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“Back to School with Power Hour”

Power Hour + Volunteers = Academic Success





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Webinar Objectives

- Understand why volunteers are so important for a high-impact program
- Learn how to find and recruit volunteers
- Identify desirable traits and skills in volunteers
- Ensure proper screening of volunteers
- Obtain tips for orienting, supervising and recognizing volunteers




Why Volunteers in Power Hour?


- To have an **optimal adult-to-youth ratio** that allows for individualized attention
- To facilitate **supportive relationships** between caring adults and youth
- To provide **tutoring assistance** for youth who need it
- To build **collaborations** with community members



Recruiting Volunteers





Use multiple, ongoing outreach strategies



Recruiting Volunteers

- Personal appeals to people you know
- Presentations to community and professional groups
- “Word of mouth” through existing volunteers or board members
- Visits to colleges and high schools
- Announcements in Club and news media; fliers in public places



Where Can We Find Them?

- Educators
- Retirees
- Pro associations
- Civic groups
- Older students
- Fraternities & sororities
- Parents & grandparents
- Faith communities



Traits of Good Volunteers

- ✓ What are the qualities of a great volunteer?
- ✓ What skills do homework helpers need?
- ✓ What skills do tutors need?





Traits of Good Volunteers





- Love learning
- Love helping
- Great role models
- Patient & encouraging
- Sensitive to members' needs
- Enthusiastic & FUN
- Good listeners
- Can commit for certain time period
- Consistent & reliable
- Relate well to youth
- Understand stages of development
- Build on youths' strengths



Screening Volunteers

The goals of initial screening are:

-  to **identify** those candidates who meet position requirements
-  to **rule out** everyone else







Tips for Screening Process

Your screening process should:






- be bias-free, objective, and conform to local anti-discrimination policies and laws
- use the requirements/standards that are used for employees of your organization

Ask other local youth-serving organizations about their policies and procedures.







Screening Tools

- Position Description
- Written Application
- Phone/E-mail Interview
- Personal Interview
- Performance Assessment



Orienting Volunteers


- Explain your Club's mission
- Emphasize Power Hour's importance
- Explain Power Hour's goals and features
- Provide a snapshot of the community and youth you serve
- Train volunteers to be effective homework helpers and tutors
- Have volunteers and youth sign an expectation contract



Supervising Volunteers





- Support
- Empower
- Maintain Boundaries




Tips for Retaining Volunteers

- Engage volunteers in meaningful work
- Provide opportunities for change or advancement
- Stick to the deal
- Be flexible
- Involve them in ongoing developmental activities
- Welcome and respect input
- Demonstrate respect and appreciation



Recognizing Volunteers

-  Ongoing
-  Daily
-  Weekly/Monthly
-  Yearly




ACADEMIC SUCCESS

EVERY MEMBER, EVERY YEAR

ENSURING THAT ALL MEMBERS GRADUATE ON TIME WITH A PLAN FOR THE FUTURE

BOYS & GIRLS CLUBS OF AMERICA





Online Resources

Power Hour Section
http://www.bgca.net/programs/eduCareer/PH_program.aspx

President's Volunteer Service Awards
<http://bgca.net/Programs/Character/Default.aspx>

Contact Us!

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