

EBOOK

KA2 PROJECT - GOOD
PRACTICES FOR
ADULT EDUCATION



Yes Volunteering

Entrepreneurs and perceived value of volunteering
in the CV of the job seekers

Survey - Mapping report 2020

Leading organization

ITALY

Aurive

PARTNERS

AUSTRIA

InterAktion

PORTUGAL

Rightchallenge

TURKEY

Yasam Boyu

SPAIN

Deses-3

SLOVENIA

Drustvo Za Novo Mesto



FOREWORD

In this publication, we present the survey on the value given by employers to volunteering experiences in the Curriculum Vitae of the job seekers.

With this survey we wanted to understand from employers' point of view if a potential worker has more chances of being hired if he has a volunteering background or if he is currently volunteering.

The survey is a critical step in supporting potential volunteers and to consider volunteering not only for personal but also for professional empowerment.

It is also crucial to make employers more aware of the impact of volunteering experiences in the development of some soft and hard skills which can be relevant also in the working environment.

This information will also help the "Yes volunteering" Erasmus+ Ka2 project Team and other social workers and trainers involved in adult education to improve the quality of volunteering programs, finding the best way to use volunteering as a tool to meet the empowerment needs of job seekers as well as the needs of employers and society.



PARTICIPATING ORGANIZATIONS

This publication is addressed to youth workers, educators, people working in a third sector organisation, coaches or mentors, learners in non-formal education and anyone interested in developing non formal activities for the empowerment of soft skills in disadvantaged people.

This project would have been impossible without the support and collaboration of the coordinator and partner organizations' staff from the drawing up to the implementation.

The organisations' staff of the promoter and partner organizations have actively contributed to the creation of this report.

The Aurive social cooperative – Italy www.aurive.it

Yasan Boyu Egitim Dernegi - Turkey <http://www.yasamboyu.org>

Rightchallenge - Associação - Portugal www.rightchallenge.org

**DRUSTVO ZA RAZVIJANJE PROSTOVOLJNEGA DELA NOVO MESTO - Slovenia
<http://www.nevlnadnik.info/si/>**

InterAktion - Verein für ein interkulturelles Zusammenleben - Austria www.verein-interaktion.org

ASOCIACION DESES 3 - Spain <https://asociaciondeses3.wixsite.com/asociaciondeses3>.



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KA2 - Cooperation for the exchange of good practices - Capacity Building in the field of Adult education



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this is volunteering ...

“The meaning of life is to find your gift. The purpose of life is to give it away...”

William Shakespeare



1. INTRODUCTION

1.1 Overview of the project

"Yes volunteering" wants to improve models and methods to use social and cultural volunteering as a tool to train excluded people to active citizenship for personal and community empowerment.

Volunteering is nowadays a tool for participation in society in various fields, establishing itself as an enriching experience that allows the development of social skills and competences. This is why we want to confront on the power of volunteering as a tool for adult education and to equip, especially unemployed adults with skills and competences, which will help them strengthen their sense of citizenship, responsibility and initiative; improve their media literacy and critical thinking; improve digital and organizational skills; increase their career possibilities on labour market; give them a chance to gain international experience; develop their tolerance and sense of solidarity and widen their horizons.

Project venue in the Novara and Verbania Province, Italy, with 5 partners, 1 Turkish, 1 Slovenian, 1 Portuguese, 1 Austrian, 1 Spanish (including volunteering Associations and public bodies). Partners from 6 countries want to compare volunteering systems, tools and perceptions in their countries.

The project supports the transferability of learnings gained through volunteering experiences to other dimensions of people's life. We will specifically look for ways to maximize the benefits of volunteering in terms of social integration and re-engagement,

civic participation, mobility opportunities.

That is an attempt to face the European and global crisis, which specifically affects low qualified and low skilled people, starting from the development of their resources for active participation in socio economic framework. We want to give the unemployed adults the instruments necessary to improve their abilities and skills of democratic participation, leadership, cooperation, and to become active in order to improve the social and economic territory they belong to.

The project also targets staff in adult education and volunteering organisations from partner countries who will receive training on the methodology and topic of enhancement of learning outcomes in volunteering services. This manual is one of the final deliverables of the project. It will be available on-line for free beyond the project's lifetime.



1.2 Overall aims of the survey

The survey was aimed at investigating the learning needs of the volunteers, regarding the key competences needed to enter and to remain in the labour market. The goal is to provide useful insights to those managing volunteering programs in order to further enhance the power of volunteering and to support the personal and the professional development of people at risk of exclusion. In the survey, we asked employers the importance they gave to volunteering experience in employees' CV and how they think a volunteering background improves their skills.

1.3 Our approach

The research was realized in the form of an online survey.

An online form was created and then translated in 6 languages, as to also be accessible to people who have low foreign language skills.

The survey was spread by social media and filled online.

In each one of the 6 involved countries (Italy, Spain, Portugal, Austria, Slovenia, Italy) the questionnaire was completed by a sample of at least 50 entrepreneurs from different sectors and owners of small, medium and large enterprises. Below, is the number of entrepreneurs who participated in the survey in each country, as following:

Italy: 51 entrepreneurs involved in the survey

Spain: 49 entrepreneurs involved in the survey
Austria: 54 entrepreneurs involved in the survey
Slovenia: 51 entrepreneurs involved in the survey
Portugal: 50 entrepreneurs involved in the survey
Turkey: 57 entrepreneurs involved in the survey



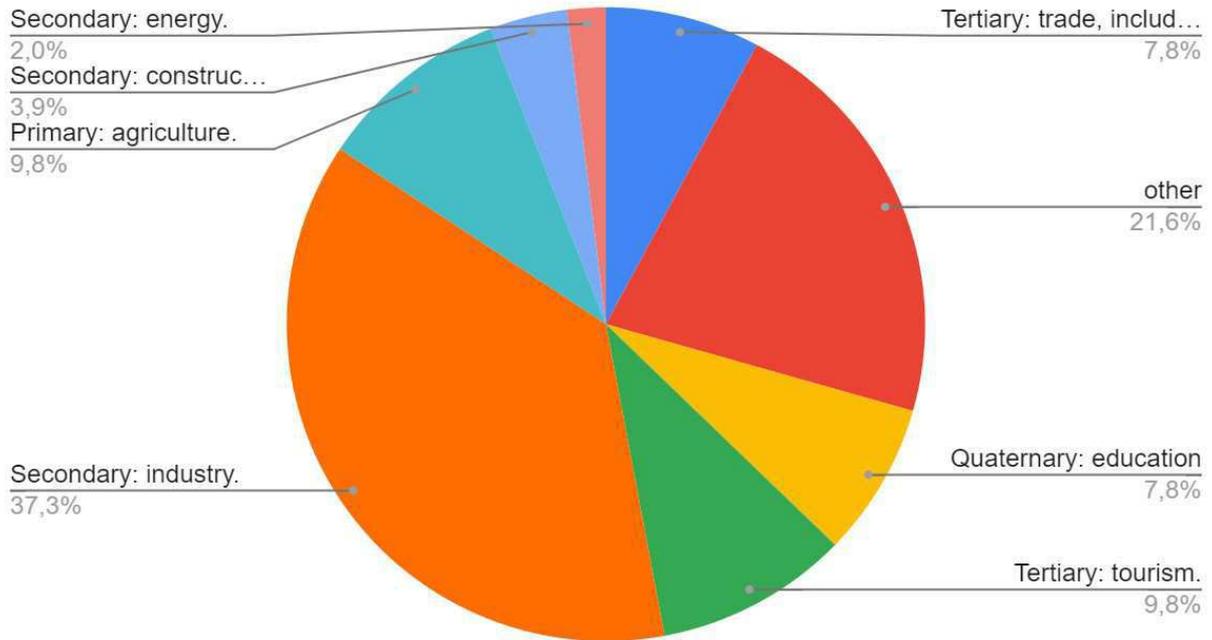
2. OVERVIEW OF THE MAPPING RESULTS IN EACH COUNTRY



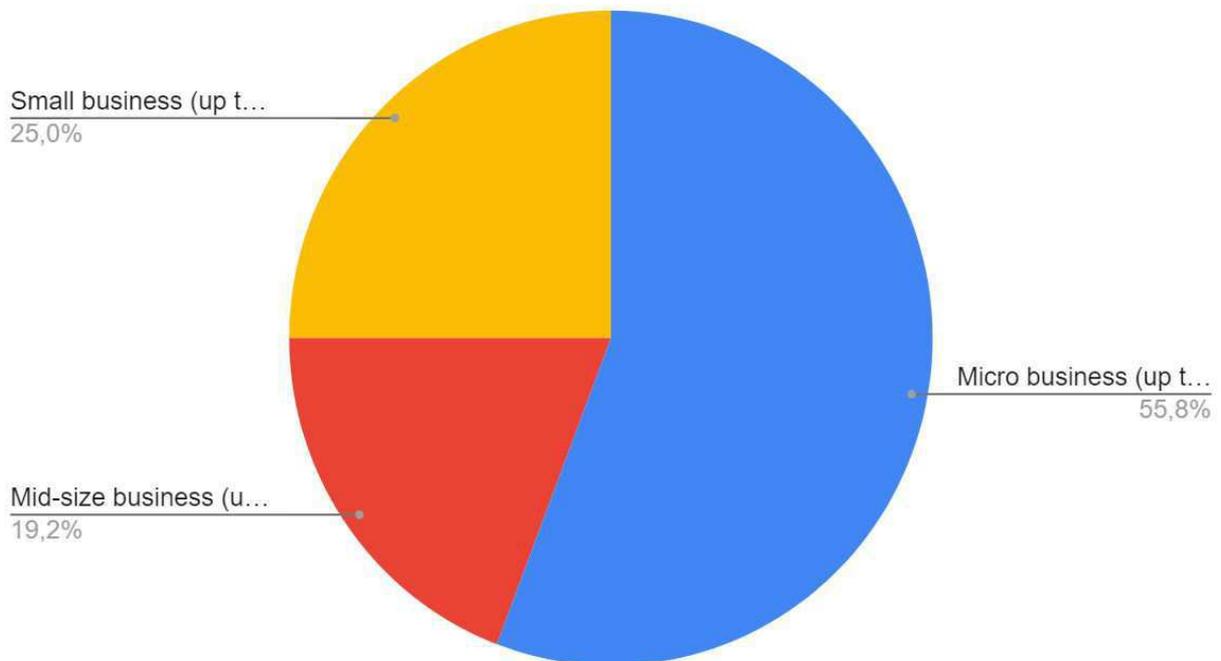
2.1 Mapping results in Italy

51 entrepreneurs involved in the survey

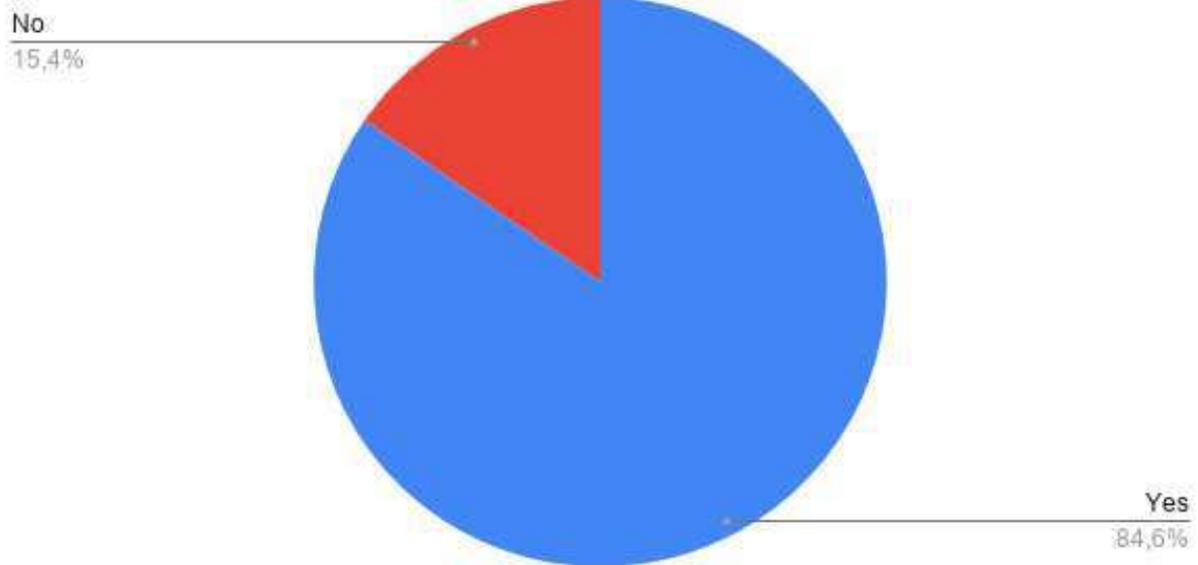
1. Please tell us in which sector is your enterprise.



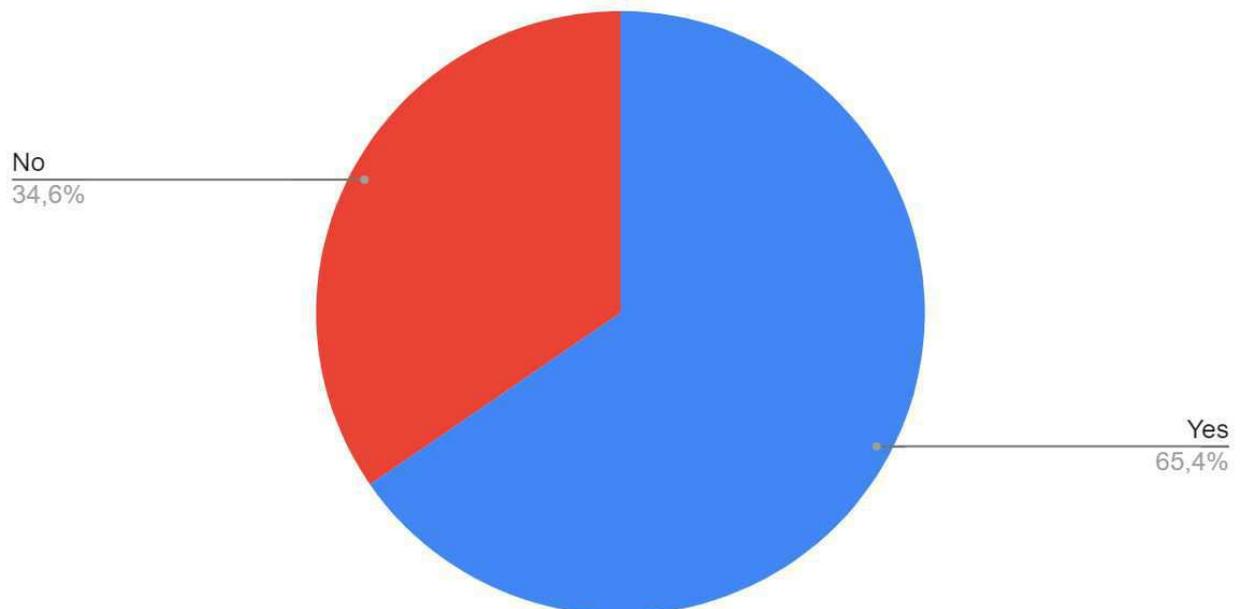
2. Which size is your company?



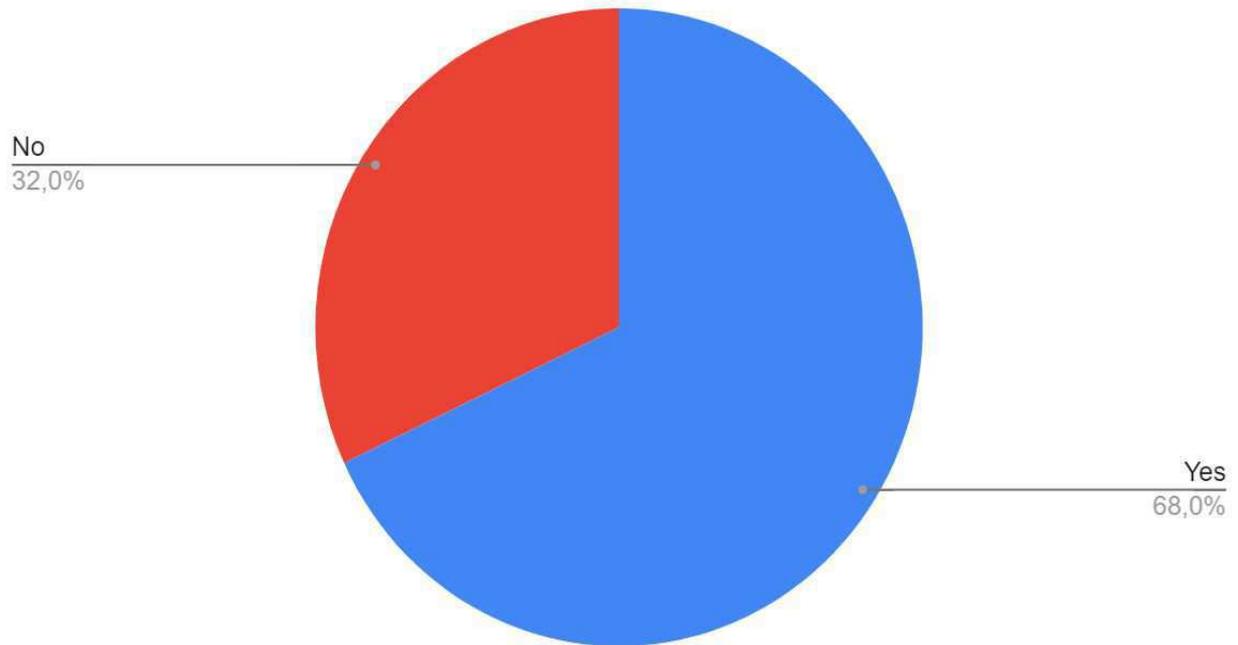
3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?



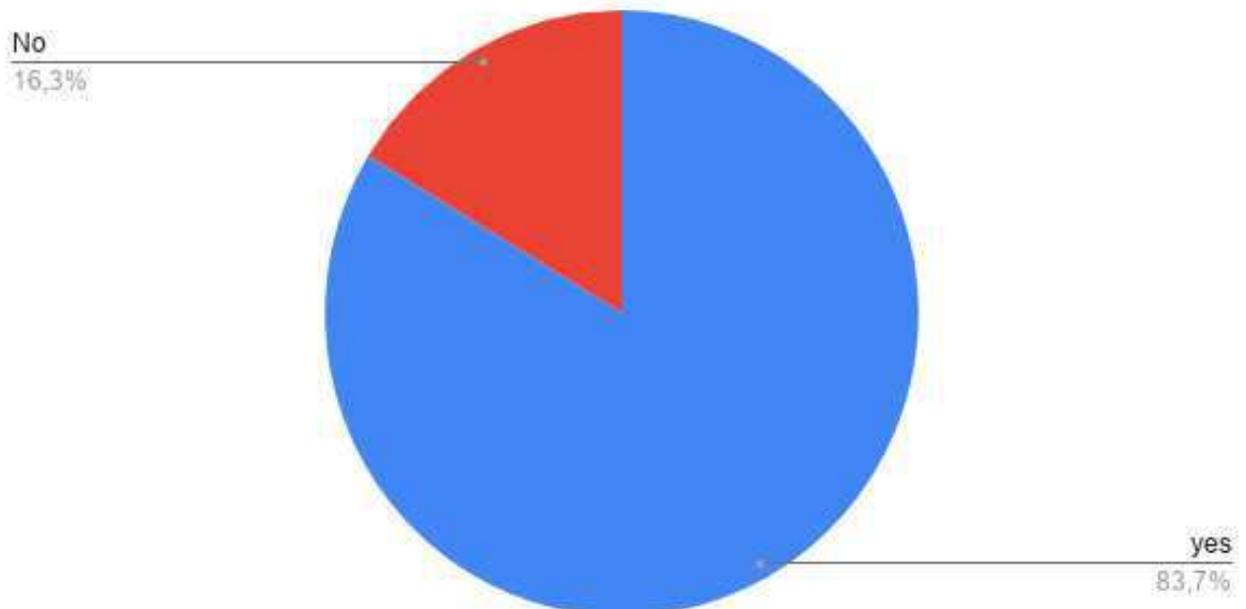
4. Did you ever have a worker involved in volunteering with a volunteering background in your company?



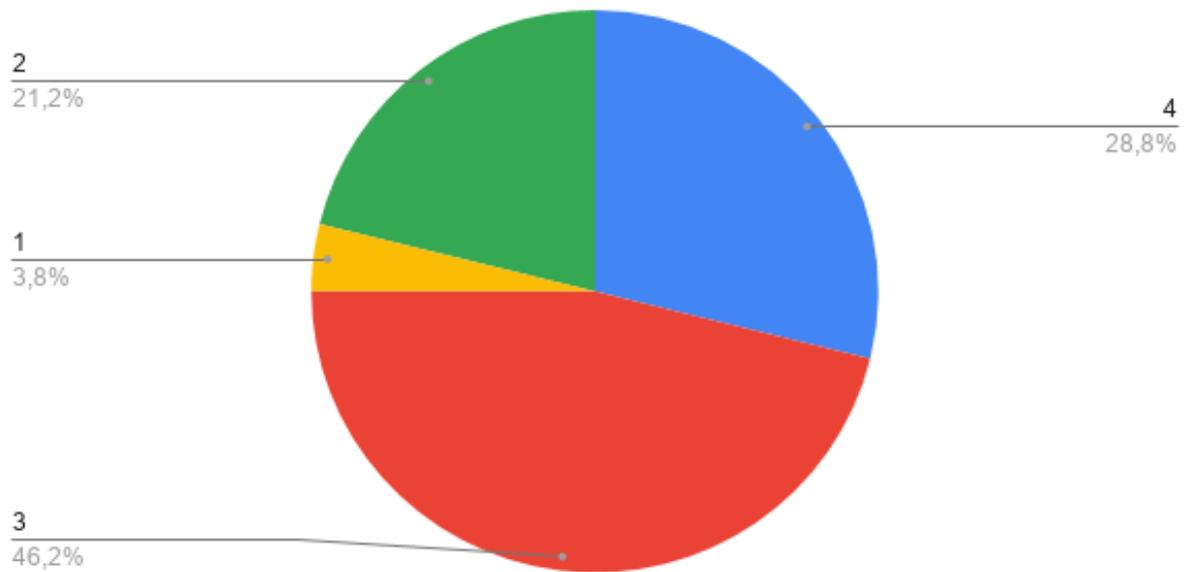
5. Do you consider that having a volunteer background benefited the results of the workers?



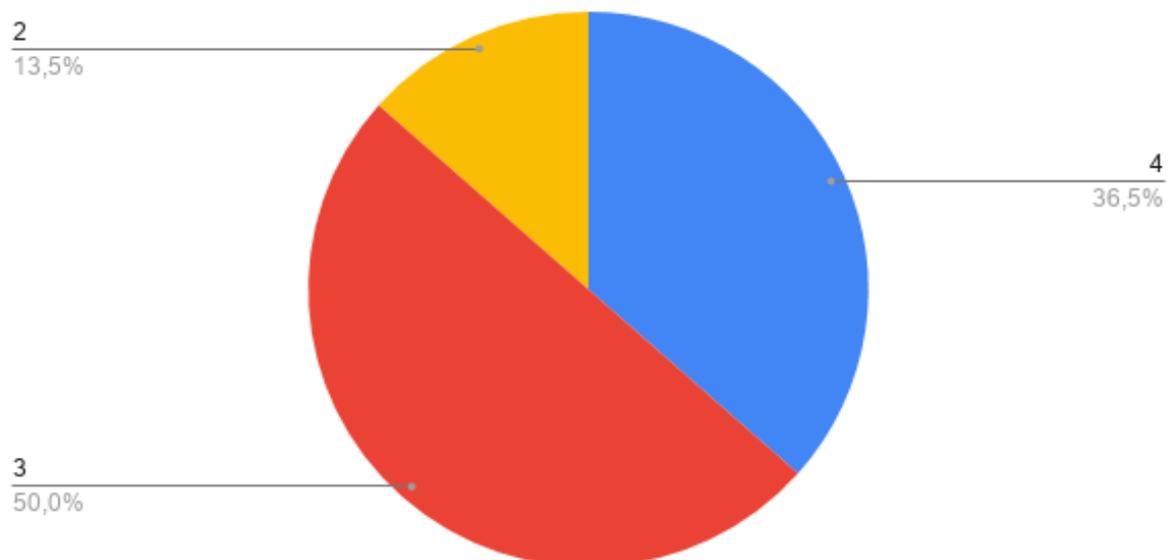
6. Do you think that volunteering was an empowerment experience for the volunteer?



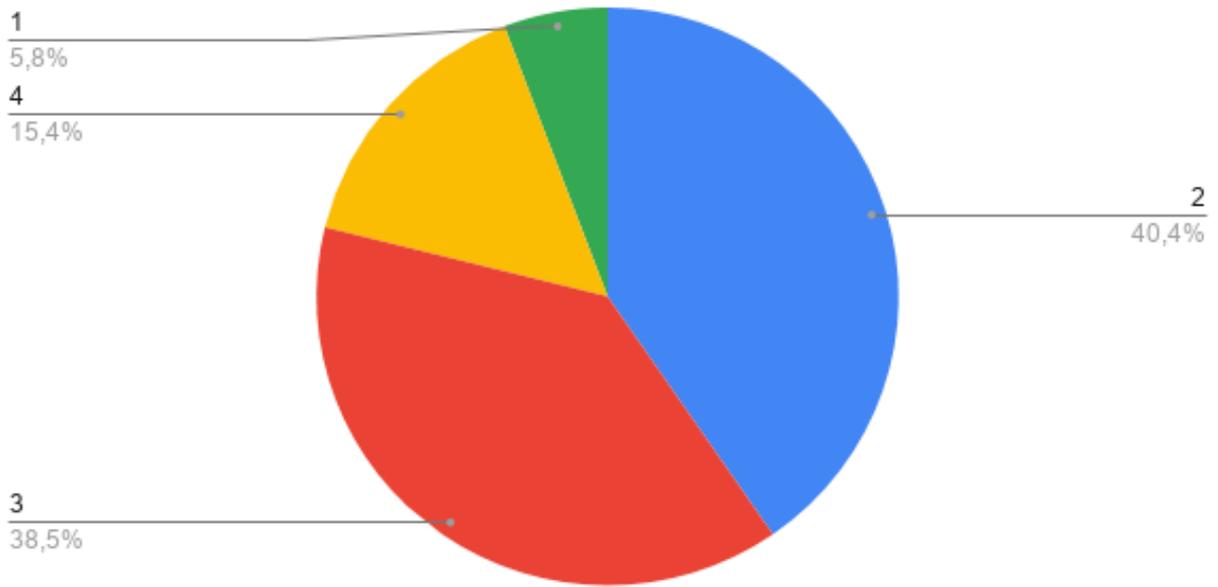
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



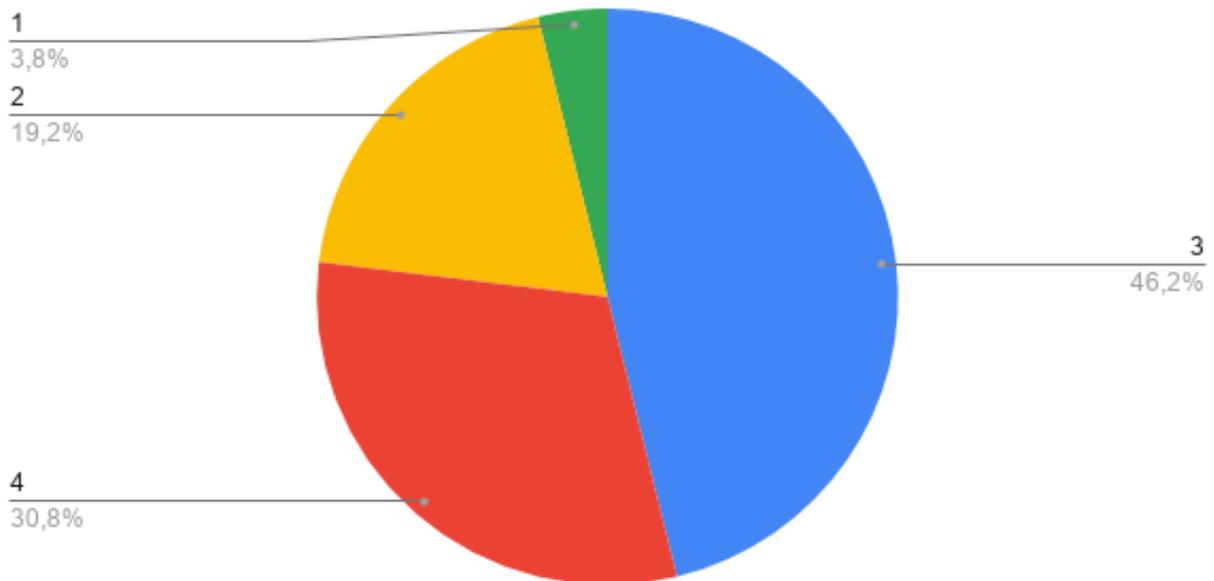
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from



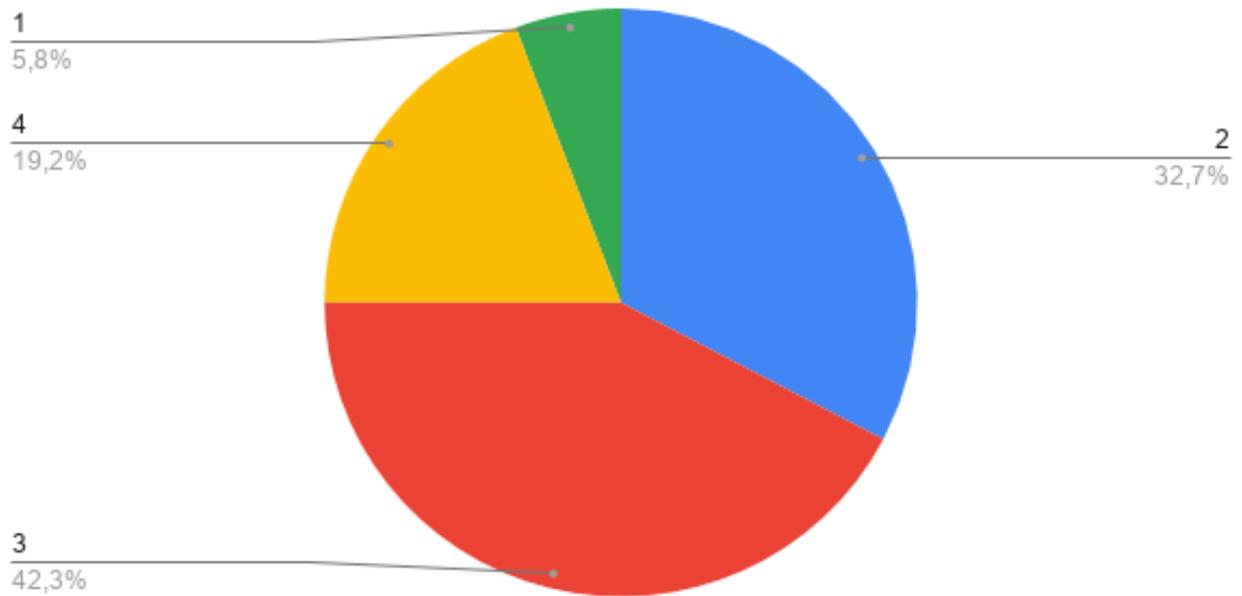
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



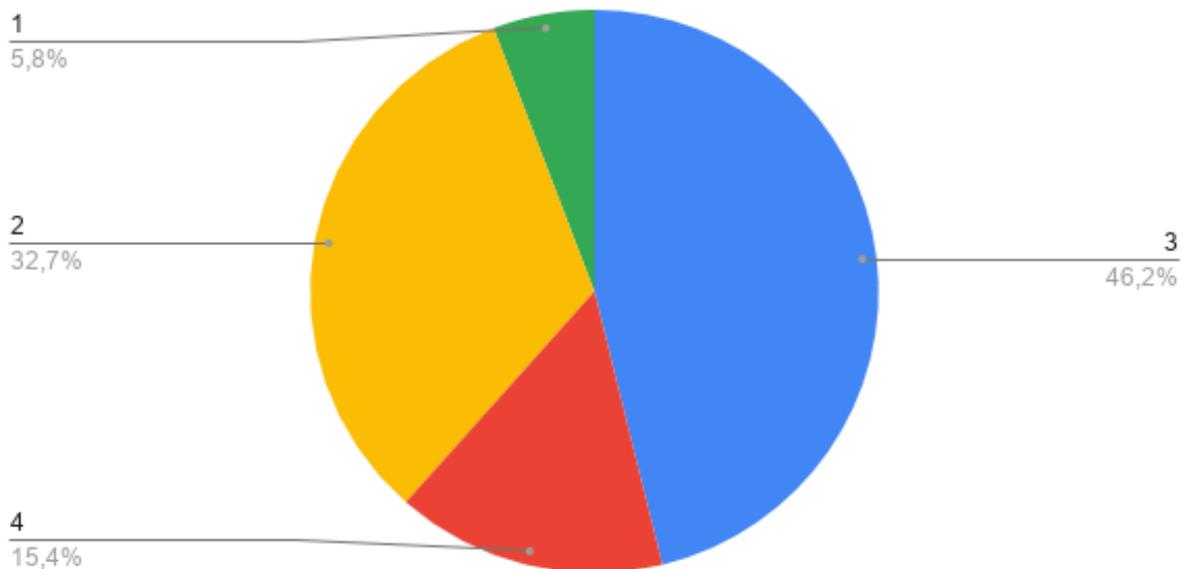
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



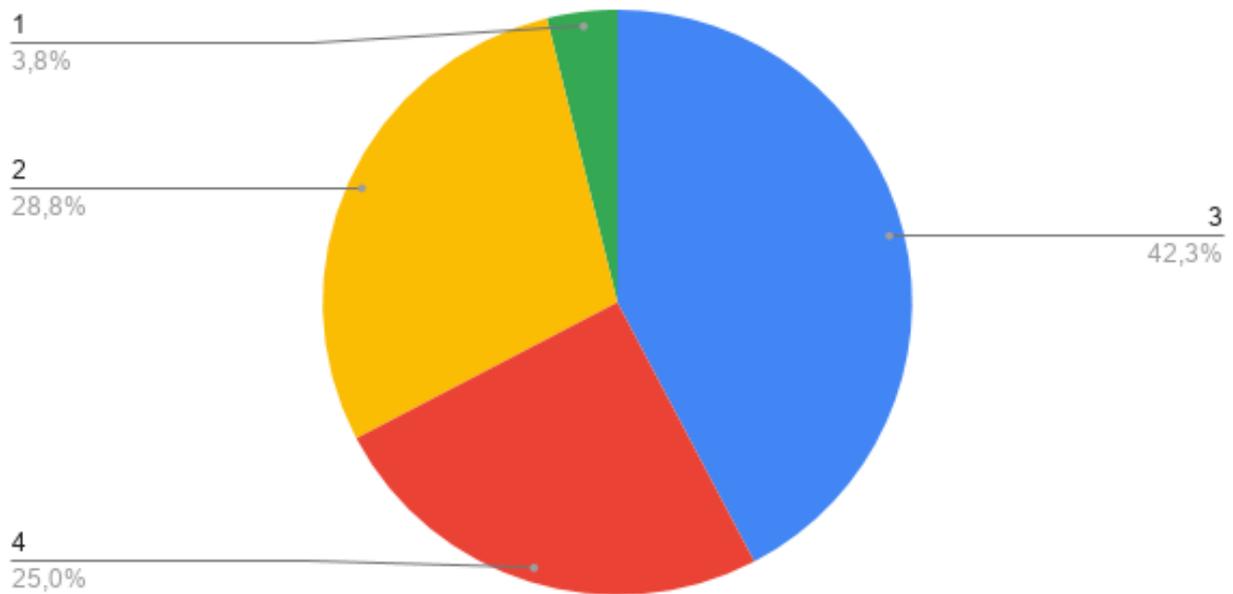
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and



These graphs show that, in Italy, a big portion of the respondents (84,6%) value workers with a volunteering background. While only 65,4% have had employees involved in volunteering in their companies, 68% think that workers with volunteering experience are prone to have positive results.

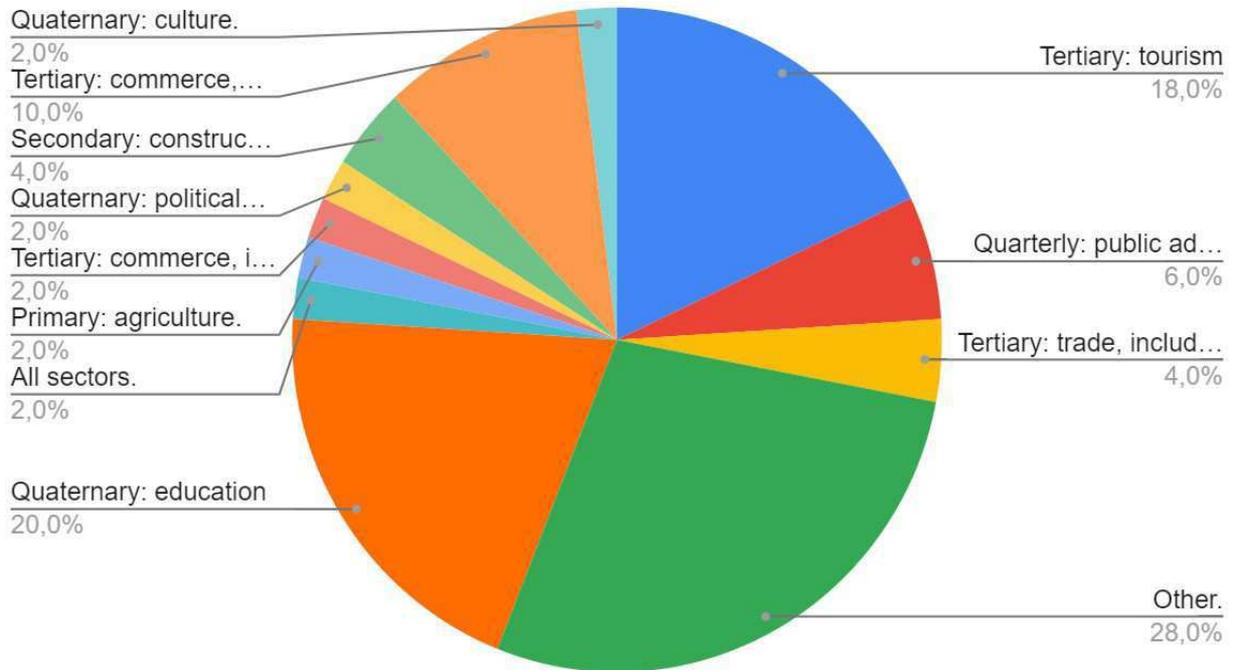
Regarding how volunteering can improve employees' skills, respondents were asked to rate on a scale from 1-4 about the impact that volunteering has on skill development. 75% of respondents gave a 3 or 4 rating, agreeing that it improves communication skills. 86,5% say it can improve interpersonal skills, 78,9% think it can improve time management skills, 77% that it can improve social skills and networks. 75% think volunteering can help develop hard skills. 61,6% think volunteering can allow the practice and improvement of already existing skills. 67% think it can allow volunteers to explore new sorts of activities.

We can notice an overall interest for workers with volunteering experience.

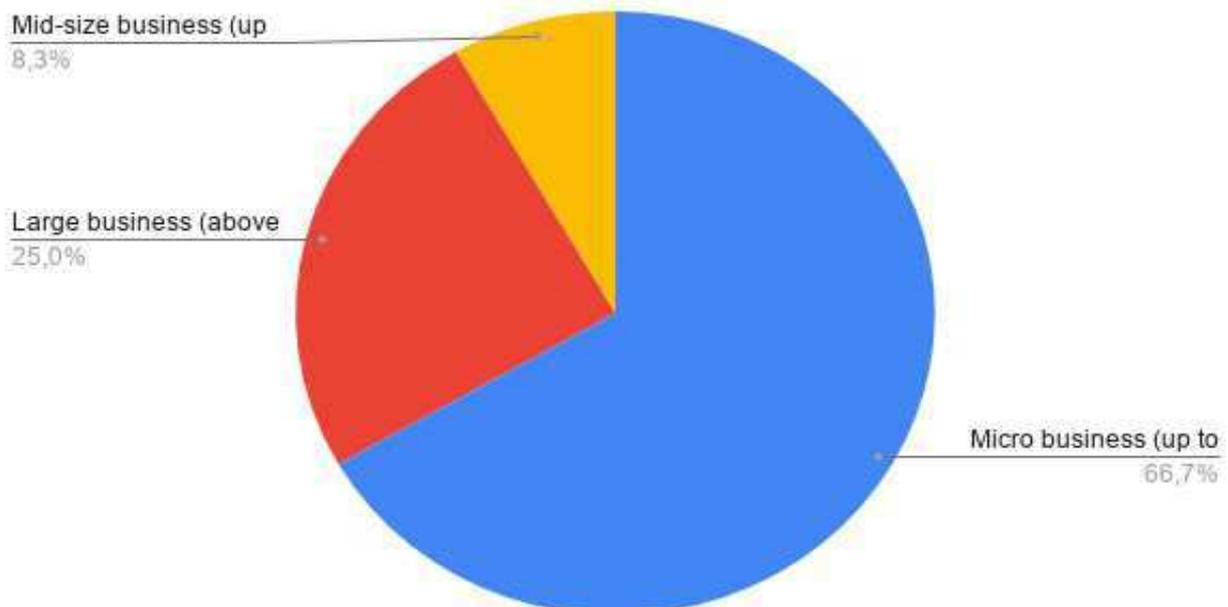
2.2 Mapping results in Spain

49 entrepreneurs involved in the survey

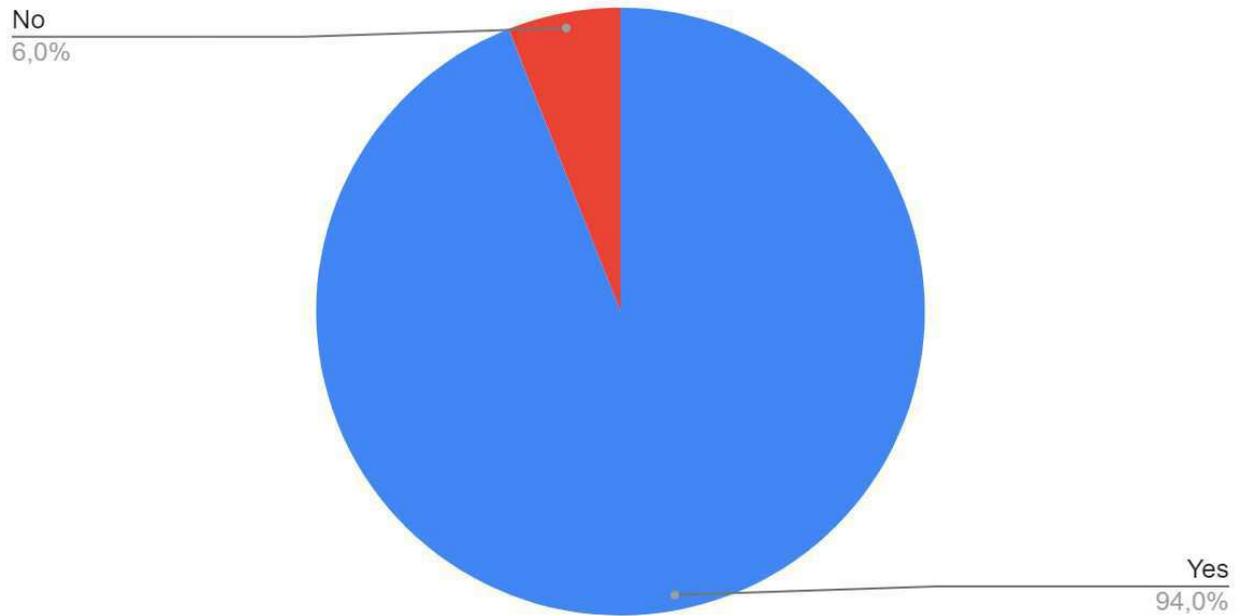
1. Please tell us in which sector is your enterprise?



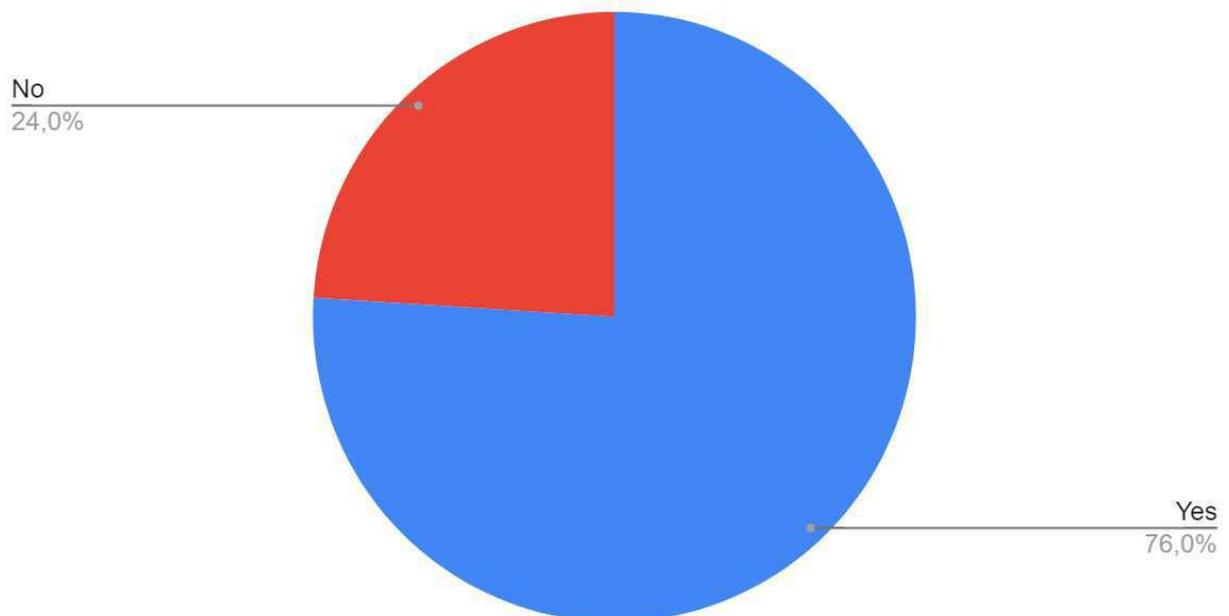
2. Which size is your company?



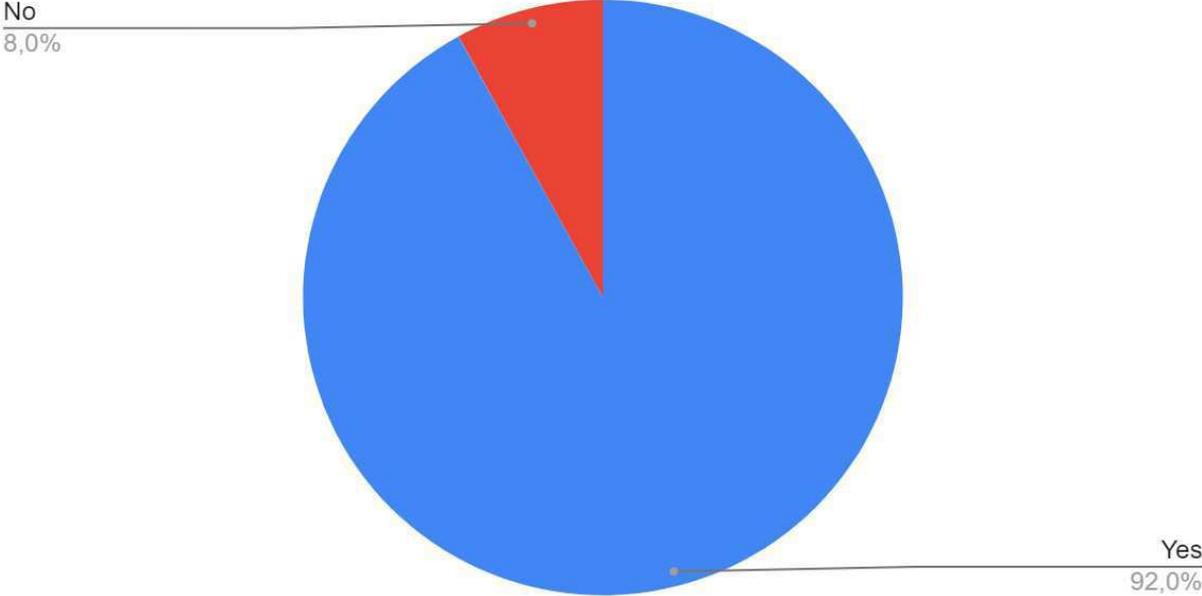
3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?



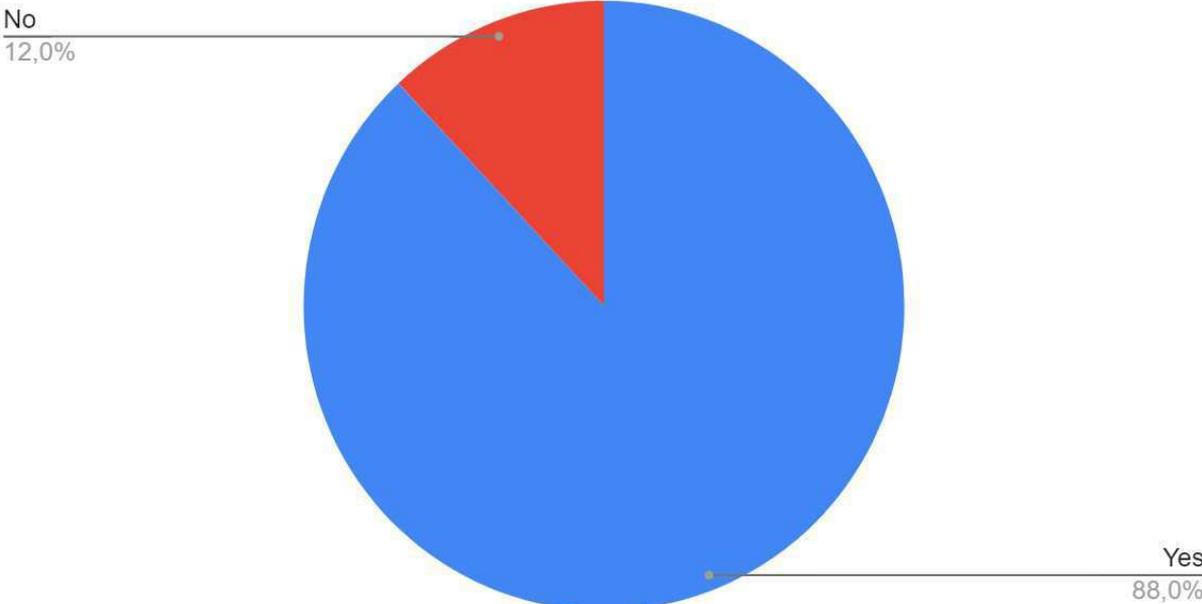
4. Did you ever have a worker involved in volunteering with a volunteering background in your company?



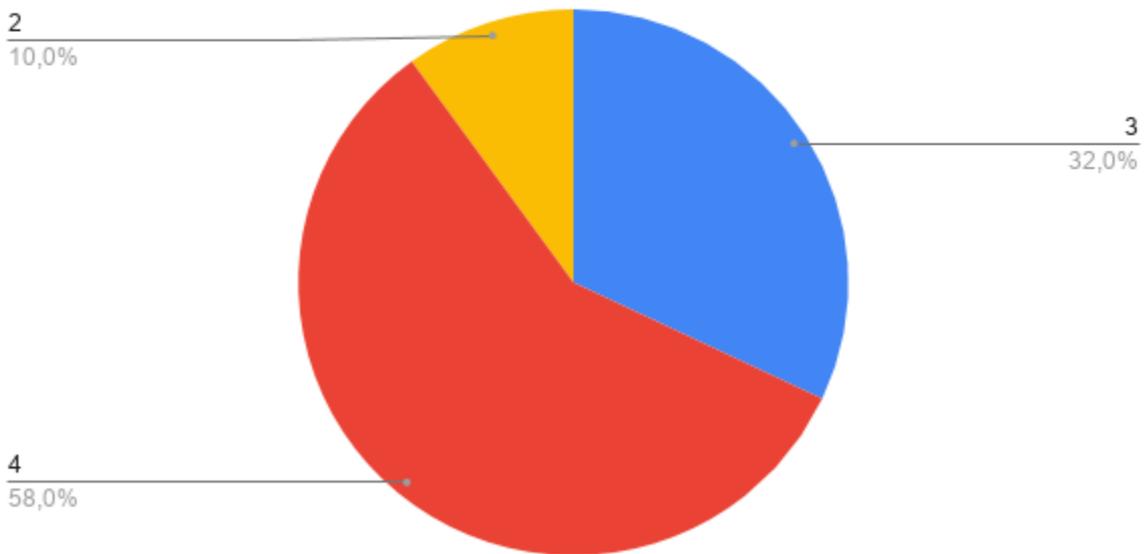
5. Do you consider that having a volunteer background benefited the results of the workers?



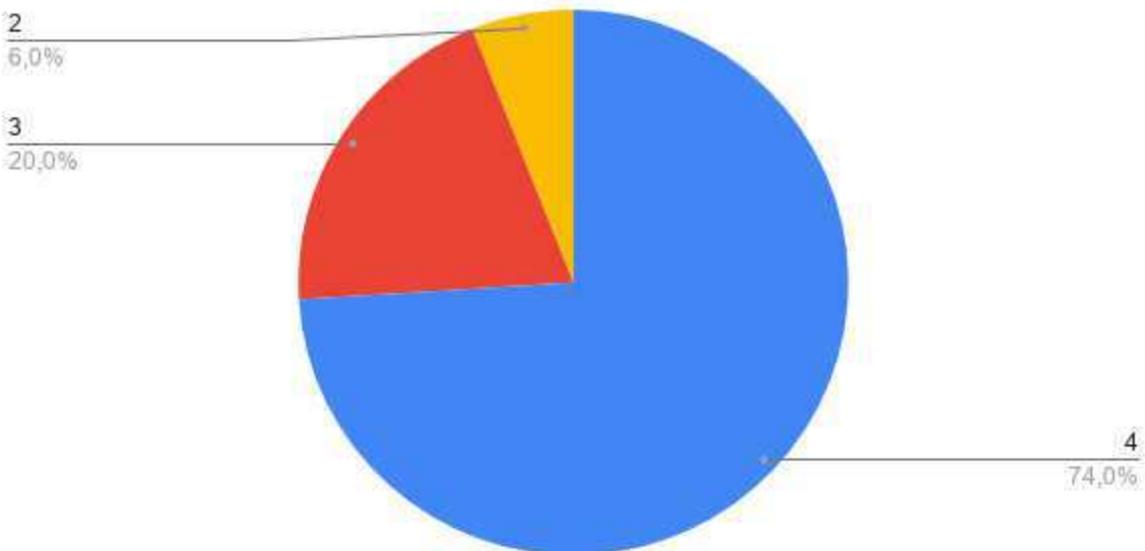
6. Do you think that volunteering was an empowerment experience for the volunteer?



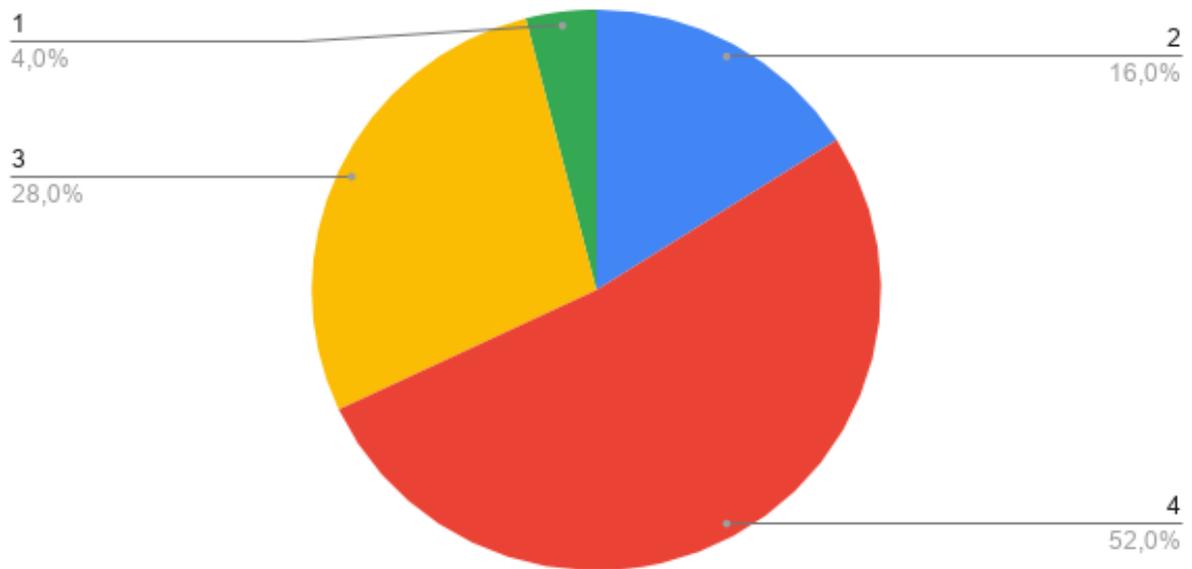
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



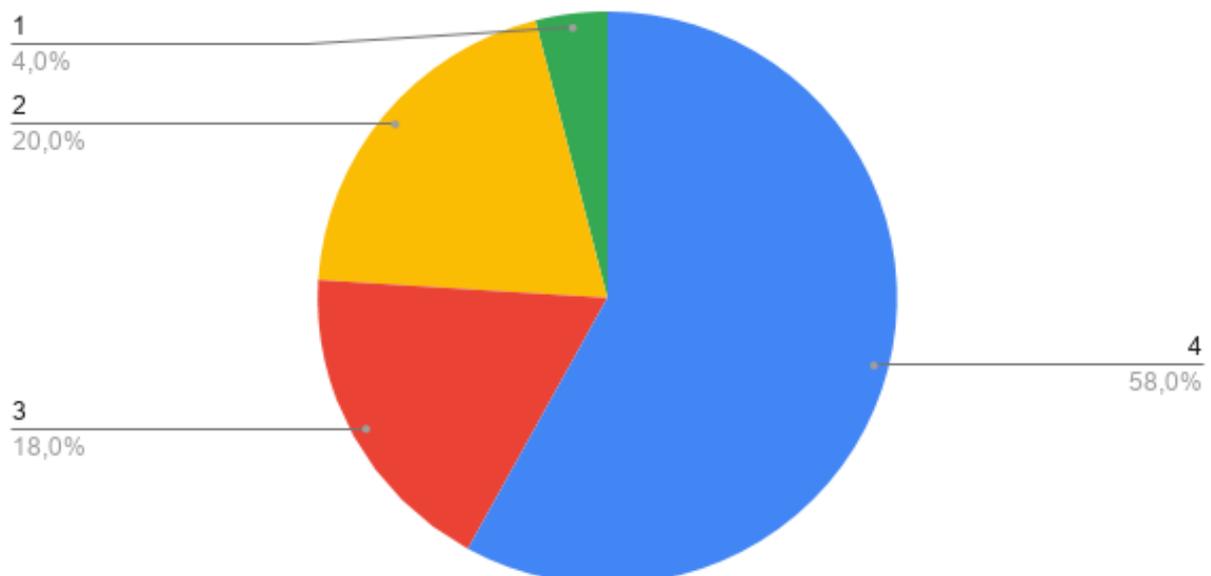
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from



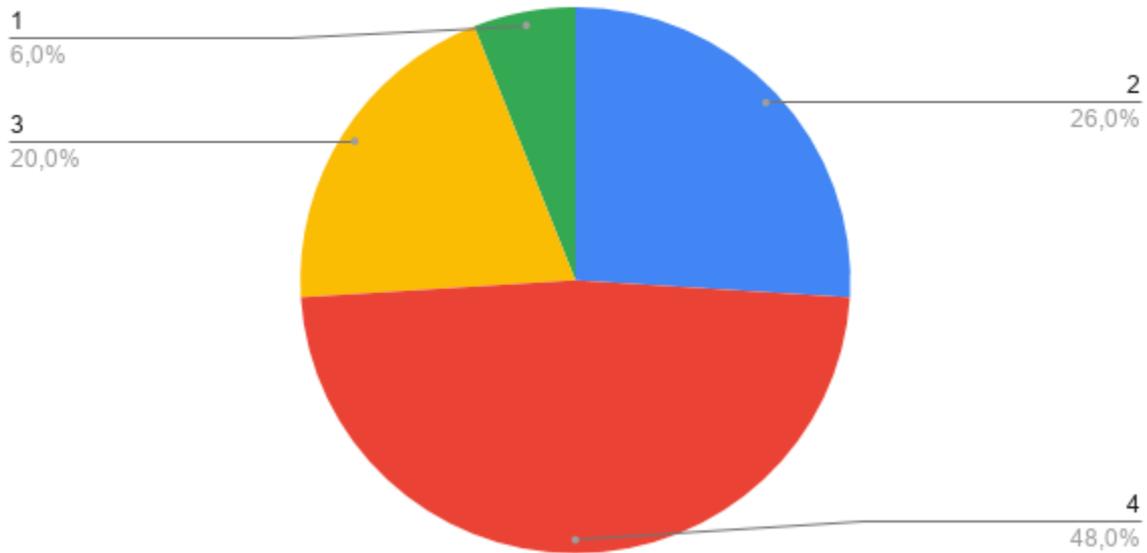
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



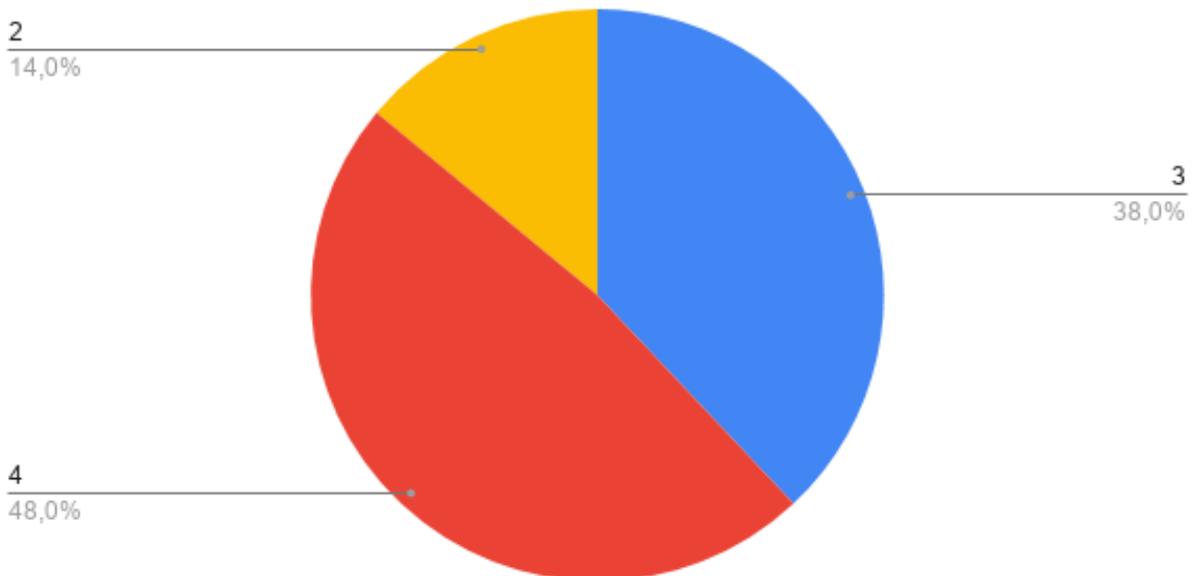
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



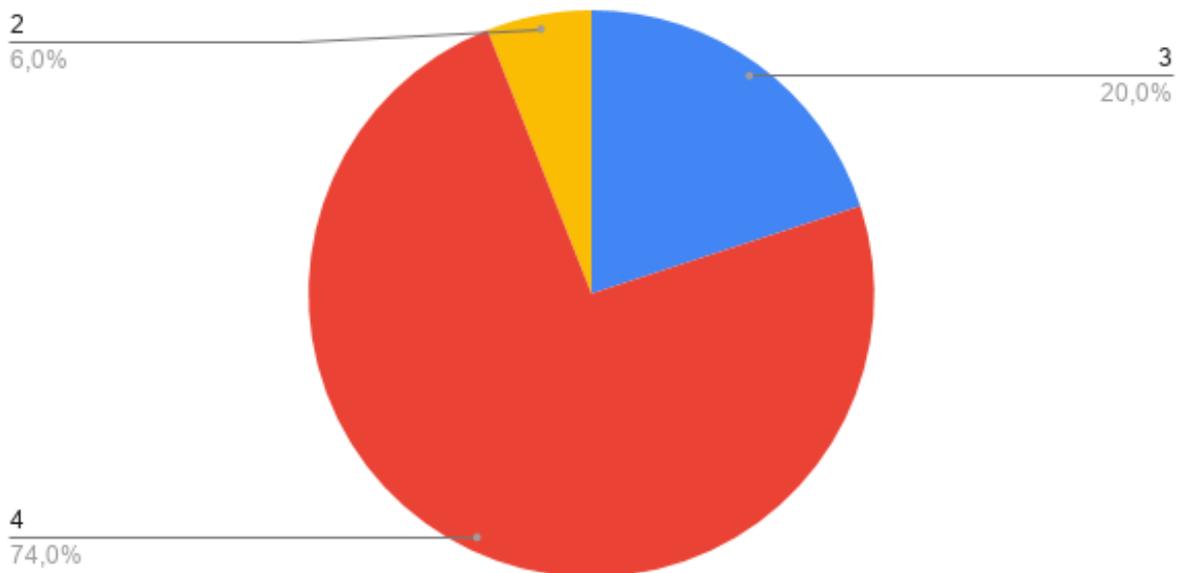
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and

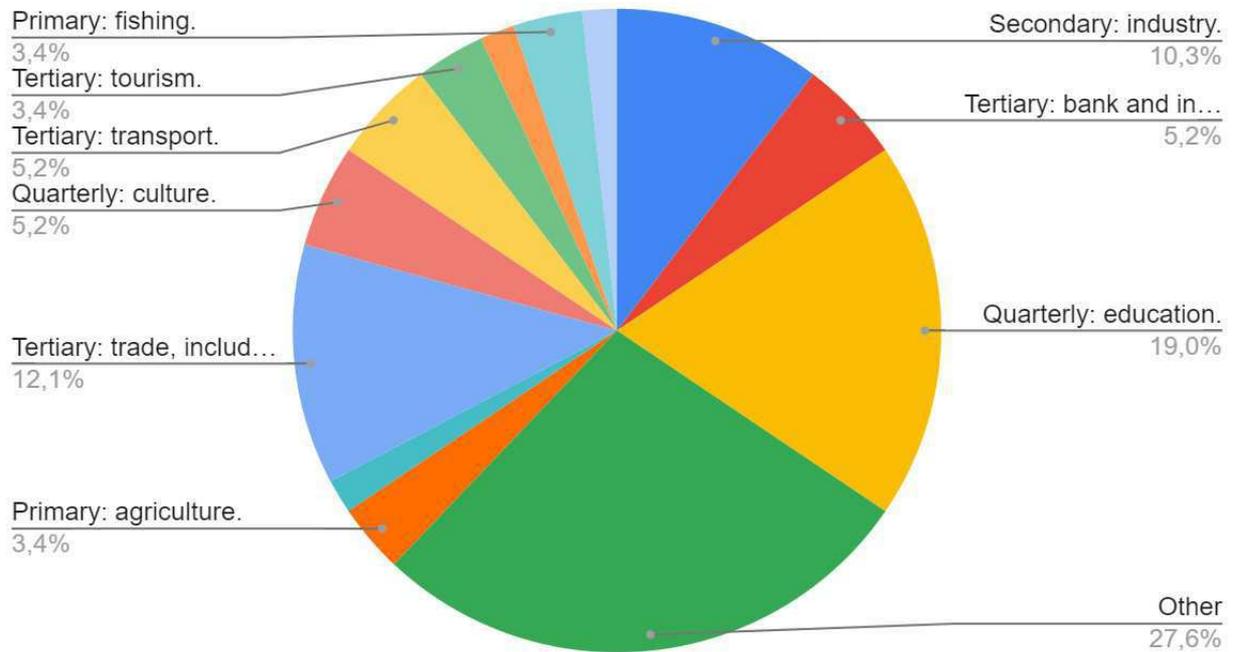


The Spanish respondents have shown a tendency to value workers with volunteering experience, as 94% have said that they look at it as a plus when selecting employees. 76% have had workers with a volunteering background in their company. A majority of the employees questioned (92%) think that volunteering benefits the results of the workers and 88% consider that it is an empowering experience. 90% believe that volunteering can have an impact on communication skills while 0% think it does not affect communication skills at all. 94% think that it can improve interpersonal skills. 80% of the respondents seem to agree that it can improve time management skills and 76% that it can improve social skills and networks. Regarding how volunteering can improve hard skills, 68% seemed to agree that it does help. 86% think that volunteering can lead to the development and practice of already existing skills and 94% see it as a new to explore new activities.

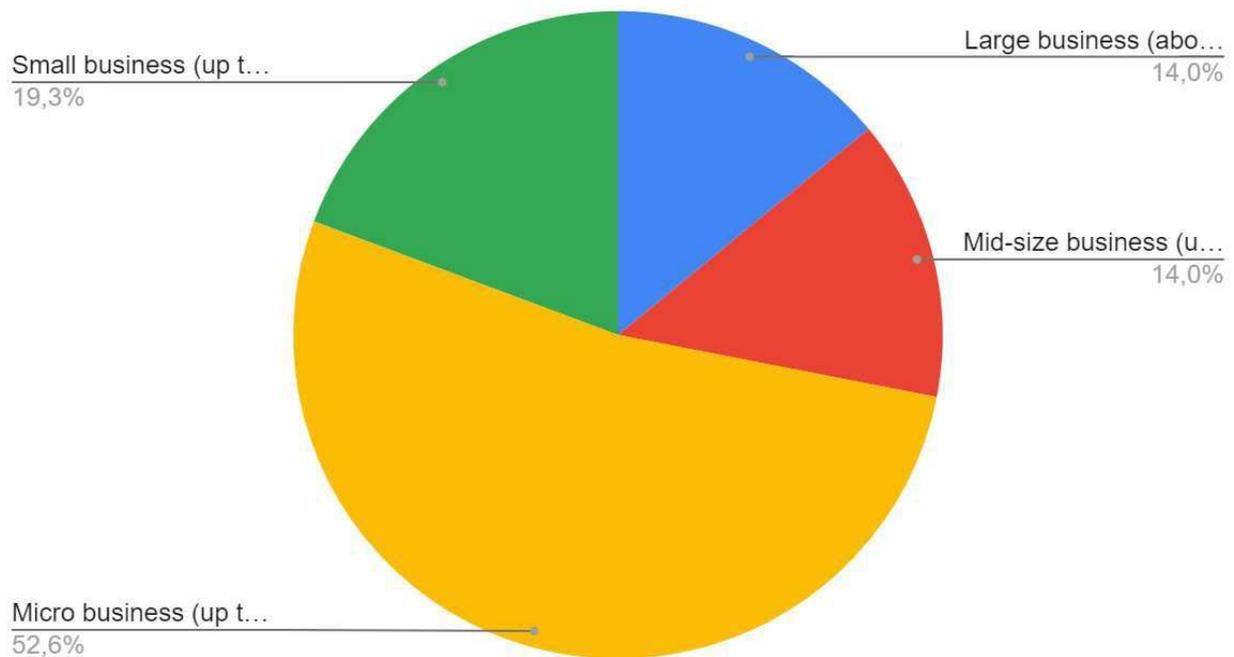
2.3 Mapping results in Turkey

57 entrepreneurs involved in the survey

1. Please tell us in which sector is your enterprise?

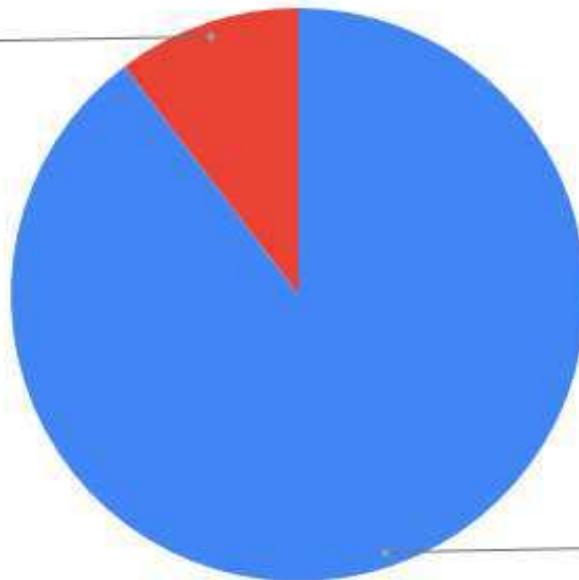


2. Which size is your company?



3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?

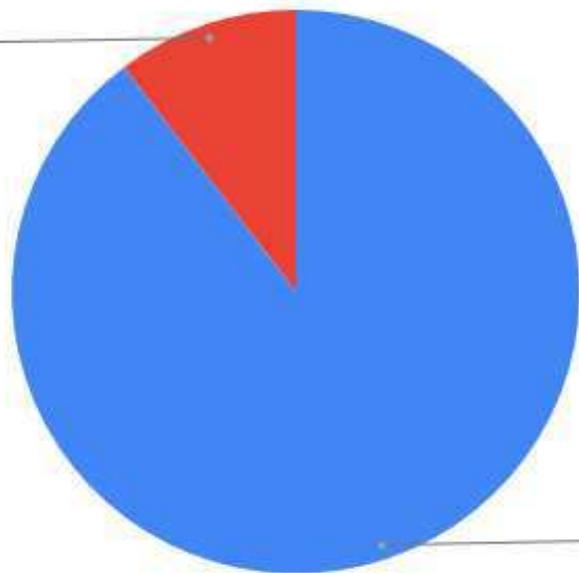
No
10,3%



Yes
89,7%

4. Did ever had a worker involved in volunteering or with a volunteering background in your company?

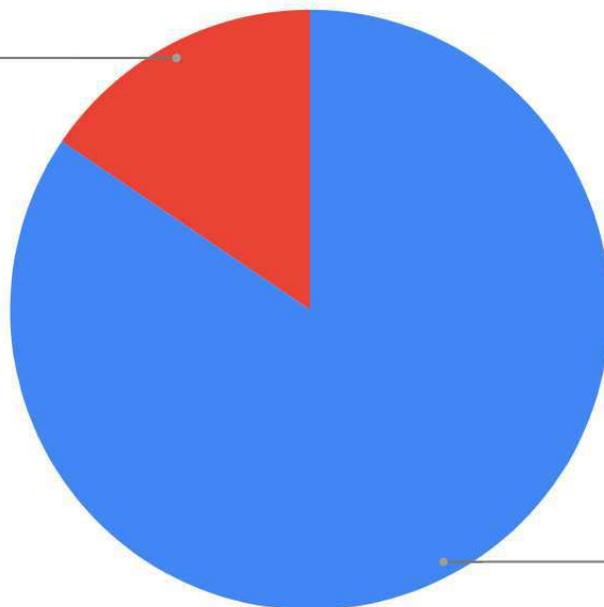
No
10,3%



Yes
89,7%

5. Do you consider that having a volunteer background benefited the results of the workers?

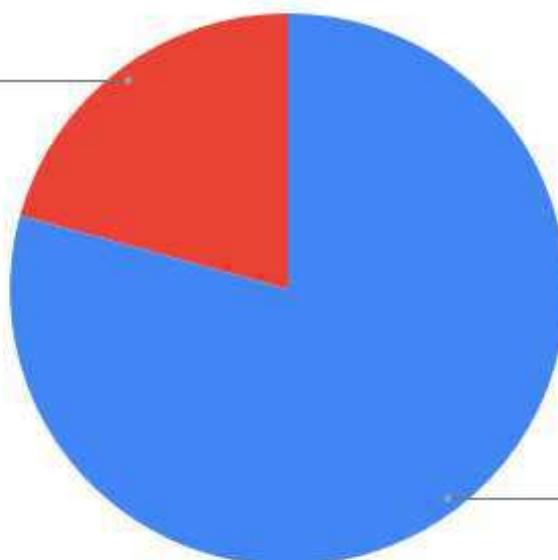
No
15,5%



Yes
84,5%

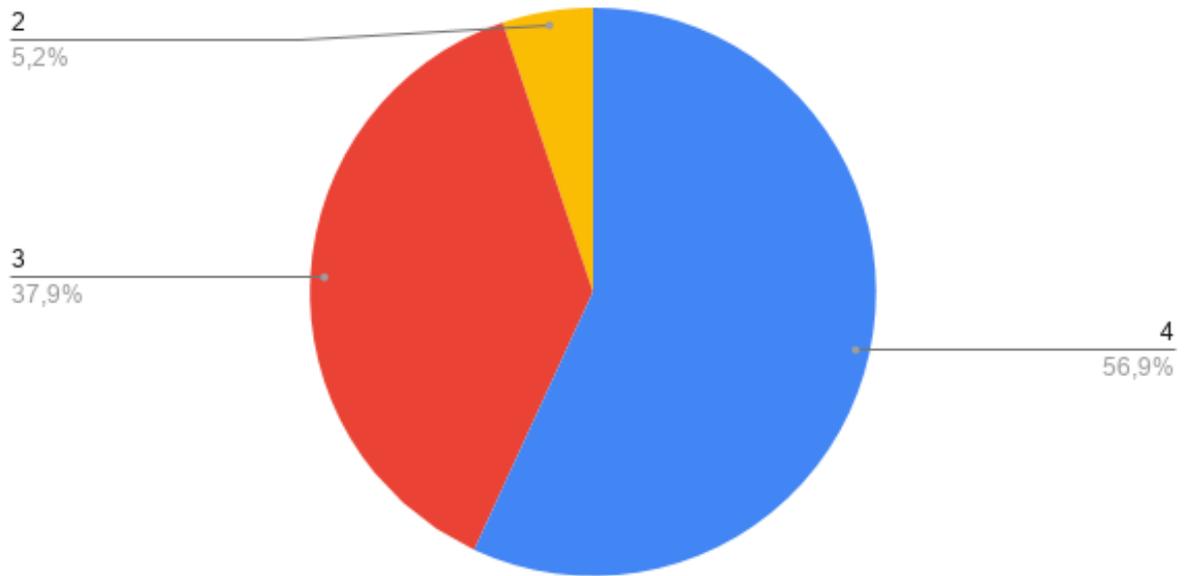
6. Do you think that volunteering was an empowerment experience for the volunteer?

No
20,7%

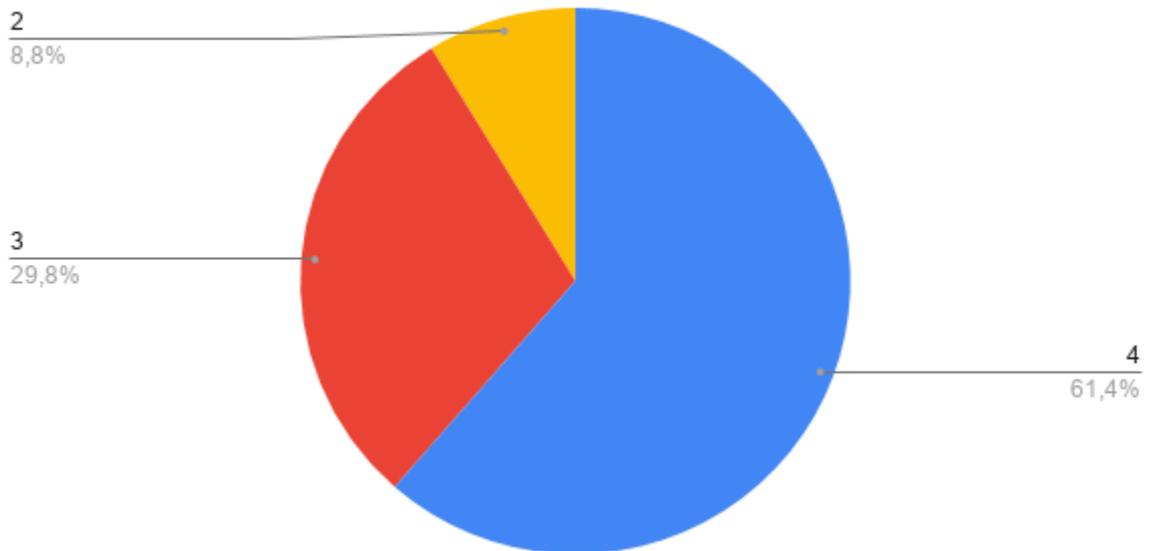


Yes
79,3%

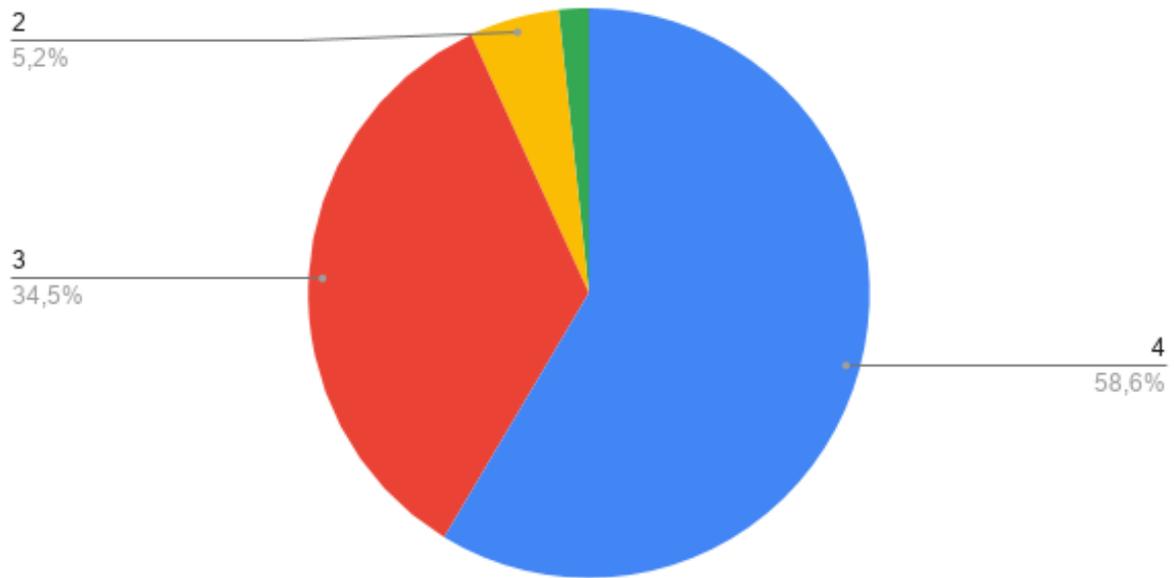
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



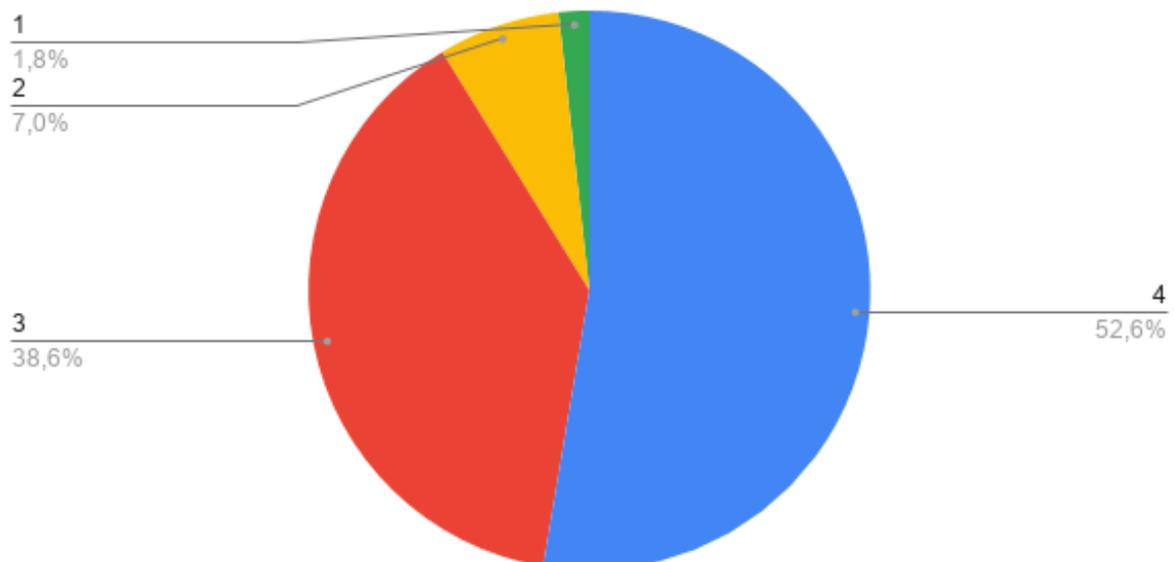
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from



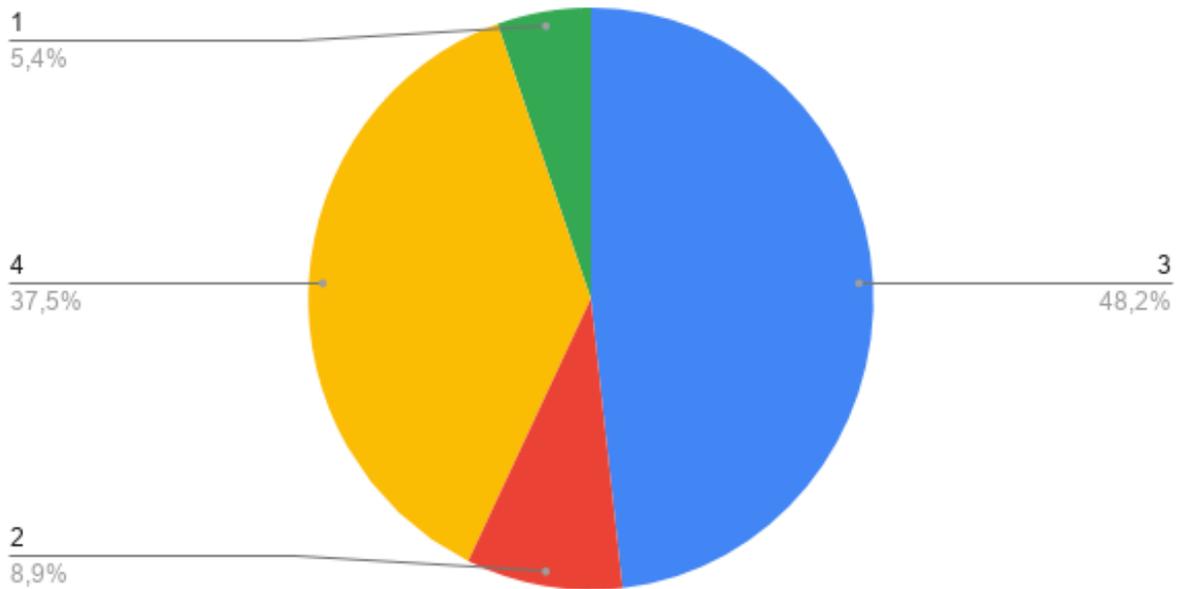
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



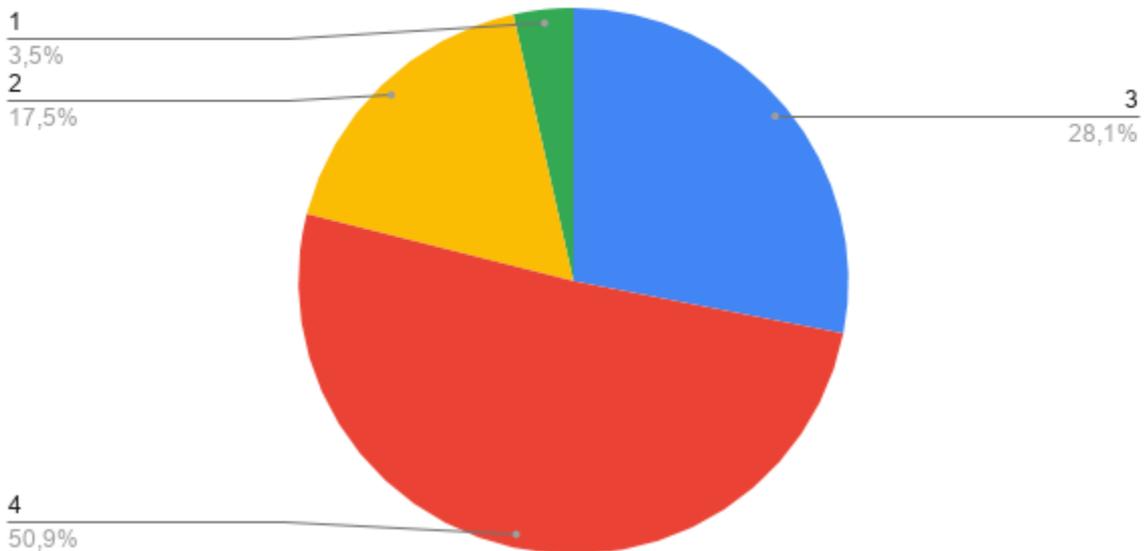
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



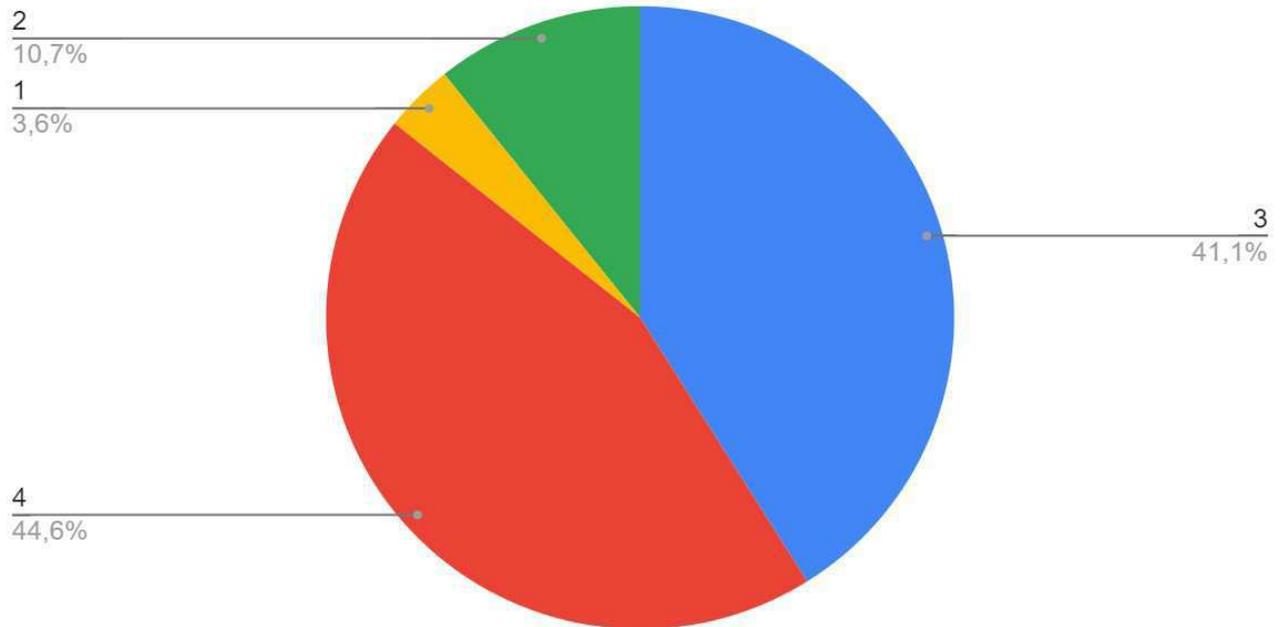
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and



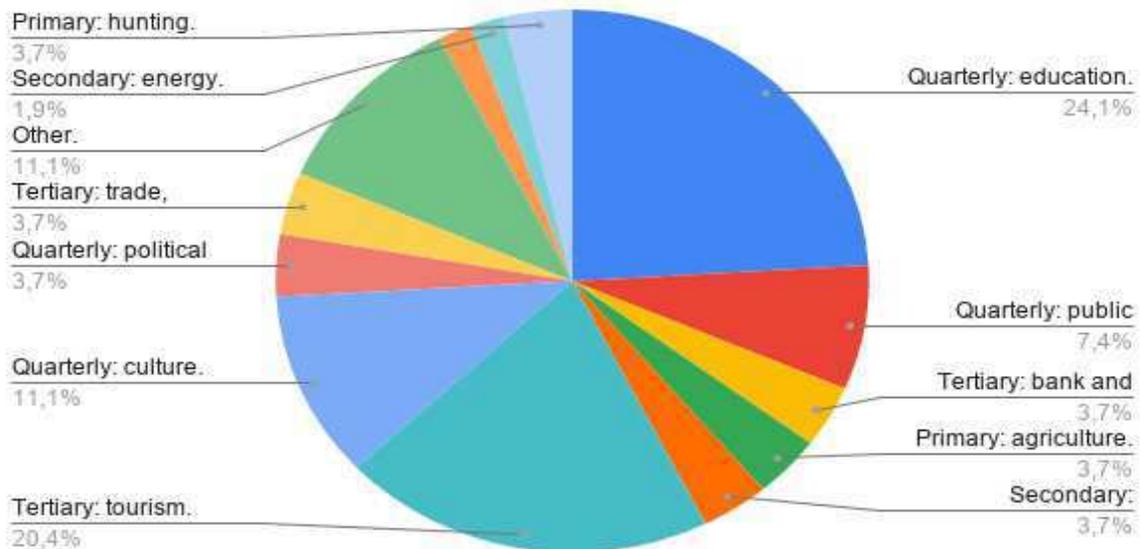
In Turkey, almost 90% of the employers who took were surveyed (89,7%) think that having a volunteering background is valuable for the employees and have had workers with volunteering experience in their company. 84,5% say that the workers had better results thanks to their background as volunteers and 79,3% agree that it is an empowering experience. 94,8% of the respondents think that volunteering can significantly improve communication skills, while none think it does not. Around 92% think it can also improve interpersonal skills, time management skills and social skills, as well as networks. 85,7% of respondents also agree that it is an opportunity for improving technical competences. 79% think that it can allow the improvement of existing skills. 85,7% think it can allow exploration of new activities.

This data shows that employees with volunteering experience are seen positively by Turkish employees.

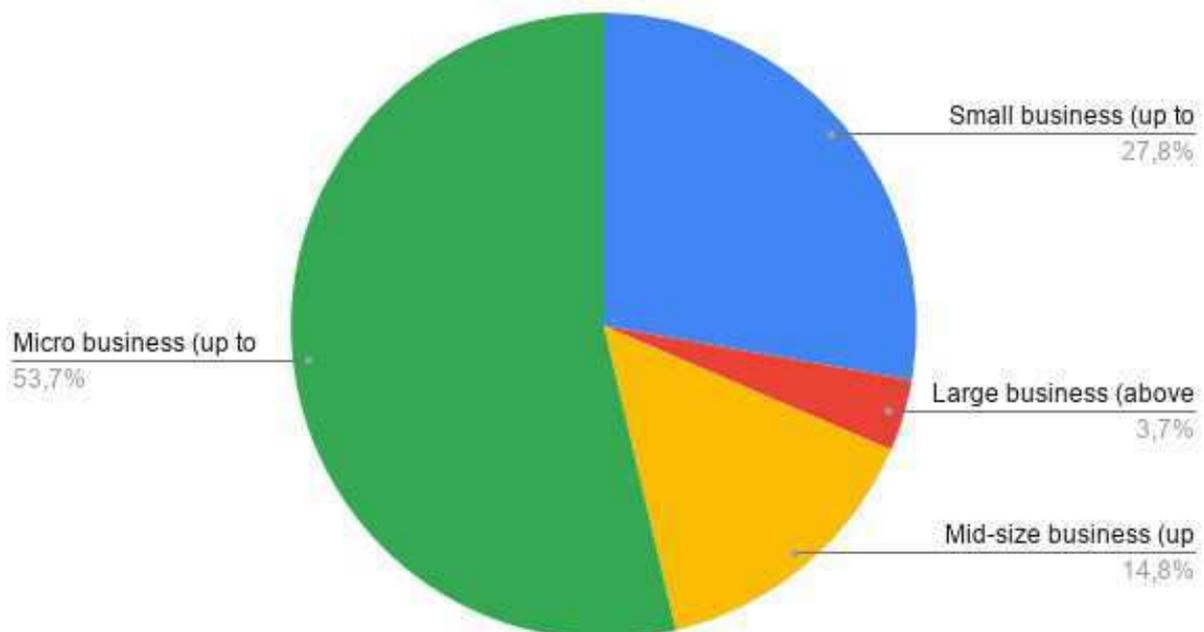
2.4 Mapping results in Austria

54 entrepreneurs involved in the survey

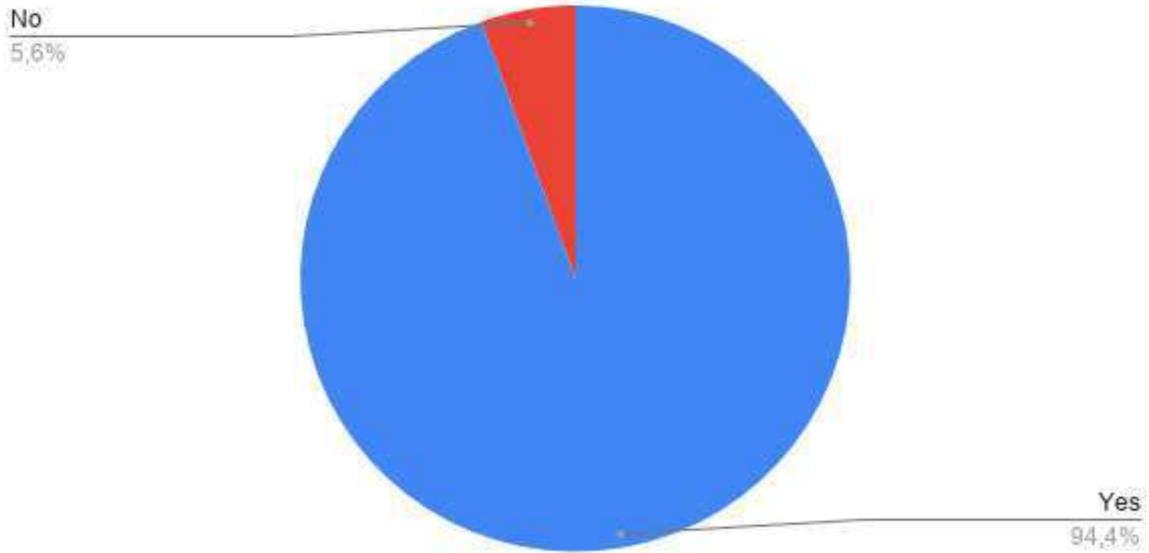
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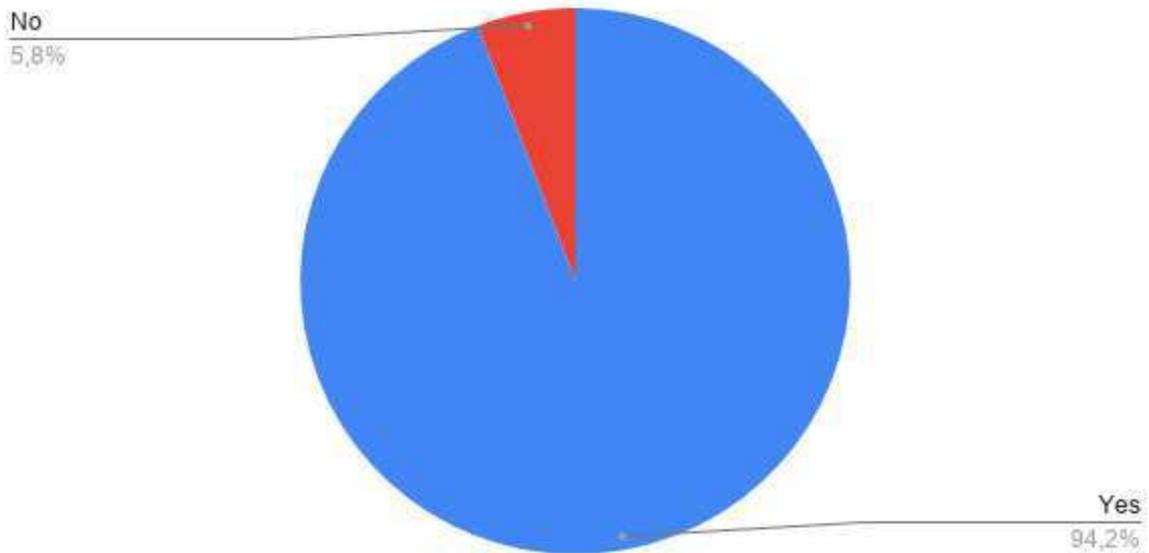
2. Which size is your company?



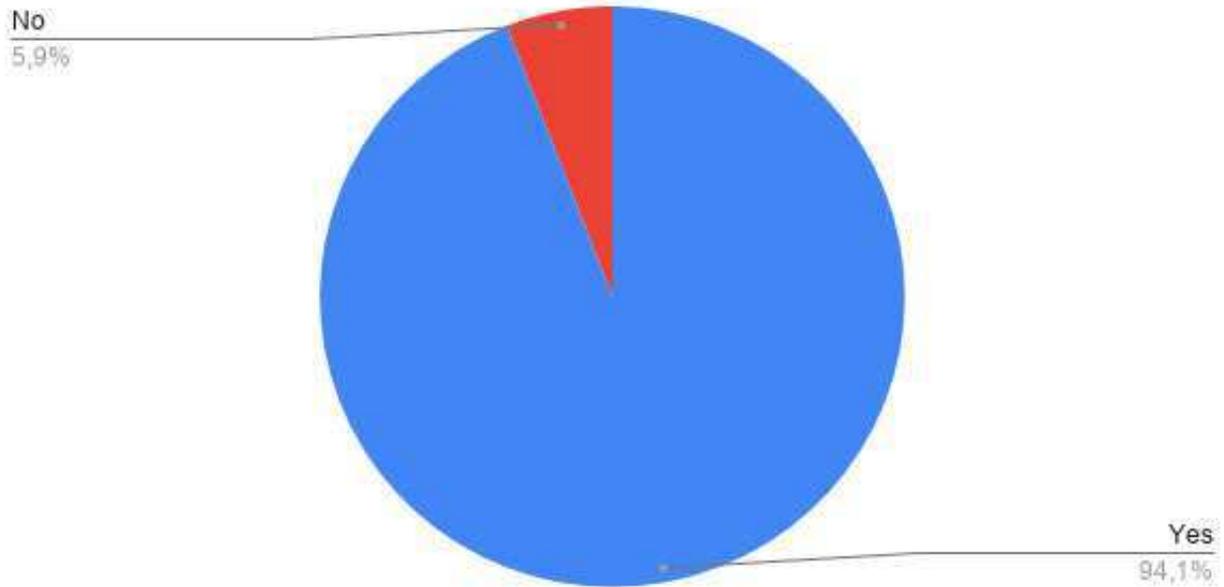
3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?



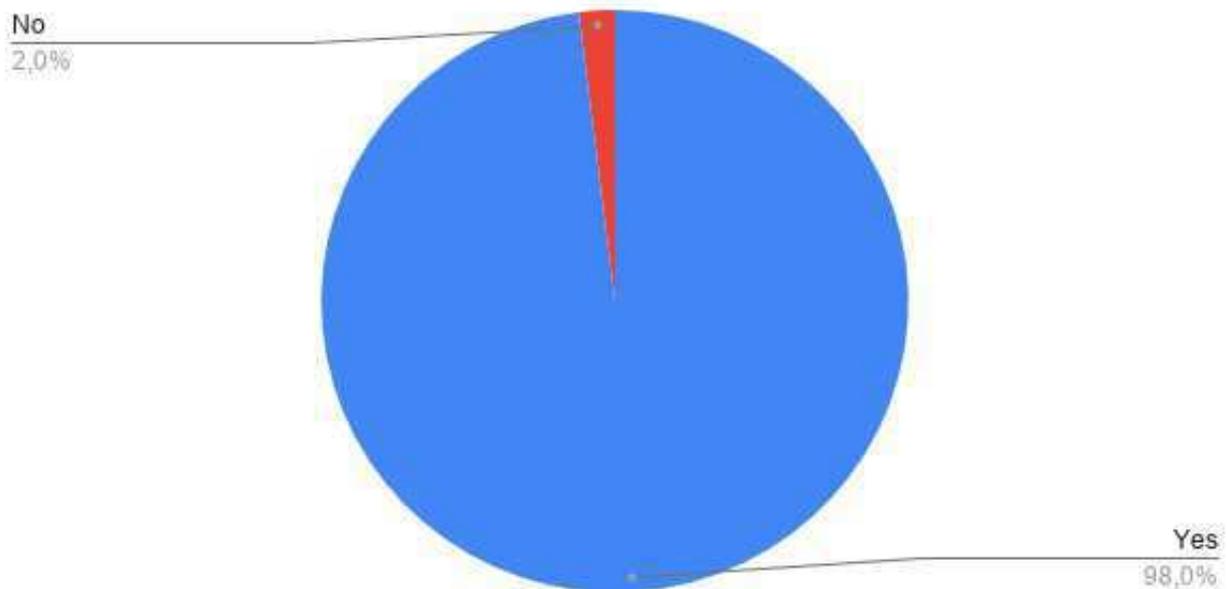
4. Did ever had a worker involved in volunteering or with a volunteering background in your company?



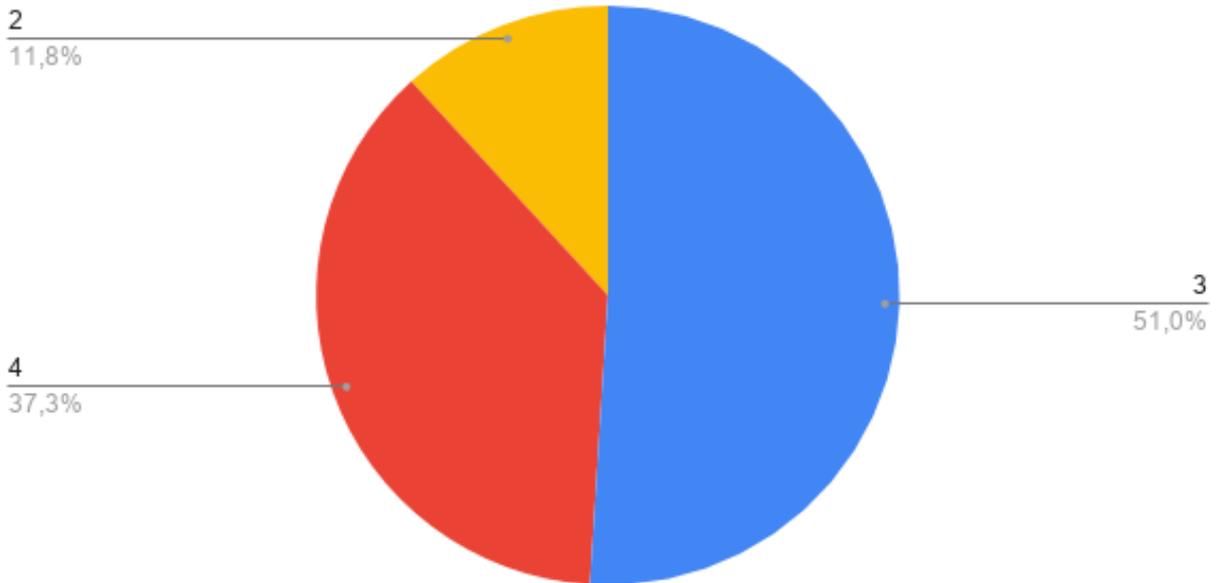
5. Do you consider that having a volunteer background benefited the results of the workers?



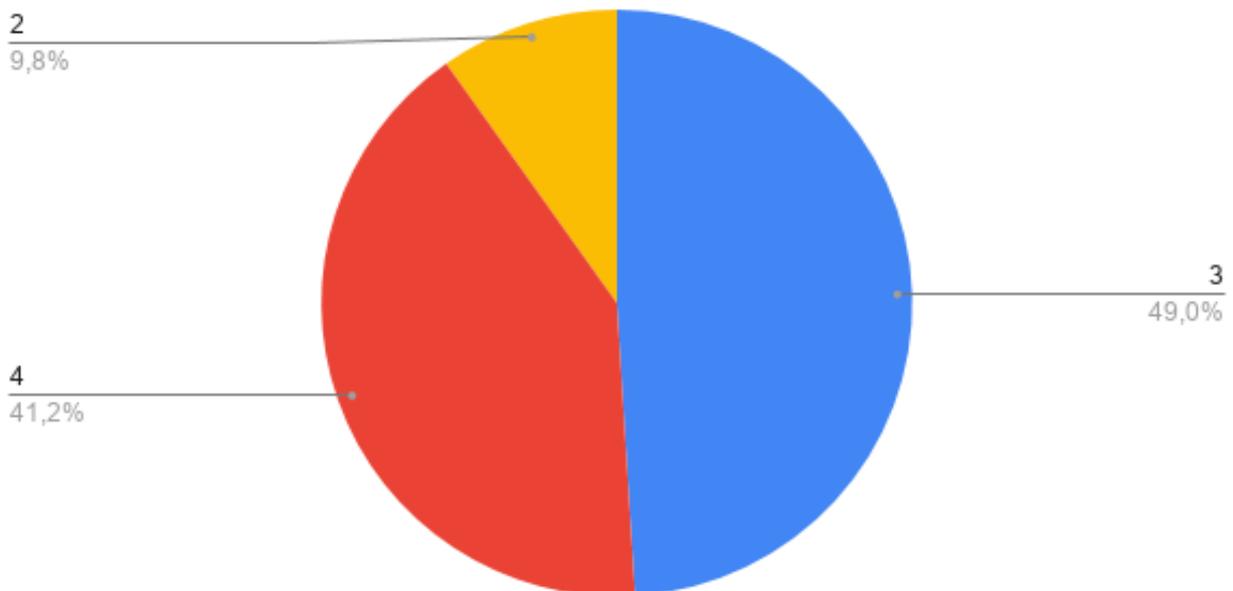
6. Do you think that volunteering was an empowerment experience for the volunteer?



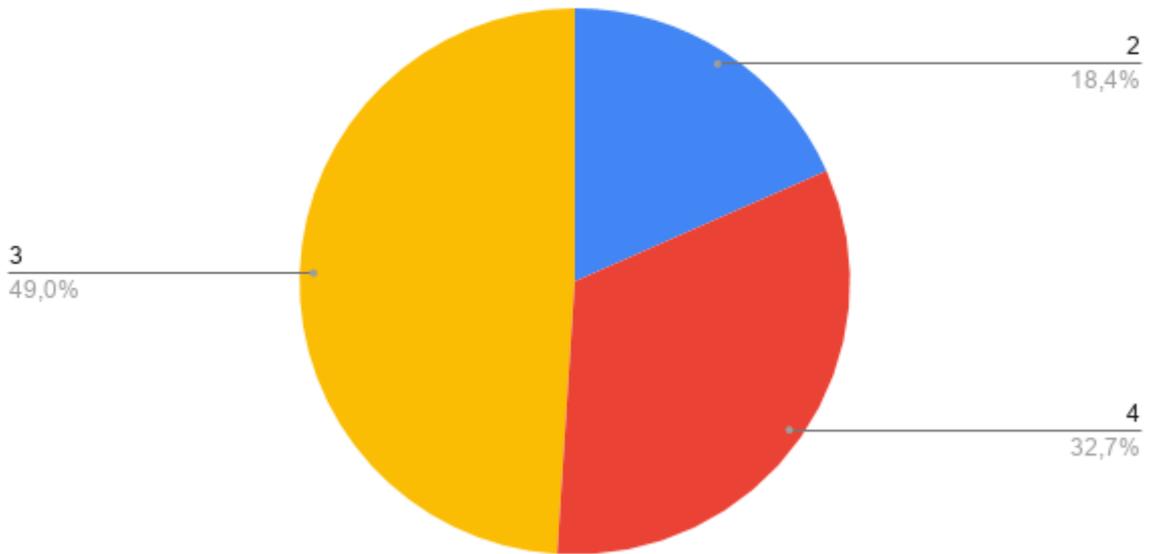
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



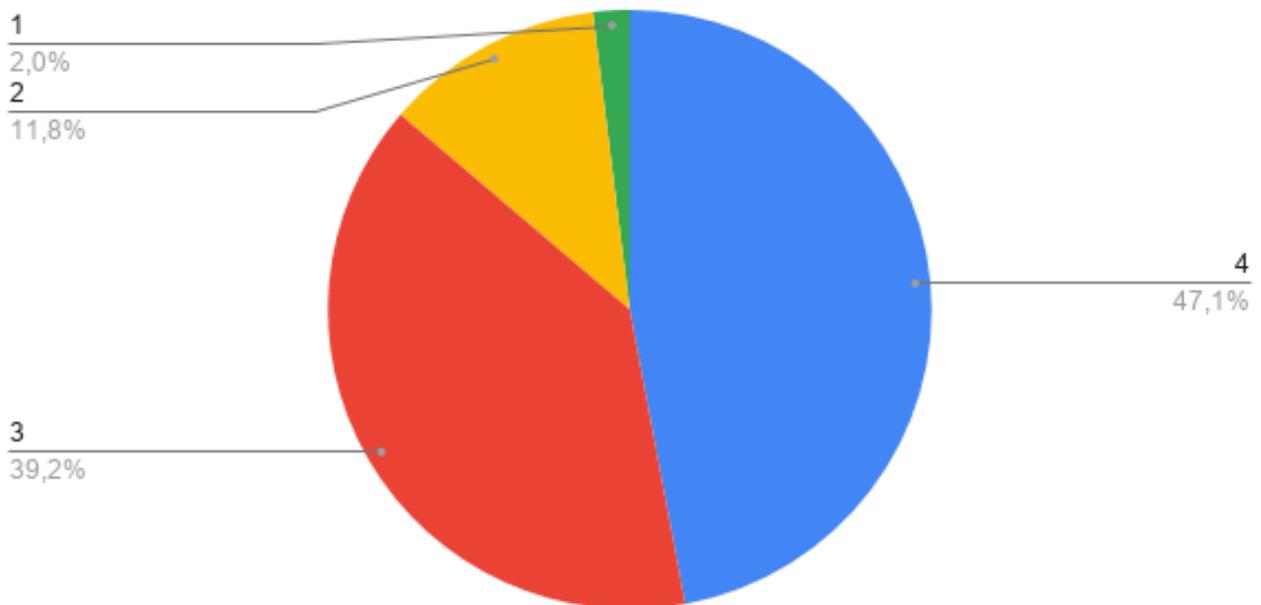
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from



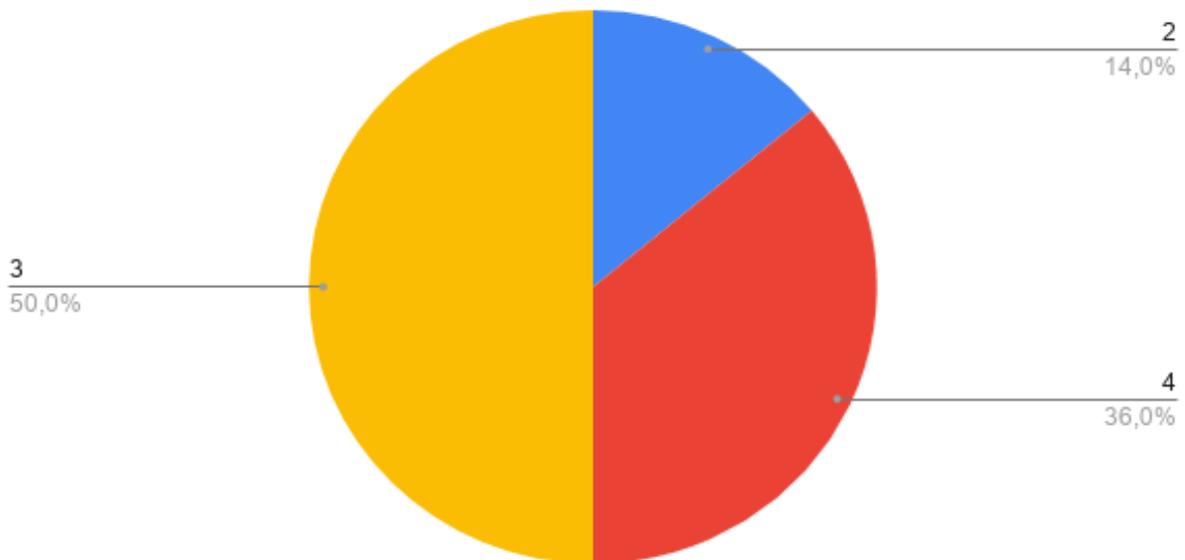
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



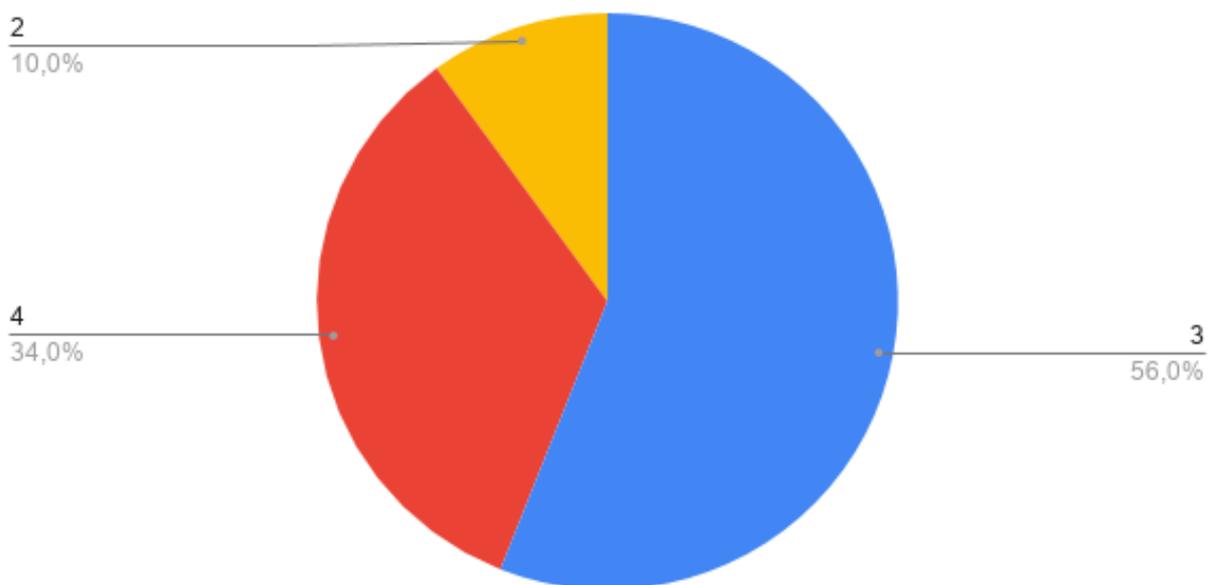
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



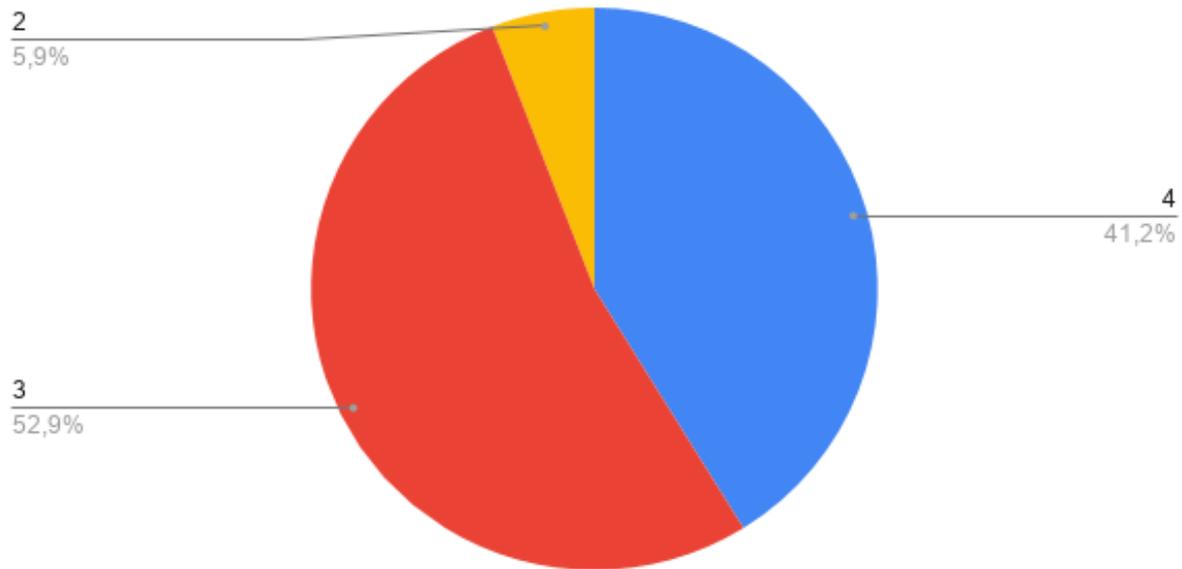
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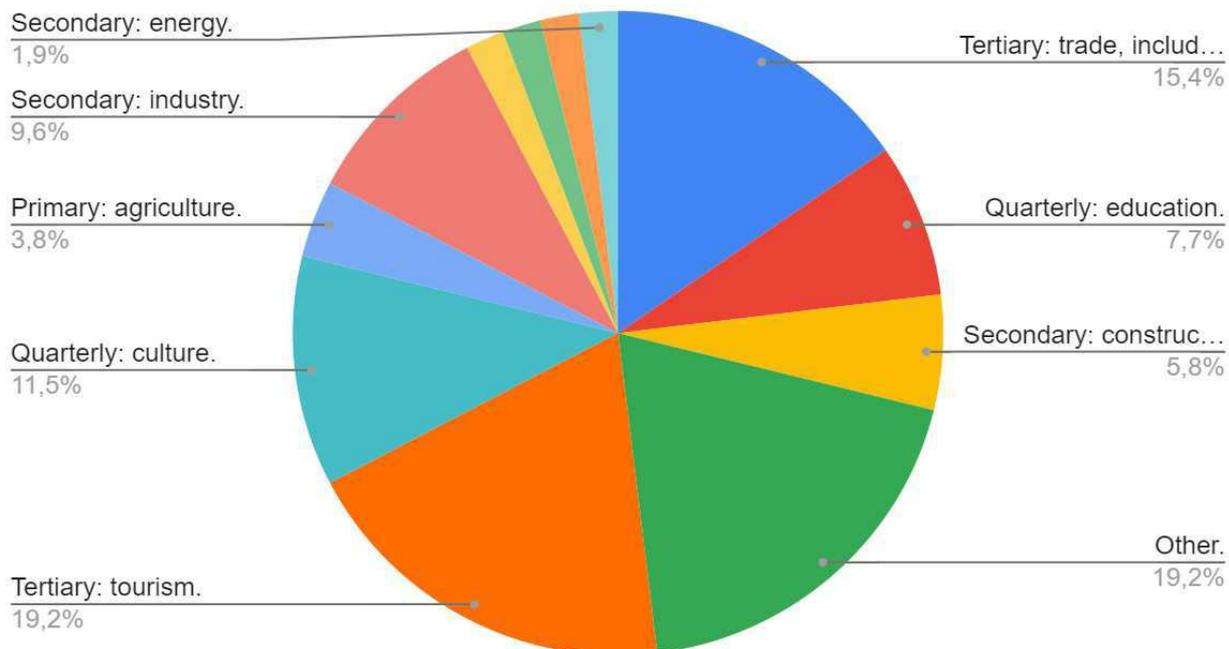
Austrian respondents show a very positive attitude towards workers with a volunteering background. 94,4% of the employers consider the job candidates volunteering experience. 94,2% have had employees with a volunteering background. 94,1% think volunteering experiences impacted positively the results of the worker. Only 2% do not see it as an empowerment experience.

As for how volunteering can improve soft and hard skills of the volunteers, 88,3% think that it can improve communication skills, 90,2% it can improve interpersonal skills, 81,7% seem to agree it can improve time management skills, 86,3% that it can improve social skills and networks and 86% it can helps improve technical competences. 90% of the respondents say it allows to practice and develop existing skills. 94,1% think it is a way of exploring new activities.

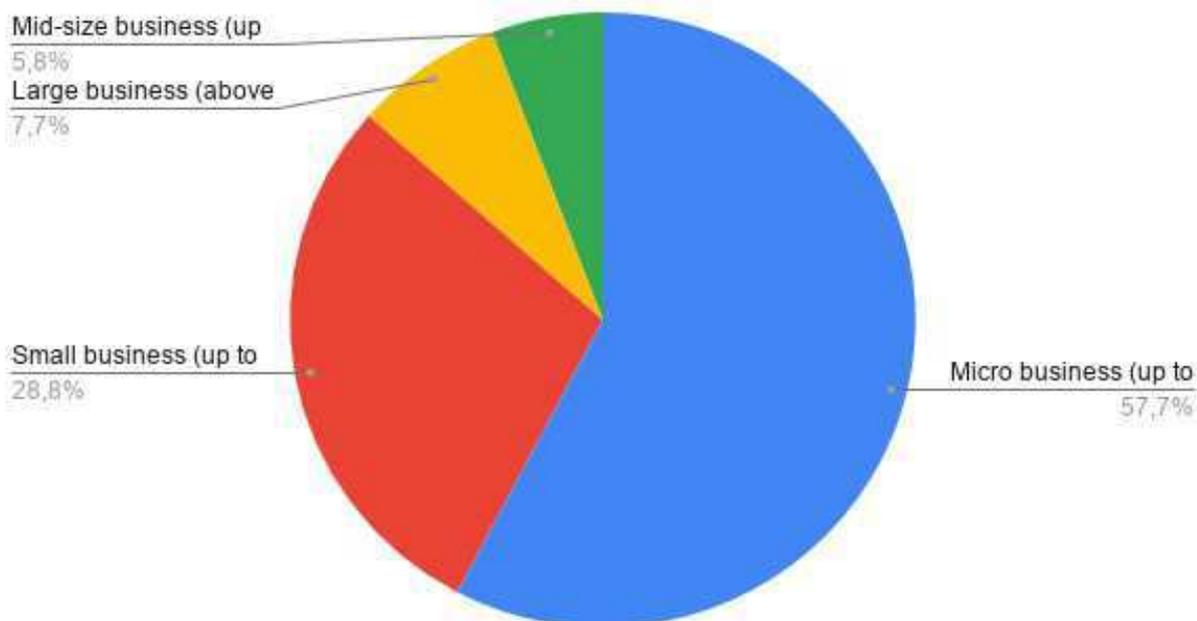
2.5 Mapping results in Slovenia

51 entrepreneurs involved in the survey

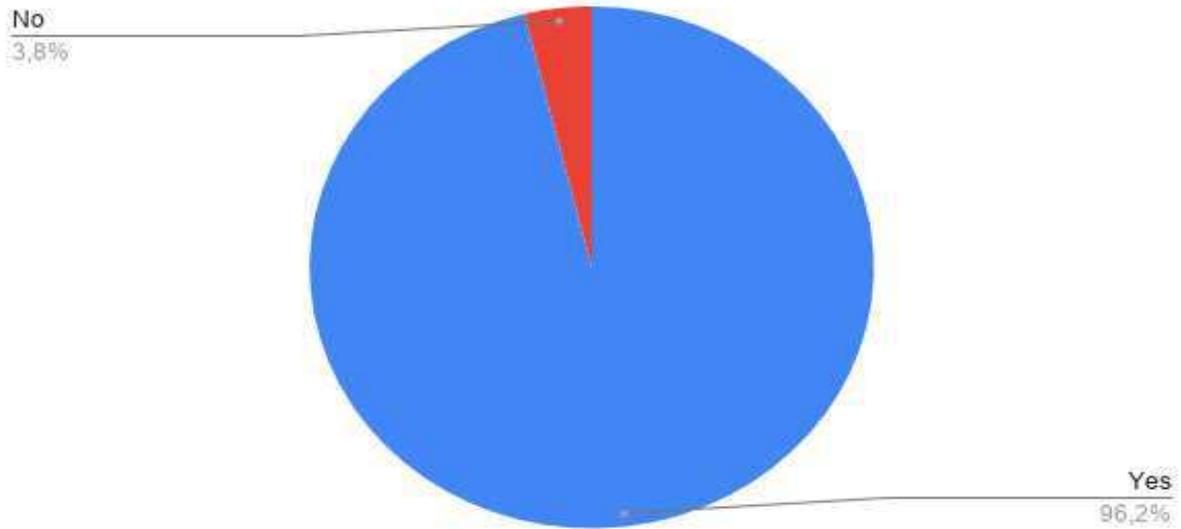
1. Please tell us in which sector is your enterprise?



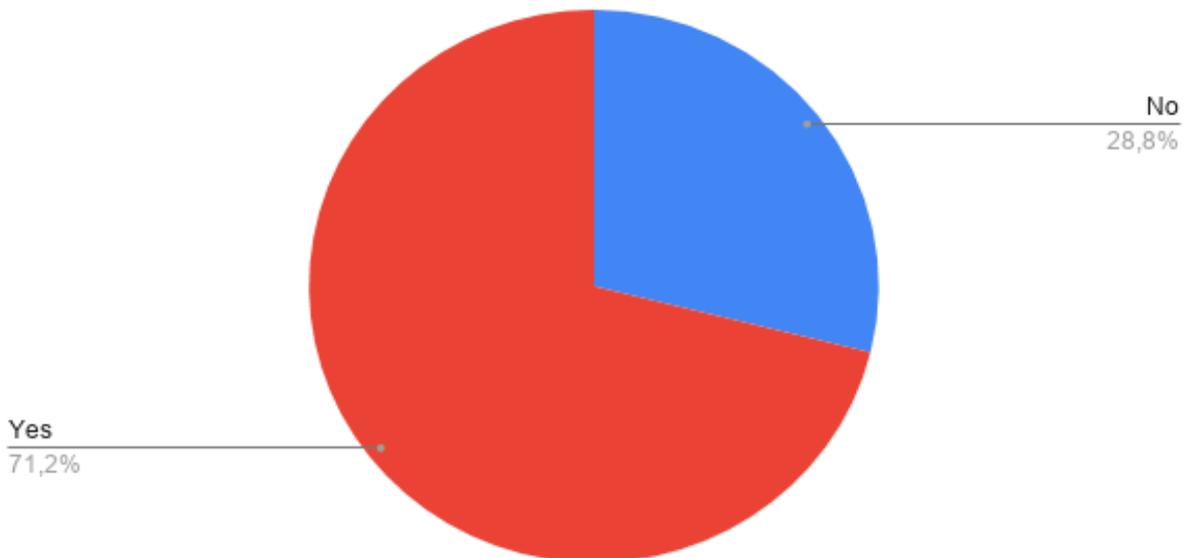
2. Which size is your company?



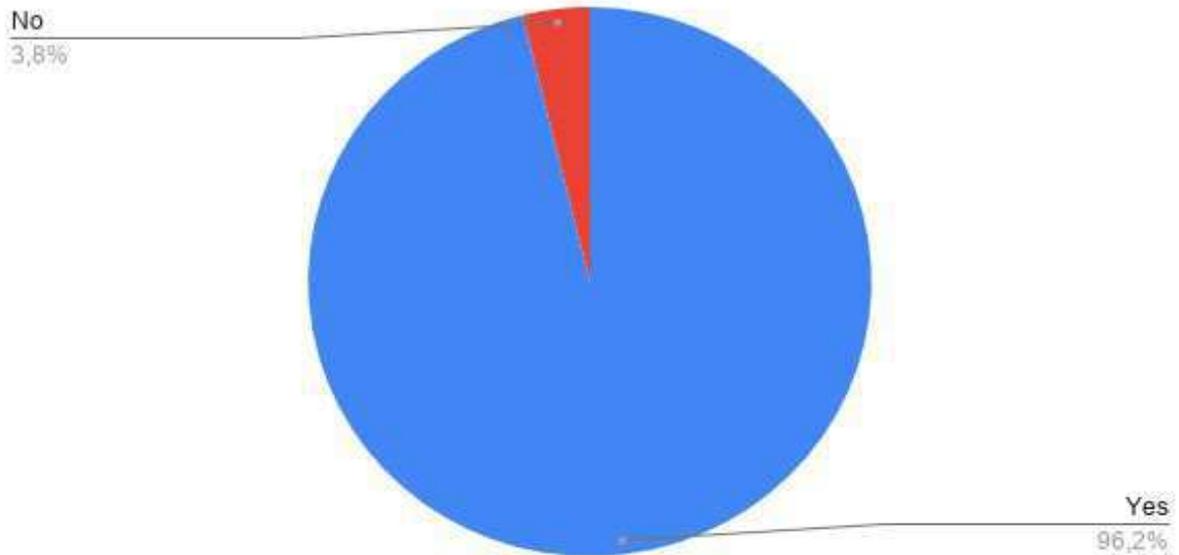
3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?



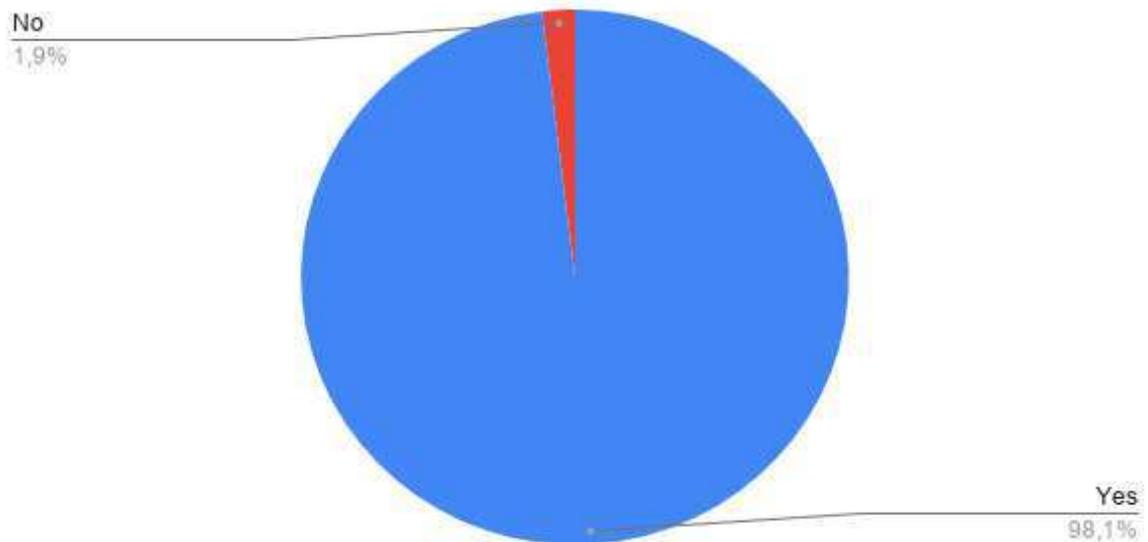
4. Did ever had a worker involved in volunteering or with a volunteering background in your company?



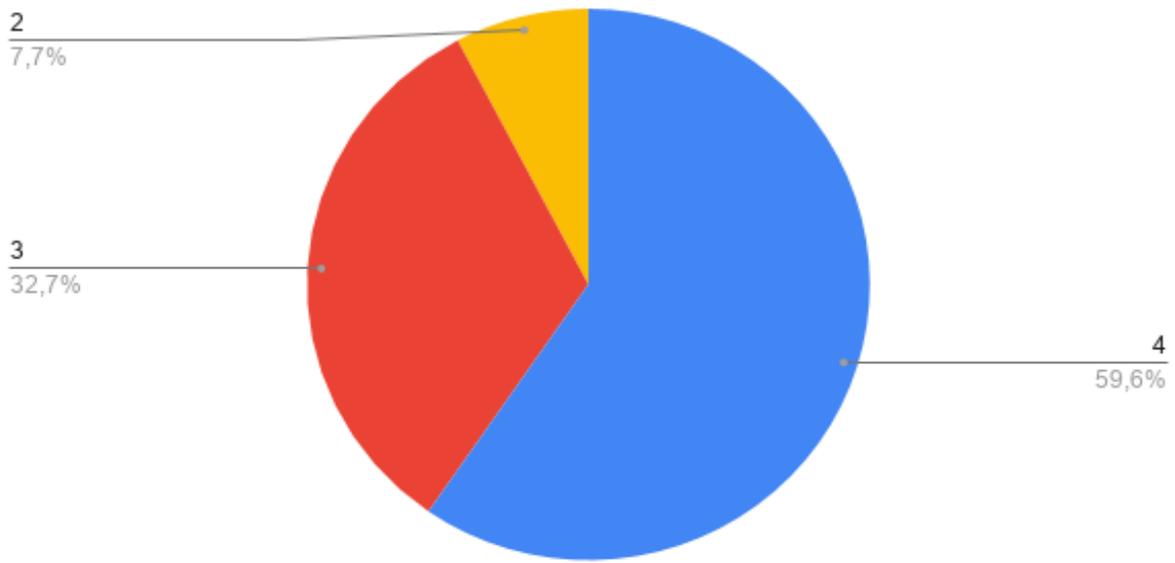
5. Do you consider that having a volunteer background benefited the results of the workers?



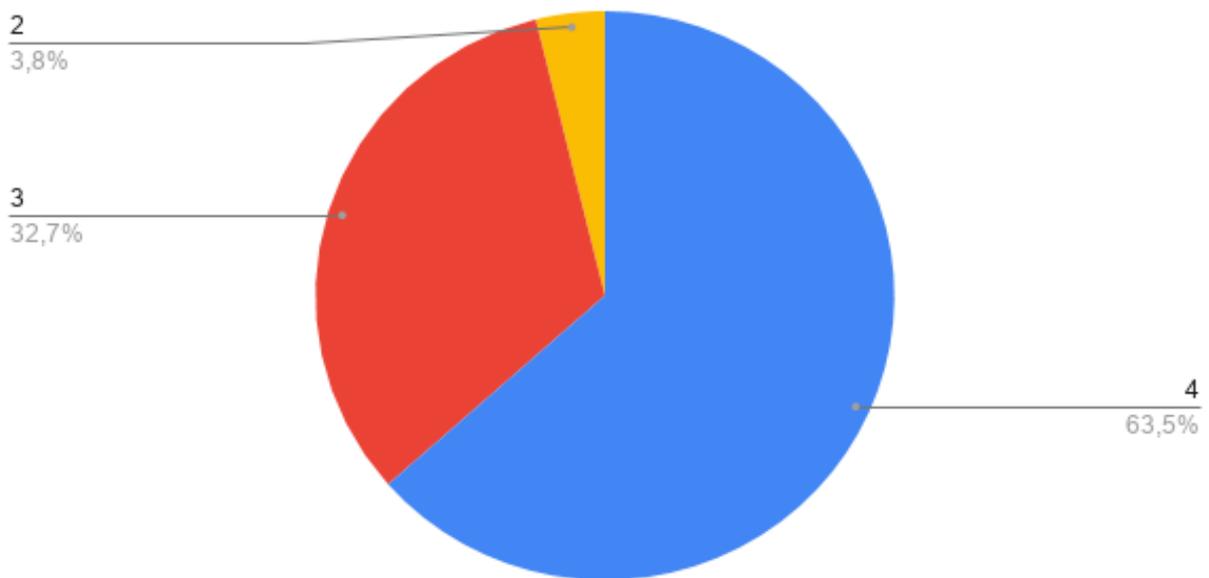
6. Do you think that volunteering was an empowerment experience for the volunteer?



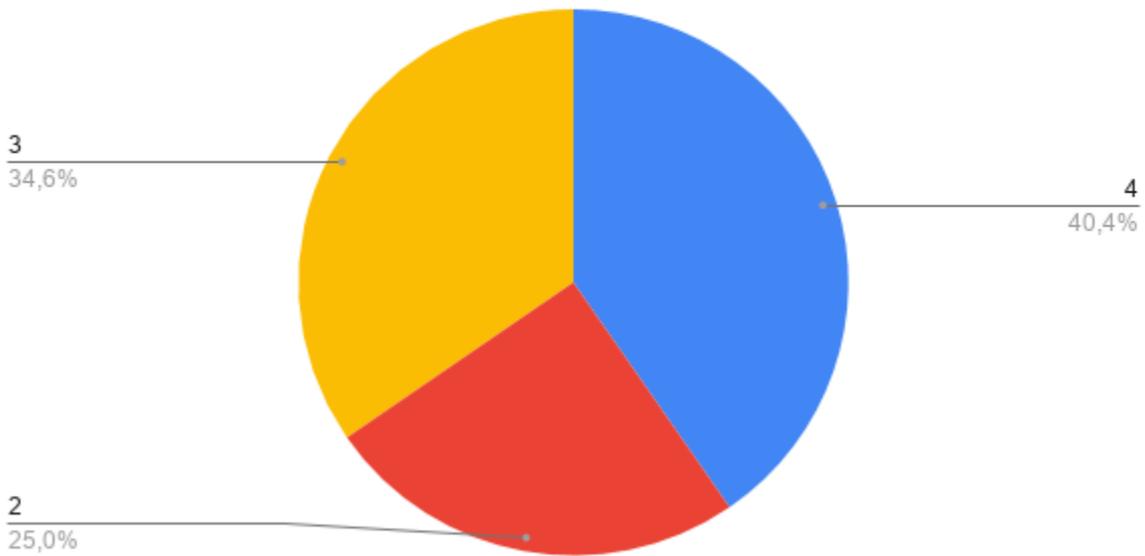
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



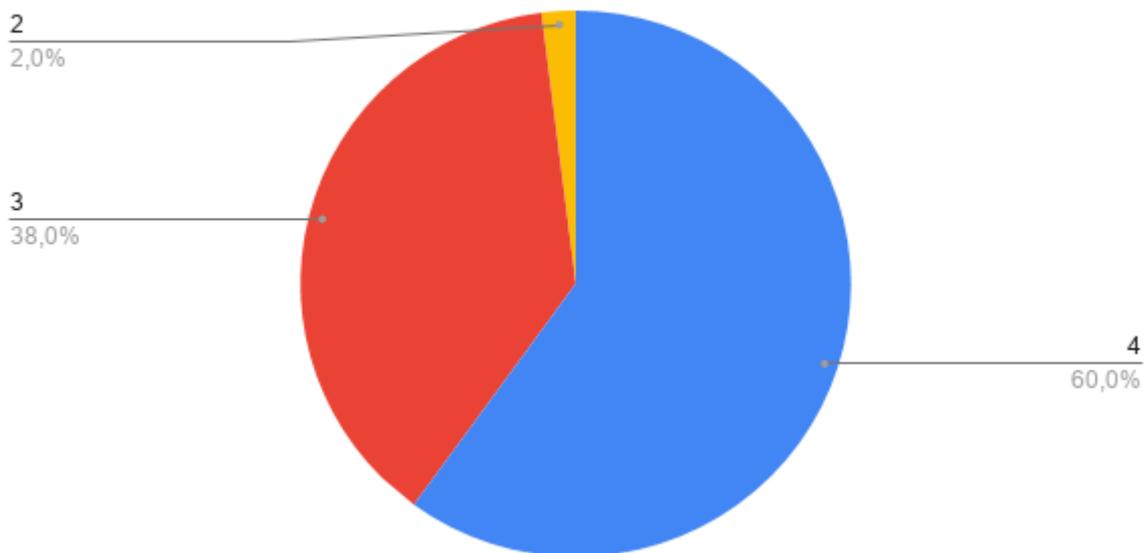
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from



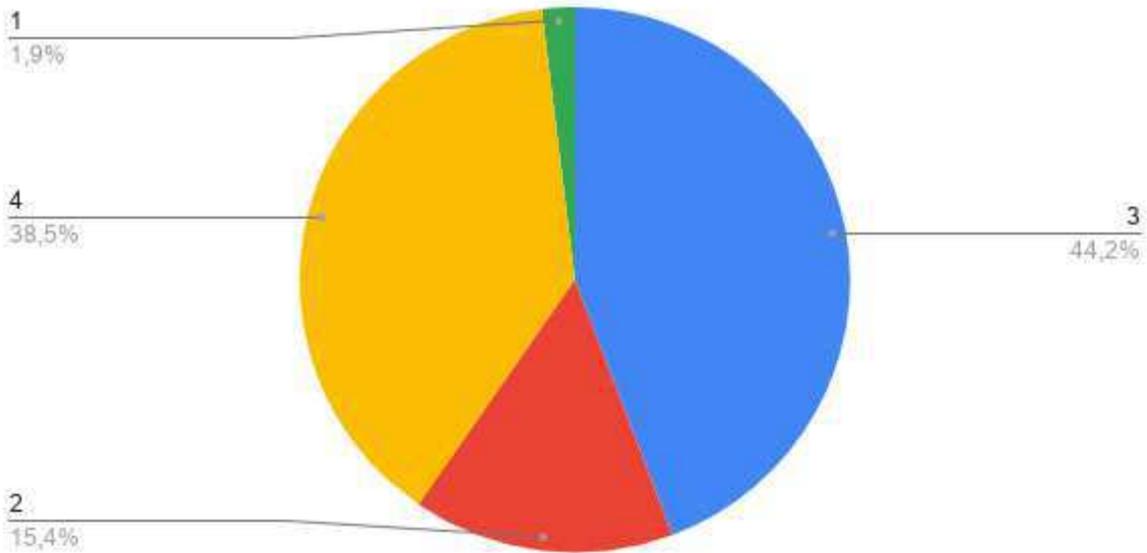
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



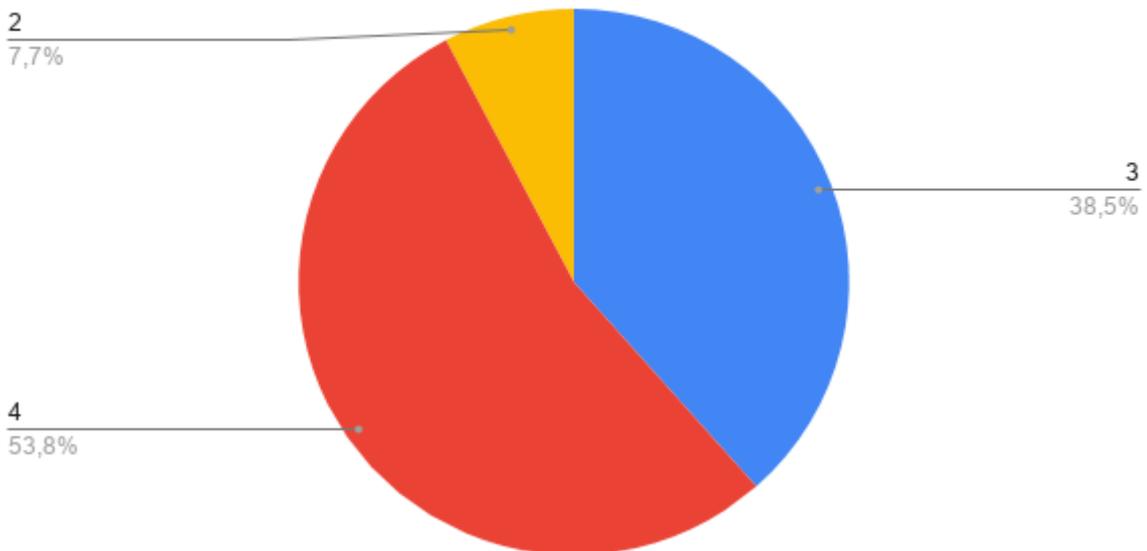
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



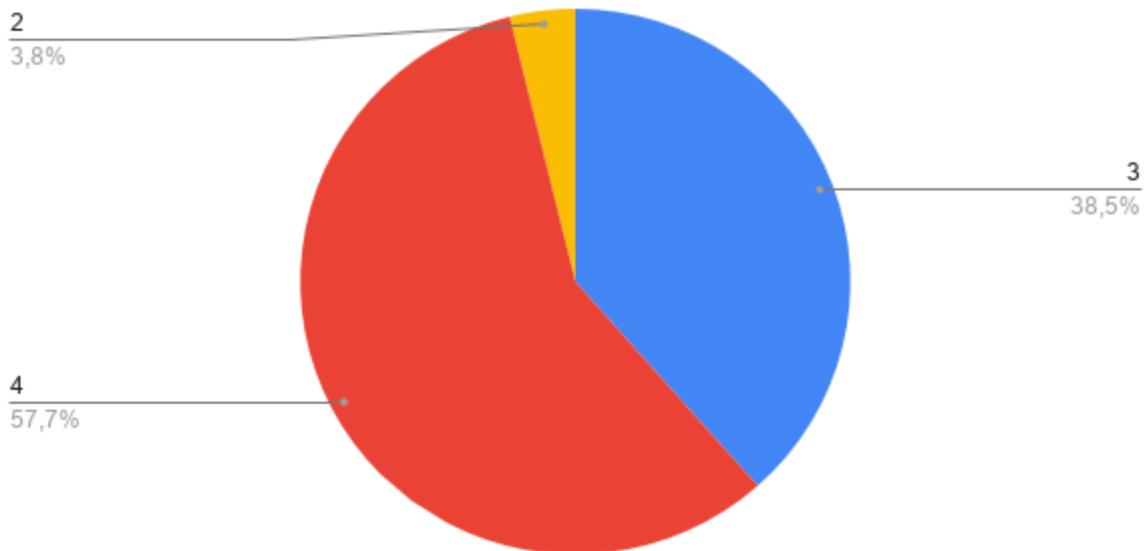
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and

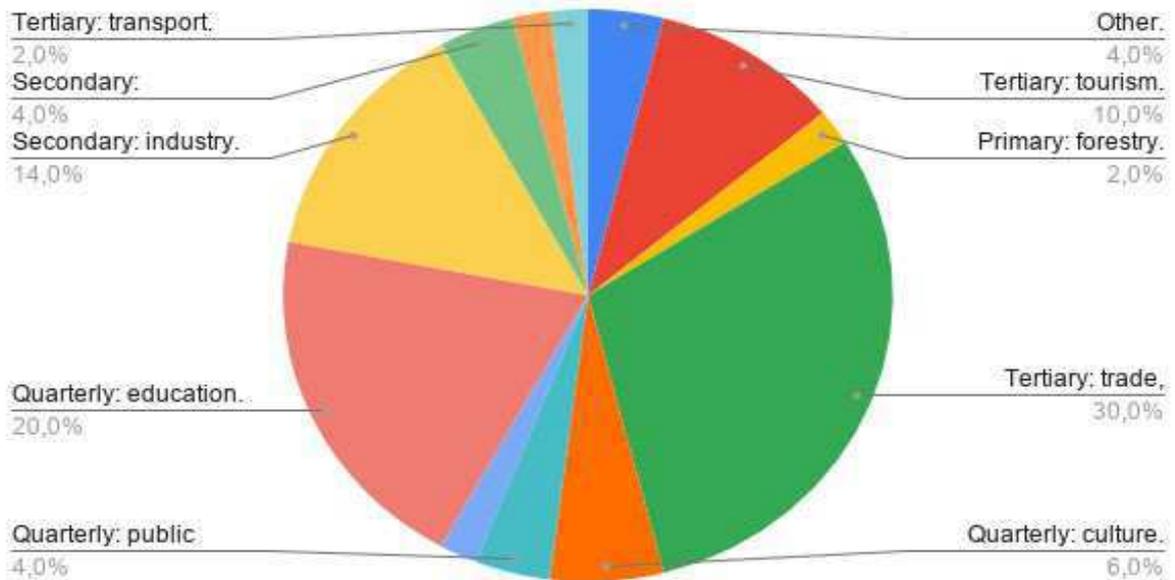


These graphs depict how Slovenian respondents highly value a volunteering background when selecting employees (with 96,2% thinking it is a plus in the CV). While only 71,2% have had employees with volunteering experience, the majority of the respondents agree that volunteering is beneficial in improving workers skills: 96,2% agree that employees results benefit from volunteering experience; 98,1% think that it is an empowerment experience; 92,3% think it can improve communication skills; 96,2% that it can improve interpersonal skills; 98% think it can significantly improve social skills and networks; 82,7% it can improve hard skills; 92,3% it can help practice and develop existing skills.

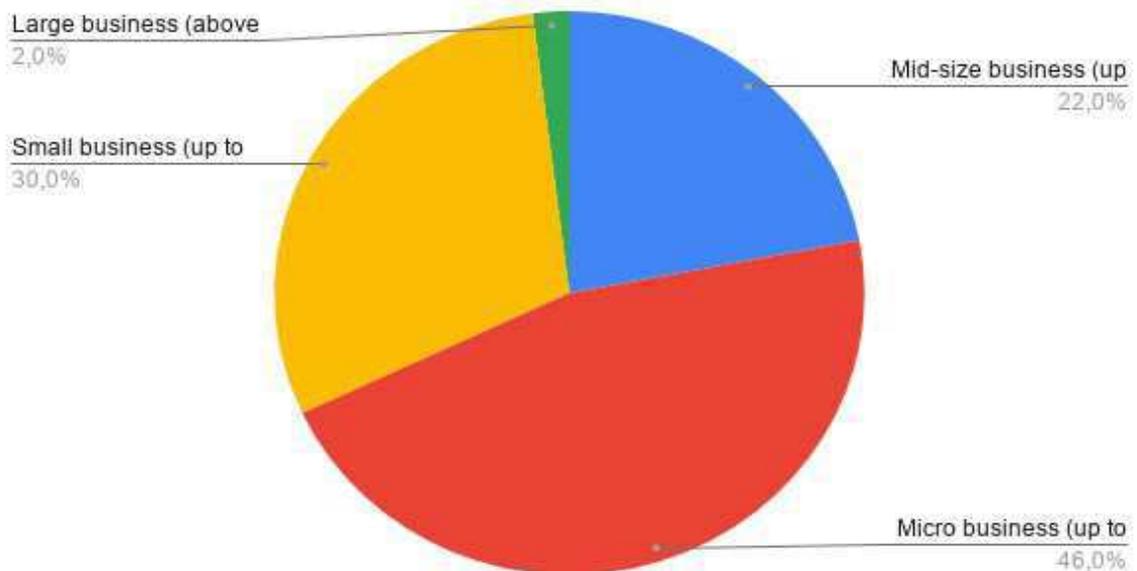
2.6 Mapping results in Portugal

50 entrepreneurs involved in the survey

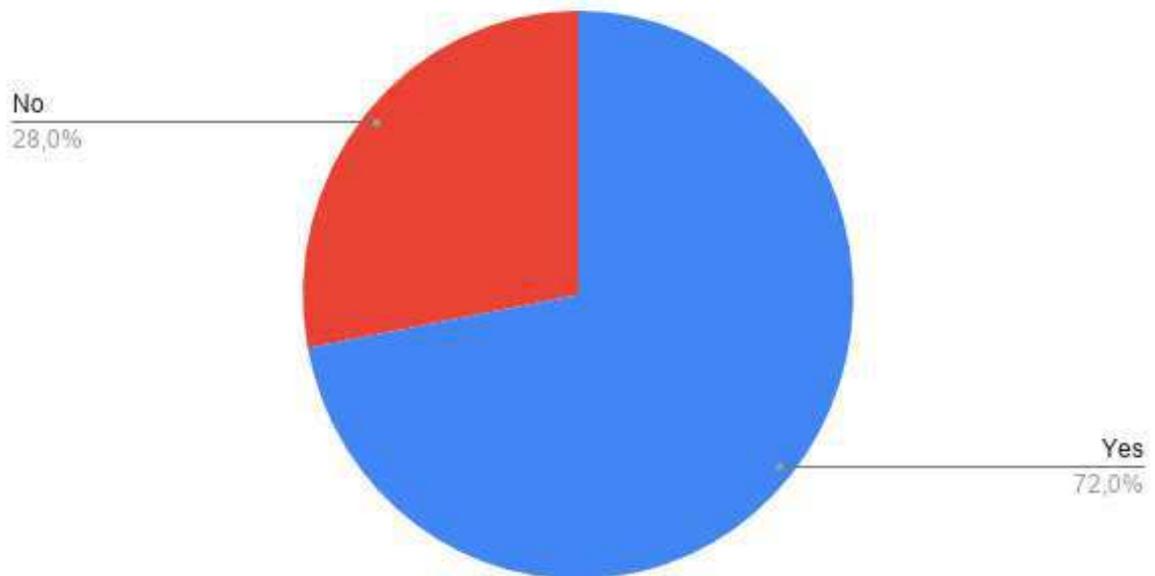
1. Please tell us in which sector is your enterprise?



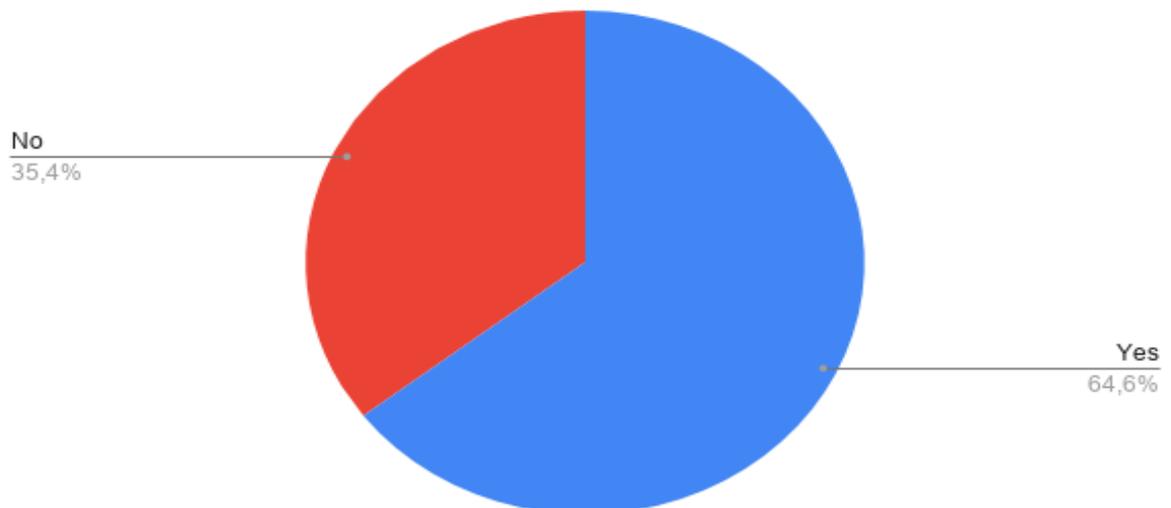
2. Which size is your company?



3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?

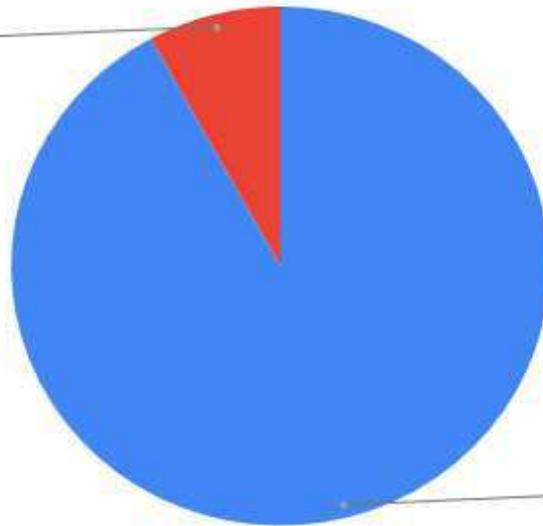


4. Did ever had a worker involved in volunteering or with a volunteering background in your company?



5. Do you consider that having a volunteer background benefited the results of the workers?

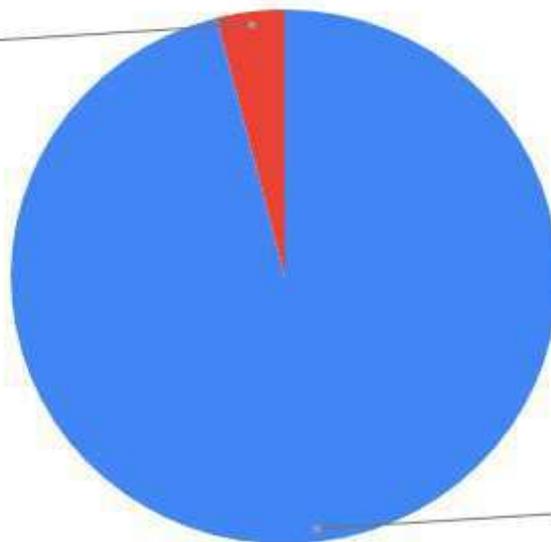
No
8,0%



Yes
92,0%

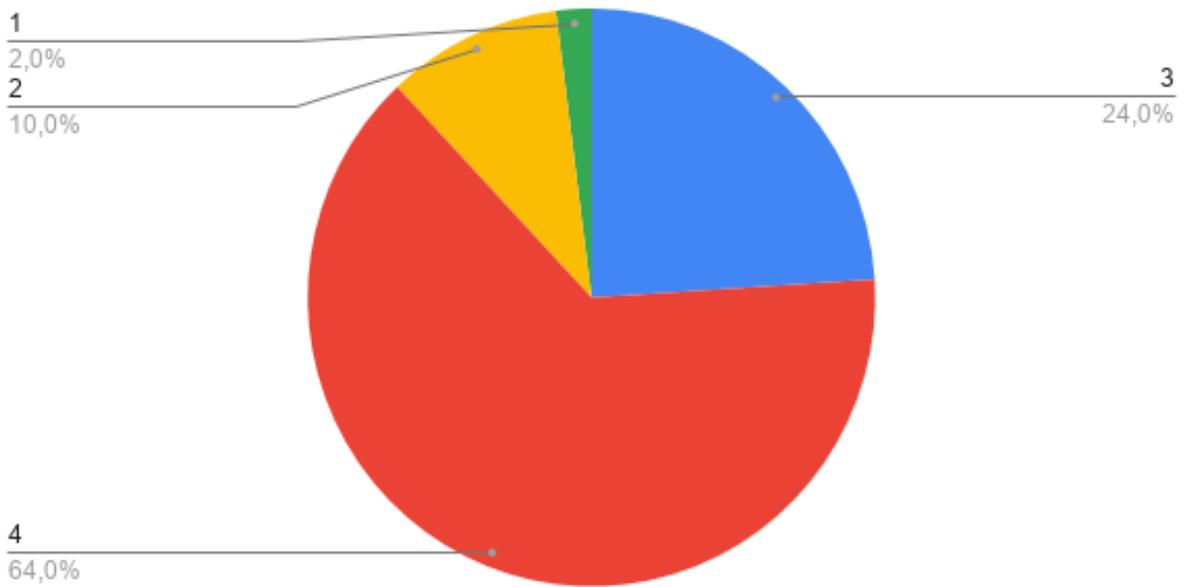
6. Do you think that volunteering was an empowerment experience for the volunteer?

No
4,0%

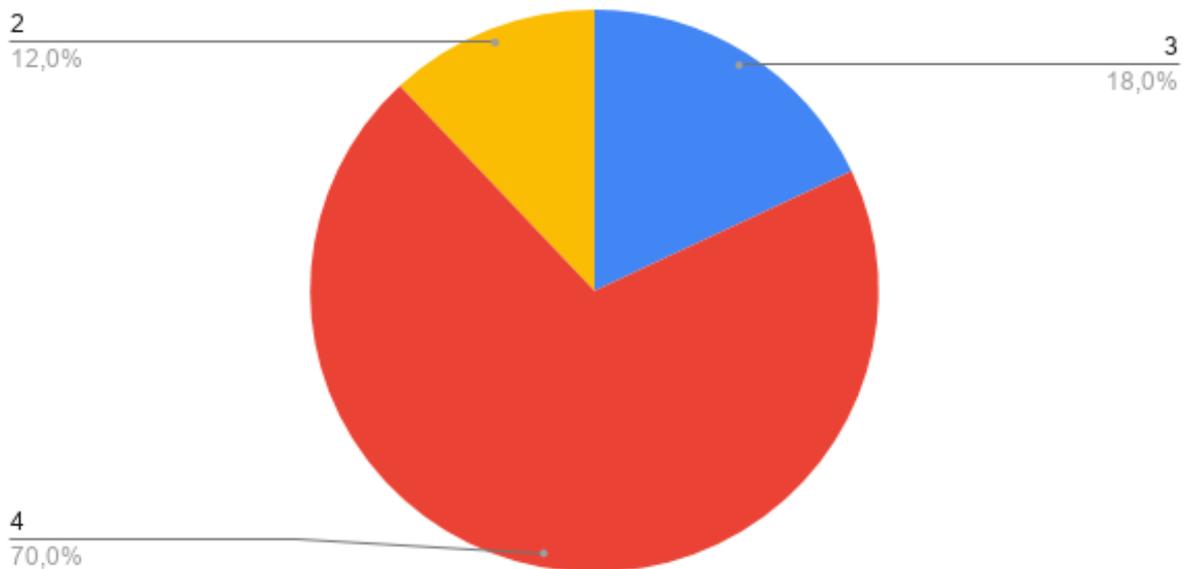


Yes
96,0%

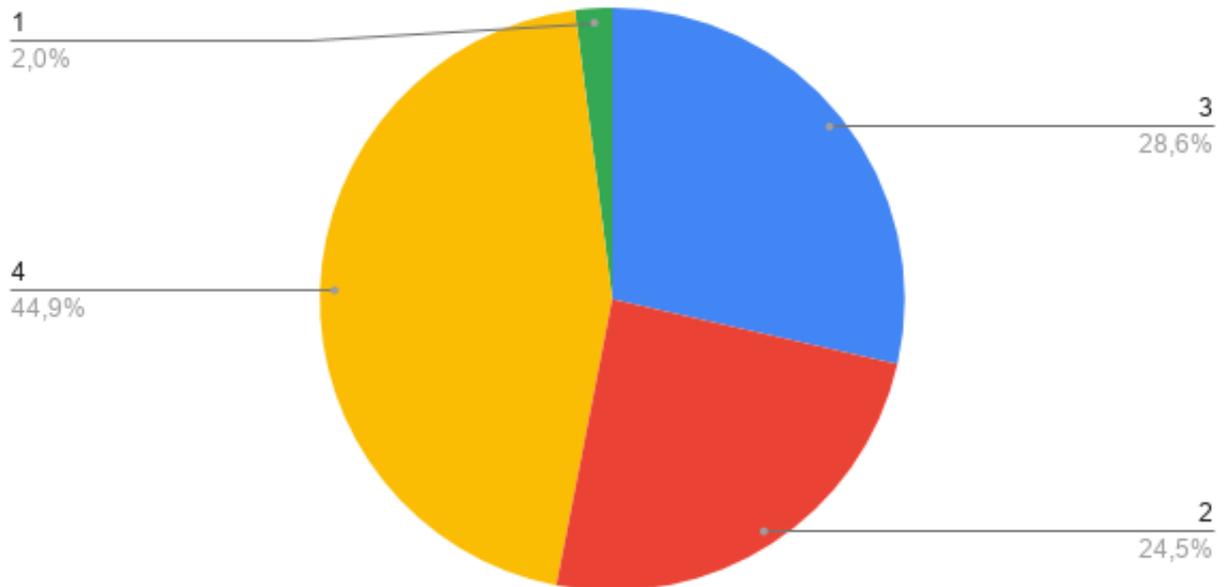
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



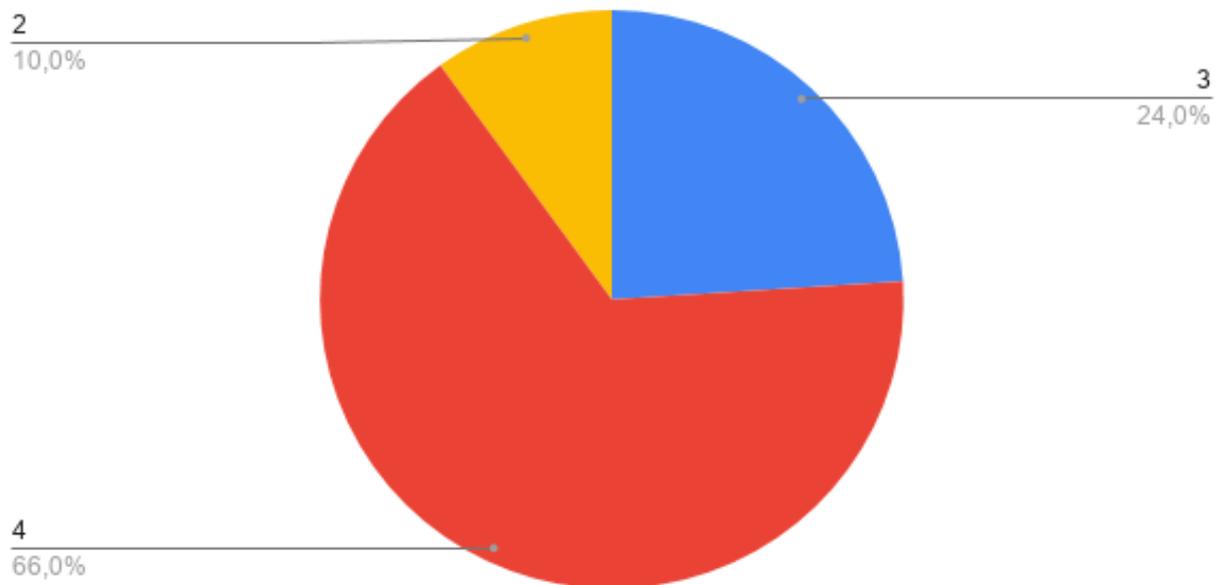
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate from 2 to 4)



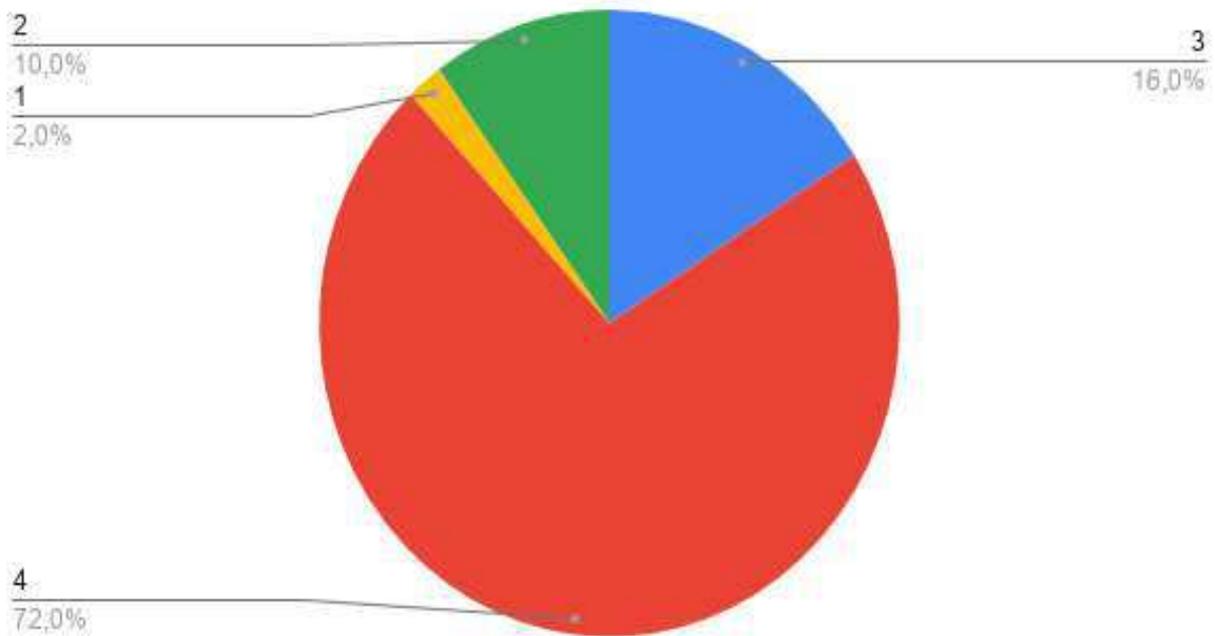
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please



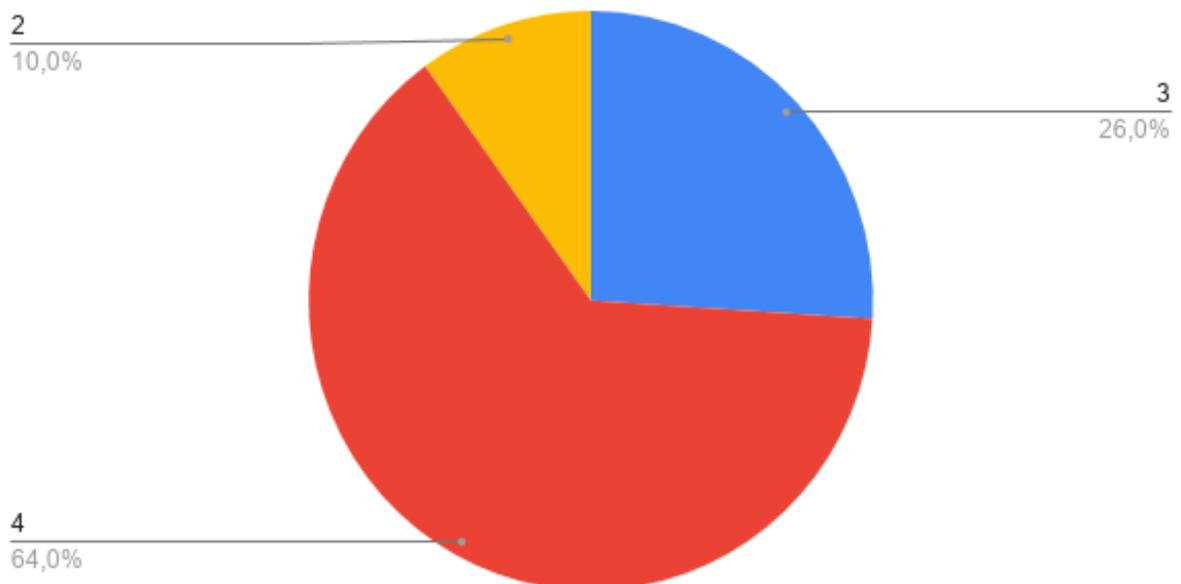
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please



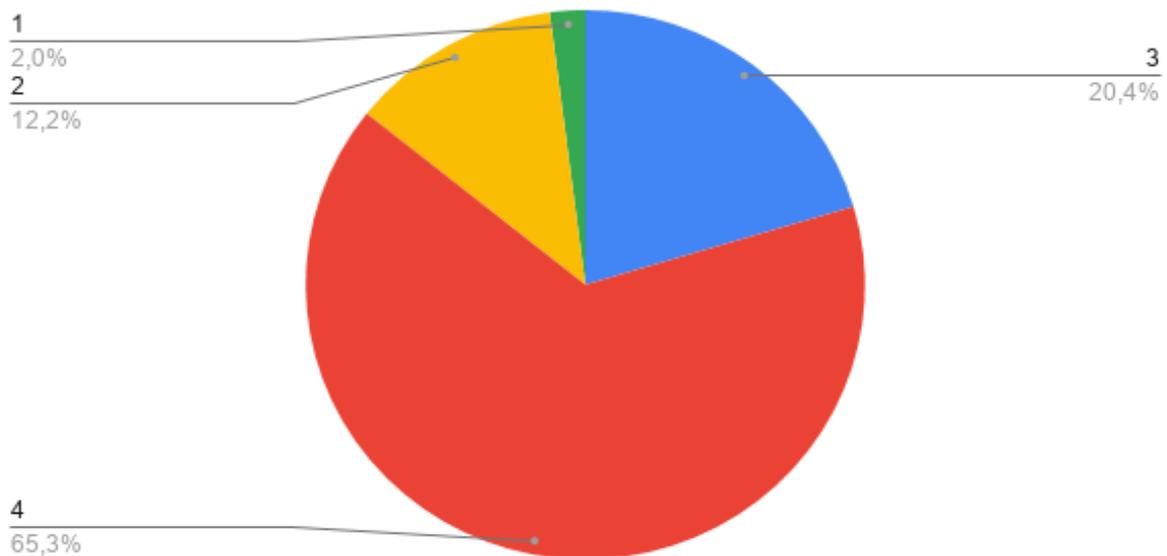
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and



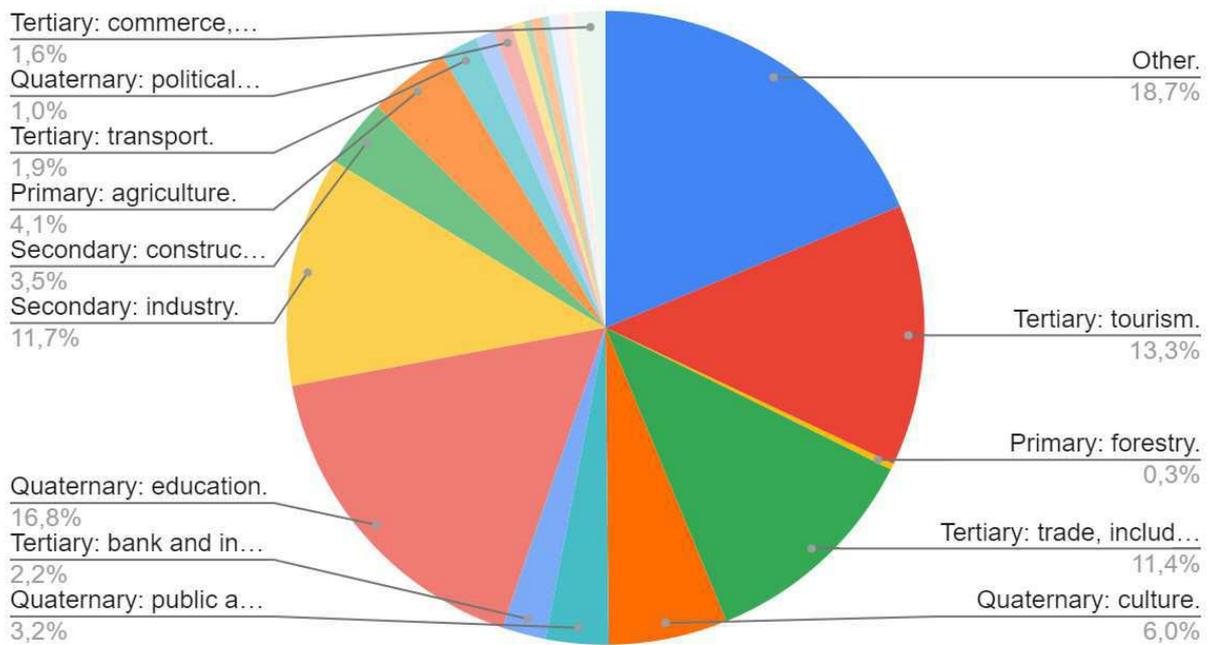
Among Portuguese respondents, 72% value volunteering when selecting new employees and 64,6% have had employees with volunteering experience. While this is below the average of the former countries, Portuguese respondents seem to agree on how much volunteering can help in the development of skills.

92% think that a volunteer background affects work results positively. 96% think it is an empowerment experience. 88% think it can improve communication skills, 88% that it can improve interpersonal skills, 73,5% say it can help develop time management skills, 90% that it can improve social skills and networks. 88% think it can help improve technical skills and 90% that it can help develop existing skills.

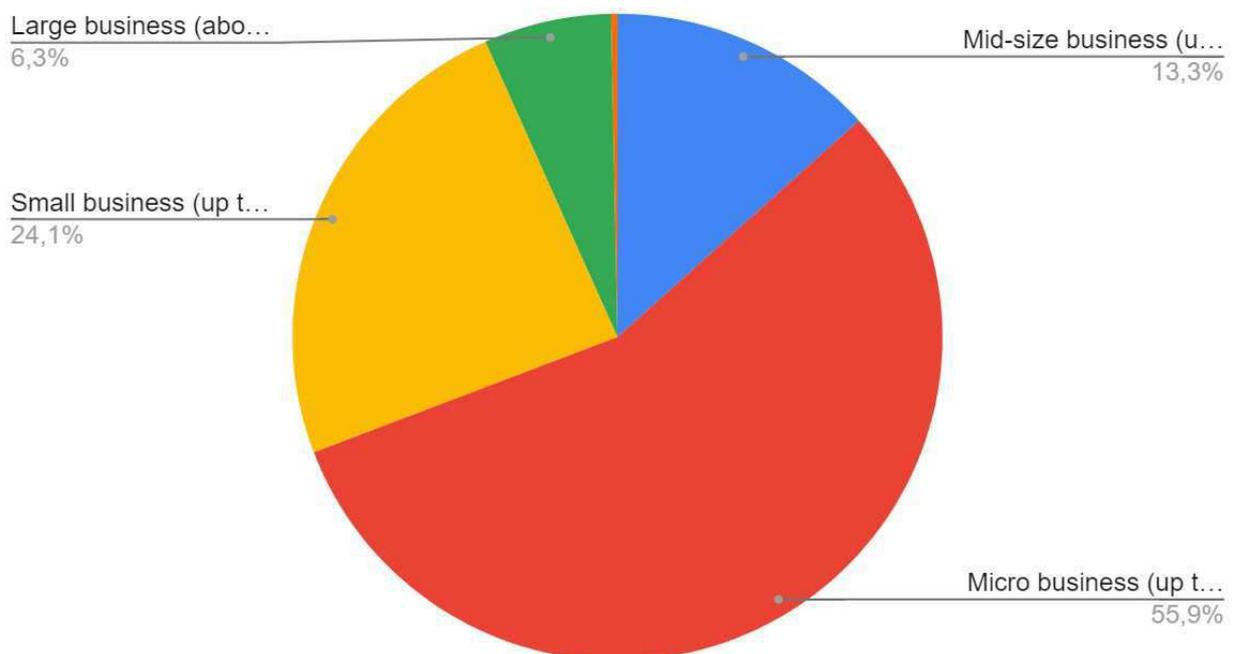
85,7% agree that it allows to explore new activities.

3. OVERVIEW OF THE MAPPING RESULTS IN THE 6 COUNTRIES (COMMON DATA)

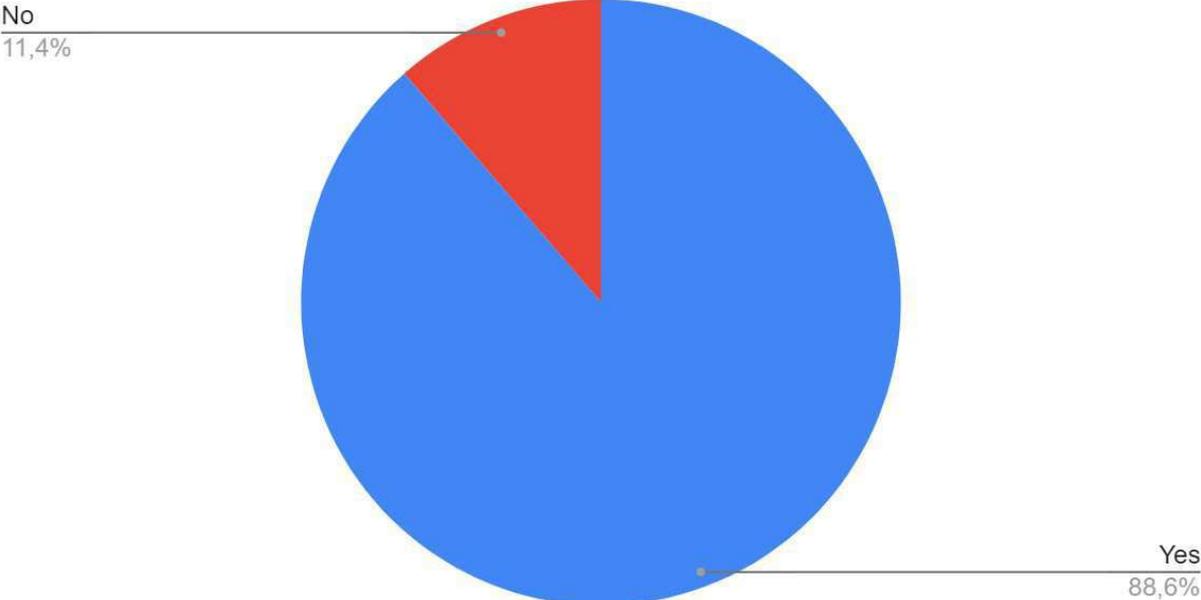
1. Please tell us in which sector is your enterprise?



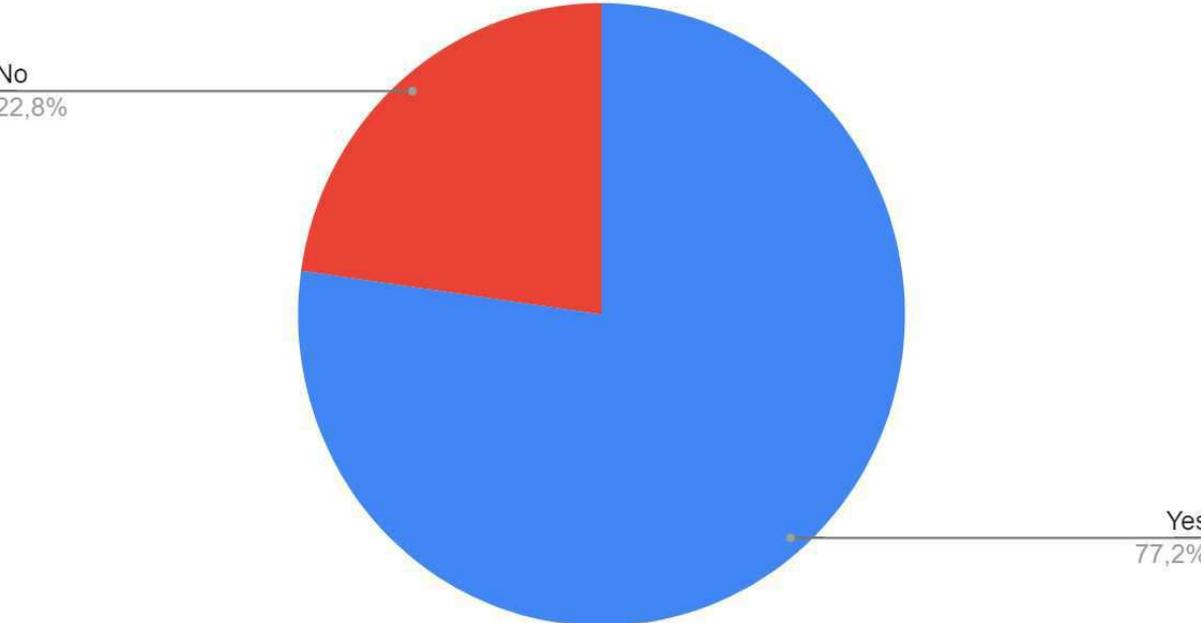
2. Which size is your company?



3. Would you ever consider volunteering background as a plus or a value while selecting workers in the company?

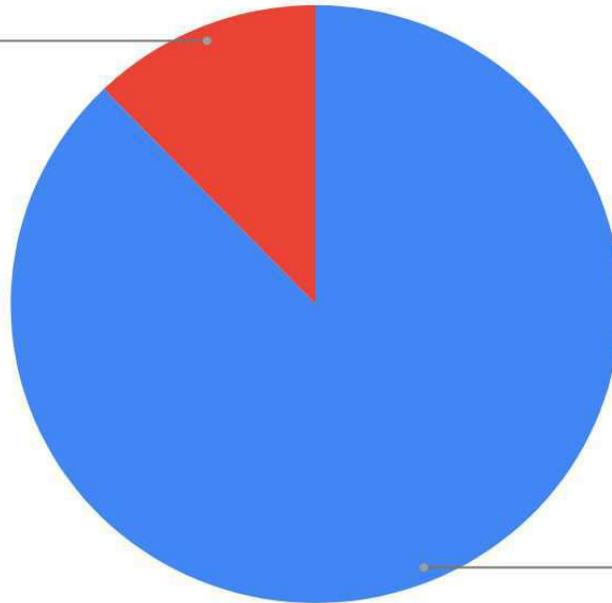


4. Did you ever have a worker involved in volunteering with a volunteering background in your company?



5. Do you consider that having a volunteer background benefited the results of the workers?

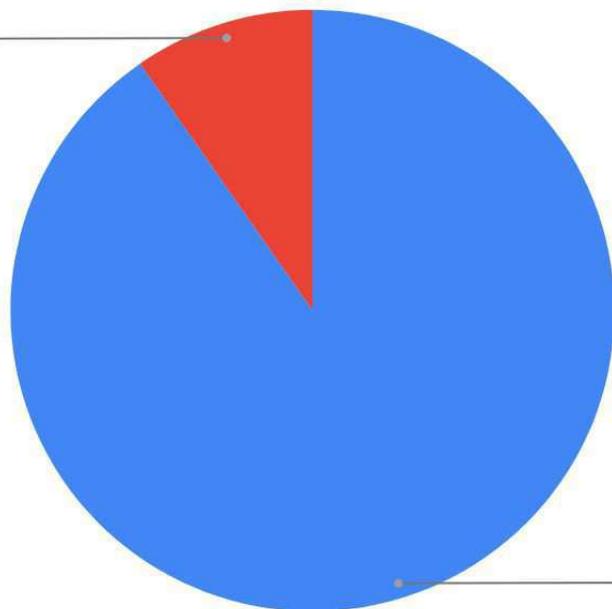
No
12,2%



Yes
87,8%

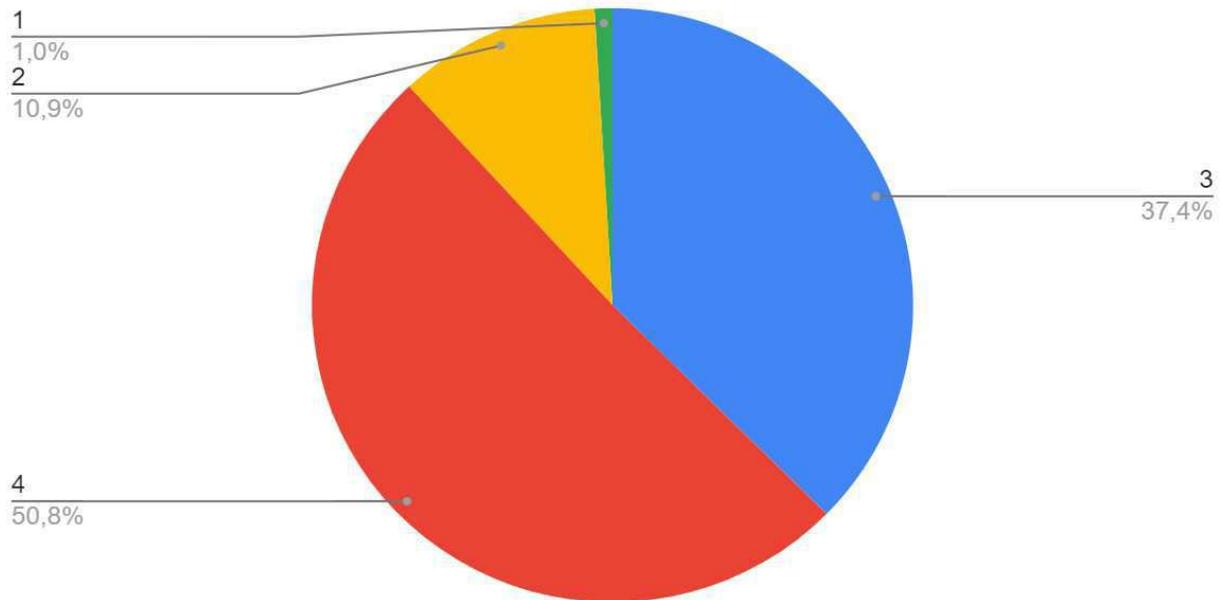
6. Do you think that volunteering was an empowerment experience for the volunteer?

No
9,7%

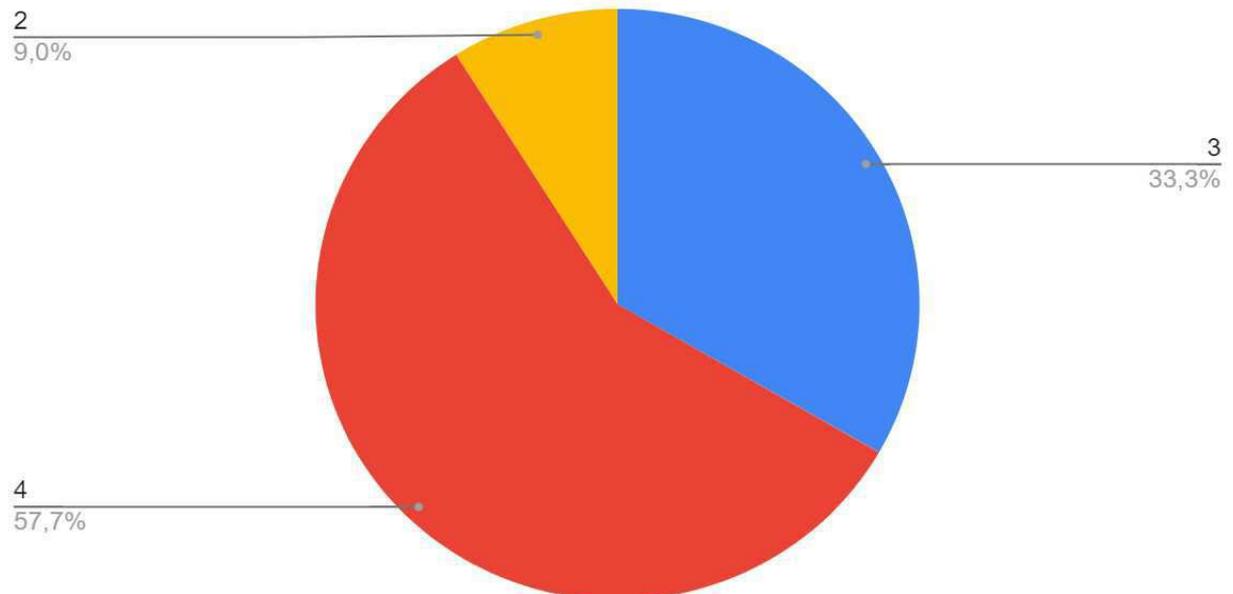


Yes
90,3%

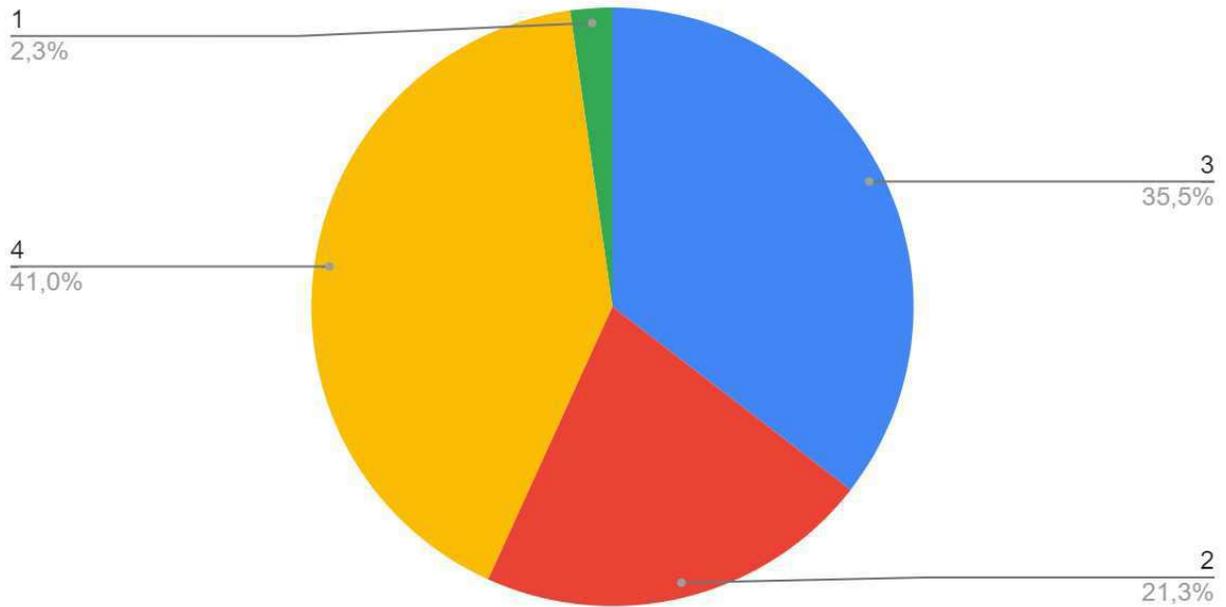
1. Communication - To which extent do you think volunteering can improve communication skills? (please rate from 1 to 4)



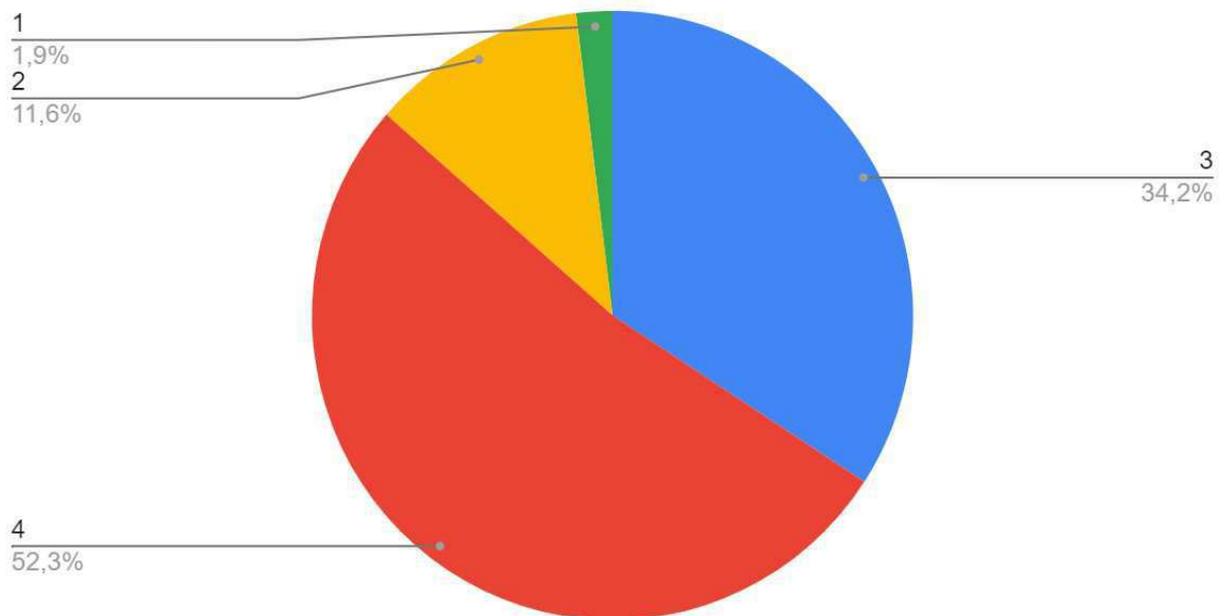
2. Interpersonal skills /team work -To which extent do you think volunteering can improve interpersonal skills? (please rate fr...



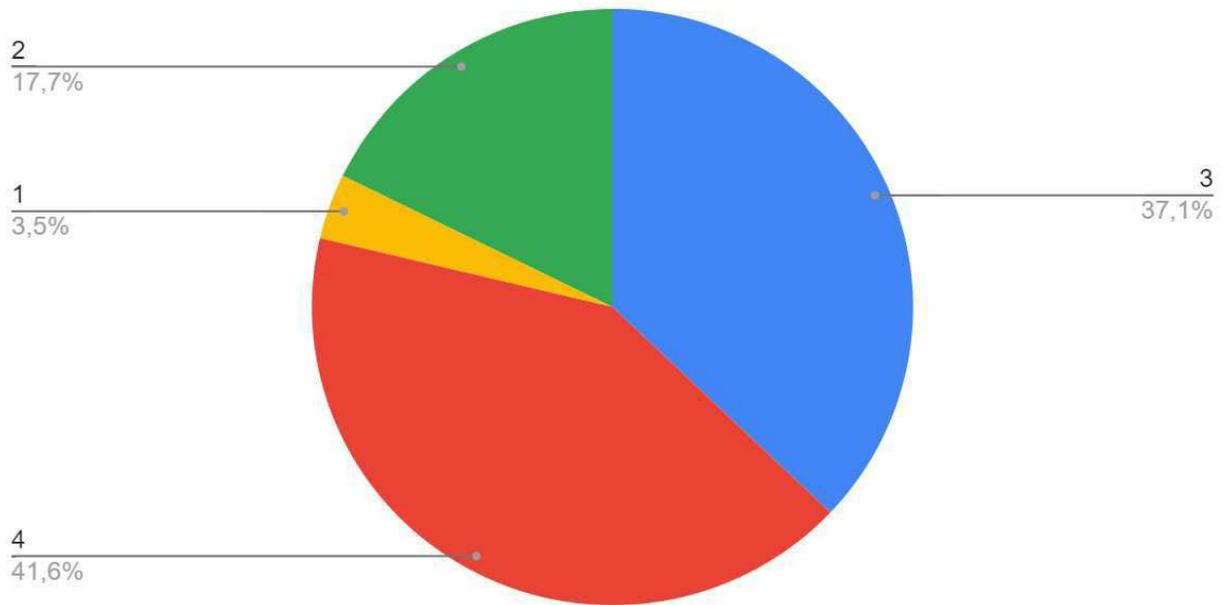
3. Time Management-To which extent do you think volunteering can improve Time management skills? (please rate from 1 to 4)



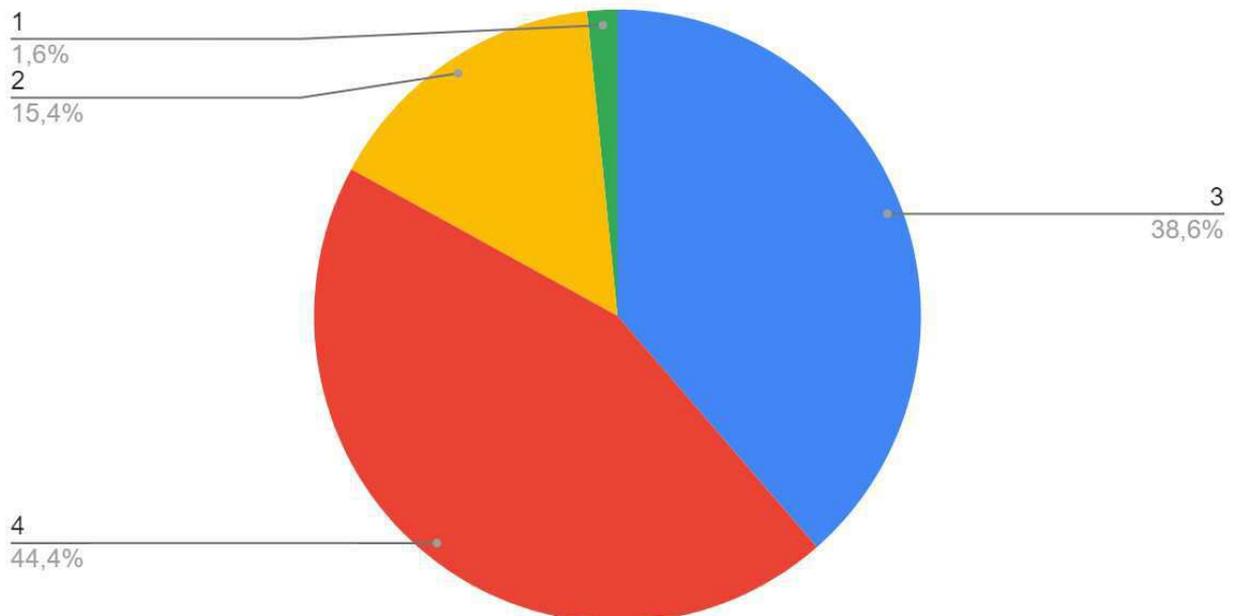
4. Social skills and networks - To which extent do you think volunteering can improve social skills and networks? (please...)



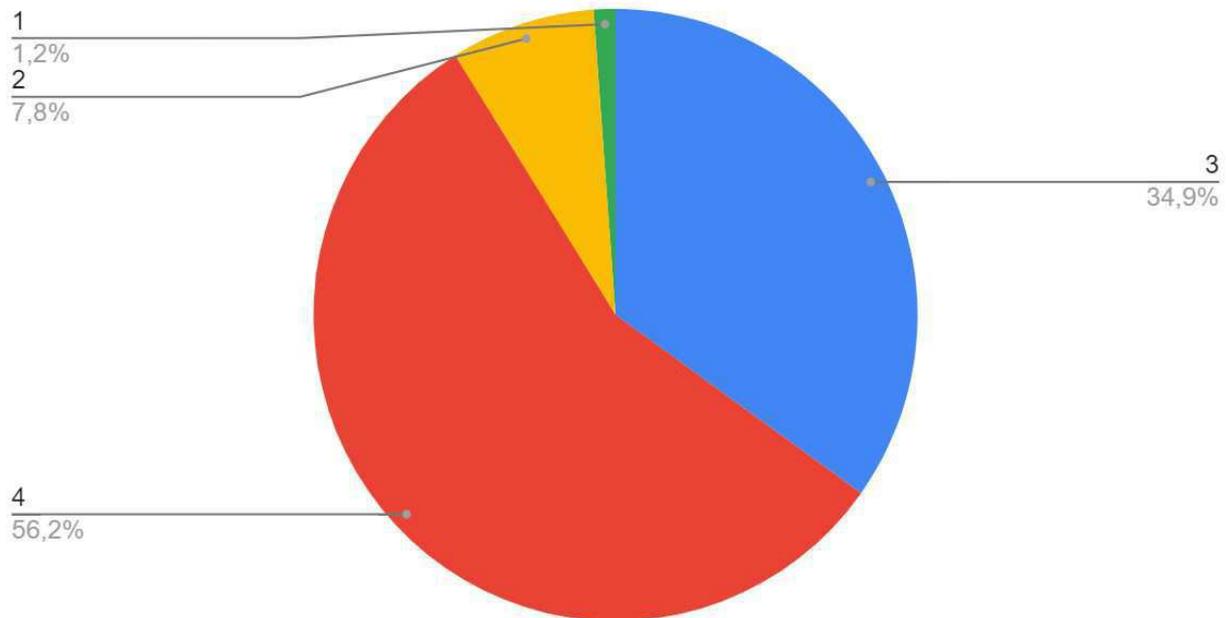
5. Hard skills - To which extent do you think volunteering can improve hard skills: technical competences in the specific vol...



6. Existing skills - To which extent do you think volunteering can allow to practice, improve existing skills? (please rate from 1...



7. Explore new paths - To which extent do you think volunteering can allow to explore new sorts of activities and



4. CONCLUSIONS

After a general and comparative reading of the data collected in the various countries, some shared and common dynamics emerge in all the contexts of detection, as following:

- Most employers (88,6%) look at the volunteering background of a candidate as beneficial;
- Many (77,2%) have employed workers with volunteering experience;
- Many employers (87,8%) consider that having volunteering experience shows positively through the employees' work results;
- Most respondents (90,3%) agreed that it is an empowerment experience;
- Most respondents (around 85%) agreed that both soft and hard skills can be improved and learned through volunteering (including communication skills, interpersonal skills, time management skills, social skills and networks and technical competences).

Overall, the surveyed employers from all 6 countries seem to find a volunteering background in workers valuable, no matter the sector their business belongs to or the size of the company.

Volunteering can help workers improve their existing skills and learn new ones. It is beneficial both for the workers and the businesses they work for, as the experience not only makes it possible for the volunteers to grow in their interpersonal and intrapersonal skills but it can also give them the knowledge needed to excel in a working environment.