

What can we learn from outside of criminal justice?

Transferrable practice in valuing volunteers

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Why motivation and value are so interlinked for Volunteering?

In Europe there are a variety of legal frameworks, cultures and traditions that can have an influence on how, and why, citizens volunteer.

- Volunteering is essential for inclusive societies
- Volunteering is a values-based action
- Volunteering needs a supportive infrastructure

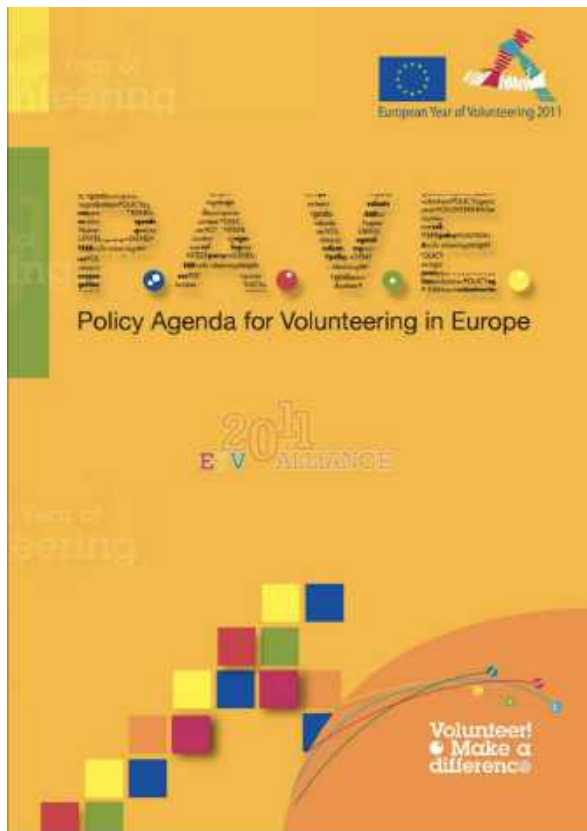
Volunteering makes an **immeasurable contribution to security, peace, cohesion and prosperity** and provides a **framework for an alternative narrative to extremist and populist views and actions, contributing to its prevention.** Volunteering actively **prevents Hate Speech and helps create a society where the rights of all are respected.** Through volunteering, **people can arrive at a point of understanding others, which, in turn, helps to achieve respect for others, and plays a major role in building a society where people are empowered and the freedom to be different can be developed.**

The more we recognise that, the more volunteers and qualitative volunteering infrastructure we have.

What are the obstacles to valuing and how we overcome them?

- Engage people from **diverse realities and backgrounds**;
 - **Variety** of volunteering opportunities;
 - **Inclusive volunteering training and processes**;
 - Not inadvertently or purposefully **deny access** to volunteering (poor access to the internet and/or lack of digital skill; increasing bureaucracy, etc);
 - Ensure **societal stereotypes and prejudices do not impact** on who is seen to be a volunteer;
 - **Raise awareness** (adapting vocabulary; variety of communication channels; etc);
 - Ensure in **new policies and programmes accessibility for different groups**;
 - Sufficient and suitable **training opportunities for existing staff and volunteers** about stereotypes, cultural differences etc;
 - Use **role models** (including all variety of backgrounds);
 - Provide **financial support** to cover any out of pocket expenses that people might incur whilst volunteering;
 - **Mentors** for volunteers.

Useful documents and practices



Thank the volunteers!

- Candlelight Dinner
- Send a thank you Postcard
- T shirts or mugs etc that are special and limited i.e. not available to everyone or even personalised
- Free or unique access to places or events. VIP access
- Special events for free but know what your volunteers interests are. This could range from training to parties
- Say thank you at the right time
- Put their stories on websites or in media stories if they are happy with this.
- Say thank you in a different and personalised way with your own spin such as Frozen Giraffes
- If volunteers do something well with others give them a bigger challenge as a team
- Give people opportunities to network at different levels from national to local
- Give feedback to volunteers
- Birthday Card
- The opportunity to appear on Film
- Surprises!

Useful documents and practices

4. Appreciation of contribution:

Volunteers, volunteer-involving and volunteer infrastructure organisations continue to realise their potential as a force for the common good. **During the COVID19 crisis a high number of citizens offered their time and expertise as volunteers but it was not always possible to allocate roles.** A more holistic approach to volunteering policy with a cross-cutting approach would lead to better matching of supply and demand.

5. Resources for more Value:

It should be ensured that organisations are in a more secure position to contribute effectively to recovery processes and future resilience. **It should be understood that the compassion, altruism, generosity and solidarity that underpins volunteering takes place in context, and that context should be an enabling one.**



https://issuu.com/european_volunteer_centre/stacks/32a3dac0beb846728c4398ac11d016c6

Useful documents and practices



<https://www.europeanvolunteercentre.org/vie>



https://www.europeanvolunteercentre.org/_files/ugd/3ec99c_86deec2822fc4ef09bd8b2f1b3e8bbba.pdf

Why Validation is so important?

“The validation of learning outcomes, namely knowledge, skills and competences acquired through non-formal and informal learning can play an **important role in enhancing employability and mobility**, as well as **increasing motivation for lifelong learning**, particularly in the case of the socio-economically disadvantaged or the low-qualified”.

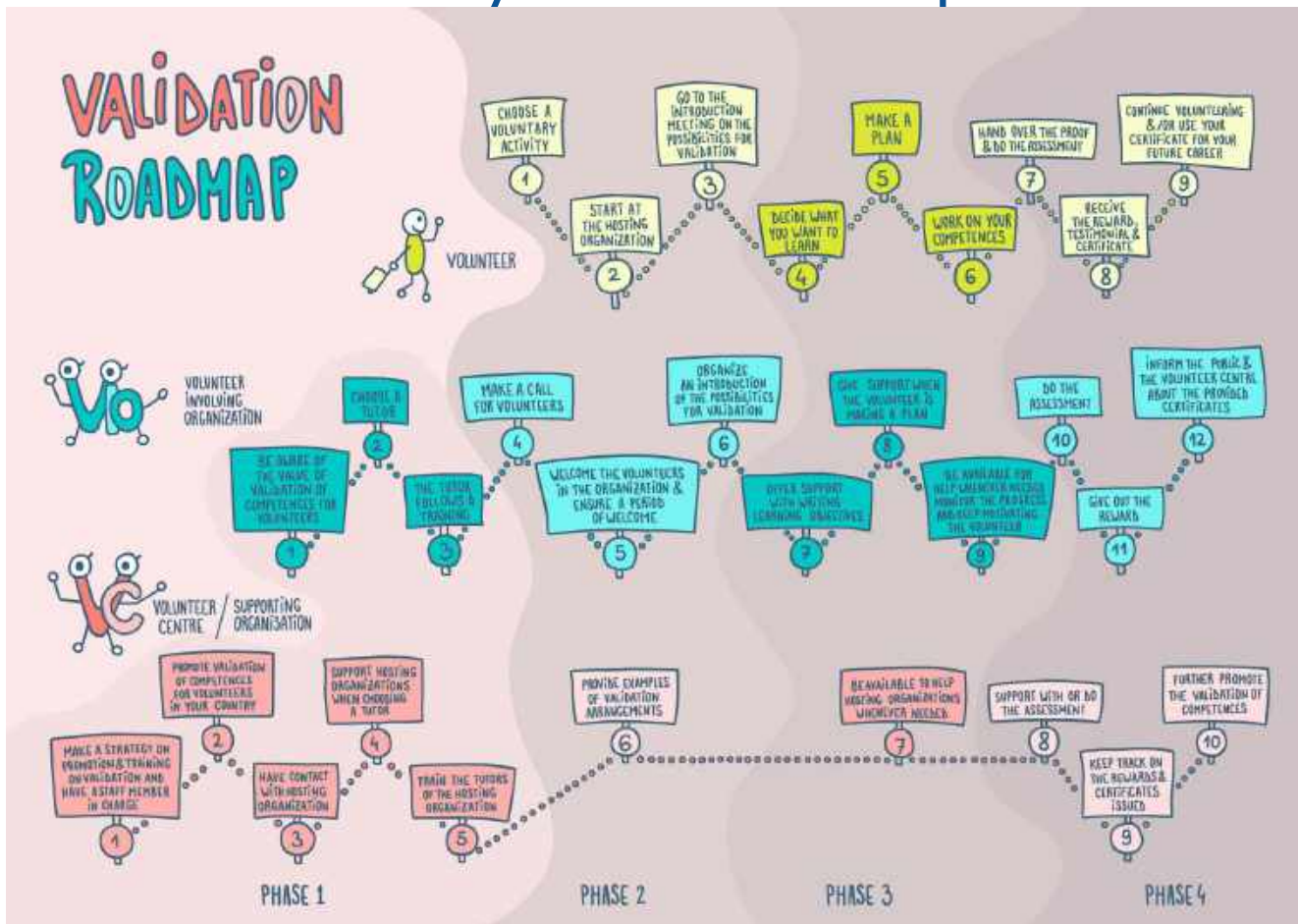
Council Recommendation of 20 December 2012 on the validation of non-formal and informal learning

It is important to recognise volunteering as a source of non- formal and informal learning through tools that will allow for **better recognition and validation of learning achieved whilst volunteering**.

Appropriate tools should be developed at the European level to facilitate and encourage citizens who have acquired skills and competencies through volunteering to be able to demonstrate that fact when needed and desired by the volunteer concerned. **This can also provide source/data/tools for better measuring volunteering (volunteers database,etc).**



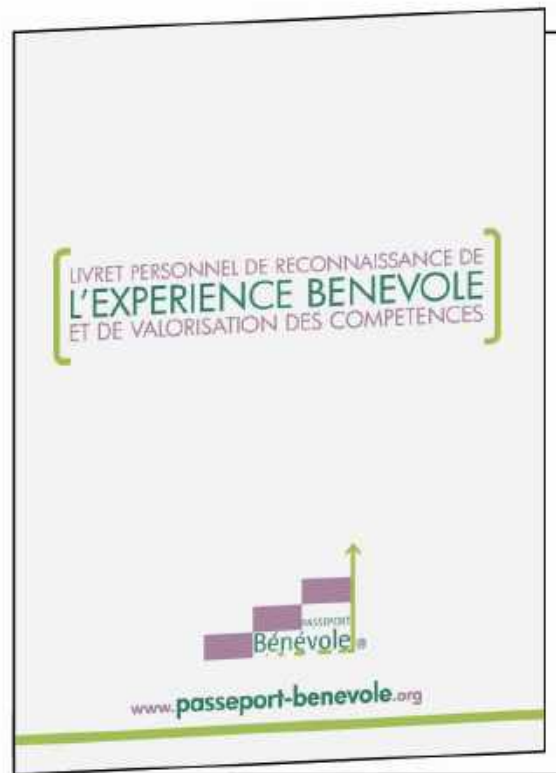
Why Validation is so important?



Examples of how to validate volunteers

Passeport Bénévole – France (since 2007)

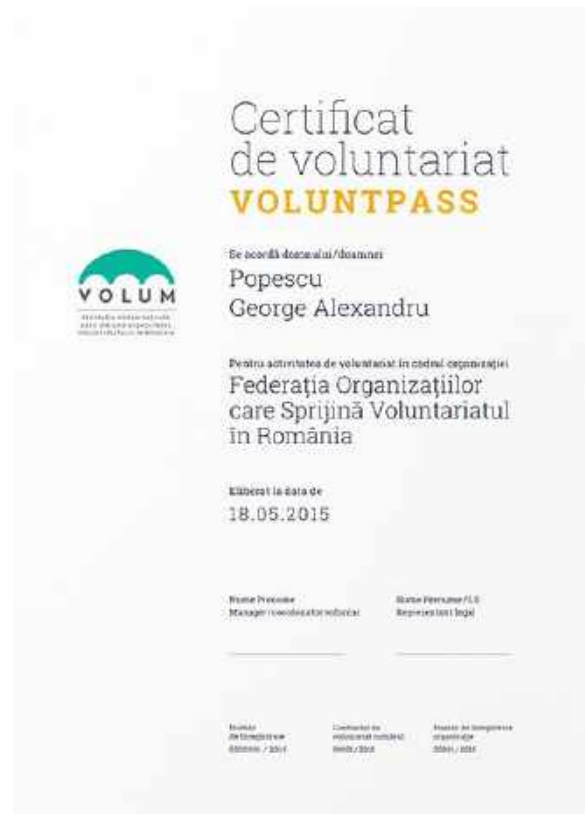
- **Passeport Bénévole** (from France Bénévolat) is used as an approach and a tool to enhance the value of experiential skills.
- The Passeport Bénévole shows the **roles the volunteer undertakes** and the **trainings that they have participated in**, and is meant to **accredit the skills and competencies developed through volunteering**.



Examples of how to validate volunteers

VoluntPass - Romania

- In Romania the VoluntPass is used as a tool developed by Volum Federation.
- VoluntPass is **used for validation of competences of volunteers**, of 15 years of age and older, who have been engaged in project activities of at least 120 working hours within one organisation.
- It is mandatory for organisations to issue the volunteering certificate if a volunteer fulfils the conditions and asks for it.



Examples of how to validate volunteers

Europass Certificate for Volunteers – The Netherlands

- In the Netherlands, the Europass Certificate for Volunteers is used to help volunteers explain what they have learned during a period of voluntary activities.
- It gives a clear and objective description of the work carried out.
- It can show employees evidence of experience, can be a stepping stone to a paid job, and it helps volunteers gain awareness about their own competences.
- It doesn't have standard questions to answer; it is an open certificate, in which competences can be filled in linked to a certain theme.



Examples of how to validate volunteers

Lever Up - Erasmus Plus funded Project



Co-funded by the
Erasmus+ Programme
of the European Union

The LEVER UP Model has been created to assist people in valuing skills and transversal competencies acquired through non-formal and informal learning experiences such as volunteering. This will help them to increase their employability, social responsibility and mobility.



1. Validation centres

The validation centres are organisations that use the LEVER UP model and that can be contacted for information. At the validation center a Tutor will guide you through the LEVER UP process. [Click here, to find the nearest centre!](#)



2. Value your competences

The Tutor will help you in identifying the competences you acquired through past experiences and how they can be demonstrated. The tutor will also help you in preparing a personal portfolio. You can then request for the validation of this portfolio by the LEVER UP Assessor. Currently, it's possible for you to evaluate up to 15 LEVER UP competences.



3. The LEVER UP Certificate

The certificate helps you to increase your employability and be more attractive on the labour market! After the assessment, the validation centre will provide you with the international LEVER UP Certificate. It can be attached to your CV and made visible through the [European](#) mobility tools such as EUROPASS.

European Volunteering Capital Competition

#EVCapital

Recognise and reward municipalities that support volunteers and volunteering in their communities.

Serve as a source of inspiration and motivation for all municipalities across Europe to make even greater efforts to promote and celebrate volunteering.



Celebrating volunteering

National Volunteering Weeks



National and European Years of Volunteering



[Link](#)



International Volunteering Day - Dec. 5th



Volunteers are like windmills...

they have different roles..



come in all shapes and sizes, even some that are unexpected!



Some volunteers, like some windmills, are very visible, some are hidden, but all are important!



Some act alone...And some act in teams



Some people love volunteers, while some people are against them!



Like windmills, volunteers are a great source of renewable energy, and they need maintenance and energy.



THANK YOU!

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