

Report to the European Scout Committee

Volunteering Working Group

1. Introduction

This report deals with 'Strategic Objective 1 – Volunteering' as outlined in the Regional Scout Plan 2010-2013. It should be read in conjunction with the Regional Scout Plan 2010-2013, which can be accessed at www.scout.org/europe

2. Progress in implementing Objectives, Actions and achieving KPIs

Since the last meeting of the European Scout Committee

- **AC 1.1.1 – IN PROGRESS**

Initiate an exchange of best practices amongst NSOs/NSAs on the recruitment of adult volunteers with no previous experience of Scouting

Progress:

- During the Volunteering Event we addressed this issue. More is planned for the future (see below). [No progress since June 2011.](#)

- **AC 1.1.2 – NOT STARTED**

Establish contact with European Corporate Social Responsibility (CSR) organisations and business networks in order to promote the value of volunteering in Scouting

Progress:

- No concrete action has been proposed to date.

- **AC 1.1.3 – IN PROGRESS**

Encourage NSOs/NSAs to review role descriptions for adult volunteers in Scouting to ensure that the language used is recognisable by potential volunteers

Progress:

- A session on management of adult resources at the Academy will tackle this topic.

- **AC 1.1.4 – IN PROGRESS**

Encourage NSOs/NSAs to ensure that training undertaken as an adult volunteer in Scouting is seen as having value outside of Scouting

Progress:

- Initial results through the ROLIS project. [This is now being developed more in Les Scouts and Scouts en Gidsen Vlaanderen \(Belgium\), Junak \(Czech Republic\), KFUM \(Denmark\)](#)
- Session on recognition is prepared for the Academy

- **AC 1.2.1 – IN PROGRESS**

Initiate an exchange of information on legislation that affects volunteering, both positively and negatively, and Scouting activities in particular

Progress:

- Initial input was given at the Volunteering Event. Other results were achieved through the work of the EYV 2011 Alliance Working Group on Legal Framework. [Since June, we were observing the developments in the European Union \(the Communication on Volunteering published in September 2011\).](#)

- **AC 1.2.2 – IN PROGRESS**

Improve the legal and financial conditions for volunteering through the European Year of Volunteering Alliance

Progress:

- We contributed through the EYV 2011 Alliance to raise the issue and propose various solutions to the EU. [Our representatives actively contributed to defining](#)

the first and the second draft of the Policy Agenda for Volunteering in Europe, through the Working Groups and Steering Group of the EYV 2011 Alliance.

• **AC 1.2.3 – IN PROGRESS**

Improve contact with Members of the European Parliament and the European Commission, to promote Scouting as a key player in volunteering

Progress:

- Besides work in the Alliance EYV 2011, our colleagues in the External Relations and Funding Core Group keep regular contacts

• **AC 1.2.4 – IN PROGRESS**

Review existing materials and encourage NSOs/NSAs to strengthen how they promote and encourage volunteering inside and outside of Scouting

Progress:

- During the Volunteering Event we presented all the materials produced so far. More is expected to come in the future. [No progress since June 2011.](#)

• **AC 1.3.1 – IN PROGRESS**

Gather and promote practical information about the European Year of Volunteering 2011 through an online toolkit

Progress:

- The on-line tool <http://eyv2011.europak-online.net/> is up and running well, together with our colleagues from WAGGGS
- Information about the EYV 2011 are regularly presented at the euroscoutinfo.com
- [Information are posted to both platforms regularly since June 2011](#)
- [A short promotional text about WOSM was published in the EYV 2011 Alliance Flow \(news\)](#)

• **AC 1.3.2 – IN PROGRESS**

Encourage NSOs/NSAs to engage with National Coordinating Bodies (NCBs) in the planning and execution of campaigns and celebrations, and to network with others

Progress:

- This was promoted at the Volunteering Event. Regular updates are published in Europak.
- [We are preparing the update to be sent to all NSA and MO, in cooperation with our WAGGGS colleagues – also to gather the evidence of NSOs' involvement.](#)

• **AC 1.3.3 – IN PROGRESS**

Contribute as an active Member of the European Year of Volunteering Alliance and promote the work of the Alliance to NSOs/NSAs

Progress:

- Our representatives in the Working Groups and the Steering Group are actively contributing to the work of the Alliance
- Work of the Alliance is promoted through our communication channels
- [Our representatives actively contributed to defining the first and the second draft of the Policy Agenda for Volunteering in Europe, through the Working Groups and Steering Group of the EYV 2011 Alliance.](#)

• **AC 1.3.4 – IN PROGRESS**

Strengthen links with other Members of the European Year of Volunteering Alliance and assist in securing the legacy of the European Year of Volunteering

Progress:

- We communicate well with the European Youth Forum and other youth volunteering NGOs
- The Region is actively participating in discussions about future of the Alliance
- [Members of the Volunteering Working Group participated in the YFJ 2nd Volunteering Convention held in September 2011 in Brussels](#)

- **AC 1.4.1 – IN PROGRESS**

Promote the theories and practices associated with the management of adult volunteers in Scouting through training and events

Progress:

- At the Volunteering Event, we paid special attention to this issue
- Support was given to various intra-regional and national events (Malta, Iceland, ToT Serbia...)
- VWG representative delivered the tailored support to Lithuania - workshop on Managing Adult Resources at the leaders event, mainly Members of the National Board and District commissioners, held on 24 September 2011
- We also actively participate in planning other tailored support projects
- A session is prepared for the Academy.

- **AC 1.4.2 – IN PROGRESS**

Initiate an exchange of information and knowledge relating to the management of adult volunteers in Scouting through the Scout Library and other platforms

Progress:

- Regional documents are uploaded to the Scout Library. No progress since June 2011.

- **AC 1.4.3 – IN PROGRESS**

Encourage NSOs/NSAs to identify what actions are required at local level to sustainably retain adult volunteers in Scouting

Progress:

- This issue was topic for sessions at the Academy. No progress since June 2011.

- **AC 1.4.4 – IN PROGRESS**

Identify tools and approaches that can be used by NSOs/NSAs to ensure diversity in recruitment of adult volunteers in Scouting at local level

Progress:

- This issue was and will be again a topic for a session at the Academy
- VWG member participated in the Overture Network meeting in October where this issue was discussed

- **AC 1.5.1 – IN PROGRESS**

Provide support and resources to assist NSOs/NSAs in demonstrating the personal value of volunteering in Scouting and the impact it has on society

Progress:

- This issue was dealt with through the Project on Recognition of Learning in Scouting
- The second meeting of the Project, held from 14 to 16 October in Portugal, showed progress in all 8 participating countries

- **AC 1.5.2 – IN PROGRESS**

Support the personal development of adult volunteers as well as the self-evaluation and self-recognition of competencies acquired through Scouting

Progress:

- This issue was dealt with through the Project on Recognition of Learning in Scouting. Besides, a successful session was devoted to this subject at the Volunteering Event.
- The second meeting of the Project, held from 14 to 16 October in Portugal, showed progress in all 8 participating countries

- **AC 1.5.3 – IN PROGRESS**

Stimulate the implementation of self-evaluation and self-recognition measures at world, regional and national events

Progress:

- This issue was dealt with through the Project on Recognition of Learning in Scouting. More is planned for the WSJ.

- During the World Scout Jamboree, we held around 25 workshops on this issue as part of the IST experience
 - Tool "Valorise Toi", originally prepared by Scouts and Guides de France, was translated into Czech and English and used as basis for the work. Several other NSOs, part of the ROLIS project, are interested to translate and use the tool.
 - Les Scouts and Scouts en Gidsen Vlaanderen (Belgium), through their national project as part of ROLIS, produced a list of 20 competencies that was advised by the business sector. CNE Portugal have produced another useful tool.
- **AC 1.5.4 – IN PROGRESS**
Encourage NSOs/NSAs to understand the concept of Lifelong Learning and factor this in to the design of training systems for adult volunteers in Scouting

Progress:

- This issue was and will be again dealt with through a session at the Academy.

- **AC 1.6.1 – IN PROGRESS**
Initiate an exchange of best practices in internal and external recognition, following research undertaken in connection with the event 'Volunteering in Youth NGOs'

Progress:

After gathering info at the Volunteering Event, [this action is being dealt with through the ROLIS project.](#)

- **AC 1.6.2 – IN PROGRESS**
Share results and continue to exchange best practices in internal and external recognition of volunteering through online platforms

Progress:

- This issue was dealt with through the Project on Recognition of Learning in Scouting. [A few articles were published through on-line platforms](#)

- **AC 1.6.3 – IN PROGRESS**
Follow the development of the on-going project on 'Recognition of Learning in Scouting' and share the results with NSOs/NSAs

Progress:

- Representatives of the Region are actively contributing to the success of the project
- The Region supported the project through the Partnership and Development Fund
- [The second meeting of the Project, held from 14 to 16 October in Portugal, showed progress in all 8 participating countries](#)

3. Next steps in implementing Objectives, Actions and achieving KPIs

Until next meeting of the European Scout Committee

- **AC 1.1.1**
- *Initiate an exchange of best practices amongst NSOs/NSAs on the recruitment of adult volunteers with no previous experience of Scouting*

Next Steps:

- We will use the on-line tool on Managing our Human Capital to gather examples of best practice

- **AC 1.1.2**
Establish contact with European Corporate Social Responsibility (CSR) organisations and business networks in order to promote the value of volunteering in Scouting

Next Steps:

- [We plan to establish contacts with the European CSR organisations \(together with WAGGGS\), using contacts within the EYV 2011 Alliance](#)

- **AC 1.1.3**
Encourage NSOs/NSAs to review role descriptions for adult volunteers in Scouting to ensure that the language used is recognisable by potential volunteers

Next Steps:

- We will use the on-line tool on Managing our Human Capital to gather examples of best practice

• **AC 1.1.4**

Encourage NSOs/NSAs to ensure that training undertaken as an adult volunteer in Scouting is seen as having value outside of Scouting

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting

• **AC 1.2.1**

Initiate an exchange of information on legislation that affects volunteering, both positively and negatively, and Scouting activities in particular

Next Steps:

- We shall continue working on this issue through the Working Group of the Alliance, and then use the outcomes to plan future steps

• **AC 1.2.2**

Improve the legal and financial conditions for volunteering through the European Year of Volunteering Alliance

Next Steps:

- We will continue working on this issue through the EYV 2011 Alliance

• **AC 1.2.3**

Improve contact with Members of the European Parliament and the European Commission, to promote Scouting as a key player in volunteering

Next Steps:

- We will try to keep the same level of contacts

• **AC 1.2.4**

Review existing materials and encourage NSOs/NSAs to strengthen how they promote and encourage volunteering inside and outside of Scouting

Next Steps:

- We will use the on-line tool on Managing our Human Capital to gather examples of best practice

• **AC 1.3.1**

Gather and promote practical information about the European Year of Volunteering 2011 through an online toolkit

Next Steps:

- We will continue updating the Tool and add information at the euroscoutinfo.com

• **AC 1.3.2**

Encourage NSOs/NSAs to engage with National Coordinating Bodies (NCBs) in the planning and execution of campaigns and celebrations, and to network with others

Next Steps:

- We will continue communicating and updating both NCBs and participants in the Volunteering Event

• **AC 1.3.3**

Contribute as an active Member of the European Year of Volunteering Alliance and promote the work of the Alliance to NSOs/NSAs

Next Steps:

- We will continue to contribute actively to the EYV 2011 Alliance
- [In the next two months some important decisions about the future of the Alliance will be taken and the WOSM European Region should actively](#)

contribute. Also, the final Policy Agenda for Volunteering in Europe is to be shaped and agreed on by the Alliance.

- **AC 1.3.4**
Strengthen links with other Members of the European Year of Volunteering Alliance and assist in securing the legacy of the European Year of Volunteering

Next Steps:

- We will continue to contribute actively to the EYV 2011 Alliance

- **AC 1.4.1**
Promote the theories and practices associated with the management of adult volunteers in Scouting through training and events

Next Steps:

- We will use the on-line tool on Managing our Human Capital to gather examples of best practice
- We are available for all the tailored support programmes to NSAs

- **AC 1.4.2**
Initiate an exchange of information and knowledge relating to the management of adult volunteers in Scouting through the Scout Library and other platforms

Next Steps:

- We will create and update the on-line tool on Managing our Human Capital by the end of 2011

- **AC 1.4.3**
Encourage NSOs/NSAs to identify what actions are required at local level to sustainably retain adult volunteers in Scouting

Next Steps:

- We planned to have this issue again as part of a session at the Academy, but the proposal was not accepted

- **AC 1.4.4**
Identify tools and approaches that can be used by NSOs/NSAs to ensure diversity in recruitment of adult volunteers in Scouting at local level

Next Steps:

- We need to see what are the plans in the Overture Network to continue working on this issue

- **AC 1.5.1**
Provide support and resources to assist NSOs/NSAs in demonstrating the personal value of volunteering in Scouting and the impact it has on society

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting

- **AC 1.5.2**
Support the personal development of adult volunteers as well as the self-evaluation and self-recognition of competencies acquired through Scouting

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting

- **AC 1.5.3**
Stimulate the implementation of self-evaluation and self-recognition measures at world, regional and national events

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting.

- Post original and the English translation of "Valorise Toi" to Euroscoutinfo and the Scout Library, together with a methodology for workshops developed in preparation for the WSJ and updated after the successful running of 25 sessions for ISTs

- **AC 1.5.4**

Encourage NSOs/NSAs to understand the concept of Lifelong Learning and factor this in to the design of training systems for adult volunteers in Scouting

Next Steps:

- We will work on this issue together with the Growth Through Quality Working Group and the Educational Methods Core Group
- Our collaborative work will contribute to the actions undertaken by the European Youth Forum

- **AC 1.6.1**

Initiate an exchange of best practices in internal and external recognition, following research undertaken in connection with the event 'Volunteering in Youth NGOs'

Next Steps:

- We will use the on-line tool on Managing our Human Capital to gather examples of best practice

- **AC 1.6.2**

Share results and continue to exchange best practices in internal and external recognition of volunteering through online platforms

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting

- **AC 1.6.3**

Follow the development of the on-going project on 'Recognition of Learning in Scouting' and share the results with NSOs/NSAs

Next Steps:

- We shall explore the opportunities through the Project on Recognition of Learning in Scouting
- VWG will help with the dissemination of the results once the project has finished in 2012.

4. Successes

Please list the key successes since the last meeting of the European Scout Committee

- We are actively contributing to and benefiting from the European year of Volunteering 2011
- We actively contributed to the World Scout Jamboree, YFJ Convention, preparations for the Academy, ROLIS second meeting and delivery of tailored support project to Lithuania
- We have held two Skype meetings and one short face-to-face meeting during the World Scout Jamboree

5. Challenges

Please list the key challenges since the last meeting of the European Scout Committee

- It is challenging to coordinate work of various structures that work on this issue in a very dynamic environment.

6. Issues for the consideration of the European Scout Committee

In brief, please list significant issues that you would like the European Scout Committee to consider

- Future of the work in the area of volunteering in Europe
- Advice on how and where to have an on-line platform in the future