



# FHI 360 Volunteer Training Catalog

There are many ways to volunteer your time and engage with young people—whether you want to share your career journey, present material in a school setting, facilitate a hands-on activity with students, organize a learning experience at your company, or serve as a career coach. No matter the role, exposure to diverse role models—other people whose actions, examples, or successes can be emulated by others—is critically important and can supply powerful messages to young people.

FHI 360's National Institute for Work and Learning (NIWL) provides a variety of resources and learning opportunities, including facilitated trainings and workshops, self-paced e-Modules, and toolkits, to help first-time volunteers—as well as those who would like a refresher—prepare for, engage with, and inspire youths. Review our current volunteer training inventory, listed below, and contact [NIWL@fhi360.org](mailto:NIWL@fhi360.org) to learn more or schedule a volunteer training.

## Activity Facilitation: Enhancing Your Skills

**Description:** Whether a new or experienced facilitator, this dynamic training equips employee volunteers with essential facilitation skills to effectively engage and inspire youth in workshops, mentoring sessions, and group activities. Tailored for those working with young people, the program focuses on fostering interactive, inclusive, and impactful learning experiences. As learners continue to experience hybrid learning environments, this training highlights strategies and resources for virtual and in-person facilitation. It also includes a section on group facilitation techniques – an increasingly important skill for facilitators.

**Key Training Objectives:** Learn the principles of effective facilitation, including active listening, clear communication, and adaptability; explore strategies to create a safe, welcoming environment that encourages youth participation and collaboration; practice techniques for managing group dynamics, addressing challenges, and keeping sessions engaging; gain tools to design and lead activities that meet the needs and goals of diverse youth audiences; and build confidence in guiding meaningful discussions and delivering key messages with clarity and enthusiasm.

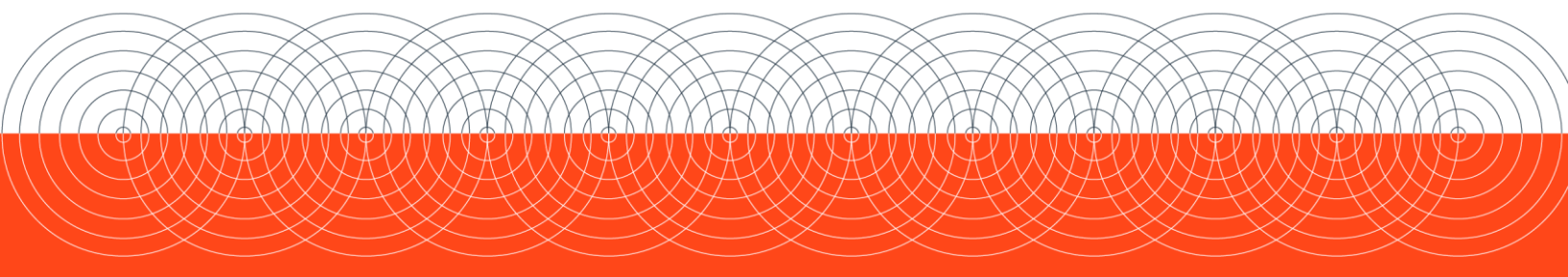
**Time:** 30-60 minutes

## Applying the Engineering Design Process

**Description:** This training is designed specifically for engineer-focused programs. This hands-on training is designed to prepare employee volunteers to guide youth through the Engineering Design Process—a powerful framework for problem-solving and innovation— as well as explore the Engineering Habits of Mind. Volunteers will learn how to foster creativity, think critically, and collaborate as they engage young minds in tackling real-world challenges.

**Key Training Objectives:** Gain an understanding of the Engineering Design Process and its stages; explore methods to introduce the process in a way that resonates with youth, sparking curiosity and enthusiasm; learn facilitation techniques to support brainstorming, problem-solving, and iteration; and build confidence in mentoring young learners through both successes and setbacks, encouraging resilience and perseverance.

**Time:** 50 minutes



## Building Social Capital

**Description:** This training is designed to empower employee volunteers with the knowledge and tools needed to effectively mentor and support youth in building social capital. Social capital refers to the networks, relationships, and connections that help individuals access opportunities, resources, and pathways to success. Volunteers will learn how to foster meaningful interactions with young people, helping them develop the skills to expand their personal and professional networks.

**Key Training Objectives:** Understand social capital and its importance for youth development; identify strategies for creating inclusive and supportive mentoring relationships; learn techniques for guiding youth in identifying and leveraging their strengths; identify activities and exercises for promoting networking and interpersonal skills; and learn practical tips for connecting youth to resources, opportunities and career pathways.

**Time:** 50 minutes

## Communicating Across Generations

**Description:** This insightful training equips employee volunteers with the skills and understanding needed to bridge generational gaps and foster meaningful connections with youth. By exploring the differences in communication styles, values, and experiences across generations, volunteers will gain tools to effectively engage and mentor young people. This interactive session empowers volunteers to communicate with clarity, empathy, and confidence, ensuring positive and impactful interactions with the next generation of leaders.

**Key Training Objectives:** Understand generational differences and how they influence communication preferences and expectations; learn strategies to build trust and rapport with youth by adapting communication styles; explore techniques for active listening, empathy, and constructive feedback tailored to younger audiences; practice overcoming common communication challenges to foster inclusive and respectful dialogues; and gain insights into how technology and social media impact communication dynamics with today's youth.

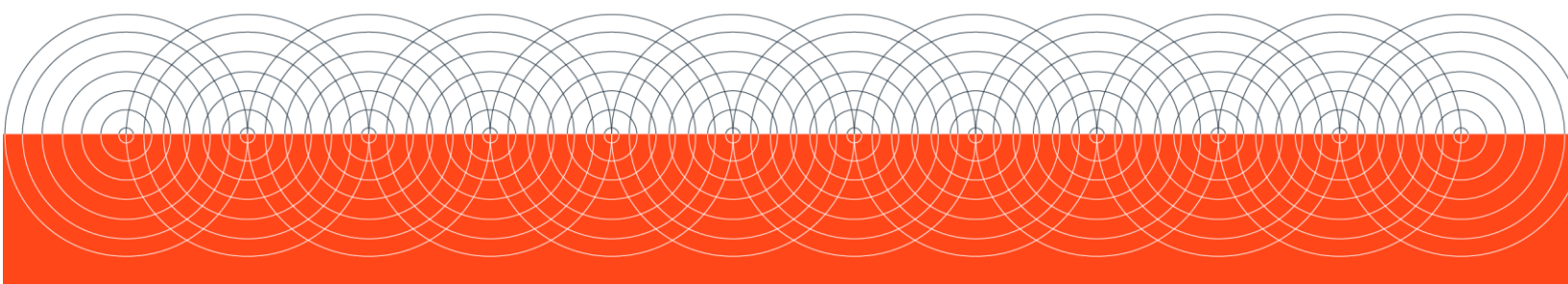
**Time:** 50 minutes

## Cultivating Authentic Relationships

**Description:** Research has shown that youth benefit from positive relationships with adults, particularly youth from underserved communities. This training covers the essential qualities of developmental relationships and the ways in which adults working with youth can cultivate meaningful relationships, including Navigators- the parents, teachers, counselors, advisors, or other adults that help young people navigate their paths. This training includes strategies for connecting with youth across cultures and backgrounds.

**Key Training Objectives:** Identify the five elements of developmental relationships; apply actions and strategies for cultivating developmental relationships with youth; and analyze the role of diversity in developmental relationships with youth.

**Time:** 45 - 60 minutes



## Facilitating Company Tours

**Description:** This practical training prepares employee volunteers to lead engaging and impactful company tours for youth, providing them with an insider's view of professional environments and career opportunities. Volunteers will gain the skills needed to create a memorable and informative experience that inspires young visitors. This training empowers volunteers to serve as enthusiastic guides and role models, sparking curiosity and motivation in the next generation while showcasing the valuable opportunities within their industry.

**Key Training Objectives:** Learn how to plan and organize a company tour tailored to the interests and needs of youth audiences; explore techniques to make tours interactive, engaging, and educational; develop effective storytelling skills to highlight the company's mission, roles, and career pathways; gain strategies for fostering meaningful connections between youth and employees during the tour; and practice adapting tours to different age groups or educational backgrounds to ensure inclusivity.

**Time:** 50 minutes

## Giving Effective Feedback

**Description:** This specialized training is designed to empower employee volunteers with the skills to provide constructive and impactful feedback when working with youth. Volunteers will learn how to communicate feedback in ways that motivate, inspire growth, and strengthen self-confidence among young individuals. This training ensures volunteers are equipped to support youth in unlocking their potential by transforming feedback into a powerful tool for personal and professional growth.

**Key Training Objectives:** Understand the importance of feedback in youth development and skill-building; learn methods to deliver feedback that is clear, constructive, and tailored to the needs of young audiences; practice using positive reinforcement to encourage and highlight strengths while addressing areas for improvement; explore techniques for balancing honesty with empathy to foster trust and open communication; and gain tools to help youth set actionable goals and take ownership of their learning journey.

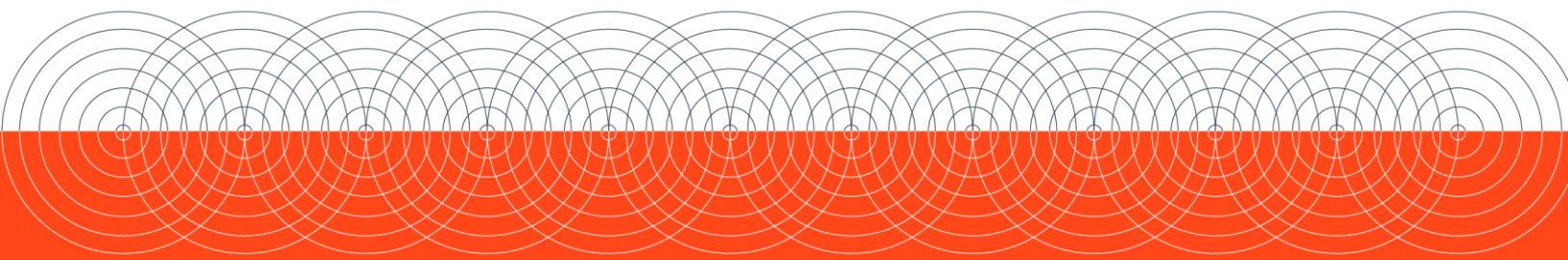
**Time:** 50 minutes

## Youth Brain Development

**Description:** This training equips employee volunteers with a foundational understanding of youth brain development, enabling them to tailor their mentoring, teaching, and communication approaches to better support young individuals. By exploring the science behind how youth learn, grow, and process experiences, volunteers will gain insights into fostering meaningful and impactful connections. This training empowers volunteers to work with youth in ways that inspire growth, confidence, and success, using an understanding of brain science as a foundation for impactful mentorship and support.

**Key Training Objectives:** Understand the basics of brain development during childhood and adolescence, including cognitive, emotional, and social growth; learn how developmental stages impact decision-making, problem-solving, and learning styles in youth; explore strategies to engage youth in activities that align with their developmental needs and strengths; practice effective communication techniques to empower and encourage youth in their personal and educational journeys; discover ways to help youth build resilience and adaptability as their brains continue to develop.

**Time:** 60-90 minutes



## Self-Paced eModules

The following is a list of self-paced eModules volunteers can access through FHI 360's Talent Learning Management System (LMS). These courses vary in length with most ranging between 15-45 minutes.

For more information, please visit

<https://niwl.fhi360.org/resources>.

- Becoming Career Ready\*
- Becoming Champions for Change\*
- Career Awareness for Navigators\* / Career Starter Kit\*
- Creating a Positive STEM<sup>2</sup>D Identity
- Digital Know How
- Exploring STEM<sup>2</sup>D
- Financial Wellness
- How to Encourage & Engage Girls in STEM<sup>2</sup>D
- Positive Youth Development
- Safeguarding
- Student Centered Learning & STEM<sup>2</sup>D
- The Importance of Role Models in Education & Career Exploration
- Trauma Informed Approach to Working with Opportunity Youth
- Understanding Me: Purpose & Psychology\*
- WiSTEM<sup>2</sup>D Youth Training

\* These self-paced eModules have corresponding facilitated sessions available that complete the learning series.

## Toolkits & Guides

As employee volunteers dedicated to empowering underserved youth, your role is vital in shaping brighter futures. To support you in this mission, FHI 360 offers two invaluable resources designed to enhance your impact. The [College & Career Readiness Guide for Navigators](#) provides actionable strategies and insights for fostering students' career readiness in diverse educational settings. Meanwhile, the [Work-Based Learning Manual](#) provides comprehensive tools and insights to create meaningful, hands-on learning experiences that connect youth to real-world career opportunities. Together, these resources ensure that you have the guidance and support needed to inspire and empower the next generation.

About FHI 360: FHI 360 is a global organization that mobilizes research, resources and relationships so people everywhere have access to the opportunities they need to lead full and healthy lives. With collaborations in over 60 countries, we work directly with local leaders to advance social and economic equity, improve health and well-being, respond to humanitarian crises and strengthen community resilience. We share data-driven insights and scalable tools that expand access and equity so communities can effectively address complex challenges, respond to shocks and achieve thriving futures.

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