

Methods of work in terms of training and recruitment

*2nd partner meeting in Paris, France –
21st and 22nd of February 2017*

Leaves for facilitating volunteering

- « **Solidarity leave** » for allowing people working in a humanitarian organization abroad for few weeks or few months
- « **Sabbatical leave** » for allowing people realizing a volunteer work for few months
- Adaptation of working time with special days for workers having a volunteer work besides their work

Leaves for training

- **Training plan:** training paid days proposed by the organization in accordance with its legal aspects. The employee has still a legal link with his/her organization
- « **Individual leave for training** » is a right for training but not necessarily linked with the job you have. The duration can go up to 1 year but it depends of your seniority in the organization. The remuneration is 80-90% of the training costs.

Funding

- Specific fund « **Fond de développement pour la vie associative** » : 400-700 euros per training day granted by the State
- Regional funds for developing associations' projects and activities

E-Seniors' case

- Around **5-8 senior volunteers** helping for organizing and animating ICT classes, trainings and other activities (English conversation etc.) in partnership with an employee
- **Informal way:** former trainees or people working with ICT tools through our professional or personal network
- **Legal aspects:** Before starting, signatures of an agreement between the volunteer and the association's representative + charter explaining rights and obligations

THANK YOU!