

# Recognition of competences acquired through Volunteering *-Romania-*

*Speaker: Ana-Maria Grădinariu*

*Final conference EuroVIP*

*Volunteering experiences – A lever for social and professional inclusion of youth*

*26th April 2018*

*Brussels, Belgium*



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

# Framework

# Framework

- Romania has a Volunteering law since 2001 – Last legislative change was made in July 2014.
- A document of proof was issued by volunteering organization – “Adeverință” (*a piece of paper stating where the volunteer was involved in volunteering activities and the period of time*) – different from one issuer to another
- Starting 2009 – there was an explicit need to make a more stable framework of recognition of competences acquired through volunteering.

# Something new

- 2011 – The European Year of Volunteering
- 4 working groups in the EYV - framed the field of volunteering with themes of great interest
- The recognition of competences acquired through volunteering was a topic of interest so it was pursued

# Something new

- The system of assessment of volunteers' experience and issuing a Certificate was created.
- It was piloted in 20 NGOs active in different fields and working with volunteers
- Use of self-assessment instruments and monitoring tools for volunteer coordinators
- The NGOs gave feedback on the process of assessment and issuing of the Certificate

# Something new

1. Policy Paper–  
Recognizing of  
competences acquired  
through Volunteering
2. Comparative Study  
between 5 EU  
validation of  
competences gained  
through volunteering  
systems





# Something Blue/Bumps in the Road

# Something blue

- Difficult to document the activities – volunteers expect the manager to keep record of their activities
- Assessment process – especially the self-assessment
- Minimum *120 hours of volunteering* before receiving a certificate of competences – Number suggested and established by the working group members



# Something blue

- Need for expertise of volunteers' managers in:
  - Assessment & recognition of competences
  - Motivating the volunteers to be involved in long term volunteering activities.
- Logistic needs – online portal to issue national registered certificates -

Solution: [hartavoluntariatului.ro](http://hartavoluntariatului.ro) – an online platform with 2 purposes:

1. *Matching organizations and NGOs in volunteering activities*
2. *Issuing the volunteering certificate VoluntPass both in English and in Romanian*

- Quality assured of the process of assessment and issuing of certificates



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

# The beginning of Change

# Beginning of Change

- 2011 – 2014 – the mission of the “new law” – 4 years of consultations on the modifications that needed to be done to the Volunteering Law.
- Explicit process of lobby & advocacy conducted by VOLUM Federation (*a coalition of NGOs*) to:
  1. Update the Volunteering Law as to include the developments in the *recognition of non formal activities and volunteering for enforcing the employability of youth*
  2. Include in the new law *the Certificate of Volunteering/ Certificate of competences acquired through volunteering*
  3. The compulsoriness of the Volunteering Contract

# The beginning of Change

- A new Law of Volunteering no. 78/2014 – **25<sup>th</sup> July 2014**

**BUT**

- Impact for employability not enough detailed
- Recognition of volunteering as professional experience – the missing *how to*



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

**Steps made into the system**

# Steps in the System

- To detail *the relation between the volunteering and employability* – a compatibility framework between the volunteering experience and the national system of qualifications
- To develop *an instrument to correlate the volunteering experience with different types of competences* and learning results, according to European documents



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

# Pathways to recognition

# Pathways to recognition

1. *Certificate* + report + supplement
2. Document best practices from 5 European Countries that implement a Recognition system and adapt lessons learnt to the National framework. (France, Slovakia, Holland, Scotland, Croatia)
3. *Piloting* the certificate for 6 months (February 2014 – July 2015) – 125 NGOs involved.
4. Meetings with *70 representatives of the labor market* – to calibrate the Certificate with the labor market.



# Pathways to recognition

5. Receiving *feed-back from the NGOs* involved in the Piloting phase – on the certificate and the process of applying it.
6. Building the *final form of the Certificate* + supplement
7. *Releasing the online platform* for issuing the Volunteering Certificate – [hartavoluntariatului.ro](http://hartavoluntariatului.ro)
8. Creating guides and support documents in support of volunteers and Volunteer Coordinators in their process of (self) evaluating the learning processes that occur in volunteering activities.

**ProfilPass – Portfolio for Volunteering experiences**

**National guide for NGOs to issue the volunteering certificate**

**Trainings and Mentoring – with volunteers, NGOs, institutions**



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

Lessons learnt – *so far*  
Principles we are guided by

# Lessons learnt – *so far*

## Principles we are guided by

1. **Working Together** will get you to a result faster
2. It is not MY system, it is OUR System
3. Involving Public Institutions in your initiative will get you credibility and support along the way
  - But first you have to:
    - Get rid of prejudices against them
    - Adapt your discourse
    - Prepare to face a lot of closed doors

# Lessons learnt – *so far*

## Principles we are guided by

4. **Research** similar initiatives in Europe

5. Have clear AIM and make it credible

- Argument it
- Detail it
- Plan it's implementation
- Believe in IT!

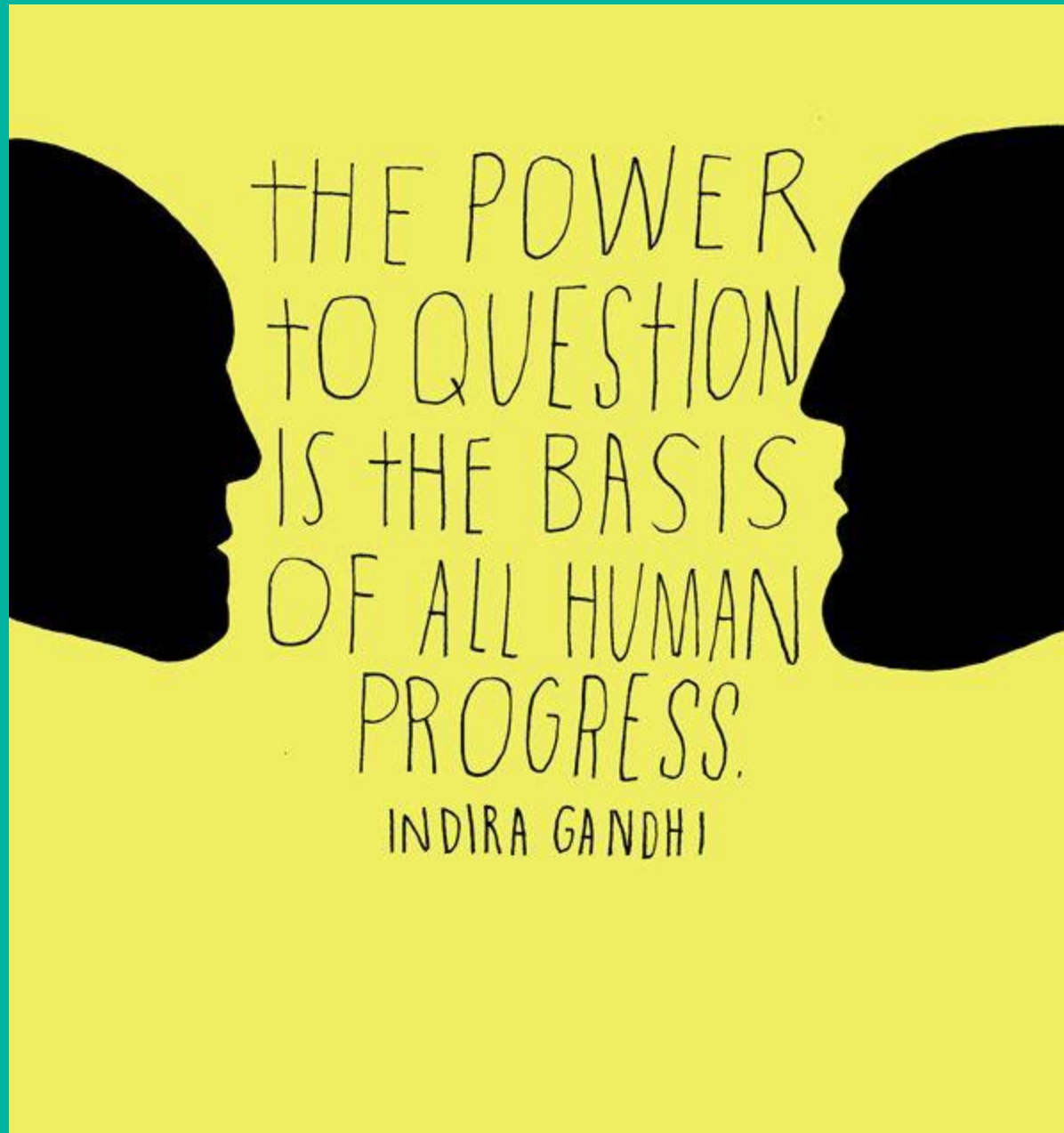
*6. Have patience! Important meaningful changes take time!*

# Foot for thought

The terms volunteering, volunteerism and voluntary activities refer to a wide range of activities, whether formal or informal, including traditional forms of mutual aid and self-help, formal service delivery and other forms of civic participation. **Volunteers act under their own free will, according to their own choices and motivations** and do not seek financial gain. Volunteering is **a journey of solidarity and a way for individuals and associations to identify and address human, social or environmental needs and concerns**. Volunteering is often carried out in support of a non-profit organization or community-based initiative.

Council Decision No 37/2010/EC on the European Year of Voluntary Activities Promoting Active Citizenship (2011) of 27 November 2009, OJ L 17, 22.1.2010, p. 43-49.

Questions  
&  
Answers



Thank you!

Ana-Maria Grădinariu – Programs Coordinator  
anamaria.gradinariu@federatiavolum.ro

**VOLUM Federation**  
www.federatiavolum.ro



THE FEDERATION OF ORGANISATIONS  
SUPPORTING THE DEVELOPMENT  
OF VOLUNTEERING IN ROMANIA

Member of:

