



# Education and Opportunities for volunteers in DTB

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# Content

- 1 Introduction
- 2 The Non-Formal-Education System of the German Sport System
  - Data, numbers and experiences
- 3 The DTB-Certificate for Volunteers
  - Data, numbers and experiences
- 4 Summary

# 1. Introduction

We distinguish between two different kind of education and support for volunteers:



## The Non-Formal Education System

for instructors and  
trainers



## The DTB- Certification „Pluspunkt Ehrenamt.DTB“

for elected volunteers  
or these who are  
interested in volunteer  
work

## **2 The non-formal education system in the German Sport System**

Licence system with 2 and 3 levels:

- The basic education comprises 120 units; after an exam, the instructor receives the licence of the 1<sup>st</sup> level.
- The 2<sup>nd</sup> licence level has the profile “prevention and health” and “Elite sport” and covers 60-80 units with special topics and in different kind of sport.
- The licence has to renew all 4 years with a further education with 15 units.

## 2 The non-formal education system

Important is:

- There is no interference by the government.
- There is no comparability of the formal and non-formal education, no permeability between both systems and it is not accredited by the governmental education system.
- The Sport System is responsible for its education system.
- The DTB decides by himself about the education profiles, he develops the concepts, fixes the contents of the lessons and the methods.
- The government subsidizes the education measures on the 1st level.
- The government pays a little amount to the clubs per valid licence per year.

## 2 Data, numbers and experiences

- 65.500 valid licences are registered in the DTB. Yearly, we issue 6.000 new licences.
- We launched a quality offensive. The instructor quality and so the quality of the trainings are much higher than 10 years ago. And we got the acceptance in a special field of the health system.
- The national sport development report identified three big problems in our clubs and in our regional organisations:
  - **A lack of volunteers in leading positions**
  - A lack of suitable rooms/gym halls for “sport for all” – activities
  - **A lack of instructors**

## 2 Data, numbers and experiences

- Today, it is more difficult for our clubs to motivate people to become engaged as instructor. Twenty years ago, it was an honour to be an instructor!
- The instructors in the field of fitness and health are collecting several different certificates, because they have the possibility to earn money – it's a possibility to work self employed.  
It's a new labour market!
- This development creates new challenges for our club managers. On one hand, we have a professionalism in the field of fitness/health and on the other hand the traditional instructors.

### 3 DTB-Certification System called Pluspunkt Ehrenamt.DTB

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### **3 DTB-Certification System called Pluspunkt Ehrenamt.DTB**

The aims of the DTB in the field of personal management are:

- to motivate to become a volunteer for leading positions on different levels
- to improve their personal competences
- to qualify elected volunteers
- to support the exchange of experiences
- to improve the identification with the DTB – to be a part of it
- to built networks
- to create benefits

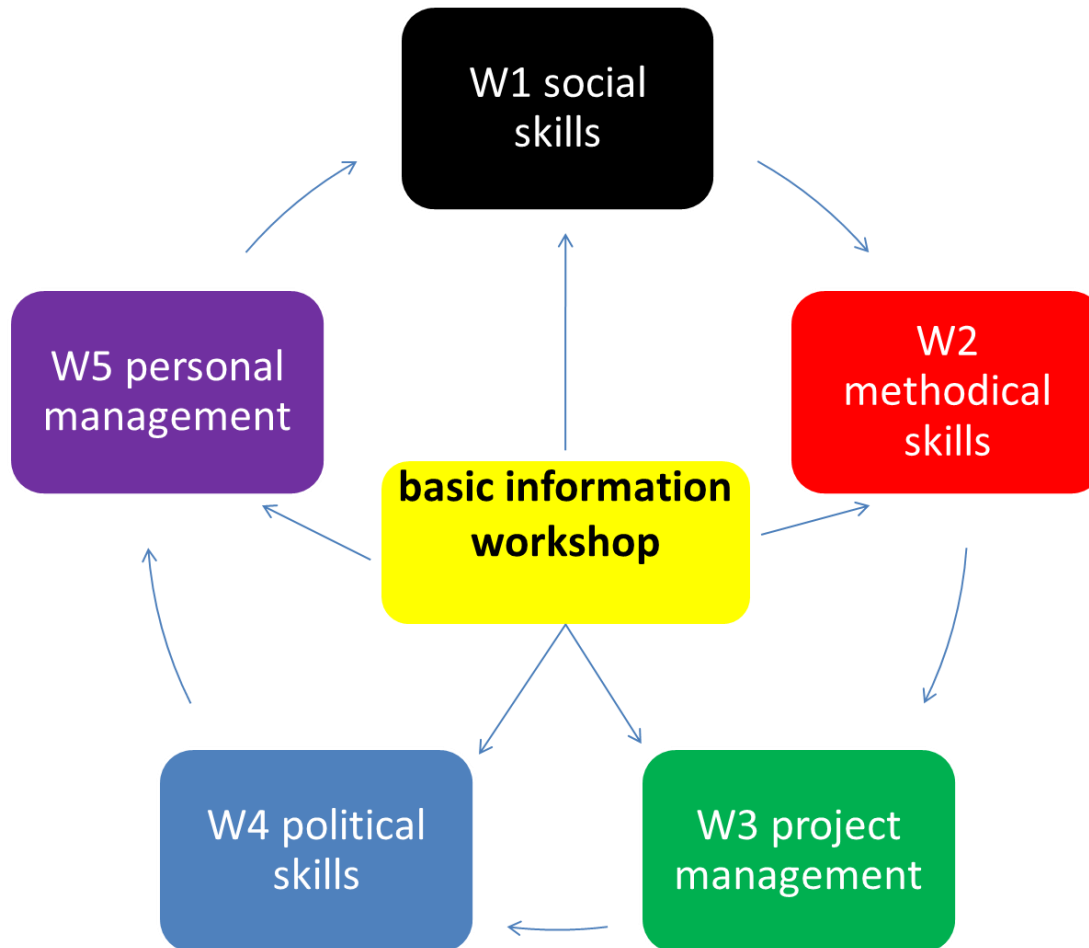
### 3 DTB-Certification System called Pluspunkt Ehrenamt.DTB

The supporting system for volunteer people contains six two-day-long workshops with the topics:

- Basic seminar “Participation – Understanding – Arrangement”
- Social competences – social skills
- Competences of methods – methodical skills
- Project Management
- Politics, networking, strategy – political skills
- Volunteers: find, support and accompany – personal management



### 3 The Pluspunkt Ehrenamt.DTB



## 3 The Certification System

The target group are people, who

- are already elected volunteers.
- show interest in improving their knowledge, skills as volunteers in leading positions.
- show interest in the work of a club or regional organization.

# The Certification-System

After four workshops,

- you get a certificate like a diploma.
- you are member of the community PPE and you get special information via newsletter;
- you get special offers as VIP.

We tested the contents and the methods of the workshops in 2009 and 2010, we briefed the moderators in 2010, we decided the concept in our highest body 2010, and 2011 we published the workshops and started in all of our regional associations.

# Data, numbers and experiences

- 20 people got the certificate „Pluspunkt Ehrenamt.DTB“
- We reach only volunteers, who have already a function/position.
- They were enthusiastic about the workshops and motivated to change things.
- We don't yet reach newcomers.

# The Summary

- We need different supporting and qualifying systems for instructors/trainers and elected volunteers.
- The fitness and health-instructors want to get more and more a financial support. This changes our volunteer system.
- In the field of fitness/health, we educate people and they use their knowledge and competences to work also in the commercial fitness scene.
- We need a strategy to explain the learning outcomes of volunteer engagement. Because these evidence based outcomes are the special benefits. And nobody knows this.