

EUROPEAN VOLUNTEER INCLUSION PROGRAM

Final event

**EXPERIENCES DE VOLONTARIAT
UN LEVIER POUR L'INSERTION SOCIALE ET PROFESSIONNELLE DES JEUNES**

26th of April, CESE, Brussels

Why valorising youth volunteering activities ?



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

- **Youth unemployment is still a worrying issue in the European Union**
 - 15.9% of young under 25 years old are jobless (7.1% for the total active population)
 - Great disparity among countries, with some rates rising at 30%
- **Youth unemployment does not mean youth inactivity**
 - 23% of the people aged over 15 years old are engaged in voluntary activities
 - Most of them do not receive any certification at the end of their engagement
- **Volunteering is an incubator for competences and a lever for inclusion**
 - Volunteering allows the development of a range of competences, mostly soft skills, that can be transferable to the world of work
 - Supporting the recruitment in the angle of competences is a powerful level to tackle social and educational inequalities, as a way to better match the job demand and offer

EUROVIP and its objectives

- To favor the occupational integration and the employability of the youth by the recognition of their skills and knowledge acquired during their voluntary missions.
- To strengthen the capacities of the organizations working with volunteers.
- To promote to the private sector the voluntary missions and the skills and knowledge acquired by the young volunteers during their missions.
- To create working synergies in the promotion of voluntary missions in Europe and the recognition of competences acquired by the young volunteers at the European Union level

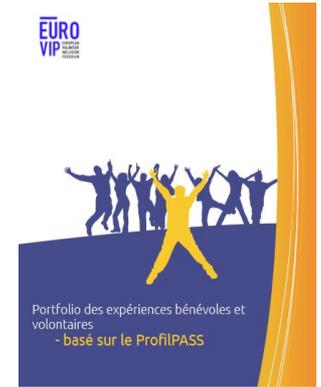
EUROVIP SCOPE

- **Length** : May 2016 – 2018
- **Project team** : FACE (leader), Federatia Volum, Pour La Solidarité, Volunteering Matters, Wisamar
- **4 target groups** :
 - ✓ Volunteers
 - ✓ Organisation hosting volunteers
 - ✓ Recruiters and companies
 - ✓ Policy makers
- **In 5 countries** : Belgium, France, Germany, Romania, United Kingdom
- **Co-financed by Erasmus + (KA2)**

Achievements

1 . Create tools to better support volunteers

- Design of the Portfolio for volunteering experiences, a tool supporting young in the identification of competences gained through volunteering activities. Adaptation in 5 countries.
- Training of 59 organizations welcoming volunteers in France, Romania and in the UK, through 5 sessions
- In France, Romania and in the UK, more than 240 volunteers have been supported over 12 months to identify their competences



Achievements

➤ Zoom on the Portfolio

- Adapted from the ProfilPass, developed by the NGO DIE
- A self evaluation approach
- A final certification to valorize competences identified

A three steps approach :

- Description of missions and activities
- Assessment of competences
- Definition of the professional project



Attestation des expériences bénévoles et volontaires

M./Mme **Nom et Prénom**

A effectué des activités bénévoles et volontaires du au

Avec un volume horaire moyen par semaine/mois de heures

Pour un volume horaire total de heures

A (nom de l'organisation/l'entreprise et domaine d'activité)

Les activités bénévoles et volontaires comprenant les missions et les activités suivantes :

Repondez au chapitre 1 de «Portfolio des expériences bénévoles et volontaires» les missions et responsabilités que vous avez eues lors des activités bénévoles et volontaires. Vous les avez réalisées lors de périodes d'analyse et d'évaluation à la page 8 du page 9. Vous avez déjà mis en valeur les activités que vous préférez. Nommez celles que vous considérez comme les plus importantes et auxquelles vous préférez:

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Au cours de ces activités, les compétences et les qualités personnelles suivantes ont été appliquées et acquises :

Repondez le chapitre 2, dans lequel vous avez énuméré la liste des compétences que vous avez appliquées et acquises grâce au bénévolat ou volontariat. Vous devez énumérer la liste de celles que vous avez préférées et celles que vous avez mises au niveau C. C'est-à-dire celles que vous pouvez réaliser seul et sans accompagnement.

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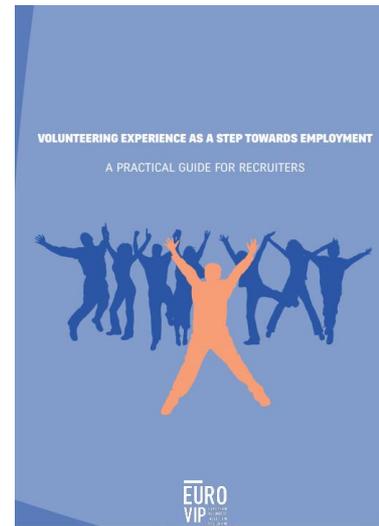
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Achievements

2. Engage Companies

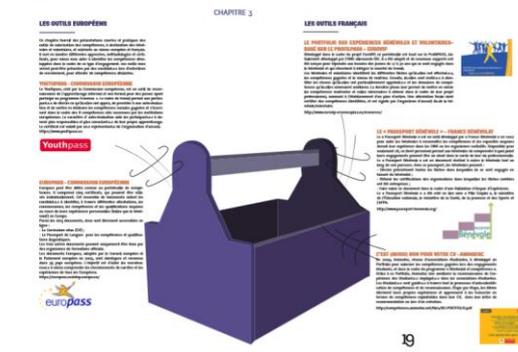
- Creation of the Practical Guide for Recruiters, to inform recruiters on the profile of volunteers, the transferable competences they develop and how to spot them
- Adaptation in 5 countries
- The guide was presented to 60 companies in Romania, France and in the UK, during four events



Achievements

➤ Zoom on the Practical Guide for Recruiters

- Information and awareness rising on the approach by competences
- Valorization of companies good practices in the field of volunteering
- Toolbox to identify competences of volunteers
- List of national volunteering actors, to diversify its sourcing and find new talents !



Achievements

3. Bridge the gap between the business sector and volunteers

- 44 representatives from companies met up with volunteers from the EUROVIP Program in order to change representations on volunteering and to valorize the competences acquired. These meetings took place under job datings, visit of companies, workshop on CV, job interviews simulation



Visits of companies
And discovering of
job opportunities



CV workshops



Meeting with recruiters

Achievements

4. Encourage good practices and raise awareness among stakeholders on the importance of volunteering
 - Design of the European best practices handbook, that sheds the light on professional success stories of former volunteers and gather examples of activities that can be set up by organizations to favor the development of competences
 - Political recommendations to better take into account the value of the volunteering sector



Achievements

➤ Zoom on the European best practices handbook

- Inspiring testimonies from German, French, Romanian, Belgium and Britannic former volunteers on their stories, challenges they encountered, success they embraced and their advices for young people
- Description of volunteering activities through practical notes, what kind of competences can be developed in this context, what kind of materials is needed to implement it



United Kingdom – Collected by Volunteering Matters The most rewarding experience of my life

I come from Colombia and before volunteering I was studying to become a teacher. I came to the UK through the full time volunteering programme of Volunteering Matters to volunteer with people with learning disabilities. As a result of this experience the company I was volunteering with recognised the skills I had learned and offered me a job. As part of my volunteering I received several trainings and learned so many new skills. So I can say thanks to this volunteering experience my competences and skills improved so much that I could find a job. Volunteering Matters, the hosting organisation, has been so helpful and supported me at the beginning in finding a project that could suit me and also followed closely my volunteering experience to make sure that I was okay and satisfied with it. I learned so much from this experience. On a personal level I became more confident using English for work, and I became independent because I was living so far from home. Professionally I learned several skills like becoming a good listener and learning to communicate

with people with a mental disability or speech impediments. My volunteering experience included spending weekends with service users, so I learned to become flexible and adapt to working with shifts and unsociable hours, a fundamental skill for working in the care sector. Before this experience I was less confident, and now I have learned to take more risks and I am not scared to face difficult situations. This experience definitely made me feel happier, more useful, and more empathic. I now live every moment of my life thinking that there are people that have less skills than me for whom it is very difficult to do even the easiest everyday task, so it makes me feel so lucky and it also pushes me to find new ways to be helpful in the community and empower others.

Esteban, 26 years old, Colombia

Activity 1

Keywords	Notes/Type of Volunteering Activity	Description of activity	Skills, competences and activities it develops	Resources needed
Education Human Rights Active Citizenship Youth	Workshops with young people	<p>• The activity in which volunteers are involved includes:</p> <ul style="list-style-type: none"> Participating workshops with young people in high schools on social intervention methods that have as a main focus tackling human rights violation among which the focus will be on building discrimination on the basis of social status, gender and other aspects that might occur in the building and in high schools. <p>The workshops they will facilitate will include themes and materials like:</p> <ul style="list-style-type: none"> Communication → verbal, nonverbal Team building Human Rights, discrimination, prejudice Values (tolerance, empathy, solidarity etc.) <p>• Forum Theatre and Image Theatre (as part of the Pedagogy of the Oppressed) → social intervention methods that are empowering communities to find solutions to their own problems, become more aware of their rights and become more active (no defining</p>	<p>Out of the 8 key competences:³</p> <ul style="list-style-type: none"> Language Communication in the mother tongue, Learning to learn Social and civic competences Sense of initiative and entrepreneurship Digital competences (if the volunteers prepare presentations, make videos of the activities etc.) <p>Additional competences developed include the following from the Portfolio for Volunteering activities:⁴</p> <ul style="list-style-type: none"> Team worker Pro-active Ability to plan Creativity Resilience 	<p>Partnerships with high schools in which the workshops are held.</p> <p>For the workshops in schools and training the volunteers:</p> <ul style="list-style-type: none"> Questionary (forum theatre, games, cards, posters, roleplays etc.) Projector <p>For training the volunteers:</p> <ul style="list-style-type: none"> Trainers with experience on the topics mentioned Catering and coffee breaks Money (if possible for the fee of the training) Space to hold the training phase

³ https://ec.europa.eu/education/competences_en
⁴ https://ec.europa.eu/education/competences_en

Achievements

➤ 8 recommendations to decision makers

#1 – Decision-makers should support unemployed people that want to volunteer.

#2 – Decision makers should promote tools and methods to help volunteers raise awareness on their skills.

#3 – Decision-makers should promote non-formal and informal learning context of volunteering, notably throughout awareness-rising campaigns.

#4 – Decision-makers should keep in mind and support that volunteering means that people are volunteers. The public authorities must promote that it is not expected from a volunteer to be an employee.

Achievements

➤ 8 recommendations to decision makers

#5 – Decision-makers should support that if one wants to use volunteers then they should first ask/associate organisations welcoming volunteers.

#6 – Decision-makers should promote that financial benefits should not be sought from the employment of volunteers.

#7 – Decision-makers should support and encourage people to be concerned and responsible about their community issues, encourage the spirit of society with a view to territorial cohesion.

#8 – It is important that the decision-makers promote associating of structures employing volunteers in the development of public policies.

Impact for today

- ✓ **380 participants** familiarized and trained to use tools created in the frame of Eurovip
 - 240 volunteers supported,
 - 59 volunteering organisations trained
 - 60 companies aware of the added value and competences gained through volunteering experiences, 73,3 % of them in direct contact with volunteers

- ✓ **15 101 individuals** reached through the Eurovip communication campaign

- ✓ **1 Website** with resources on volunteering, and deliverables of the project
<http://www.eurovip-erasmusplus.eu/>

- ✓ **15 new partnerships** created to bridge the gap between volunteering and business sectors

Impact for tomorrow

- ✓ **Improve the support to volunteers and valorize informal and non formal learnings context**

EUROVIP allowed to create practical tools for volunteering stakeholders, that have been tested and evaluated. These feedbacks will contribute to the building of better tools to support individuals in their professional pathways.

- **FACE** is willing to improve the Portfolio and test it to support **1 000 volunteers**. The development of a **digital version** is also in study. The methodology of the Portfolio should be as well developed to valorize **mobility experiences and sport activities**.
- **Volunteering Matters** applied for **further workshops and events** to promote the valorization of volunteers competences
- **Wisamar** will use the tools developed and the results of the project **to further engage companies** in the valorization of volunteering

Impact for tomorrow

✓ Shift recruitment methodology for a more competences based approach

The “competences based approach” is a growing dynamic, shared internationally by actors of employment and social inclusion from the public and the private sector (OECD; PACT4YOUTH).

EUROVIP fully aligns with this approach, by contributing :

- **to a better identification of competences** needed on the job market
- **to the building of a common language** between job seekers, recruiters and intermediary bodies
 - The French National Civil Service Agency has asked **FACE** to integrate **their working group on competences** in order to favor the development of skills for young volunteers
- **to the creation of concrete tools** to make it happen
 - Companies reached by **VOLUM** are planning to create a system of competences evaluation and to change their **HR processes** to better integrate volunteers

Thank you !

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