

Skills and Competencies – what 's in for volunteers and managers?



Agenda:

- Why do we want to identify skills and competencies?
- What do volunteers learn?
- In which situations do volunteers learn?
- Recommendations for developing skills and competencies
- Good practice examples

Why do we want to identify skills/competencies?

In society:

- Lifelong learning
- Demographical change
- Bologna
- Adaptive and transformative abilities as learning outcomes needed

Why do we want to identify skills/competencies?

In volunteering in sports:

- Attracting and keeping people in volunteering in sport
- Building responsible personalities
- Increasing in motivation by basic and advanced training
- Meeting expectations of volunteers (see Shell Study, German Volunteer Survey)

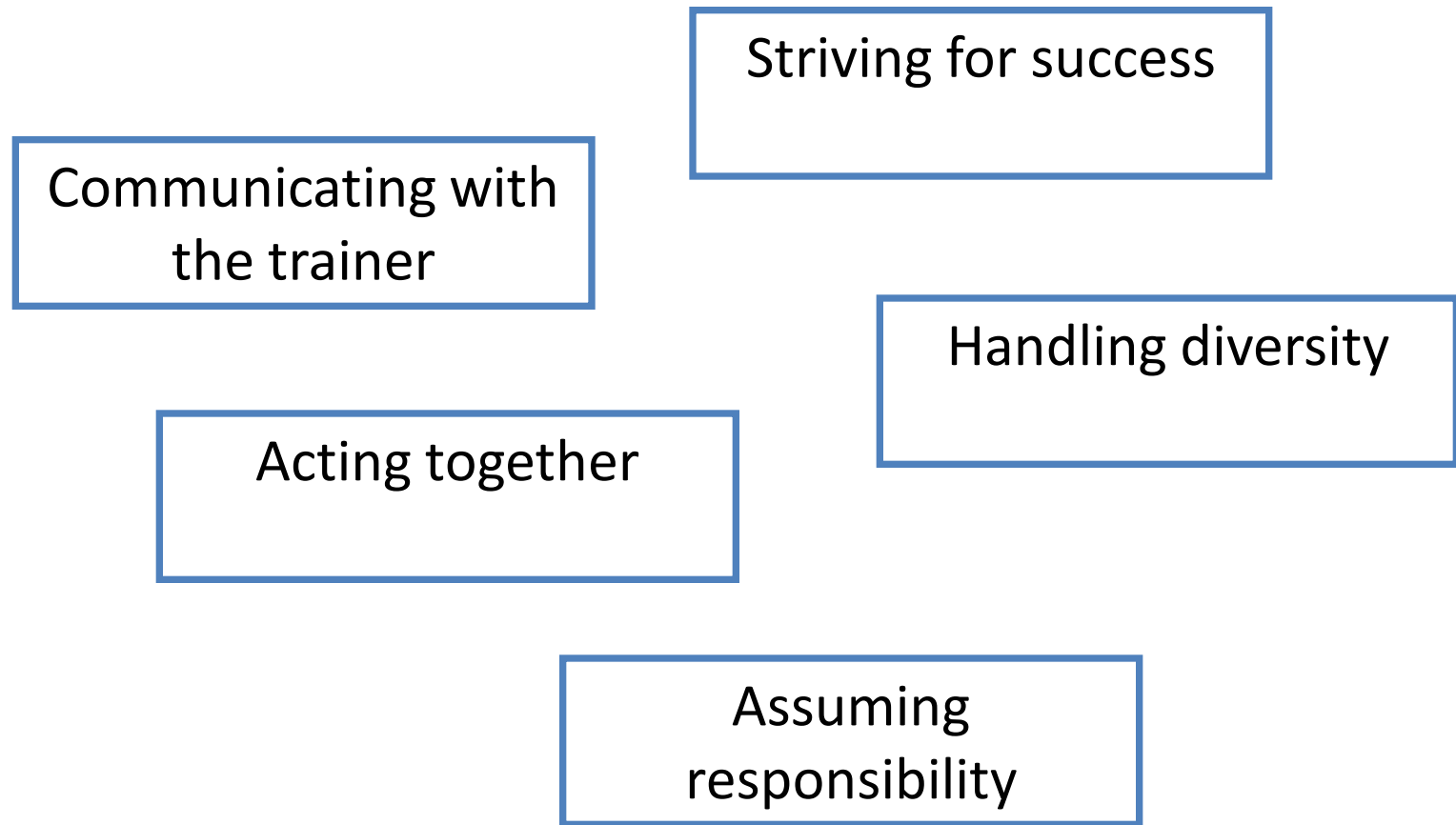
What do volunteers learn?

Competencies

| personal | social | cognitive | organizational | sportive |
|--------------------------------|------------------------|--------------------------|-------------------------------|-------------------|
| Self-esteem | Fair play | Ability for supervision | Ability to organize trainings | Learn movements |
| Self-reliance | Ability to communicate | Logical thinking | | Improve movements |
| Goal Setting | Problem solving | First Aid | | Tactics |
| Creativity | Discipline | Organizational knowledge | | Body control |
| Leadership | Team work | Value development | | |
| Ability to work under pressure | Empathy | | | |

Source: Survey on Educational Opportunities in Sport (Breuer et al., 2009)

In which situations do volunteers learn?



What managers can get but have to give:

Gaining:

- good quality in volunteering
- Motivated volunteers

Giving:

- Room for participation needed
- Informal learning can only be planned to some extent
- Qualification of volunteers

How to develop skills and competencies?

- Shift from teaching to learning
- Learning by doing
- Learning in “classical” seminars
- New forms of learning, eg. coaching, hospitation
- Reflection of volunteering (supervision, intervention)

Examples from the German Sports Youth

- Dsj Academy Basic
- Mentoring-Project
- Project of the Generations

