

Learning during volunteering and follow-up

Brain storming

Productions and results of the 3 groups

How to better “market” volunteering as a learning opportunity ?

- Involving students, children, making conferences, workshops
- Certificates and competences portfolio
- Promoting volunteering during meeting in local areas
- Training coordinators to emphasize the learning dimension of volunteering
- PR of learning during volunteering among HR of companies
- Matching the learning needs
- Show local authorities incl educational authorities that learning through volunteering brings double benefits: 1. non paid work, 2. gained knowledge and skills for volunteers
- Underline to potential volunteers what they will gain what they will learn
- Volunteering is enjoying yourself too !!
- Meeting new people
- Partnerships with schools & university => credits for volunteering at schools

Skills which can be learned as a volunteer?

- More experience
- Social skills
- Foreign language
- NTIC
- Friendship
- Relation with others in a non hierarchical environment
- Understanding (others/new traditions, thoughts, religions)
- Group building, sense of unity, empathy, team spirit
- Cultural heritage
- Flexibility - adaptability
- Technical skills
- Responsibility, leadership
- Make the best: demanding about his own work and his role in society
- Peer to peer
- Learning by doing
- Discovering your potential
- Peer to peer learning
- Learning by sharing
- Taking initiative
- Open-minded
- Project management
- Decision making
- Creativity
- Tolerance
- Conflict management
- Time management
- Self-confidence
- Being adaptative
- Mentoring and coaching

Specificities of senior learners

- They learn more complex things if they make more connections with references to the topic
- It takes more time for them to learn
- They need flexible learning environment
- They prefer more comfort
- They want their knowledge to be appreciated
- They are more insecure when learning absolutely new things
- BUT : these are stereotypes and each senior volunteer is UNIQUE

What do volunteers learn abroad that they would not learn at home?

- How to learn by having fun!
- Different cultures and habits
- New / different lifestyle
- Language
- Independence
- How to deal with airport / trains
- Manage difficulties, facing the unexpected
- Good to see the example of other countries
- Different approaches of solving problems
- Accepting differences
- Self reflection
- Non verbal communication
- Tolerance, humility
- Living the European citizenship
- Being more conscious about your own culture, and country

Learning during volunteering and follow-up

1. Methodology & Hot issues
2. Volunteers: UWOs: unclassified working objects?
3. Experienced volunteers
4. Volunteers are learners: recognition of learning outcomes
5. Can volunteering support employability?



- Are volunteer trainers eligible for individual Grundtvig mobility grants?
- Is abroad volunteering reserved to experienced volunteers?
- Does formalization of volunteering endangers the spontaneity of volunteering?
- Do you pay volunteers?
- Should volunteers replace public/community services (e.g library)?

Volunteers: UWOs: unclassified learning & working objects ?

Something unique?

- Understanding,
- Group building,
- Self commitment,
- Technical skills,
- Responsibility

Senior volunteers: peculiar learners?

Wise man complex: learn more, already knows a lot, need time

Mobility: specific learning opportunity?

- Alice in wonderland => through the looking glass
- EU citizenship & Having fun & Erasmus missed

Marketing strategies to promote volunteering as a learning opportunity?

- Binoculars: slightly changing the focus
- Revamping volunteer position offers ?
- Pre-requisite / facilitating: official recognition of the value of volunteering
- Lobbying: fighting preconception = recognizing recognition, enabling recognition

Experienced volunteers

Transmitting their knowledge: how and to whom?

Other volunteers

- Recruiters Coach / Mentor / Tutor
- Turning learners to teachers
- Raise awareness
- Peer learning
- Job-shadowing

Other organisations

- Social networks
- Conferences (like this one)
- Project DB (E.S.T.)
- Informal meetings
- Case studies
- Promoters (info campaigns)

Local community

- Recruiting Discuss volunteer
- Link to formal & non formal education
- Link national & international networks
- Designing projects
- Lobbying

Volunteers are learners: recognition of learning outcomes

By organisations

- Are they appropriate to recognise learning
- Do they want to learn

Methods they could use:

- Sharing
- Diaries
- Discussion
- Mentors

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The Volunteers

- Create safe and supported environment
- Find motivations and desires
- Help them share their experiences to motivate others
- Traditional techniques
- New responsibilities

How can volunteering support employability of (some) adult volunteers?

- Letter of reference
- Recognition certificates about volunteering experience
- Providing a good level of volunteering work
- Contacts - networking
- Training and monitoring during volunteering
- Social support
- Support by national authority
- Evaluation - self evaluation
- Raising awareness of the learning value of volunteering