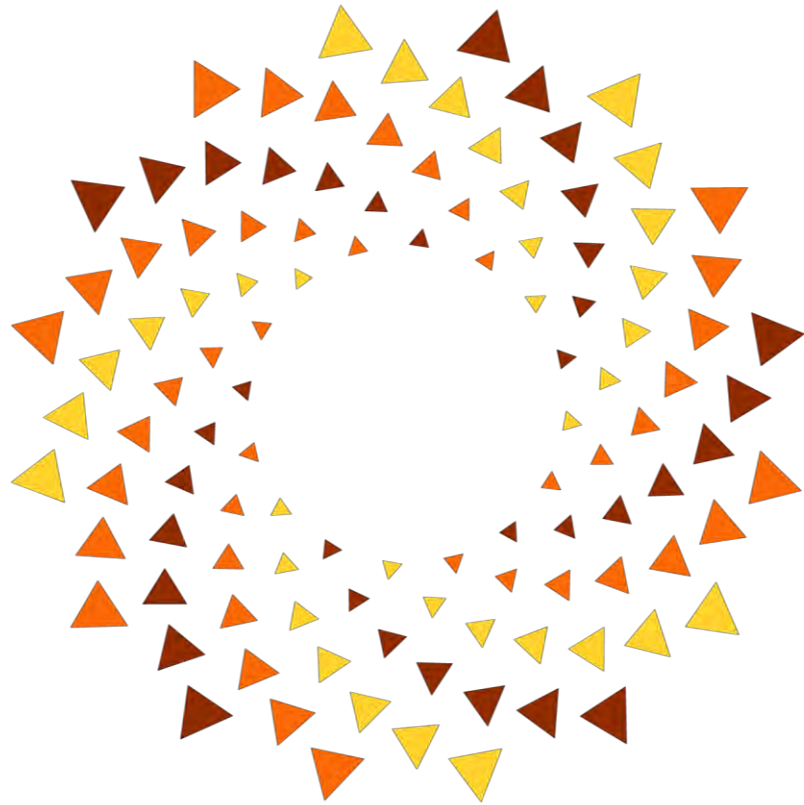
Discussion



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- 1) Where do skilled, long-term **international** volunteer fit into the new volunteering landscape?
- 2) Where do skilled, **national and local** volunteer fit into the new volunteering landscape?
- 3) What have we learned from programs that combine different types of volunteering?



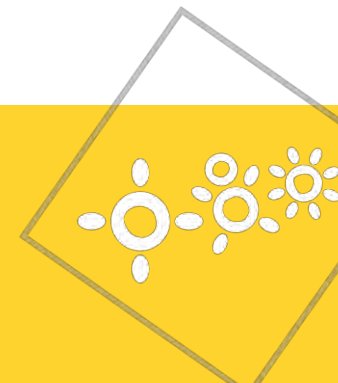


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