

# Learning from volunteering

Recognition and validation of volunteer experiences



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European policy

Volunteer organisations

The individual volunteer

The role of employers

European Recognition, Validation and Volunteering Network



# Learning from volunteering

## European policy

- contribute to people's personal development as a step to a paid job
- develop general/transversal skills and competences, specific job skills, and employee skills
- volunteers develop skills and competences:
  - communication skills;
  - ability to help others;
  - adaptability and ability to be effective in different surroundings and with different tasks, responsibilities and people;
  - influencing and negotiating skills, including persuading others, resolving conflicts and negotiating agreed solutions.



# Learning from volunteering

## Volunteer organisations

- more attention on guiding and coaching volunteers in their personal and professional development
- starting point should be the individual needs and interests of the volunteer
- build bridges between the outcomes of informal and non-formal learning processes and the European Qualifications Framework
- this will create the opportunity to make volunteering more attractive and attract new categories of volunteers



# Learning from volunteering

## **Volunteer organisations**

Vapovo project:

Help organisations find the right tool for their organisation:

- What is validation and non-formal learning
- A little taste of validation
- Validation on the level of the organisation



# Learning from volunteering

## The individual volunteer

Volcar project: support volunteers in reference and certification of competences

Training course:

- Evaluate, establish and document his skills, competences and qualifications in a systematic and well-organised manner
- Identify important personal strengths and core competences
- Draw conclusions for the further career from his learning progressions
- Recognise perspectives for his career and plan realistic steps for the further personal and professional development
- Sustainably implement the management of the personal competences with support of the portfolio tools and under personal responsibility



# Learning from volunteering

## **The individual volunteer**

During the training course the volunteer will:

- Establish, assess and prove competences and other benefits from various areas of activities, with a special focus on volunteering, verify learning processes, draw conclusions
- Analyse/evaluate the implementation of the personal targets.

The training course consist of two connecting parts:

- Online training
- Face to face training



# Learning from volunteering

## **The role of employers**

- usually value the fact that an applicant was active as a volunteer in the final decision to hire a job applicant
- the existing tools to support the validation process are mainly unknown
- Regarding volunteers, it is crucial to help them increase their employability skills and understanding about employers' expectations.
- Not all employers give the right value to volunteer experience, and not all organisations and volunteers are aware of the possible impact of validation and recognition. This shows the importance of more and continuous attention for these topics amongst all target groups





# Learning from volunteering

## **European Recognition, Validation and Volunteering Network**

network of Erasmus+ projects dealing with recognition, validation and/or volunteering

profit from each other by sharing experiences, knowledge and outcomes of these projects

facilitate a conference with all members of this, so far, informal network.



# Learning from volunteering

## Support volunteers with

- training certificate
- testimonials
- voluntary work on your CV
- competence profile
- self assessment
- assessment by others
- results of the work of the volunteer
- evidence
- portfolio for volunteers
- agreement with institutes for formal education



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## **EDOS Foundation**

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