

## Guidelines for Norec Volunteer exchanges Youth Leadership

*"Develop young leaders who take responsibility and create positive change in their lives and in their communities".*

From 2014 onwards, this has been a common leadership goal for all the volunteer exchanges. This short guideline explains what components and perspectives should be included in the exchange programmes to be able to reach the goal of developing young leaders.

While there is no single model for effective youth leadership training, research has shown that there are certain ingredients that are common to successful programmes. They meet the needs of the participants, connect them to caring adults and peer groups, and give them room to explore their own identity - building self-esteem, and developing positive feelings about themselves

In addition, the following components should be included/addressed in all Norec volunteer exchange programmes:

1. Authentic opportunities. Participants must be given real-life responsibility and get real opportunities to make decisions and effect change. E.g. leading groups and project processes, planning events or campaigns, or entering into real-life work placements.
2. Challenges and support. Participants must be given suitable challenges to grow on, but at the same time receive the correct amount of support and guidance. A safe, secure, and reliable network of support should include one-on-one adult mentoring and mutual support networks among the participants in the programme.
3. Reflection. The more the participants reflect on what they are going through, the more they will learn and develop. The programmes must include space for at least three steps of reflection: (1) Individual reflection and goal setting during preparation course, (2) real-time reflection (individually and in groups) while on exchange and during follow-up work, and (3) post-completion reflection and evaluation.
4. Follow-up. To sustain the leadership journey programmes must have in place structures on how to follow up participants after the exchange. It is important that there exists clear progression routes and appropriate support, e.g. participants are engaged to take on leadership roles in their organizations on completion of the exchange.

If there is a need for further clarifications please contact the Norec Volunteer team who will be more than willing to assist.

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