

Task: Describe the global aspects young adult volunteer work.

Topic: International and Strategy Management

Type: Analytical Essay

Length: 5 pages

Formatting: MLA

Requirements: Give an informative picture of student and graduate volunteer work on a global scale. What are the peculiarities of the field? What can be done to further optimize it?

International and Strategy Management

Strategy Formulation

Name:

Institution Name:

Professor:

Course:

Date of Submission:

This report seeks to formulate a strategy on the use of trained volunteers in any part of the world in achieving social services like offering community health services, education and counseling services. Michelle (2009) defines a strategy to be a well stipulated plan of action that is intended to accomplish a specific goal. According to Cross and Parker (2004), strategic formulation is the art of using well formulated techniques in a specified field so as to achieve a specific target.

A volunteer is a person who commits or chooses to use their experience, skills, and time without payment. Kristina and Deborah (2010) posit that volunteers set themselves in order to help the people around them or the community. In order to effectively recruit volunteers, many organizations focus on available opportunities that would be provided to them. These should be community minded, for social contact and for beneficial returns. Coercing people to volunteer may make them feel mistreated and their rights denied as argued by Lencioni (2012).

This strategy targets the young graduates from universities and colleges whose number is steadily increasing on a daily basis (Findlater *et al.*, 2009, International Telecommunication Union, 2009). These graduates are able to acquire skills and experience by engaging them in voluntary activities and service to the community; ultimately making them independent citizens and capable creators of employment opportunities (Medhi and Toyoma, 2008).

Inadequate employment opportunities which is a global challenge has seen many national governments engage in international trading treaties so as to open up markets for employment and trade blocks (Emery, 2002). By involving volunteers in offering services in their various areas of interests; these governments could save funds largely levied in importing and exporting trained personnel.

It is also notable that volunteer jobs are mainly characterized by huge commitment. The commitment is, therefore, essential; whether the job or task to be undertaken is offered by an organization or any entity whatsoever. Volunteering could be of great importance among the volunteer, society, and nation (McShane and Steen, 2011). Some of these importance aspects include sharing the credit for achievements, building self-esteem, and co-operation especially when volunteers are working in a group, a sense of willingness to tackle new skills and absorb new ideas, and the willingness to meet and accept different points of views given by other volunteers (Abraham, 2007).

Nonetheless, according to Blake *et al.* (2009), the strategy formulated could be faced by certain shortcomings. Curbing these by increasing educational programmes in order to increase volunteers' skills and qualifications is possible. Moreover, organizations or entities that hire volunteers mainly focus on qualifications and skills rather than the volunteers' leadership skills.

There is also a need to look into mentoring programmes and training courses on specific fields for example construction or healthcare, where the volunteers are helping out in rescue for disaster management (Intel IT Centre, 2013). Such training and courses can also enhance retention as most volunteers have the mindset of learning new things and certificate awards, which act as important credentials for their future use.

Awareness programmes also help in making volunteers enhance awareness on the mission of the service-receivers or consumers and improve the productivity of the volunteers. The most important concept in retaining volunteers is to fulfill their potential and expectations and societal targets (Health Department, 2006, Willinsky, 2005).

In conclusion, it is evident that there is a great need to make use of the knowledge acquired by young graduates from the colleges and universities in serving the community. There are also expectations that such strategies as the one formulated in this report yield positive results to both the volunteers and the community or organizations for which the volunteers serve.

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Overall Impression

My biggest complaint about this paper is its organization. Every part of the essay is written well enough (even compared to what I usually have to proofread), but somehow all of these parts do not work well together. Other than that, I cannot say that the paper is poorly written. Raw, yes, but not bad. Still, organization is an important criteria of evaluation, so the final grade is not in the author's favor.