

Training-4-Volunteers

Human Resource Development in Voluntary Sports Organisations in Europe

Finding and retaining volunteers is a key challenge for sports organisations in Europe

Within the last 5 years, has the number of volunteers in the clubs increased, decreased or stayed the same?



Has it become easier or harder for the clubs [...] to recruit and retain volunteers in the past five years?



Source: T4V Survey of selected Sports Organisations in the EU 27 in 2011, n = 125

Why is it difficult to find and retain qualified volunteers?

- new challenges for sports organisations lead to **higher demands** for the individual volunteer.
- qualified volunteers are a **scarce resource** and more (sports) organisations compete for their services.
- **changes in the way people do and want to volunteer** today, are not yet in line with what sports organisations can offer.

Cf. GHK 2010: Study on Volunteering in the European Union

So, what is the challenge ?

We need to ...

- **empower the individual to meet the requirements** and increasing quality standards of the sports organisation

and at the same time, we need to...

- **ensure, that volunteering** in sport **stays to be a valuable and attractive experience** for the individual

What solutions are suggested ?

The Study on Volunteering in the European Union suggests, that...

*"practices in the management of volunteers must be improved and **voluntary organisations should be encouraged to make better use of human resource management tools**, which are too often considered as belonging to companies [...].*

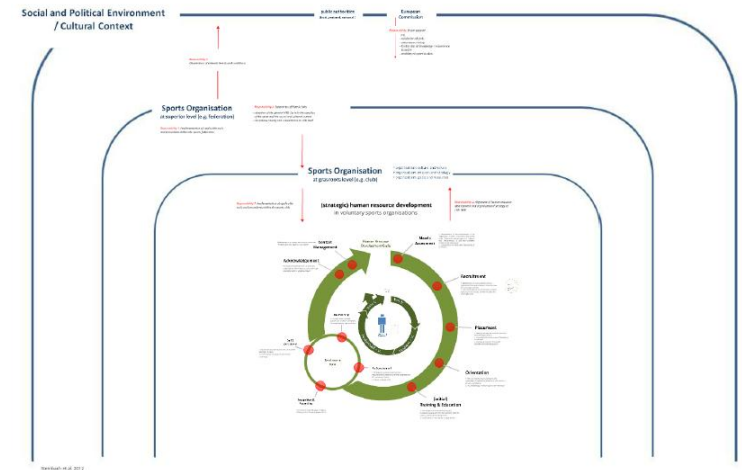
Cf. GHK 2010: Study on Volunteering in the European Union

Are the sports organisations already prepared to implement human resource development practices?

The initial consultation process of the T4V project has shown, that despite the variety of efforts and activities that are already conducted, **a majority of clubs and federations still shows a lack of awareness, orientation and systematic action.**

The T4V project has thus developed a **framework to support the implementation of human resource development** in voluntary sports.

The model is „generic“ and thus **adaptable** to different Countries, sports and types of organisations.



What is the added value? How do we want to use this framework ?

The T4V framework will...

1. help to develop a common language/understanding of HRD
2. function as a reference to determine the status quo (strengthes/weaknesses)
3. promote a more systematic and comprehensive approach of HRD
4. help to define roles and responsibilities
5. allow to deduce a step by step process of HRD at gras-roots level
6. improve the comparability between MS and sports and thus facilitate the process of learning from each other

Thank you!

Dr. Dirk Steinbach

Führungs-Akademie des DOSB
Willy-Brandt-Platz 2
50679 Köln / Germany

steinbach@fuehrungs-akademie.de