

Opportunities for Learning

What's Happening in Scotland?

VSkills for Employability



The aim of the VSkills approach is to give volunteers the recognition for the skills, qualities and attributes they have gained through their experiences as a volunteer

VSkills for Employability

- Developed in partnership with the Scottish Government
- Response to Economic Downturn
- Employers reporting skills gap – ‘soft skills’
- Self-management, team working, problem-solving, communication and numeracy
- Volunteering by those who are unemployed can be a pathway to developing transferable skills to enhance employability

VSkills for Employability

- Scottish Qualifications Authority (SQA) Employability Award.
- Portfolio based method of gathering evidence
- Achieved at SCQF level 3 and 4



Employability Award

Employability
Award

Mandatory units

Preparing for
Employment:
First Steps

Building Own
Employability
Skills

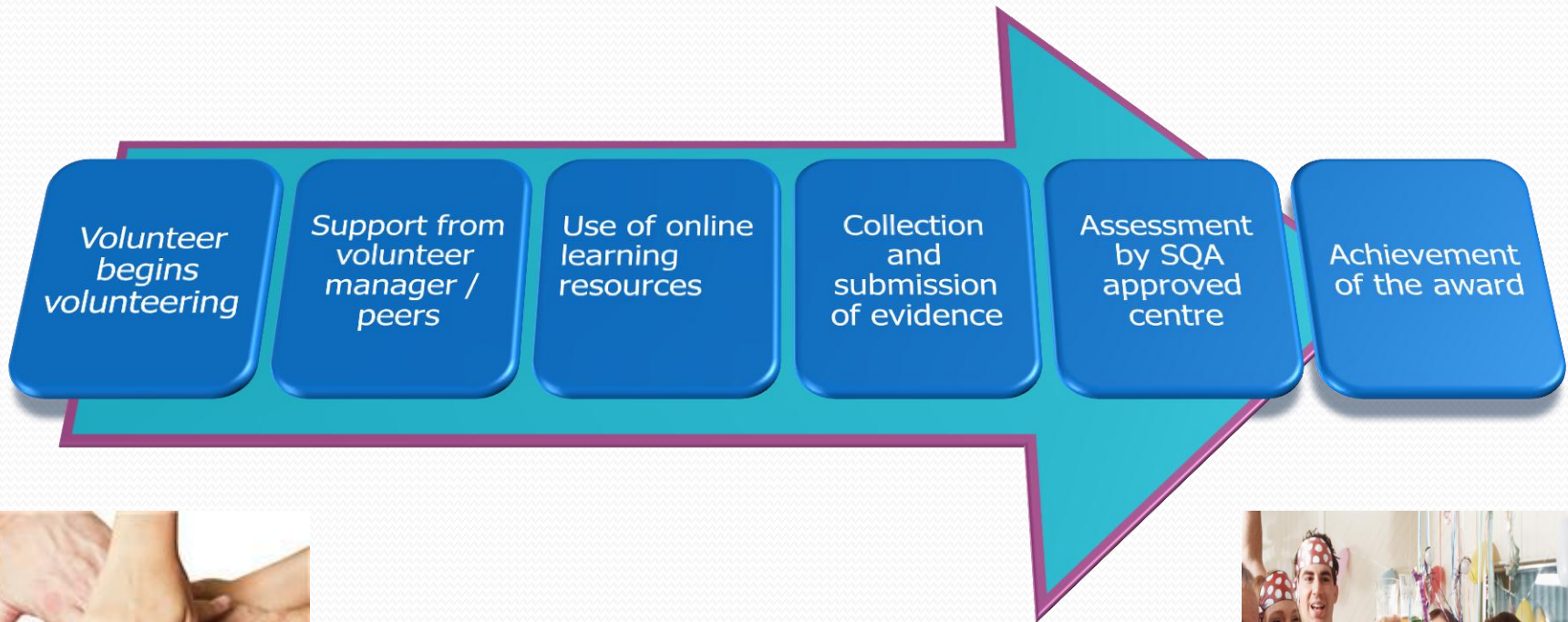
Employability
Award

Optional units

Responsibilities
of Employment

Dealing with
Work Situations

The Volunteer Journey...



V Skills on Learning Community

Learning Bite 4: Motivation, Retention and Development of Volunteers

1. Introduction



Introduction

Motivation, Retention and Development of Volunteers is Part Four of a series of learning bites created by Volunteer Development Scotland, Scotland's centre for excellence in volunteering, on behalf of NHS for Scotland.

The series includes:

1. Developing Volunteer Roles within the NHS
2. Promoting Positive Volunteer and Staff Relations
3. Supporting and Supervision of Volunteers
4. Motivation, Retention and Development of Volunteers
5. Health and Safety and Risk Assessment in Volunteer Programmes

As a guide, this topic should take approximately **25 minutes** to complete, but please take as little time as you need.

As you work through the material in this learning bite, you will have the opportunity to type up

Developing Volunteer Roles within the NHS

6. The Value of Volunteering

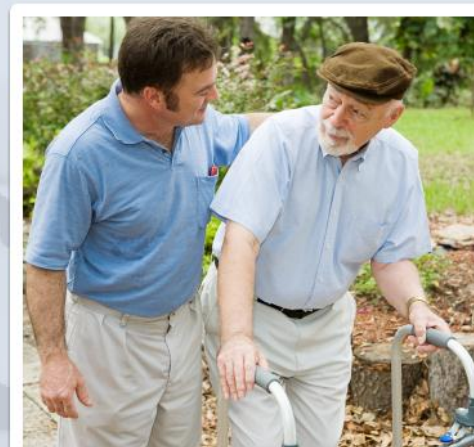


So, a useful exercise when you are thinking about creating volunteer roles might be to ask some key questions, like:

- how has this **need or opportunity been identified**?
- how will meeting this need **add value to our service provision**?
- what are the **specific tasks** that need to be performed?
- is it **appropriate for a volunteer** to undertake this activity?
- is it **too specialised** a role for a volunteer?
- **what are the risks**, or health and safety issues?
- are we sure this is **not replacing a paid job in the NHS to save money**?
- is it the **kind of thing someone would be interested in doing** as a volunteer?
- are we **ready and able** to involve volunteers in this way?
- how will the unique contributions of volunteers be **recognised**?

As you think about these questions try and apply them to your own part of the NHS either in terms of an existing volunteer role or one you can image.

[Please CLICK HERE to keep a copy of the questions for future discussions when introducing a new volunteering role into the NHS.](#)



Vskills - Case Study

“ You learn lots of skills when volunteering: sometimes I think I’ve learned more while volunteering than I learned at School! Vskills was useful and I would recommend it. It’s good to have a look at what you’ve learned and get recognition for it, and it looks good on your CV. It was a very worthwhile thing to do. It has helped boost my confidence”

Kristiana Le Mar - Volunteer

V Skills for the future...

V skills for the Environment



V skills for the Health



V skills for the Sport





Award in Volunteering Skills

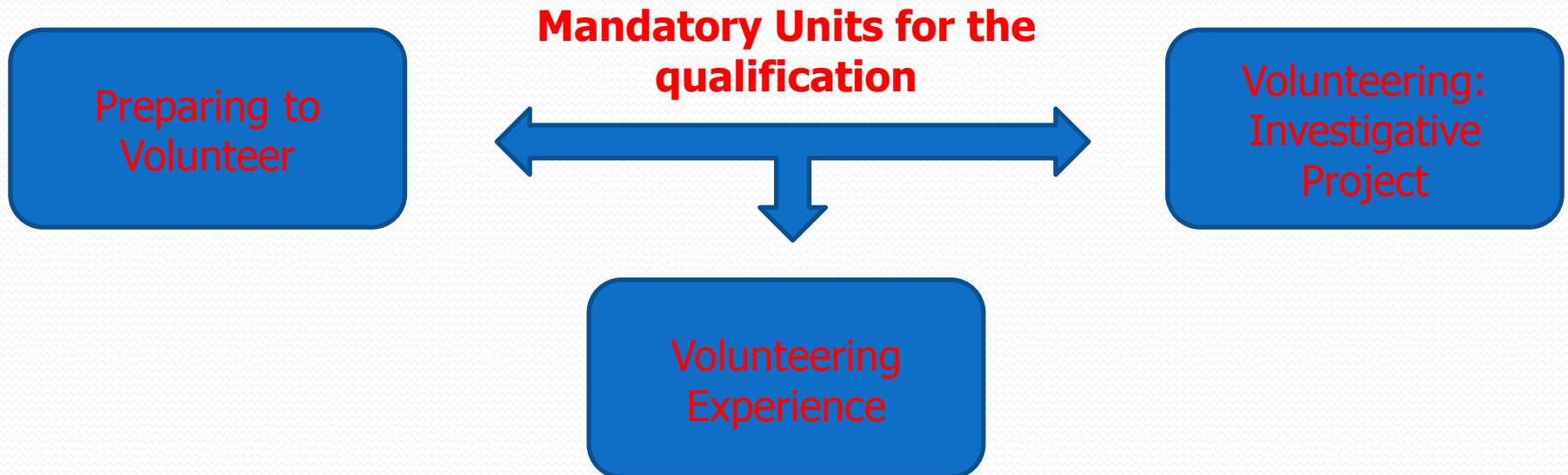
The Award in Volunteering Skills provides formal recognition of volunteering activity. Through participation in volunteering activities, candidates will develop a range of skills and personal development experiences giving them the opportunity to gain a Scottish qualification which recognised their contribution to volunteering.



Award in Volunteering Skills

The Award in Volunteering Skills will give individuals the opportunity to develop skills through participating in volunteering and includes:

- Understanding what volunteering means
- Understanding what volunteer involving organisations do
 - Developing skills through volunteer placement
 - Understanding the benefits of volunteering
- Reviewing and evaluating your own aptitude and attitude towards volunteering



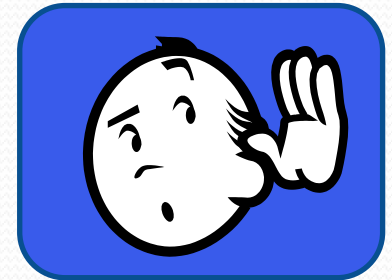
VDS Learning Opportunities



- Co-ordinating Volunteers Customised Award (SCQF level 6)
- Managing Volunteers Customised Award (SCQF level 7)
- Volunteering Management Professional Development Award (SCQF level 8)
- Non accredited

MOVING FORWARD

What we're doing better...



A Framework for Volunteering in Sport

Regional Approach

On-line Volunteering
Guide

Workforce
Development:

- Mapping skills development opportunities
- Needs Assessment
 - Learning Programme

Framework

sportscotland
the national agency for sport



Volunteering in sport 2011-2015

A framework for volunteering: at the heart of Scottish sport

Putting sport first

sportscotland
the national agency for sport



What we will achieve

Through this framework and our continued focus on developing sustainable levels of competent and skilled people delivering sport in Scotland, we will make a significant contribution to developing a world class sporting system to help create our vision of a Scotland where sport is a way of life. Through the application and delivery of this framework we will see that:

- the planning, design and work of national and local partners is more responsive to, and takes account of, volunteer needs and experiences
- sport engages a range of volunteers and benefits from the skills and experiences which volunteers bring
- volunteer skills and attributes are developed as a result of flexible approaches and sustainable volunteering opportunities being in place
- volunteers are recognised and celebrated for their contribution to Scottish sport.



Delivering the priorities

These actions are required to enhance planning for volunteering – and to engage, support and recognise volunteers.

1

Planning for volunteering

Planning for the engagement, development and support for volunteers is crucial to success. With our partners, we will seek to ensure there is a clear strategic approach taken to volunteering in sport across Scotland.

2

Engaging volunteers

We want to make it easy and attractive for people to volunteer in sport. We will develop ways of inspiring new volunteers to contribute to the development of sport and recognise fully those who are already involved in order to sustain their interest and contribution. We will support our partners in order to develop a welcoming, inclusive, friendly environment for volunteers which helps meet their motivations for volunteering and the needs of individual sports.

3

Supporting volunteers

Volunteers are central to the development of a world class sporting system in Scotland. We want to support and develop volunteers in sport and as a consequence ensure that they have a great experience from their commitment and personal investment in the development of sport. With our partners we will provide a range of education and development opportunities for volunteers at all stages of the pathway. We will also support the paid workforce to engage and support volunteers for mutual benefit.

4

Recognising volunteers

We want to acknowledge and celebrate the contribution that volunteers make to sport – we want to reflect this in all we do and seek ways to enhance the profile and recognition of the contribution made by volunteers. We want volunteers to feel valued and appreciated for their valuable contribution to sport. As a result, we want to reinforce and broaden the culture of volunteering in sport throughout Scotland.

Thank you