



VOLUE

THOUGHTS ON RECOGNITION OF COMPETENCES IN VOLUNTARY WORK



C.A.R.D.O. . . .

Why is it useful for volunteers to work on recognition of competences?

Volunteers can have different goals for recognition of competences:

- personal development
- growth in their voluntary work
- development towards other kinds of voluntary work
- exemptions in their (vocational) education
- improving their position on the labour market



Why is it useful for voluntary organizations to work on recognition of competences?

Recognition of competences can:

- contribute to the way the organization rewards the volunteers
- attract new volunteers
- create new ways of cooperation with other organizations
- contribute to a more professional view on voluntary work



Also **employers** can benefit from recognition of competences in voluntary work. It can help them to:

- find exactly that new employee who can offer something special
- discover hidden talents of their employees
- become aware of the value of volunteering
- develop a new way of looking at “employee volunteering”



How to develop a recognition strategy

Things to consider when developing a recognition/ validation strategy:

- Why do we want it?
- What would be the aim of recognition?
- Who wants validation? The volunteer? The organization?
- Who are our target groups? What are their wishes and needs?
- What resources are there to develop our recognition strategy (tools, good examples)?



Criteria and kind of tools I

Record of achievement

or

Competence assesement

or

Training

Required Resources

- Time
- Profession
- Financial

"payment"

- Vouchers for
 - o voluntary work
 - o using facilities
- Money ?

Aims / Fields

- Process orientated
- Product orientated
- Recognition
- Raising Employability
- Feedback
- Developing Competences
- Voluntary Management / Quality Development
 - o Raising awareness
 - o Attracting new Volunteers
 - o „Advertisement“

- Acceptance
- Quality?

CRITERIA

Users

- Volunteers
 - o Expectations
 - o Willingsness to get involved in validation proc.
 - o Interest
 - o Target Group
 - o Seniors
 - o Youth
 - o Etc.
- Externals
 - o Politicians
 - o NGOs working with Vaidlation

- ⌘ Transferability
- ⌘ Size of Usergroup
- ⌘ Qualiity

Criteria and kind of tools II

1. Aims / scope of usage

- Target Group
- Desired outcome

Why

2. Resources

- Time
- Finances
- Staff quality / network

What

3. Method

- Award
- Training
- Interview guidelines

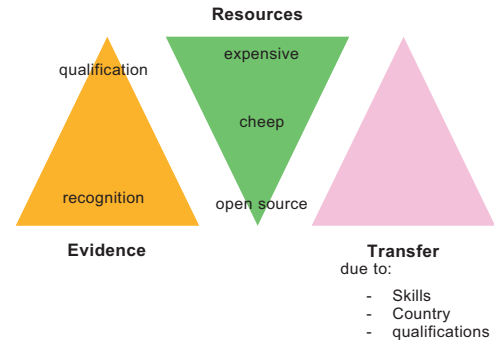
How

4. Quality

- Acceptance
- Development procedure

... !

Example:





Recommendations

- Maintain the “unique value” of volunteering; no instrumenting to solve labour market problems
- Validation is just one (and not the decisive) puzzle piece of quality development
- Fit validation processes to organizations needs
- No devaluation if people do not see a need to validate or are not aware of the learning effects
- Do not artificially create a demand for validation – no validation for the sake of validation. Validation needs a purpose
- Certificates make only sense when they are approved (by employers, universities, volunteers)
- Validation cannot replace other forms of support (e.g. financial)
- Be aware of the effects of validation processes on the volunteers
- Transparency of validation processes to all concerned (volunteers, companies etc)

COLOPHON

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