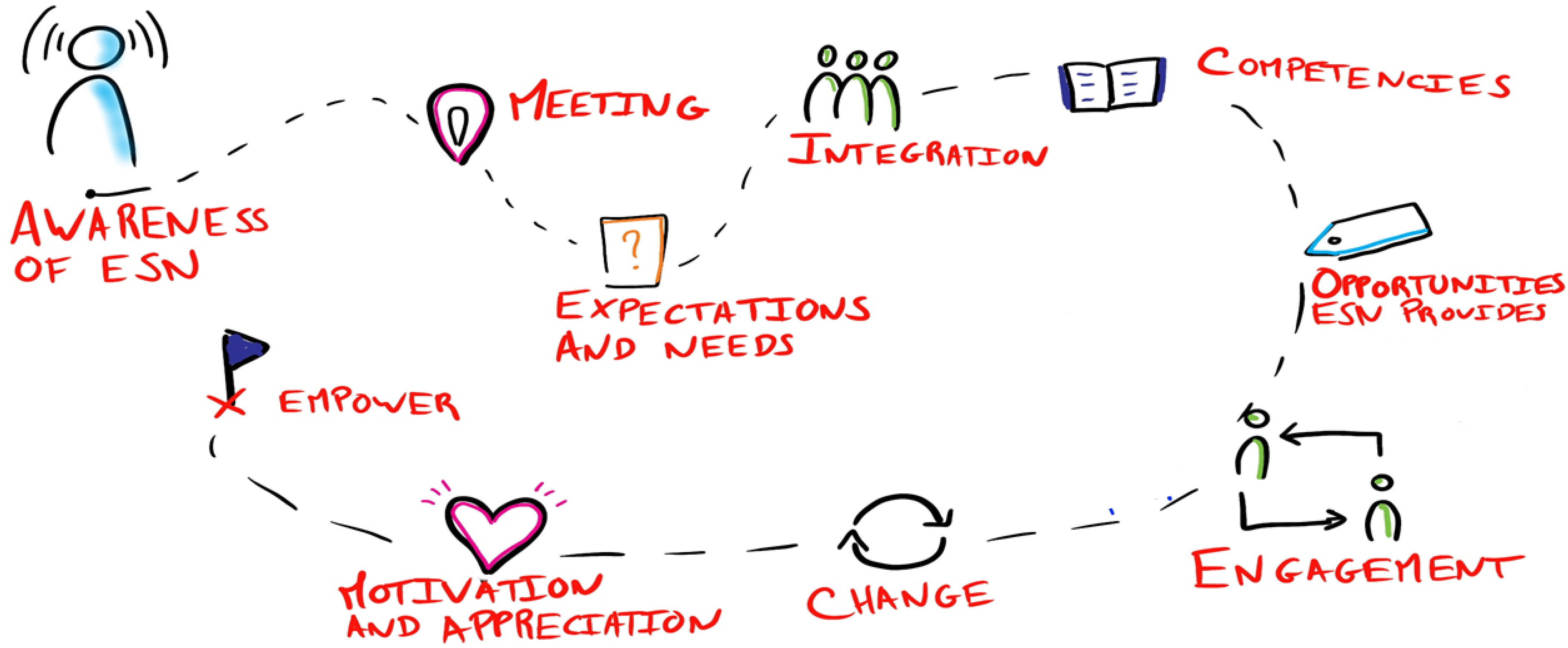




Validation of Volunteer Work in ESN

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Volunteer Development Path



Learning in ESN

Our volunteers learn:

1. Based on **interactions** - international and exchange students, volunteers and local community (*intercultural communication, cultural awareness, teamwork, etc*)
2. Based on **activities** – international and exchange students, local community (*youth participation, inclusion, diversity, cultural heritage, health and well-being, etc*)
3. Based on **organisational processes**’ – volunteers (*community management, volunteer management, advocacy, graphic design, video making, etc*)

Learning in ESN

Unstructured

- Tasks on a daily, weekly or monthly basis
- Learning on own experience or experience of others
- Learning by doing

Structured

- Training opportunities
- Guided learning process designed by a facilitator or trainer
- Reflection and feedback

Validation process

process of making the learning of individuals visible and providing value to all forms of education (formal, non-formal and informal) an individual has acquired, so they can make use of them in a professional and educational context.

Identification

- knowledge, skills and competence acquired (interview, self-assessment)

Documentation

- provision of evidence of the acquired learning outcomes (CV, portfolio)

Assessment

- learning outcomes are compared against specific reference points and/or standards (simulation, peer-to-peer review, etc.)

Certification

- results of the assessment of an individual's learning outcomes acquired through non-formal and informal learning (certificates, diplomas, open badges, etc.)

Validation process in ESN

Aim: have a structured learning process for our volunteers in order to be able to track the competences they acquire and/or develop in ESN to be able to validate them in the organisation in order to make our volunteers more employable and competitive on a labor market

Process

- Research
- HR Map
- Competence Inventory
- Competence Frameworks
- Phases of validation
- Focus Group and pilot-testing

How to make this applicable for the network of 15,000 volunteers across 42 national and 500+ local member organisations?

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Step 1

A volunteer or a local/national organisation contacts the Network Committee.

Step 2

A volunteer from the Network Committee has a video call with the volunteer or a local/national organisation interested in the service to explain the process to them and sends them the toolkit with the documentation to them.

Step 3

Volunteer(s) follow the procedures.

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Step 4

Volunteer(s) send the documentation to the Network Committee who does the analysis if the procedure was respected and if the competences were acquired/developed.

Step 5

If the results of the analysis are positive, the volunteer(s) receives the certificate vs. if the results of the analysis aren't positive, the volunteer(s) receive further recommendations.

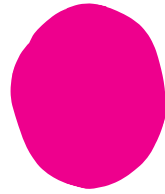
Step 6

The volunteer from the Network Committee has a video call with the volunteer to help them translate their experiences and vocalise their competences in an application/interview.

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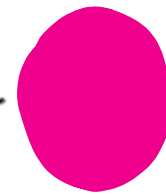
Training

The volunteer has to utilise a minimum of two training opportunities in the duration of the process.



Tasks

The volunteer has to keep track of their tasks that feed into their competence development.



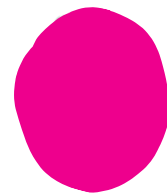
Check-in

The volunteer does a check-in with the Network Committee in order to discuss and reflect on their development.



Feedback

The volunteer has to gather a minimum of five feedbacks from their peers.



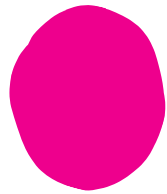
Self-assessment

The volunteer completes the self-assessment survey for the competences that they have selected at the beginning.



Self-assessment

The volunteer selects the competences that they would like to focus on and completes the self-assessment survey. The volunteers can choose from general competences and competences connected to the specific framework.



HR Committee

Aim

Have a pool of volunteers in the international Network Committee to handle the service.

- The volunteers for the pool will be recruited twice per year.
- The volunteers will be trained on the execution of the process after the recruitment in order to make the service sustainable.
- The pool will also offer some other employability-related services, like CV writing tips.