

Enhancing Employability through International Volunteering Expeditions: Raleigh International

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Aims of the Workshop

An example of good practice in employer engagement and knowledge transfer, where the focus of a collaborative project is employability enhancement

Is there potential to widen the scope of the Raleigh Experience?

Raleigh origins

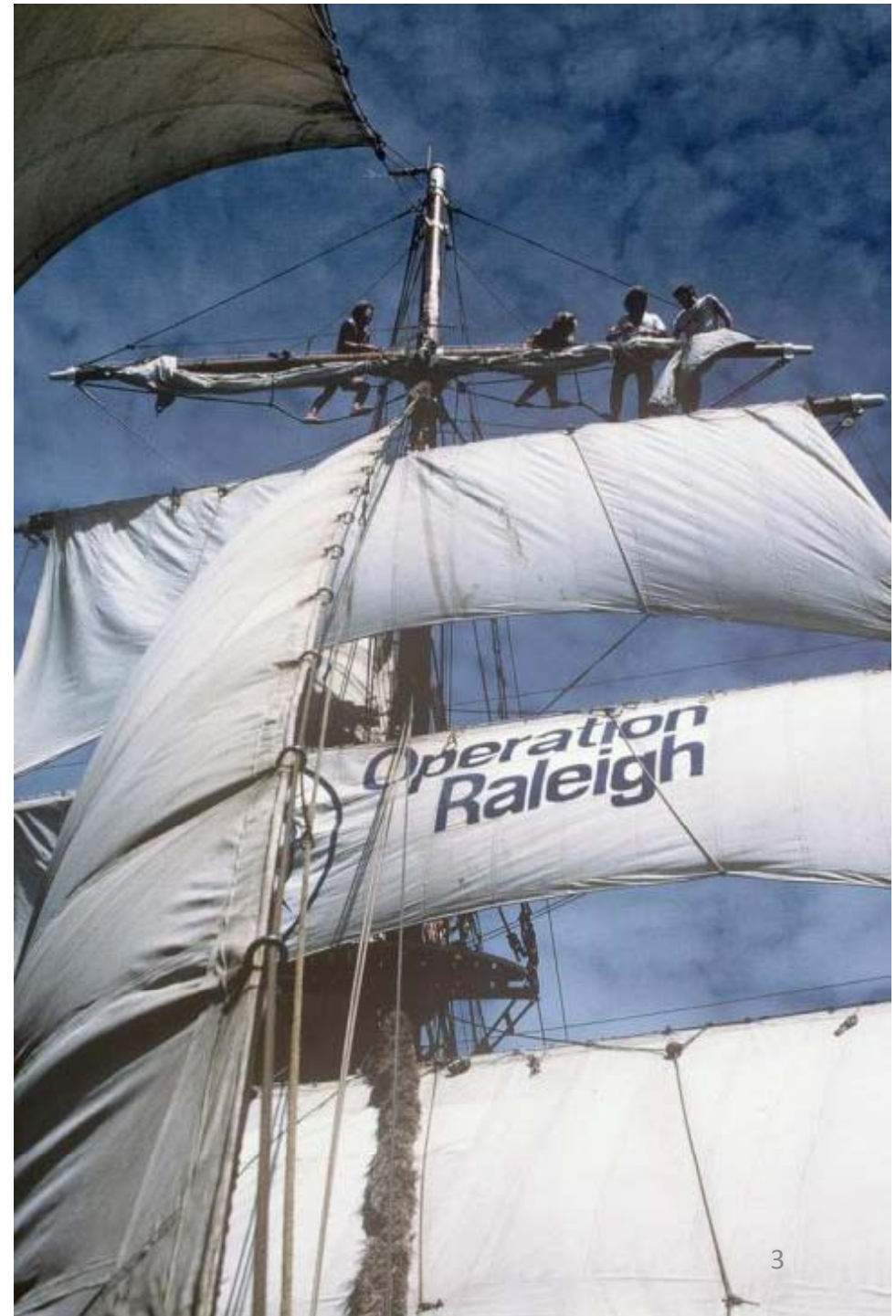
Started By HRH Prince Charles in the UK in 1978 as **Operation Drake**, continued in 1984 as **Operation Raleigh**

Since 1984:

30,000 participants

250 expeditions

43 countries



Raleigh's Vision

Raleigh's vision is of a world where young people believe in themselves, achieve their potential and work together, regardless of social background, culture and nationality; becoming part of a global community active in making their world a better place

Raleigh's Mission

Raleigh inspires people with a sense of life-purpose and self-belief by exposing them to expeditions and challenging programmes that deliver personal development and public service

The Raleigh Way

1. Charitable not-for-profit

Values based and purposeful, committed to impact, sustainability and transparency

2. Diverse Teams

Brings people together of different ages, social backgrounds, cultures and nationalities to work as a team

3. Mentors and role models

Support individuals through structured, facilitated, challenging experiences

4. Sustainable real projects in partnership with local people

Partnership with local project partners, communities and governments who value our energy and enthusiasm to work alongside them to complete their worthwhile sustainable projects. In return, they offer our teams cultural immersion and learning for the mutual benefit of all.

Community



- Community Infrastructure Development
- Education Facilities
- Health and Hygiene Facilities

CATIE
Tropical Agricultural Research
and Higher Education Center



act:onaid



Raleigh

Environmental



- Rainforest / National Park setting
- Improving facilities for scientists/tourists
- Monitoring wildlife/plant species
- Working with wildlife wardens and conservation specialists
- Delivering conservation on the ground

Adventure

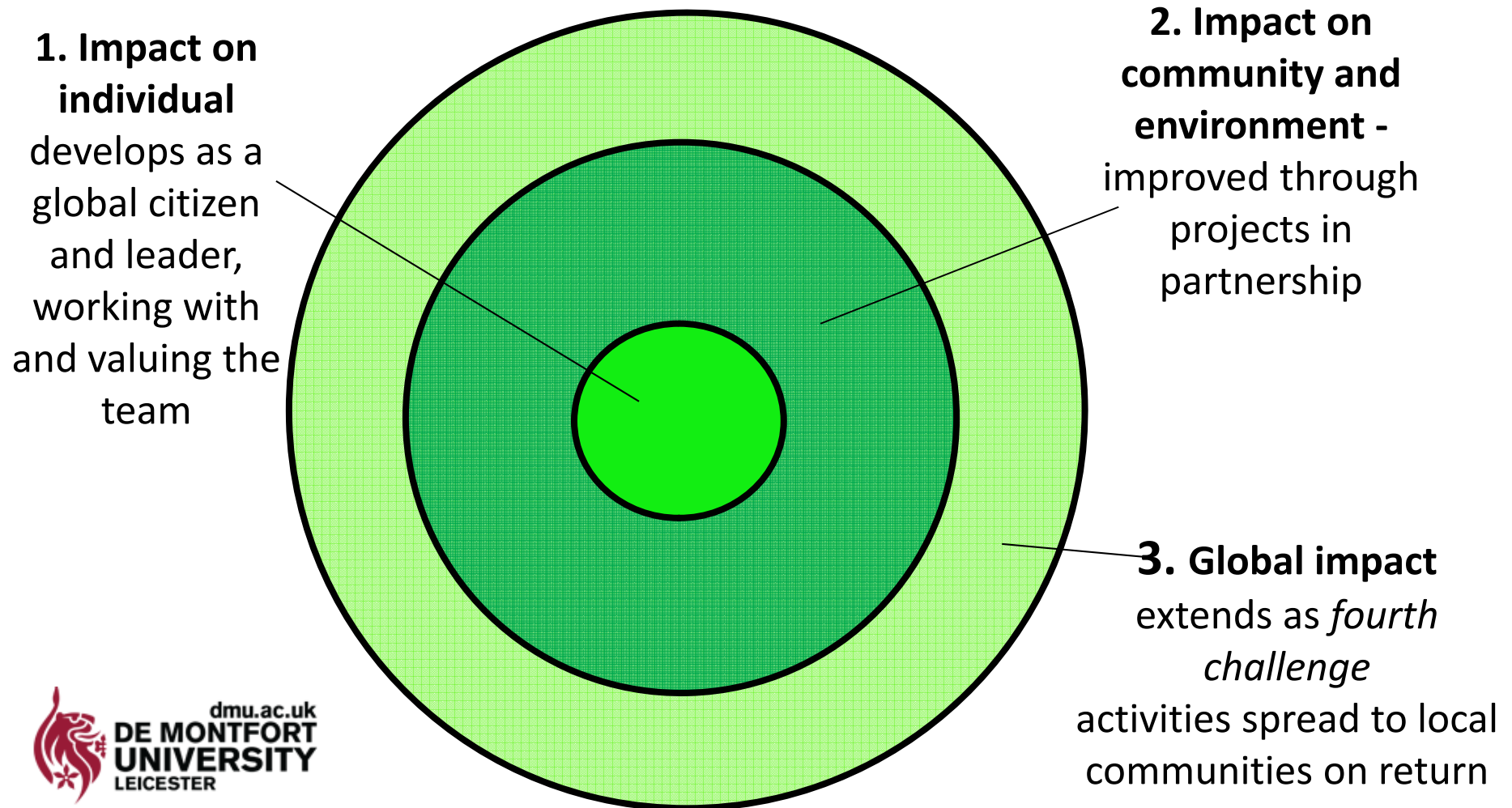


- Physical challenge
- Adventure/Exploration
- Trekking 150+ KM in 3 weeks



Raleigh Impact Model

– *Three benefits*



Rallying Together

A research study of Raleigh's work with disadvantaged young people

An ippr report for Raleigh International Trust



Raleigh International Pilot Study Report

March, 2008

Impact on individuals

- Confidence in dealing with people from different cultures and countries
- Mental resilience to succeed when the "chips are down"
- Self awareness
- Preparedness to influence group situations
- Ability to plan and lead group projects
- Ability to work in teams alongside others from different backgrounds

Our Volunteers



**Teams of young people
aged 17-24:**

- 50% UK
- 22% international
- 15% host country
- 13% partnership programme

**Facilitated by volunteers aged
25+ on sabbaticals, career
breaks or retired**

The Volunteer Experience





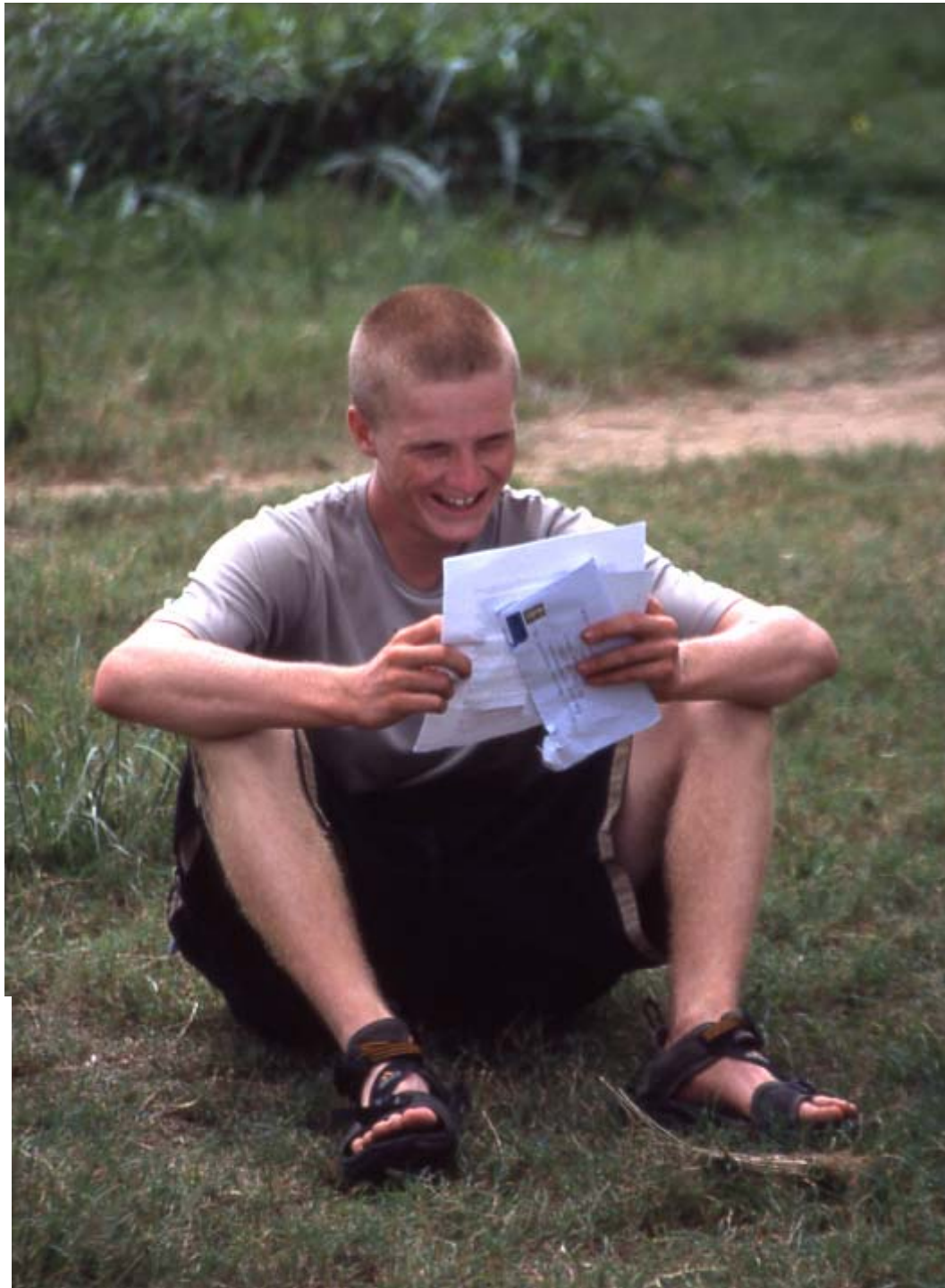




































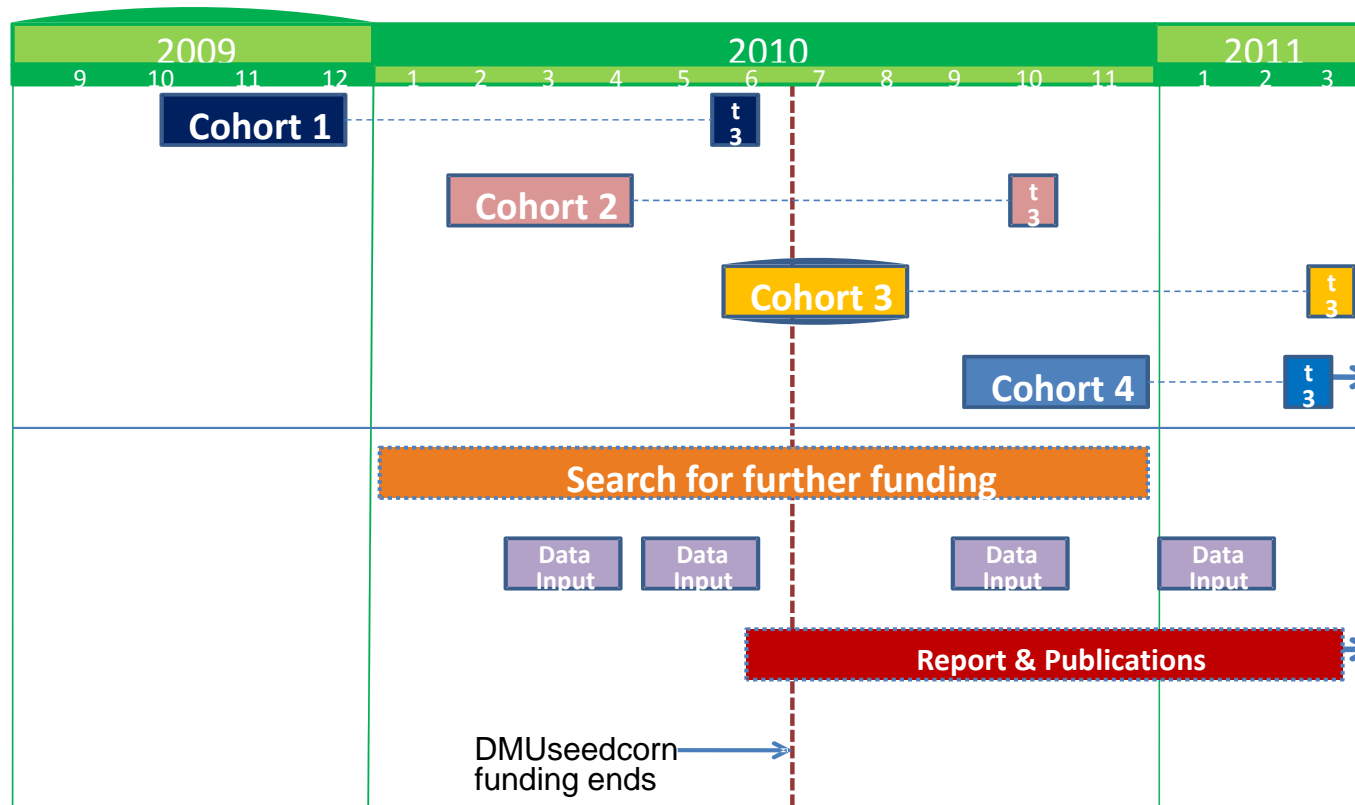




The Research Project

- Pilot study - three-year project
- Evaluating the employability-enhancing impact of the Raleigh Experience
- Pilot phase – testing out survey instruments, exploratory research
- Little joined-up research in this field:
 - Some on international volunteering
 - Some on perceptions of employability

Research Schedule



Research Method

- Exploratory research
- Theoretically driven – model
- Key informant interviews
- Survey Design
- Administered in the field: India, Costa Rica and Nicaragua, Borneo
- Follow up focus groups

Aims of Pilot Stage:

1. Did the questionnaire work – were there scales and sub-scales that could be used in future research?
2. What do the early results suggest about the future pattern of results and are there things we should look out for – including demographic variables?
3. Are there any early conclusions or observations we can (tentatively) make
4. Early reflections on the collaborative process

Did the questionnaire work?

What do the participants value? Why do they do it?

Five basic components:

- **Expedition Skills** (14 items, 21.9% of variance, $\alpha = .88$)
- **The Expedition Experience** (10 items, 7.4%, $\alpha = .88$)
- **Environment & World-Awareness** (6 items, 6.3%, $\alpha = .82$)
- **Empathy and Tolerance** (5 items, 5.0%, $\alpha = .72$)
- **Employability** (4 items, 4.2% of variance, $\alpha = .59$)

Did the Scales Work?

Yes, mostly – distinct scales that ‘hang together’ well and show good potential for future research

But not always – negatively worded items tended to confuse the results – and some items didn’t load on any one factor = a case for simplifying the research instrument somewhat

What do the early results suggest?

- Very positive responses with practically no statistically significant differences by venturer type in responses to main scale and subscales (but a few!)
- Venturers in Costa Rica & Nicaragua reported higher scores than India and Borneo – to investigate!

Early conclusions or observations?

- Do venturers undertake Raleigh Expeditions more for the value of the experience than anything else?
- They may not realise the employability-enhancing potential until later – at the time ‘the experience’ matters more than anything;
- Need for a longitudinal study – we know employers value the CV-enhancement of a Raleigh expedition – we want to examine the impact on the individuals themselves.

BIS Match-funded graduates

- Surveyed (telephone & email)
 - “What are you doing now?”
 - “What impact has Raleigh had so far?”
- Results (57 responses/ 60 cohort)

BIS Match-funded graduates

Cohort 1 – 5 months on

Full time employment (<i>of which 9 we know are on graduate training schemes</i>)	29	48%
Part-time employment	6	10%
Paid Short-term work	2	3%
Volunteering	5	8%
Internships	5	8%
Travelling	4	7%
Studying	2	3%
Unemployed	4	7%
Not heard back from	3	5%
Total	60	100%

BIS Match-funded graduates

- Got a job – full-time employment
 - Stand out from the crowd (Application & interview) – strong competition
 - Real experience/ examples to relate (Challenge 2 & 3), non-academic
 - Skills gained (team, interpersonal, communication)
 - Attitude (passion, positivity & enthusiasm)(sense of purpose/ direction)

Example

“After graduating with a degree in architecture in June 2009 I faced an industry with minimum positions available towards which, hordes of equally qualified students were throwing themselves. I applied, applied and applied and got nowhere. On my return from Raleigh, the job climate was just as bad as it had been before, however what *had* improved, was me. I applied again and was then **able to show off my achievements and talk with real conviction and passion about what I had done on expedition**. I received several interviews as well as job offers, and finally **I accepted a position with one of the top architecture firms in the world**. Now I am working on multi-million pound projects all over the globe.

Raleigh will humble you, defy your every expectation and provide you with an experience that will inspire you and **make you stand apart** from the next guy.

As important as they are on expedition, skills such as survival, medical, radio and dive training weren't *the* most important lessons that Raleigh taught me. It was actually the **frame of mind, my sense of purpose and achievement and my attitude that anything is possible** is what has really helped. Working together with people of all nationalities and knowing that your limit is always that little further in front was a great experience.”

Early reflections on the collaborative process?

- Mutual understanding, clear aims
- Mutual strengths in research and practice
- Agreement on timeframes, responsibilities
- Issues (resolved!): funding and IPR
- Long term – building a sustainable project based on Employer Engagement and Academic Expertise that adds value to both the Employer and Researcher.

Thank You

Any Questions?