

Working methods with senior volunteers

Centrul de Voluntariat Cluj-Napoca

www.centruldevoluntariat.ro



Volunteering of seniors in Romania

- ❑ There are no governmental programs to fund volunteering programs for seniors in Romania
- ❑ We don't have national, regional or local programs in Romania that are focused on involving volunteers above 50
- ❑ There are however non-governmental organizations that involve volunteers above 50, for example: Serviciul Maltez, Fundatia Principesa Margareta, Fundatia pentru Ingrijirea vartsnicului, Caritas, etc.
- ❑ Most NGOs involve seniors in their organizations as beneficiaries of their services and less as volunteers

Challenges (from our perspective) in involving senior volunteers in Romania

- ❖ Volunteering is still seen by the above 50 generation through the previous experience of forced labor named “volunteering” during the communism period
- ❖ There is not a volunteering culture among the above 50, volunteering happens less often at this age segment and is considered an exception
- ❖ Seniors, and especially those who are retired already, are often caught up in raising and taking care of their own nephews and have less time for volunteering for the community
- ❖ Often, retired Romanians, who still feel they are able to work, choose to have occasional or permanent work engagements, to add to their revenues
- ❖ Volunteer managers don't choose to involve volunteers above 50 due to several reasons: lack of organizational culture to support it, lack of competences needed to manage this group of volunteers, bad infrastructure to support the involvement of seniors, etc.
- ❖ Seniors have a low level of trust towards their capacity of adaptation to the requirements of the volunteering position
- ❖ Some volunteering positions require competences that seniors often don't have (computer skills, using the internet, foreign language skills, etc.)

CVCN and senior volunteers above 50

The services our organization offers include the recruitment and recommendation of volunteers towards other NGOs.

CVCN doesn't have volunteering programs focused on seniors and doesn't recruit specifically senior volunteers. Anually, we recruit around 500 volunteers, out of which a small part only are persons above 50. We recommend volunteers to local organizations, depending on their request: since our official establishment, we have offered our support to over 110 organizations in recruiting and recommending volunteers.

In the next slides we will describe the typical procedure for recruiting and recommending volunteers, young or seniors.

Recruiting and recommending volunteers - CVCN procedures

Working with people interested in becoming volunteers

- Those interested in becoming volunteers (with the age above 15) fill in the form “I want to be a volunteer” on our website: [link](#)
- All volunteering opportunities are sent together with the recruiting and selection procedures of the requesting organization
- Those interested by a specific opportunity and who respect the criteria set by the organization (for ex: have the time needed or the specific abilities required) enroll for the volunteering activity
- The persons enrolled for the activity are put in contact with the organization who has filled in the request

Working with the organizations requesting the volunteers

- Organizations (gubernamental or non-gubernamental) can request volunteers from CVCN based on an online form: [link](#)
- There are specific criteria for the organizations that ask us for volunteers: send the request with minimum 10 days before the starting date of the activity, mention in the promotion materials the support given by CVCN in recruiting the volunteers, don't involve volunteers in activities that generate profit for a company, respect the Romanian law as well as the quality standards of CVCN;
- CVCN offers the list with the people enrolled for the specific volunteering opportunity and the organization is responsible for the selection, training, motivating, monitoring, evaluation, etc.



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Thank you for your attention!

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