



ANNUAL REPORT

2019



Editorial

Since 2011, VSO and our partners have supported over 40,000 ICS volunteers to contribute to sustainable change, working alongside community members in some of the poorest regions of the world. ICS volunteers continue to challenge the status quo, inspire young people to participate in development and ensure that the benefits of development are inclusive for all, especially those who are most marginalised in society.

This Annual Report is a celebration of our work over the last twelve months. This year, we have continued to focus on making ICS accessible for all, promoting responsible volunteering and building the evidence base to support investment in youth volunteering for international development.

We know from the evidence we produce, and the feedback we receive from our young volunteers and the communities in which they work, that

schemes like ICS continue to be relevant and have impact long beyond the three month volunteering placement. Building personal resilience, adaptability, problem solving skills and global networks set up young people to succeed in a fast paced and ever-changing world. Bringing young people from all walks of life together to volunteer, supported by experienced practitioners and local communities, brings about transformative change.

I hope the detail and stories in the following report bring to life the passion, dedication and achievements of our volunteers, staff and many partners who come together to participate in the International Citizen Service.

Felicity Morgan
Director, ICS

Introduction

International Citizen Service (ICS) brings together **young people** from the UK to volunteer side-by-side with young people from developing countries in some of the poorest communities in Africa and Asia. The fact that ICS volunteers come from all backgrounds allows for a unique sharing of ideas and perspectives. This brings about innovative collaboration on development projects aimed at achieving the Sustainable Development Goals and ending poverty.

ICS is funded by the UK government and led by VSO, in partnership with respected development organisations. In 2019, over 2,800 ICS volunteers took part in projects across Africa and Asia as we celebrated supporting over 40,000 volunteers to date.

This report covers the achievements of ICS from January 2019 to December 2019.

ICS partners

Led by VSO, ICS is delivered by a consortium of three development organisations:



ICS at a glance



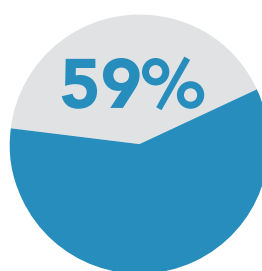
ICS project breakdown

1,436

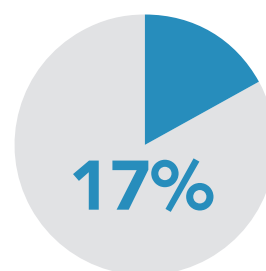
UK volunteers

1,454

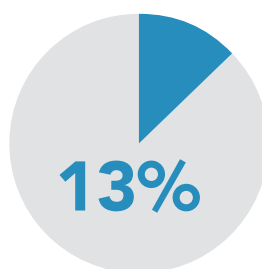
In-country volunteers



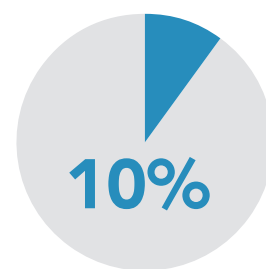
Livelihoods



Health



Education



Civic Participation

How ICS works

ICS brings together diverse teams of young people to volunteer on projects aimed at ending poverty in some of the world's poorest communities. Each team is made up of volunteers aged 18-25, from both the UK and the host country, and is supported by team leaders, who are aged up to 35.

Led by VSO, ICS is delivered by a consortium of three development organisations, VSO, Restless Development and Raleigh International. All volunteer placements contribute to:

- Poverty reduction and sustainable development
- Personal and social development of each volunteer
- Empowering young people to act as agents of change within their own communities and beyond.

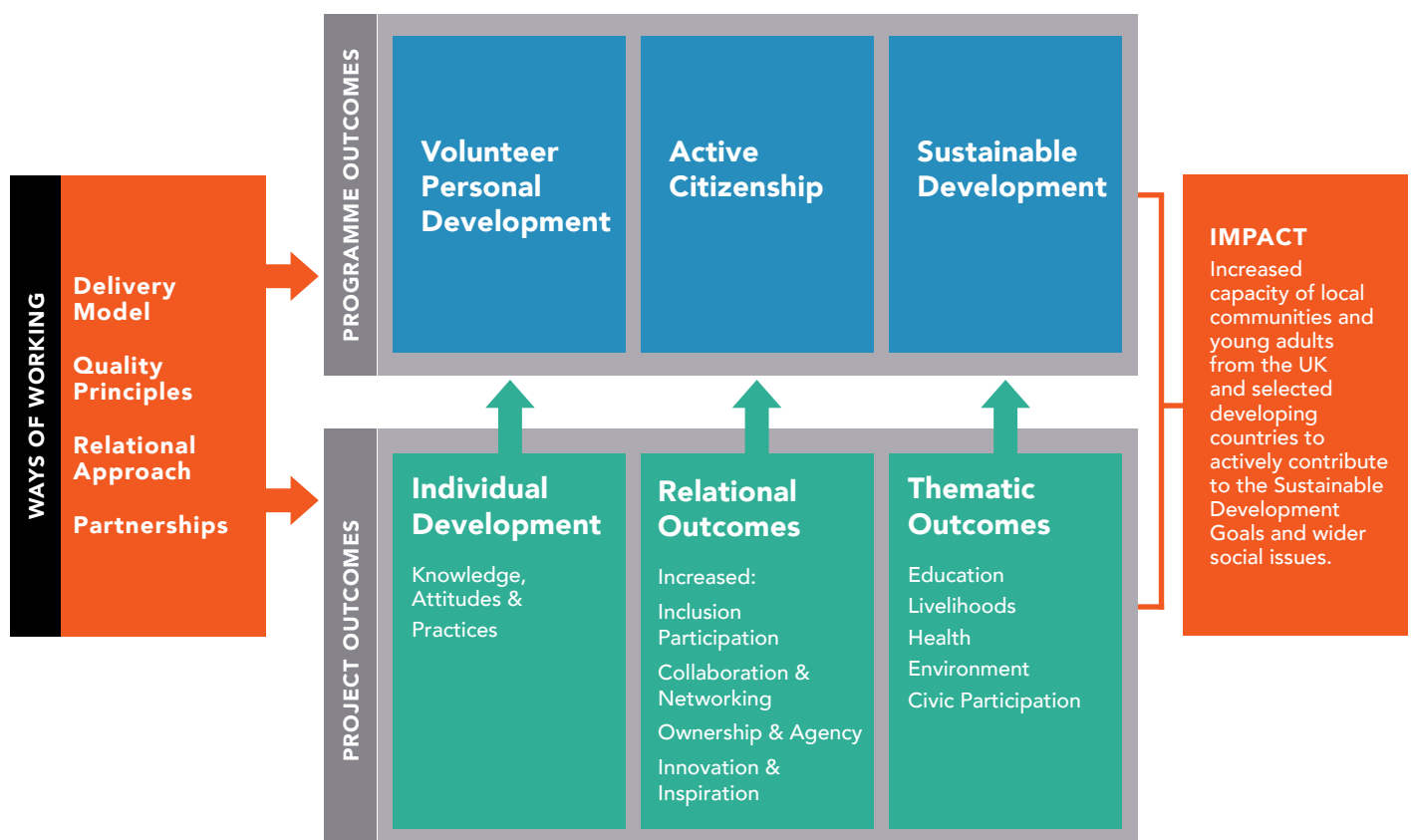
ICS sets the benchmark for responsible, sustainable and inclusive **youth volunteering-for-development**. Our projects achieve clear results, contributing to long-term development impact. Our volunteers work across a wide range of projects, including livelihoods, health (including

sexual and reproductive health), education, and civic participation. A strong focus on social accountability runs through our projects, strengthening the voice of communities, and empowering marginalised groups to access their rights.

Volunteers also embark on a **personal development** journey, supported at all stages of the programme to develop new and transferable skills. All volunteers engage in ongoing learning and training, starting with a residential pre-placement training and continuing through to their post-placement debrief. The skills and **professional development** that volunteers experience help them transition to the next stage of their life, whether that be further education or training, or progressing into their chosen career path.

Following their placement, ICS volunteers are required to complete at least one social action as part of their Action at Home – a project in their home community on a social issue of their choosing. Along with the experiences from their placement, this final phase of the programme harnesses a volunteer's passion and enthusiasm as **advocates for change and lifelong active citizens**.

The ICS Theory of Change



Fundraising

As the first step of their ICS journey, UK volunteers are asked to fundraise. The UK government funds 90% of the ICS programme, with the other 10% coming from the money raised by volunteers.

Fundraising is an opportunity for volunteers to learn new skills, grow in confidence and demonstrate their commitment to active citizenship. ICS volunteers often discover their innovative and creative sides during their fundraising stage and, this year, volunteers have held dance workshops, climbed Ben Nevis blindfolded, and joined forces for a multi-volunteer bucket collection in Birmingham. These activities and events all help raise awareness for international development, while supporting the work of ICS across all three consortium partners.

£1,033, is the average fundraising total of a UK volunteer.

In 2019, ICS volunteers in the UK raised over

£1.48 million to support the ICS programme.

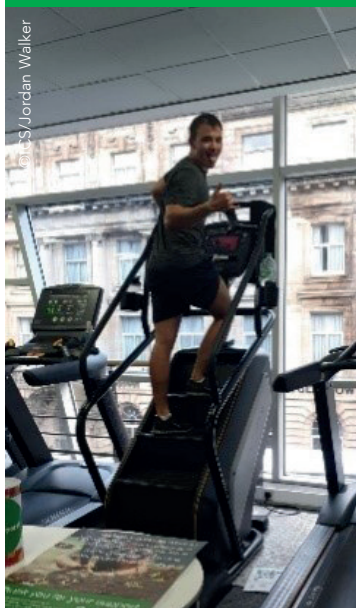


VSO ICS



While fundraising for her VSO placement in Zambia, Liona teamed up with her fellow ICS volunteer, Yussif, to run a raffle at their local supermarket. Selling tickets to win a small raffle hamper meant they were able to raise over £200 between them.

Raleigh ICS



Raleigh International volunteer, Jordan, chose a novel way to fundraise. He challenged himself to climb the equivalent of the height of Mount Everest on a stair machine at his local gym. Over 13 hours later he made it! All money raised contributed to him exceeding his £800 fundraising target.

ICS and sustainable development

Sustainable development sits at the heart of ICS. With a focus on livelihoods, education, health, and civic participation, this year ICS volunteers have worked alongside local partners and community members to deliver sustainable development outcomes across 8 countries in Africa and Asia. All our projects have a strong focus on social accountability, community resilience and inclusion, as ICS promotes the power of young people becoming agents of change in their own communities.



Arnika Ferdous Bristi, ICS Team Leader in Parbatipur, northern Bangladesh.

Livelihoods

1,763
volunteers

88
teams

6
countries

ICS livelihoods projects aim to increase the economic opportunities and self-sufficiency of communities, and particularly disadvantaged groups. Volunteers have facilitated the skills development of women and youth to help set up small businesses, and supported young people in accessing employment opportunities.

Education

430
volunteers

20
teams

4
countries

ICS education projects aim to improve access to education among disadvantaged groups in rural communities. Volunteers have supported the retention of school-aged children through extracurricular activities, and raised awareness of the rights of education access for disabled children.

Health

445
volunteers

26
teams

3
countries

ICS health projects focus on improving access and awareness of health rights and services and promoting healthy practices among communities. ICS volunteers have raised awareness of the importance of good sanitation and hygiene practices and raised awareness of young people's sexual health rights and services.

Civic Participation

249
volunteers

13
teams

3
countries

ICS civic participation projects amplify the voices of marginalised groups in society, building awareness of people's rights and their capacity to exercise control over decisions and resources. ICS volunteers have raised awareness of the rights of disabled people, and energised community participation in local decision making.

Since its inception in 2011, ICS has developed into a leader in the youth volunteering-for-development sector. Through extensive data collection and multiple large-scale evaluations, we have generated evidence of how ICS projects contribute to sustainable change in local communities and how ICS improves the confidence and personal resilience of our youth volunteers. Our evidence base shows that young people have the power to catalyse change and contribute to sustainable development outcomes across the areas of livelihoods, health, education, and civic participation.

First evidenced in VSO's Valuing Volunteering research, and tested for ICS in our Mid-Term Evaluation, this year's ICS Evaluation demonstrated the effectiveness of the programme in delivering sustainable development through the Dimensions of Change.

These dimensions are essential for building and sustaining meaningful relationships between volunteer and community, with the following areas noted as being the most effective:

- Participation and participatory practices
- Collaboration and networking
- Community ownership and agency
- Innovation and inspiration
- Inclusion

The following pages explore how these dimensions of change have enabled ICS volunteers to work alongside local communities in delivering sustainable development outcomes.

The ICS Dimensions of Change

Volunteers training and accompaniment



Participation and participatory practices

ICS volunteers promote the participation of community members by encouraging and modelling behaviour and approaches that place people at the heart of development.



Nepal

Working with the National Disaster Risk Reduction Centre in Nepal, VSO ICS volunteers worked with communities on disaster risk reduction and increasing community resilience to the effects of climate change.

The team held awareness raising meetings, campaigns and interactive sessions through community theatre. They also provided information on the Municipality Emergency Operating Centre, putting communities in touch with municipal authorities and ensuring better engagement between these groups.

Ensuring the participation of the entire community was key to the volunteers efforts, which led them to run their events and workshops with the assistance of local women's organisations and youth groups.

Collaboration and networking

ICS volunteers promote and enable collaboration across the community and local organisations which increase community cohesion and networks.



Zambia

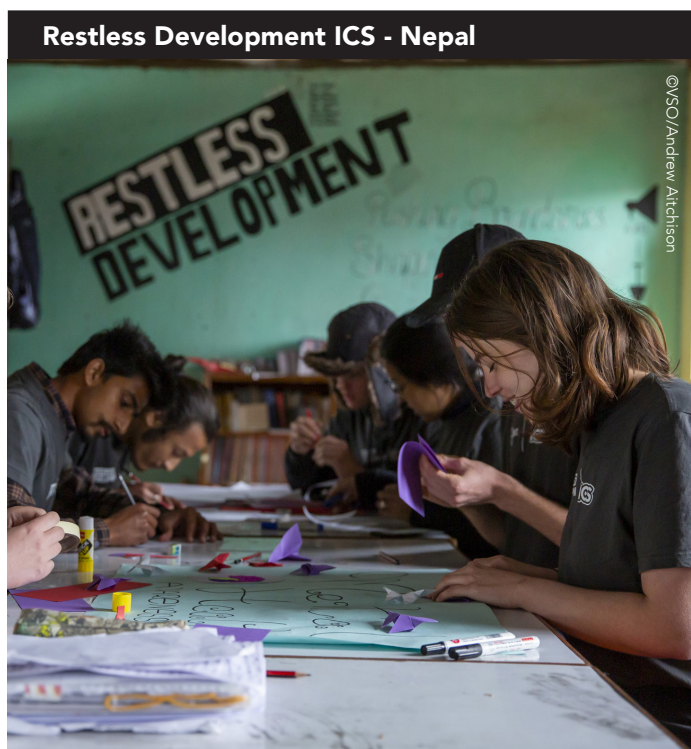
Improving the prospects of young women in Samfya, Zambia, was one focus of VSO ICS volunteers. Working alongside a local ICS alumnus who had received funding from the ICS Alumni Grant, the volunteers set up the SHE Club, which matched local young women and girls with women community leaders, who provided them mentoring opportunities and shadowing in their workplace.

The ICS volunteers worked to ensure that the project was accessible to girls from disadvantaged backgrounds, recognising the importance of the SHE Club in providing role models and careers information.

The SHE Club was a true collaboration between volunteers, alumni and the local community, increasing networking opportunities for girls and women in Samfya.

Community ownership and agency

ICS volunteers strengthen local ownership and agency of people to take control of community development approaches.



Nepal

Through engaging with communities to understand their needs, and ensuring the inclusion of local organisations and groups, ICS volunteers in Nepal developed a day of events focused on women's empowerment. Through connections with local schools, the event was also targeted at students who could get involved and promote it amongst their peers.

The day saw women of all ages discuss gender equality, livelihoods and opportunities to participate in self-defence classes. Volunteers saw the impact of the day when discussing with participants, as girls felt empowered to discuss menstruation, to consider new career options and be more critical of the barriers that they faced within their community.

Innovation and inspiration

ICS volunteers inspire new ways of thinking that encourage innovative and creative new approaches, and combine the best of 'outside' expertise with 'inside' knowledge.



Tanzania

In Morongo, Tanzania, Raleigh International volunteers worked with local youth enterprise groups to encourage sustainable business practices in the community. Having been trained as Youth Livelihoods Facilitators, Raleigh volunteers were able to develop an entrepreneur curriculum to empower young people to develop and launch their own businesses.

Through developing partnerships with established business owners within their community, mentorships were established, allowing young people to better access seed funding and grants to get their businesses up and running. With volunteers from the UK and Tanzania working together, the curriculum was delivered in English and Swahili, allowing for the volunteers work to reach young people from across the community.

ICS and inclusion

ICS is committed to inclusion for both our volunteers and our projects. We offer a diverse range of young people the opportunity to participate as volunteers, as well as ensure our programmes are reaching marginalised groups in the communities where we work. ICS volunteers work alongside disabled people, women and girls, and local youth to help build inclusive societies, often acting as role models, demonstrating the power of diverse perspectives and experiences in supporting sustainable development.

Inclusive Programming

The inclusion of disabled people in their own communities remains an issue in many countries. Around 15% of the world's population (one billion people) experience some form of disability, with most of these living in developing countries. Many ICS volunteers are placed in rural communities across developing countries, where the stigma regarding disability remains a clear obstacle in ensuring disabled people can access services and be aware of their rights. Since 2014, ICS has run projects purposefully targeting disability awareness, with the aim of reducing the stigma of disability and to build whole-community awareness of the rights and needs of disabled people.

Inclusive Programming in Zanzibar, Tanzania

VSO ICS volunteers in Tanzania have been working with the Zanzibar Association of Disability Organisation to respond to the needs of people with disabilities on the archipelago of Zanzibar. Volunteers held community events to work with local families and support them with health information on nutrition and vaccination. They also visited the homes of children with disabilities, helping parents build their confidence and knowledge, allowing them to provide more tailored care for their child.

"I really appreciate the way VSO volunteers have the passion for the community and educate us when they are not even from here. As youth, we should really take this as an inspiration and do something for our community too."

"In total, over the year I ran the project, I trained over 300 male and female 15 to 25-year-old students in four secondary schools"



Participant at ICS organised workshop in Stone Town, Zanzibar

1 <http://blogs.worldbank.org/sustainablecities/leaving-no-one-behind-development-roadmap-disability-inclusion>

Volunteer Inclusion

ICS is committed to providing volunteering placements for all young people, regardless of their background. We believe that diverse groups of volunteers working together makes a greater impact.

We understand that everyone is different, and that young people seek out opportunities through a variety of methods. We have introduced innovations to ensure that young people are able to access the opportunities that ICS provides. For example, the ICS Access Fund, which gives additional funding to meet the needs of volunteers that go beyond our existing commitment to inclusive volunteering.

23%

**of ICS Volunteers
from the UK in 2019
came from BAME
backgrounds**

VSO ICS



Raabia volunteered with VSO in Kenya during 2019.

Talking about her experience as a Deaf young woman, Raabia said that,

"I have been faced with the feeling of being isolated and left out of social interactions - so it can feel very lonely at times and depressing. Being Deaf also means that you worry a lot about what you may have missed or might

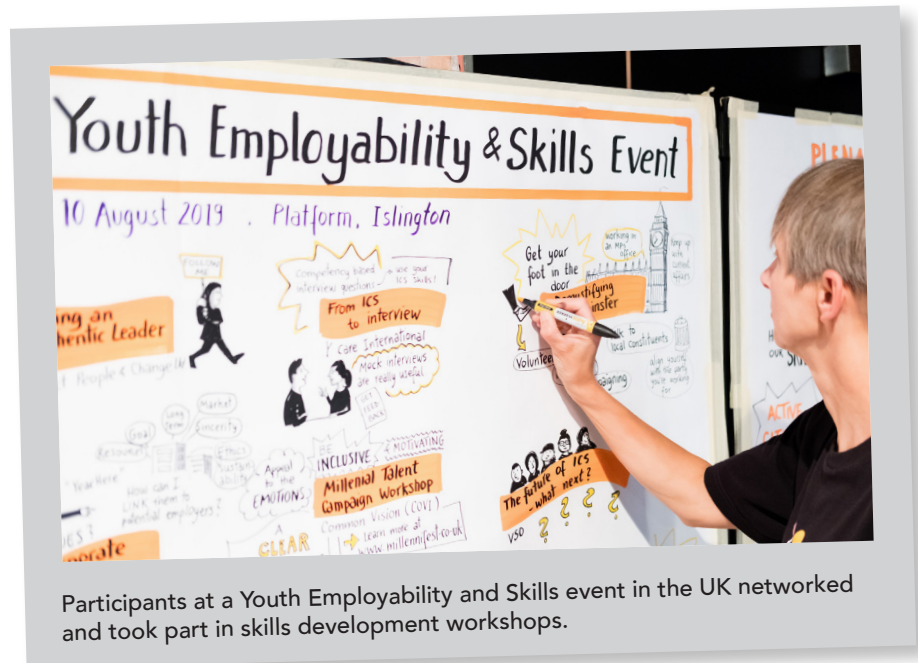
miss in any conversation or communication so you are on hyper alert which is absolutely exhausting.

"I learned so much from the community about disabilities and I was inspired by the hundreds of hardworking people who do not give up."

Personal and professional development

From selection through to Action at Home and beyond, ICS volunteers experience a dedicated learning journey and are supported to develop crucial skills in preparation for the future.

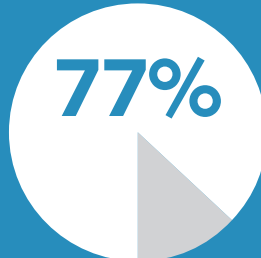
ICS volunteers are also given the opportunity to explore global issues and step outside of their comfort zones to challenge themselves and enhance their understanding of sustainable development and their role in achieving it.



Participants at a Youth Employability and Skills event in the UK networked and took part in skills development workshops.

Through participating on ICS, our volunteers are better able to understand the world they live in. The experience of living and working in a new community allows our volunteers to get a practical experience of international development, increasing their knowledge and understanding of the sector.

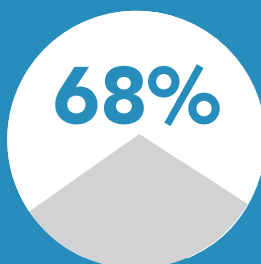
The experience of ICS also prepares volunteers for whatever they choose to do once their placement has finished. ICS volunteers are supported to build their soft skills in areas such as confidence, intercultural understanding, and resilience, recognising the importance of these areas in today's world. These skills are essential in today's world of work, preparing our volunteers with the transferrable skills and abilities that employers are asking for.



77% of ICS volunteers identified personal development as one of the top 3 things they had achieved from their placement



80% of ICS volunteers were in further education, employment or training 1 year after placement



68% of volunteers say what they are doing now has been influenced by their ICS placement



Suzana volunteered with Raleigh International in Tanzania. Working on a livelihoods project, she found her confidence grow and passion to continue her work on gender equality.

"[When starting ICS] I was thinking of how I would be able to stand on front in people, whether people would understand me. But now I see I have improved. It has improved my confidence and I've learnt to stand on front of people and teach. I have changed. Not like the way I was before. I have also learnt about leadership. When you are a weekly leader you must prepare the timetable, tell people what they need to do, assign duties. I have learnt that skill of being a leader.

"In the long-term future I'd like to do things concerning women and women's empowerment. Women are marginalised in development, they have been left behind. So I think it is what I like very much to do.

"ICS has changed me a lot. Because I have never stayed with different people, I have always stayed at home. I was home schooled, so to me this is a new experience that has changed my life a lot. Before I was shy standing on front of others speaking. But now when I go home, I will be able to do anything."



Temitope volunteered with VSO ICS in Kenya on a livelihoods programme, before her placement, she found herself worrying about whether ICS was for her.

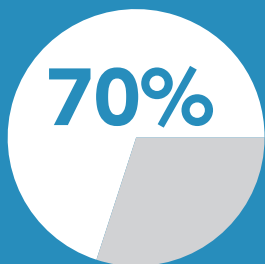
"My journey started in my living room in the UK, scrolling through my Instagram page and seeing ICS pop-ups... I felt I may not have been qualified... I thought to myself... You have a lot of responsibility right here, will you leave it to pursue volunteering in a country you know nothing about with people you do not know? They may be all white and you're a black Nigerian!

"On arrival in Kenya... I was excited to meet my Kenyan host home counterpart, Barbara... Barbs was like a sister to me; she was one of a kind and the best. The whole ICS team were the best. I learnt a lot on how to work as a team and be a good team player, to work with my own initiative and make decisions, to communicate effectively, to plan effectively, to network, and to speak and understand basic Swahili.

"ICS volunteering was such a great event in my life. It has helped me become more self-aware of my strengths and weaknesses, which will help me as I build on my career and it has been a great opportunity to give back to the society."

Active citizenship

After finishing their placement, ICS volunteers continue their journey as active citizens by completing an Action at Home project. This gives volunteers an opportunity to put the skills they developed on placement into practice while advocating for change in their home communities. This journey into lifelong active citizenship is supported by ICS and alumni engagement is an ongoing priority for the programme.



70% of ICS volunteers say they are more involved or engaged in different community activities one year after their placement

Action at Home activities encourage volunteers to begin their active citizenship journey, and they receive dedicated support from staff at each ICS agency. In-country alumni also have the opportunity to apply for a grant of up to £1000 to fund community development projects, and alumni from Nepal, Cambodia, Uganda, Bangladesh and Tanzania can participate in their National Youth Engagement Network, a youth-led platform to inspire active citizenship in each country.

Across these two pages are some of the inspiring stories from our alumni network.



In 2019, ICS UK alumni came together for a workshop on UK aid before heading out and talking with members of the public about aid, volunteering and the impact of ICS. Volunteers received a course in public speaking and discussed how to answer difficult questions about aid spending. They then went onto the streets of Southend to find out what the public thoughts on UK aid and talk to them about its value and impacts across the globe.

Miriam, who volunteered with ICS in India in 2018 found that people were really willing to engage and encouraged others to start conversations about development aid.

"To anyone else who's considering approaching the public, I would say go for it. People are more receptive than you think and often enjoy just having a chat. It's important to remember people like being asked their point of view."



Lilian, a Tanzanian VSO ICS volunteer, heard about an increase in sexual assaults against young girls in her home community. She set up her own project, Kengele Ya Binti, which in a year trained more than 300 students and community members about gender based violence.

"I wanted to shift the focus to raising awareness of GBV [Gender Based Violence] – bringing boys and men into the discussion – with a goal of ending this culture of sexual violence in my local area."

"I taught the community for the first time the meaning of GBV – and how to protect themselves from it and call out perpetrators so young women are given a chance to thrive. ICS gave me that passion for working with the community."

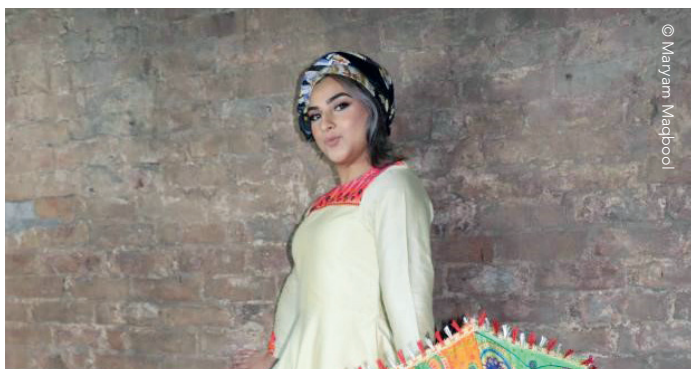


© VSO/Benon Kwikiriza

Young Ugandans who graduate from University often struggle to find employment. Benon Kwikiriza found that his volunteering experience with ICS, combined with his graduate internships, made him more employable and motivated him to apply for an ICS Alumni Grant to run a career expo at his former University and three others.

Benon's initiative reached over 300 people and led to the launching of a social enterprise called the 'Uganda Career Development Initiative'.

"The activity presented us with an expedited progressive personal growth opportunity. It was an opportunity to progressively ascend to a higher rung on the ladder of personal evolution, especially being a stretch project. Skills in managing partnerships and stakeholder relations, fundraising, donor reporting, writing and documentation skills, project management, event organization, budgeting and resource planning, presentation skills; just to mention but a few."



© Maryam Maqbool

Maryam, from Lincolnshire, volunteered with ICS in Nepal and used her experiences to launch her own ethical initiatives.

"My placement was in Manikhel a small village in Nepal on top of a mountain. I learned so much about myself in such a short space of time, instead of passing time I began to put it into perspective more clearly. My biggest take away from my trip was that no single dream big or small is worth giving up on."

"Today I am ready to go for my dream and create a brand that will support women in Pakistan through the use of fashion. I hope to empower women by offering them the opportunity to make their own income to support their families by breaking taboos and stereotypes regarding divorced women and single mothers."



© Lilian Adhiambo Juma

Food security represents a key challenge for small-scale farmers across the world as they face up to the challenges posed by the effects of climate change. In Siaya County, in the south-west of Kenya, ICS alumni Lilian sought to help her local community tackle these challenges through training farmers on permaculture practices. Through funding from the ICS alumni grant, Lilian planned and ran a workshop for a diverse range of community members, training over 100 farmers over three-days.

"My goal is to use common sense, low-cost solutions to their farming problems such as soil degradation, deforestation and infestation to help them earn – and all while restoring the landscape."

"Trainers delivering the sessions also learnt from the trainees about the traditional practices their families have been using for generations – some of which have been dying out."



A roundtable held in Dhaka, Bangladesh, brought together ICS alumni, entrepreneurs and development professionals to discuss youth employability policies and advocacy.



Celebrating our successes

This year, ICS volunteers across the Africa, Asia and the UK joined together to celebrate International Youth Day. Events focused on youth employability and skills. Global events were held in Zambia, Tanzania, Kenya and Bangladesh with the UK event in London, led by a Youth Steering Committee who codesigned the day. With a range of workshops, discussion groups and job fairs, the events brought together ICS alumni, communities and businesses to network and share their knowledge and experiences.



The panel at the London event take some tough questions on ICS, active citizenship and youth employability.



Participants pose outside of the VSO Kenya YES event, where they took part in employability skills workshops.



Both ICS alumni and non-alumni attended a workshop in Morgoro, Tanzania, where Raleigh International ICS alumni organised workshops on business planning and funding.

Research and Learning

Research and learning is a crucial focus for ICS, ensuring that we are continually improving our understanding of how change happens for our volunteers and the communities we work in. We are also committed to sharing our research with our alumni, our supporters and the sector.

ICS Evaluation

The ICS Evaluation was concluded in 2019 and explored how effective change is facilitated by our volunteers in the communities where they work. It also looked at the changes that our volunteers experience.

Some key findings of the evaluation included:

- ICS volunteers contribute to changes in the levels of information, awareness, skills and attitudes of communities, across a wide range of topics, including those of thematic focus for projects (health, livelihoods and education).
- Some groups experience more sustained and deeper change through engagement with ICS volunteers, such as children and youth, who demonstrated increased knowledge, improved skills and changes in personal attributes.
- Groups traditionally marginalised in society (e.g. women, disabled people) also saw positive changes in their knowledge and skills, and there was greater awareness across communities of the rights of these

groups. For example, in one Kenyan project there was an increased offer of interpretation services in Kenyan Sign Language.

- Project sustainability is brought about by influencing community active citizenship and inspiring ownership, agency and empowerment in primary actors.
- ICS volunteers were found to experience specific changes in their personal and social development, and especially in skills such as confidence, adaptability and resilience – all key skills in today's world of employment.

The ICS Evaluation will be launched in 2020.

ICS Social Return on Investment Evaluation

The ICS Social Return on Investment Evaluation was conducted by NEF Consulting and commissioned by VSO. The research demonstrates the socio-economic value that ICS volunteers generate for themselves as a result of the skills and experiences gained from the programme, such as confidence, international networking, and increased active citizenship.

The research found that for every £1 spent on the programme, £4.64 is generated in social value. However, this increases to £4.99 for female volunteers, and £5.68 for volunteers from more disadvantaged backgrounds.



Demonstrating the power of youth volunteering

ICS demonstrates its leadership in the youth volunteering-for-development sector, with both alumni and staff representing the programme internationally at non-governmental organisation conferences and summits, high quality research to contribute to the

sector's understanding of youth and volunteering. ICS leadership doesn't stop there, we also speak up about responsible volunteering and train alumni on how they can best build support for international development.



ICS alumni pose for a selfie with the Thai minister for Social Development and Human Security at IAVE 2019 in Bangkok

IVCO

The International Volunteer Cooperation Organisations conference (IVCO) was held in Kigali, Rwanda, and led by VSO in 2019. VSO and Raleigh ICS alumni participated in the three day event, helping to run VSO social media platforms and presenting to breakout groups about their volunteering experience and the work they've done as ICS alumni. The conference proved an opportunity to not only present the work done by ICS, but also to learn from others. Jimmy, an VSO ICS Kenya alumni said that "IVCO 2019 gave me a unique platform to learn from both the volunteer alumni who have made life-changing impact in the community across the world as well as the duty bearers who help provide these platforms through managing or funding these volunteer programs... It motivated me to support the young people in my community to drive their own change."

IAVE

November 2019 saw the 16th International Association for Volunteer Effort (IAVE) Asia-Pacific Regional Volunteer Conference held in Bangkok. Representatives of civil society, corporations, NGOs and academia gathered to discuss the theme of 'Unlocking the Power of Volunteering.' Three ICS alumnus attended the conference. Sujata, an ICS Nepal alumni spoke at the conference after her proposal on 'Prospects and constraints to volunteerism for rural development' was successful. They also co-facilitated a breakout session where they were able to share their ICS experience with other delegates. The conference was a great opportunity, not only for ICS alumni to gain new skills and experiences, but also to share the unique ICS experience.

Leading the way for responsible volunteering

Volunteer opportunities are an important and powerful means to create change and tackle poverty and inequality. However, volunteering opportunities can do more harm than good when projects are poorly managed.

This year, ICS has continued offering sector-leading youth volunteering placements which avoid quick fix solutions and ensure community voices are central to planning and programming. Our commitment to responsible volunteering means that we're confident volunteers are contributing to sustainable, long-term change, and 'do no harm'.

As part of our responsible volunteering commitment, we have worked with organisations such as LUMOS to

promote the values behind what responsible volunteering is, and ensure that we can help volunteers ask the right questions to make informed decisions before embarking on a volunteering placement.

To help with this decision making process, ICS has developed a check-list when considering the organisation you may want to volunteer with. (Insert Checklist in pop-out box) ICS's commitment to responsible volunteering ensures that volunteers are not doing work they are unqualified and unprepared for. ICS has also committed to end orphanage volunteering, which research has shown can detrimentally impact the community, perpetuating poverty, inequality and discrimination.

Volunteering Overseas – Checklist:

Does the organisation:

- ☐ Work with local partners?
- ☐ Provide training before you go?
- ☐ Provide support through experienced local staff?
- ☐ Provide medical insurance?
- ☐ Ask you to fundraise? If so - where does the money go?
- ☐ Explain the value of using international volunteers?
- ☐ Have a long-term plan for the communities they support?
- ☐ Conduct safeguarding checks for volunteers who work with children?
- ☐ Offer you the opportunity to talk to volunteers who have been on placement?



© Elena Ricci

Before moving to the UK, Elena spent part of her childhood with her mother in Nigeria, where she saw Western tourists coming into her community and volunteering in ways that weren't helpful or responsible. After finishing school, Elena worked with ICS in Cambodia.

"I read a lot about ICS and the organisation that leads the project, VSO, before I applied. I loved how young people would work to ensure that the change would be sustainable. I would tell people wanting to volunteer abroad to do their research on what responsible volunteering is. It's important to research the organisation that you want to volunteer with. Make sure that, like ICS, they're focused on making a sustainable impact."



international
citizen
service

 facebook.com/ICS
 @ICS_UK  @ICS_UK
 International Citizen Service
volunteerics.org