



Skills acquired through
Volunteering in Sport



**A SUSTAINABILITY AND
IMPLEMENTATION STRATEGIC
ACTION PLAN TO PROMOTE
AND SUPPORT SPORT
VOLUNTEERING IN EUROPE**

TABLE OF CONTENTS

+ 1 - INTRODUCTION	3
1.1 - About the Sustainability and Implementation Action Plan	4
1.2 - The Need for a Sustainability and Implementation Action Plan	5
+ 2 - ABOUT THE V4V PROJECT	6
2.1 - The V4V Partners	6
2.2 - Definitions, Aim and Rationale	8
+ 3 - SUSTAINABILITY AND POTENTIAL IMPACTS	12
3.1 - Introduction to sustainability	13
3.2 - Target groups for the V4V innovative outputs	14
3.3 - Dissemination during the V4V project	16
3.4 - Role of the V4V partners in sustainability	17
3.5 - Promotion and sustainability of the V4V published outputs	18
3.6 - Maintenance, monitoring and evaluation of the V4V products	18
+ 4 - RECOMMENDATIONS AND PRIORITY ACTIONS	19



INTRODUCTION



+ INTRODUCTION

+ 1.1 - ABOUT THE SUSTAINABILITY AND IMPLEMENTATION ACTION PLAN

This Sustainability and Implementation Action Plan is one of four important deliverables from the V4V project (full title '*Analysing and making visible the skills acquired through volunteering in sport in Europe*'). The main aim of V4V is to research and analyse the sport volunteer workforce and use the findings to improve the recruitment and retention of volunteers through innovative online toolkits for sport organisations and volunteers.

V4V was a three-year transnational collaboration project with 13 partners, co-funded by the Erasmus+ Sport Programme of the European Union. It started in January 2021 and completed successfully in December 2023. The project was coordinated and led by the European Observatoire of Sport and Employment (EOSE).



+ 1.2 - THE NEED FOR A SUSTAINABILITY AND IMPLEMENTATION ACTION PLAN

The V4V partners were clear from the outset that they did not want the project's focus and outcomes to be limited to the three years of the project's lifetime. Instead, their vision was that after completion of the EU funded project, its innovative outputs would need to be disseminated, promoted and adopted by the sport sector and that they would continue to influence good practice and relevant education, training and continuing development of the sport volunteer workforce for many years to come.

The three main outputs of the V4V project were:

- > **Output 1:** A research report, Sport Volunteering in Europe – Realities, Opportunities and Challenges which includes a detailed analysis of a series of desk research and interviews of volunteers, and the main findings from the first-ever survey of sport organisations in Europe on the topic of sport volunteering (2 723 responses from sport organisations based in 115 different countries).
- > **Output 2:** An innovative online digital self-assessment toolkit for sport organisations to identify their strengths and weaknesses in regard to engaging, managing and retaining sport volunteers with signposts to learning materials and good practice examples to help them address areas for improvement.
- > **Output 3:** An innovative online digital self-reflection tool which enables sport volunteers to identify and record the competences, transversal skills and attributes / personal qualities they have developed during their volunteering experience.

This final output to the ambitious project, the Sustainability and Implementation Action Plan with its 6 recommendations and 22 priority actions, is intended to provide a launch pad for the dissemination and use of the products for at least three years into the future. For the V4V partners, implementation and sustainability are crucial to reinforce the continuity of the final outputs of the project and safeguard their legacy into the future.



Skills acquired through
Volunteering in Sport

ABOUT THE V4V PROJECT

RUN JKFAINE
WE ARE ROAD RUNNERS
Volunteer
team

ABOUT THE V4V PROJECT

+ 2.1 THE V4V PARTNERS

The V4V partnership is a powerful mix of 13 stakeholders composed of national and international sport federations, a governmental organisation responsible for sport, two sport training providers, two sport research centres, two sport European networks with numerous contacts all over Europe and beyond and a centre which focuses on European volunteering in all sectors.

This consortium is unique and ensures that the innovative outputs are developed in line with the realities and expectations of the sector. The presence of the Centre for European Volunteering (CEV) made it possible for the sport sector to be made aware of and learn from good practice examples of volunteering and volunteer management from other non-sport sectors deploying volunteers.



ABOUT THE V4V PROJECT

The V4V partnership is made up of the following organisations:



European Observatoire of Sport and Employment (EOSE)

France / Europe - Coordinator
www.eose.org



International Sport and Culture Association (ISCA)

Denmark / Global
www.isca-web.org



International Judo Federation Academy Foundation (IJF)

Malta / Global
<https://academy.ijf.org/>



Sport and Recreation Alliance (SRA)

United Kingdom
www.sportandrecreation.org.uk



National Institute For Sport Research (NISR)

Romania
www.sportscience.ro



Centre for European Volunteering (CEV)

Belgium / Europe
www.europeanvolunteercentre.org



World Rugby

Ireland / Global
www.worldrugby.org



Romanian Football Federation (FRF)

Romania
www.frf.ro



Finnish Athletics Federation (SUL)

Finland
www.yleisurheilu.fi



Portuguese Institute of Sport and Youth (IPDJ)

Portugal
www.ipdj.gov.pt



Estonian Foundation of Sports Education and Information (FSEI)

Estonia
www.spordiinfo.ee/eng/



Hungarian University of Sports Science (HUSS)

Hungary
www.tf.hu



Leeds Beckett University (LBU)

United Kingdom
www.leedsbeckett.ac.uk

+ 2.2 DEFINITIONS, AIM AND RATIONALE

> *Definition of sport*

The V4V project embraces the Council of Europe definition of Sport as *“all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental wellbeing, forming social relationships or obtaining results in competition at all levels”*. Sport and physical activity (referred to as sport in this manual) is recognised as a sector of significance with real potential to address wider European and government agendas such as health, social inclusion, education, employment and economic growth.

> *Definition of volunteering*

V4V initially adopted the definition of volunteering contained in the European Commission Study on Volunteering in the European Union and then made minor refinements based on its research findings (shown in italics below).

“Volunteering is defined as actions which are:

- performed with the free will of the individual,
- developed in the framework of non-profit, non-governmental organisations, *although governmental and private sector organisations can facilitate and support volunteering,*
- non-paid and carried out for the benefit of the community or a third party, *although compensations for expenses and small non-financial rewards are often provided.”*

> *The V4V Aims*

The overall aims of V4V were to:

- analyse the European sport volunteer workforce and highlight realities and challenges around volunteering
- produce an innovative online toolkit for sport organisations to assess and improve their recruitment, management and retention of sport volunteers
- create an innovative online self-reflection tool which volunteers can use to showcase their skills and competencies to potential employers and education providers.

> **Rationale for the V4V project: Sport volunteering and its challenges**

Sport, as defined above, can only exist with the active contribution of an army of volunteers performing a variety of roles from the grassroots to elite sport events. For this reason, it is important to study, nurture and support this voluntary workforce and the skills and competences that are demonstrated through volunteering in sport. That is the main purpose of the V4V transnational initiative. The project acknowledged from the start that there are a number of challenges facing sport volunteering in Europe:

Challenge 1: Lack of reliable and detailed information on the sport volunteer workforce, its characteristics, realities and challenges.

To respond to this identified challenge, V4V undertook an ambitious research programme consisting of three main strands:

- Desk research/literature review of sport volunteering across Europe with a focus on the countries and sports represented in the project (112 documents reviewed).
- Interviews carried out with 57 sport volunteers.
- An online European and global survey on sport volunteering gathering a total of 2 723 responses from sport organisations and distributed in 17 different languages.

The final output of this research phase was the publication of a mapping report entitled *“Sport Volunteering in Europe: Realities, Opportunities and Challenges”*.

Challenge 2: Sport volunteering is in decline and not well developed in many EU member states.

The mapping report contains a number of recommendations for sport organisations, for example, sport clubs, federations, National Olympic Committees, local authorities, sport event organisers sport for all organisations and other types of sport organisations engaging volunteers, on the realities and challenges around volunteering and how the engagement of volunteers can be improved. V4V also created an online digital toolkit for sport organisations to enable them to self-assess the way they engage, manage and retain volunteers, highlight the areas where they need to improve and signpost them to relevant learning materials and good practice examples.

ABOUT THE V4V PROJECT

Challenge 3: Sport volunteers do not get recognition for the skills, competences and attributes they gain through volunteering.

The research and consultation identified seven key roles which are performed by sport volunteers:

1. Board members and governance,
2. Administration and management,
3. Coaching, training, instructing and leading activities,
4. Officiating (e.g., referees, umpires, judges etc.),
5. Organising and helping to run sport events,
6. Maintaining/repairing sport equipment, facilities and grounds,
7. Supporting day-to-day activities (for example, catering, bar and transport).

Based on these roles, the V4V partners created an innovative online self-reflection tool for sport volunteers to help them to highlight the competences, transversal skills and attributes / personal qualities they have gained through their volunteering experience and use this information to advance their professional careers and further education.

Challenge 4: Retain and develop the sport volunteer workforce

The recommendations included within the mapping report from the research phase directly address vital issues concerning the recruitment, management, retention, training and progression of sport volunteers.

The digital self-assessment toolkit for sport organisations enables them to evaluate their approach to these issues, highlight their strengths and weaknesses, and then to access learning resources and case studies.

The digital self-reflection tool for volunteers helps them to measure their own development from their volunteer experiences, to clarify the potential new skills and competences gained through their involvement (therefore reinforcing their commitment to volunteering) and create the basis for them to grow and progress in the sport sector either as volunteers or into paid positions.

SUSTAINABILITY AND POTENTIAL IMPACTS



+ 3.1 INTRODUCTION TO SUSTAINABILITY

Sustainability in the context of a transnational and ambitious EU funded project such as V4V addresses the vital need to ensure the innovative outputs of the project are widely disseminated, promoted and implemented beyond the project's official funding period. Only through sustainability can the desired long-term impacts of the project be achieved.

In relation to the V4V project, the legacy and sustainability of the project's innovative outputs should help and provide concrete support to respond to the identified needs/challenges and to achieve the desired benefits to European sport volunteering workforce in the medium and long term for the benefit of the whole sport sector.

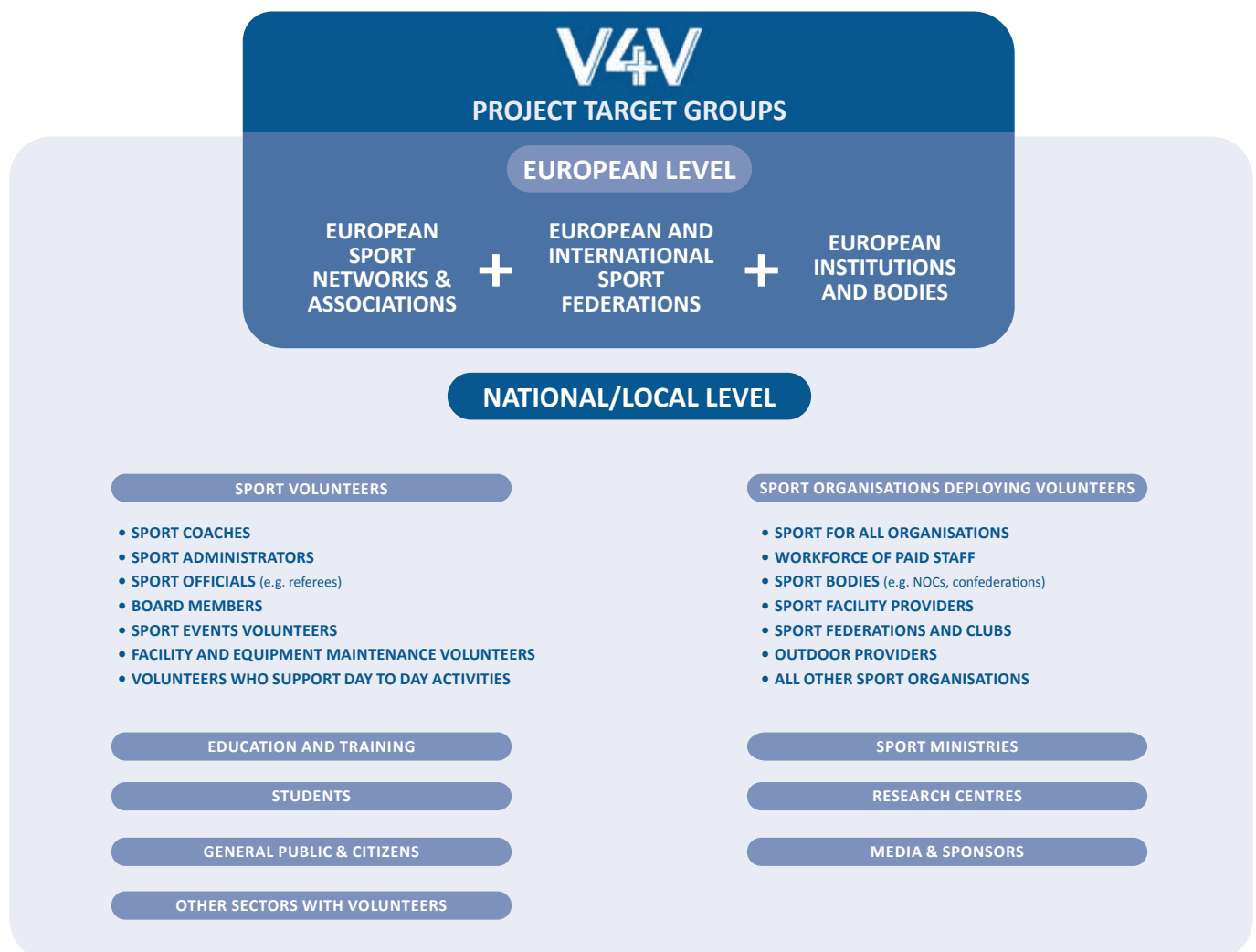


SUSTAINABILITY & POTENTIAL IMPACTS

+ 3.2 TARGET GROUPS FOR THE V4V INNOVATIVE OUTPUTS

The V4V project targeted impacts are to raise the profile of sport volunteers and the skills they gain, increase volunteer recruitment and retention, and smooth the transition from voluntary to paid employment, thereby to address skill shortages.

V4V aimed to target and therefore impact sport organisations at various levels which can be summarised as below (non-exhaustive list):



The potential impact of the project and the implementation of its innovative outputs through sustainability and wide dissemination can be shown at several levels, starting with the European sport sector and then the field of sport volunteering, the people working in this field, and the athletes/players and other participants who benefit from volunteer engagement.

> *Main potential impact of the innovative outputs on the European sport sector:*

- Clearer and broader understanding of the size and profile of the sport volunteering workforce in Europe and its contribution to sport and physical activity.
- Recognition of the potential benefit and impact of sport volunteering on people and communities at local, national and European levels.
- Better understanding of the key roles and responsibilities undertaken by sport volunteers, their contribution to organisations and their skills and competency needs.
- More relevant sport volunteering strategies, programmes and activities aligned with main challenges, needs and realities of the sport volunteer workforce.
- Common framework that encourages and supports learning mobility of volunteers between sport organisations and countries.
- Promotion of voluntary activities in sport enhanced by a clearer entry route into paid employment and progression into further education and training.
- Sharing of good practices and concrete examples from organisations and/or countries with advanced volunteer engagement and management to organisations and/or countries with a less successful history.
- More professionally staffed transnational events and sports services/activities/projects delivered by voluntary workers.

> *Potential impact on sport organisations*

- Better understanding of the volunteer workforce characteristics, motivations and goals which will be of benefit to organisations deploying volunteers and therefore the volunteers themselves.
- Much improved and more effective mechanisms to attract and recruit volunteers, thus addressing some of the human resource issues identified in both the volunteer and paid workforces in sport.
- Much enhanced management of volunteers, ensuring they gain better support, training, more interesting assignments and opportunities for progression.
- More volunteer staff with skills and experience to fill paid posts in the sport sector.

> *Potential impact on athletes and sport participants*

- Better motivated and skilled volunteers to support sport organisations, events and other sport activities.
- A more highly skilled sport workforce to support participation and competition, boosted by volunteers transitioning from unpaid to paid status.
- A more consistent volunteer workforce less prone to attrition.
- More incentives for sport participants to enter into voluntary roles in the future.

These impacts will be seen at the European, national, regional and local level. The project also has a potential global impact.

+ 3.3. DISSEMINATION DURING THE V4V PROJECT

Significant dissemination activities took place during the V4V project at the international, European, national and local level through the commitment of all project partners.

The main objectives of the dissemination activities carried out during V4V were to:

- Promote the transnational innovative project bringing together such a diverse range of stakeholders for the first time at the European level.
- Raise awareness of the research outcomes and main findings through a series of national roundtable consultation events, the final European Sport Volunteering Summit and publicity materials promoting the survey.
- Exploit the power and range of the partnership to disseminate across a large mix of stakeholders through their newsletters, websites, conferences and social media activities.
- Engage sport organisations in contributing to the project through its highly effective survey and promotional materials, the national roundtables and Sport Volunteering Summit, thereby promoting a sense of 'ownership' over the final products.
- Use the widest possible range of means available to ensure that the sport sector as a whole and the wider audience, including end users, were made aware of the project, its outputs and value to the sector.

The project website www.v4v-sport.eu was a main form of dissemination and the website will remain live after the end of the project. Indeed, the website will be the main repository of the final outputs and will be available to all European stakeholders into the future.

Throughout the project, the partners distributed multilingual flyers, regularly presented and disseminated progress with the project, consulted and reached a wide stakeholder network across Europe and beyond.

In December 2023, the dissemination process reached its peak when the V4V final conference in Budapest, Hungary, was held gathering 61 participants from 24 countries. The event included a range of presentations on the activities and impacts of sport volunteering in Europe and across the world, highlighted the need for better recruitment, retention, management and training of sport volunteers and showcased each of the main products from the project.

+ 3.4 ROLE OF THE V4V PARTNERS IN SUSTAINABILITY

The V4V consortium gathered partners from a wide variety of stakeholders in the sport and volunteering sectors across Europe, as presented in the introduction of this report.

During the life of the project, the partners were encouraged to serve as V4V ambassadors and undertook concrete actions to disseminate, promote, present and encourage the use of V4V's activities and outputs. This work included writing and publishing articles on different channels (e.g., websites, newsletters etc), speaking at various conferences, seminars and workshops, distributing the project's flyers, promoting and dispatching invitations to the final event, being active on social media and utilising other networking opportunities – a broad portfolio of actions aimed at raising the profile of the project.

The partners have made a strong and unanimous commitment to continue to advocate for the V4V project outputs after the end of the funded period and to enhance the legacy of the project and support its sustainability. They all agreed that the V4V project should be considered as an important milestone in the long journey towards the development of sport volunteering in Europe.

In some cases, this will be through specific actions to further disseminate and implement the outputs in and through their own organisations and networks.

As part of the sustainability of this project, partners will continue to look for ways to maximise the usage of the outputs and act as a shining light and as exemplar organisations to others in the sport sector who can learn from their example.

+ 3.5 PROMOTION AND SUSTAINABILITY OF THE V4V PUBLISHED OUTPUTS

The professional design and printing of the intellectual outputs of the research report project, Sport Volunteering in Europe: Realities, Opportunities and Challenges, its publication online, and the availability online of the two innovative digital tools for both sport organisations and sport volunteers will create the conditions towards sustainability and achievement of long-term outcomes. The project has also created a factsheet on sport volunteering gathering key findings from the research phase and other promotional materials, translated into relevant languages to reduce the language barrier, to promote and sustain dissemination and implementation as widely as possible.

+ 3.6 MAINTENANCE, MONITORING AND EVALUATION OF THE V4V PRODUCTS

EOSE, as coordinator of V4V, and a leading European civil society organisation in the fields of sport, employment and education, will ensure the ongoing availability of the V4V published outputs together with the project partners. The V4V website will be maintained and EOSE will continue to carry out and promote actions towards sustainability for a minimum of three years after the end of the funded period.

EOSE will monitor the uptake of the products, for example, by logging the number of downloads and continuing to liaise with partners on their individual dissemination and implementation activities. The consortium will welcome comments and feedback from all stakeholders; this will be collated and shared with the V4V partnership, who have agreed to maintain connections after the project and regularly exchanges on lessons learned, good practices etc.

At the appropriate point in the future, EOSE will liaise with partners to explore potential funding opportunities to update and revise the content in light of feedback and to potentially develop new products in the area of e-learning to further pursue the original goals of V4V and needs of the sector.

All other stakeholders interested in the topic and willing to contribute will also be consulted and their feedback will be taken into consideration to update the outputs in line with the needs, realities and challenges of the sector.

RECOMMENDATIONS AND PRIORITY ACTIONS





RECOMMENDATIONS & PRIORITY ACTIONS

This section of the plan is concluded by a Sustainability Strategic Action Plan developed and agreed by the V4V partners outlining 6 recommendations with 22 priority actions, and the timing, audience, methods / activities and responsible organisations.

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
RECOMMENDATION 1:				
Promote sport volunteering and its realities, benefits, opportunities and challenges across the European and global sport sector				
Q1-Q2 2024	1. Develop a marketing and branding plan for the V4V products	<ul style="list-style-type: none"> All stakeholders in European and global sport volunteering 	<ul style="list-style-type: none"> Market research Identification of priority audiences and key messages Development of 2-year plan 	<ul style="list-style-type: none"> V4V partners
2024-2026	2. Continue to promote the role of sport volunteering, raising its profile and the importance of supporting and developing the volunteer workforce at the European level	<ul style="list-style-type: none"> European Commission EU sport network associations EU social partners European/international sport federations European and global sport associations Ministries responsible for sport, sports councils and relevant agencies National sport federations National sport for all/sport for development organisations Education and training providers Sport clubs Sport volunteers Athletes Paid staff Parents and families Citizens who could become sport volunteers 	<ul style="list-style-type: none"> Direct communications on V4V outputs and recommendations Websites Press releases / articles Panellists at conferences and workshops Promotional activities Social media Monitoring, evaluating and responding to feedback 	<ul style="list-style-type: none"> EOSE All V4V partners Wider supportive partners, including EOSE members Respondents to the V4V Survey Interviewed volunteers Participants in the V4V Summit National roundtable consultation event participants



RECOMMENDATIONS & PRIORITY ACTIONS

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
<p>RECOMMENDATION 1: Promote sport volunteering and its realities, benefits, opportunities and challenges across the European and global sport sector</p>				
	<p>3. Promote key recommendations / solutions for improving sport volunteering in Europe through:</p> <ul style="list-style-type: none"> • Developing organisational strategies for sport volunteering • Creating more volunteer-friendly sport organisational cultures • Facilitating exchanges of good practices between countries with high sport volunteering levels and those with low levels • Promoting methods and good practices to make sport volunteering more inclusive especially in relation to gender, age and disability • Adopting more proactive, motivational and outward-facing approaches to the recruitment of sport volunteers • Promoting good practices in the training of volunteers by training needs analysis, budget allocation and pooling of resources between different sport bodies • Enabling volunteers to identify, record and make visible their competencies, skills and attributes • Improving volunteer management through policies, management structures and 'micro-volunteering' opportunities and rewarding/celebrating sport volunteer achievements 	<ul style="list-style-type: none"> • European Commission • EU sport network associations • EU social partners • European/international sport federations • European and global sport associations • Ministries responsible for sport, sports councils and relevant agencies • National sport federations • National sport for all/sport for development organisations • Education and training providers • Sport clubs • Sport volunteers 	<ul style="list-style-type: none"> • Direct communications on V4V outputs and recommendations • Websites • Press releases / articles • Panellists at conferences and workshops • Promotional activities • Social media 	<ul style="list-style-type: none"> • EOSE • All V4V partners • Wider supportive partners, including EOSE members • Respondents to the V4V Survey • Interviewed volunteers • Participants in the V4V Summit • National roundtable consultation event participants



RECOMMENDATIONS & PRIORITY ACTIONS

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
RECOMMENDATION 2: Translate the V4V outputs for wider dissemination in other languages				
Q1-Q2 2024	4. Translate V4V outputs into targeted languages to reduce the language barrier and enhance the opportunities for implementation and use	<ul style="list-style-type: none"> All national sport volunteering stakeholders in targeted nations 	<ul style="list-style-type: none"> Prioritisation of products for translation Translation Design Production of .pdfs 	<ul style="list-style-type: none"> V4V National partners EOSE Members Any interested stakeholders V4V International federation partners.
RECOMMENDATION 3: Disseminate V4V products and promotional materials widely to sport volunteering stakeholders				
Q1-Q2 2024	5. Disseminate the V4V products and promotional materials to those organisations and individuals who took part in the research and development.	<ul style="list-style-type: none"> Interviewees National roundtable consultation event members Sport organisations who took part in the online survey Participants in the V4V Summit 	<ul style="list-style-type: none"> Emails (as a follow up to thank them for their contribution and support) 	<ul style="list-style-type: none"> All V4V partners
Q1 2024 – Q4 2026	6. Disseminate the V4V products and promotional materials to European and global stakeholders and decision makers	<ul style="list-style-type: none"> European Commission International / European Sport Federations International volunteering organisations/ associations EOSE members and networks 	<ul style="list-style-type: none"> Identification of specific target audiences Distribution of V4V products and promotional materials 	<ul style="list-style-type: none"> EOSE European and Global Sport Network Organisations and their network of members and contacts
Q1 2024	7. Produce and publish articles on V4V outputs in relevant publications	<ul style="list-style-type: none"> Organisational members and networks Grassroots sport organisations and clubs Event organisers Active and aspiring sport volunteers National sport federations and other national sport organisations, e.g., National Olympic committees Sport clubs Ministries responsible for sport Regional and local governments National sports councils Education and training providers 	<ul style="list-style-type: none"> Liaison with publication editorial teams Production of article 	<ul style="list-style-type: none"> All V4V partners Other interested stakeholders



RECOMMENDATIONS & PRIORITY ACTIONS

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
RECOMMENDATION 3: Disseminate V4V products and promotional materials widely to sport volunteering stakeholders				
Q1 2024 – Q4 2026	8. Disseminate the V4V products and promotional materials to targeted stakeholders in the partner countries and sports	<ul style="list-style-type: none"> Organisational members and networks Grassroots sport organisations and clubs Event organisers Active and aspiring sport volunteers National sport federations and other national sport organisations, e.g., National Olympic committees Ministries responsible for sport Regional and local governments National sports councils Sport partnerships Education and training providers 	<ul style="list-style-type: none"> Brief pieces and articles Posting and sharing content from the V4V project Social media Production and uploading of articles with links on organisational websites 	<ul style="list-style-type: none"> All V4V partners and their networks of contacts EOSE Members Other interested stakeholders
Q1-Q4 2024	9. Disseminate the V4V products and promotional materials to relevant internal partner international federation stakeholders	<ul style="list-style-type: none"> International Federations, regions, national federations, clubs 	<ul style="list-style-type: none"> Online meetings Presentations Workshops Conference Topic (Presentations) 	<ul style="list-style-type: none"> V4V International federation partners
Q1-Q3 2024	10. Encourage the V4V key findings and learning points to be integrated into relevant higher education curricula	<ul style="list-style-type: none"> Sport academics Sport students 	<ul style="list-style-type: none"> Dissemination to academic colleagues Curriculum adaptation 	<ul style="list-style-type: none"> Sport Universities and training providers
2024-2026	11. Develop academic articles and papers based on the V4V findings and learning points	<ul style="list-style-type: none"> Sport academics Sport students 	<ul style="list-style-type: none"> Development and publication of academic papers and articles 	<ul style="list-style-type: none"> Sport Universities and training providers



RECOMMENDATIONS & PRIORITY ACTIONS

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
RECOMMENDATION 4: Support the implementation of the V4V digital online tools				
Q2-Q3 2024	12. Embed innovative tools for sport organisations and volunteers into relevant websites	<ul style="list-style-type: none"> International Federations, regions, national federations, clubs 	<ul style="list-style-type: none"> Promoting and putting an active link in direction to the tools 	<ul style="list-style-type: none"> V4V International federation partners V4V National association partners
Q1-Q4 2024	13. Organise workshops and seminars on how to use the tools	<ul style="list-style-type: none"> Sport organisations and clubs Event organisers Active and aspiring sport volunteers Regional governments Municipalities 	<ul style="list-style-type: none"> Identification of workshop members Development of workshop agenda Promotion of workshops Organisation and delivery of workshops Workshop evaluation 	<ul style="list-style-type: none"> V4V National sport institute partners V4V Global association partner
Q3-Q4 2024	14. Conduct pilot sessions for sport volunteering tools	<ul style="list-style-type: none"> International Federations, regions, national federations Sport clubs and their management/board members Actual and aspiring volunteers 	<ul style="list-style-type: none"> Identification and selection of potential participants Briefing of participants Enabling participants to access and utilise the tools Feedback and evaluation 	<ul style="list-style-type: none"> V4V International sport federation partners V4V National sport federation partner V4V university partner
Q3-Q4 2024	15. Create a sample of learning modules based on IO2	<ul style="list-style-type: none"> Grassroots sport organisations and clubs Active and aspiring sport volunteers Regional and local governments 	<ul style="list-style-type: none"> Development of training modules Delivery of training modules Evaluation of training modules 	<ul style="list-style-type: none"> V4V National sport institute partner
2024-2026	16. Presentation and demonstration of tools	<ul style="list-style-type: none"> Partners in related ongoing projects Students and volunteers Organisational members and partners Education and training providers Grassroots sport organisations Regional and local governments Ministries Sport federations and bodies 	<ul style="list-style-type: none"> Presentation and demonstration of tools 	<ul style="list-style-type: none"> V4V Global association partner V4V International federation partner V4V National association partner V4V National sport institute partner V4V University partner



RECOMMENDATIONS & PRIORITY ACTIONS

TIMING	PRIORITY ACTIONS	AUDIENCE	METHODS	RESPONSIBILITIES
RECOMMENDATION 4: Support the implementation of the V4V digital online tools				
2024-2026	17. Engage volunteers at relevant events and/or sport competitions to complete the self-reflection tool	<ul style="list-style-type: none"> Event volunteers 	<ul style="list-style-type: none"> Promoting and marketing the tools directly to event volunteers. 	<ul style="list-style-type: none"> V4V National federation partner
2024-2026	18. Create a network of organisations and users of the V4V tools	<ul style="list-style-type: none"> Sport federations and clubs Sport volunteers 	<ul style="list-style-type: none"> Social media Newsletters 	<ul style="list-style-type: none"> V4V National sport institute partner
Q1-Q2 2024	19. Align V4V online tools with professional standards	<ul style="list-style-type: none"> Professional bodies 	<ul style="list-style-type: none"> Mapping and alignment of tools with professional standards. 	<ul style="list-style-type: none"> V4V University partner
RECOMMENDATION 5: Carry out further research and development to support the European sport volunteering workforce				
Q1-Q2 2024	20. Develop and submit a new Erasmus+ sport application for funding to further research and develop European sport volunteering	<ul style="list-style-type: none"> European Commission 	<ul style="list-style-type: none"> Identification of needs from the V4V research Prioritisation of topic Formation of a collaborative partnership Development of application 	<ul style="list-style-type: none"> All V4V partners and potential interested sport organisations
RECOMMENDATION 6: Maintain and monitor the V4V webpage and online tools				
2024-2026	21. Maintain the V4V webpage and online tools	<ul style="list-style-type: none"> All sport volunteering stakeholders 	<ul style="list-style-type: none"> Set up arrangements for a feedback form for users. Ensure all elements of the webpage and online tools are available as planned. 	<ul style="list-style-type: none"> EOSE
2024-2026	22. Monitor the V4V webpage and online tools, collect and analyse feedback	<ul style="list-style-type: none"> All sport volunteering stakeholders 	<ul style="list-style-type: none"> Monitor traffic on the V4V webpage and online tools Collect and analyse usage data with due regard to GDPR requirements. Collect and analyse feedback from users. Use feedback to enhance activities in the sport volunteering field. 	<ul style="list-style-type: none"> EOSE



V4+V

Skills acquired through
Volunteering in Sport



EOSE Secretariat
1, Grande rue des Feuillants
69001 Lyon - FRANCE

Tel.: +33 (0) 437 431 939
Mail: eosesec@eose.org
Web: www.eose.org / www.v4v-sport.eu



Co-funded by the
Erasmus+ Programme
of the European Union

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.