



“Keep going, reach goals, get an award: empowering senior volunteerism”

No. 2020-1-LT01-KA204-077966

CURRICULUM of the training course for adult educators

“Let’s help them become volunteers. What do adult educators need to know about volunteers and volunteering?”

Annotation

The training course “**Let’s help them become volunteers. What do adult educators need to know about volunteers and volunteering?**” is designed for adult educators-practitioners who aim to develop their professional competences in the sphere of adult education organization and promotion of volunteerism.

The necessity to develop this program stems from the *urgent need* of the whole Europe to tackle the issues of the aging population. The State-of-the-Art Review, developed by the project partners, includes a detailed needs analysis of volunteer training programs available in partner countries and the need for strengthening the adult educators-practitioners’ competences in this field. The State-of-the-Art Review is available on the project website under this link: <https://gogetaward.eu/results/>

The main aim of the training course is to train adult educators-practitioners to guide and support the participants of the **Senior Award Program**.

The main innovative feature of this course will be its double-edged purpose:

- to equip adult educators with the essential knowledge and competence to deal with older adult education, to work with older learners using a motivational and incentivizing approach
- to teach adult educators how to exploit the empowering education.

The target group involves adult educators-practitioners from both formal and non-formal adult education institutions (skill centres, Third Age Universities), also, members of organizations not primarily concerned with education (e. g. community centres, cultural houses, libraries, museums, NGOs, volunteer centres, etc.).

Expected results:

A) Knowledge

Up-to-date knowledge on how to develop a sustainable volunteering mindset of senior citizens.

Knowledge about the principals of adults learning and motivating for learning.

B) Skills

Skills to apply best practices of partner organizations in engaging senior adults in educational and volunteering activities.

Skills to carry out activities that are tailored to the needs of the senior citizens and that make the most of their cultural backgrounds and life-stories to motivate them for volunteerism.

C) Competencies

Forming and developing competencies of adult educators to support senior volunteers:

- in taking decision to participate in the **Senior Award Program**,
- in choosing volunteering activities that give satisfaction,
- in setting personal/professional development goals,
- in the pursuit of personal growth aims.

Developing the professional competencies to use specific tools, methods and strategies of teaching, and psychological methods of motivation to promote senior adults' social and civic competencies, and to engage them in lifelong learning activities and, most importantly, in volunteerism.

Expected impact

- on the experts from the partner organizations and on educators who will take up the course - learning new and innovative teaching/learning methodologies to enhance adults' motivation to be engaged in lifelong learning activities and in volunteering activities
- on all educators and older people –extending their professional and instructional competencies in informal and non-formal contexts.

Transferability potential

We believe that its most relevant feature is that the topics dealt with, are common and transversal throughout all the EU countries and diverse groups of society.

Content of the Curriculum

The curriculum includes 4 modules. Every module comprises three topics, an ice breaking activity, exercises, and questions for reflection.

No.	Topic	Hours
1.	Introduction	0,5
2.	Module 1: Why do older people volunteer and why should they volunteer 1. <i>What is motivation and what are older people's motives for volunteering?</i> 2. <i>What benefits from volunteering are there for older people?</i> 3. <i>What benefits of older people's volunteering are there for communities?</i> <i>Exercises</i>	4
3.	Module 2: How to promote volunteering and recruit volunteers for the Senior Award Program 1. <i>How to promote volunteerism?</i> 2. <i>Senior Award Program combines different activities</i> 3. <i>Public aspects of the Senior Award Programme</i> <i>Exercises</i>	4
4.	Module 3: How to cope with difficulties in volunteering? 1. <i>What do you need to know about the recruitment when a sudden event occurs? How to overcome it?</i> 2. <i>What do you need to know about inspiring volunteer leadership? How to develop it?</i> 3. <i>What do you need to know about the training of volunteers? How to do it?</i> <i>Exercises</i>	4
5.	Module 4: Would you like to retain volunteers? Offer them the best volunteering experience 1. <i>What do you need to know?</i> 2. <i>How to match the needs?</i> 3. <i>Why do volunteers stay, why do they leave?</i> <i>Exercises</i>	4
6.	Round up of the training course.	0,5
	Total	17

Organisation of the training course

The total scope of the training course is 17 hours. The course may be organized Either face-to-face, on-line or as a blended learning course, mixing two or more learning types, meaning learning activities, that are either physical or virtual, formal or informal, and scheduled or unscheduled.

Active methods of training

Impulse lecture, Group discussion, Demonstration, Case Study (decision-making, illustrative, group analysis), Role Play, Incident Process, Brainstorming, Simulation, Eliciting, Video-lecture, Video-tutorial, Guest speakers or presenters with experiences, Active listening, Group Puzzle, etc.

Active listening techniques

Attend, Empathize, Non-verbal communication, Clarify, Restate (paraphrase), Encourage, Reflect, Use prompts, Ask open-ended questions, Summarize, Validate.

Training materials and tools

- Handbook for adult educators-practitioners *“Let’s help them become volunteers. What do adult educators need to know about volunteers and volunteering?”* [educator – gogetaward](#)
- Senior Award Program [About the Program – gogetaward](#)
- Resource library [Resource Library – gogetaward](#)
- Project website <https://gogetaward.eu>
- Video interviews and Written stories [Get Inspired – gogetaward](#)
- Brochure with good practices *“Volunteering in old age. Why not?”* [gga brochure 4-1.pdf \(gogetaward.eu\)](#)

Evaluation

Assessment of the participants’ knowledge and competences will be performed as follows:

- Self-assessment by each participant individually answering the questions for self-reflection which are available at the end of each module,
- Group-evaluation after training performed by the adult educator-practitioner,
- There will be no evaluation with marks.

Questions for reflection

The questions asked in each module serve for self-control by the learner or for feedback through which the trainers can determine the quality of training - the extent of mastered knowledge, skills and competencies.

Literature and References

Appropriate literature is provided at the end of every module.

Conclusion

Motivating and teaching adult volunteers the skills they need to function effectively as a part of our society can be difficult work. By creating the Senior Award Program and the Curriculum, however, we can cut down on potential problems while making sure volunteers have the most comprehensive, effective learning experience possible. Besides, in the long run, our work will pay off in the form of motivated, active, and satisfied volunteers. It will aid in decreasing senior adult learners' social isolation and loneliness. This will develop seniors' social and civic competencies and empower them to contribute to the benefits of the local community, creating economic value and establishing intergenerational bonds among its members.