

OPEN BADGES

**Guide for youth workers
and educators**

Guide outline

- ▶ 1. Intro about project- VOLEM
- ▶ 2. Skills, competences and knowledge- how do we understand (analysis phase).
- ▶ 3. Adapting Youth Pass with future competences- WEF, our report, underline futures competences
- ▶ 4. Volunteering as a way to acquired new competences (competencies of the future)- added value of volunteering
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- ▶ 6. Open Badges- new technology for common good? this we can take from the platform badgecraft.eu
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The background features a white canvas with a pattern of thin, overlapping, wavy lines in various colors including green, blue, red, and yellow. Large, solid-colored shapes in green, red, and purple are positioned at the corners, partially overlapping the line pattern.

1.About project VOLEM

Introduction



VOLunteering for EMployability


European Erasmus + VOLEM project



Erasmus+



VOLEM



This strategic partnership is a European cooperation between CAP SOLIDAIRE (association, FRANCE), the Municipality of Cinisello-Balsamo (public body, ITALY) and ART SQUARE (company, LUXEMBOURG).

This project (Dec. 2019–Nov. 2022) aims to strengthen the recognition of key competences acquired by young people during volunteering activities in the field of local development and to promote them as useful for their entry into the labour market.

Project summary(1)

Why ?

The project stems from the general conclusions that the recognitions of the competences is not properly tackled after volunteering.

With an innovative consortium involving an association, a municipality and a company, we will try to combine the 3 perspectives to better understand skills developed by young people, see how far they facilitate employability and come up with tools to foster the validation of competences.

Project summary(1)

Challenges of the cooperation project

- ▶ Foster the professional integration and employability of young people by recognising their skills and knowledge acquired during their voluntary missions.
- ▶ Create working synergies in the promotion of volunteer missions in Europe.
- ▶ Promote the engagement and participation of young people at local and European level.

Why we are doing it?

We believe that the competences which young people get through volunteering are really needed on the market. Open badges will help them to track their learning and also proof their competences and skills.

Project objectives

- ▶ Raise awareness and improve the skills of those involved in volunteering and youth workers on innovative youth volunteering experiences in the field of local development.
- ▶ Design a skills framework using Digital Badges for the validation of skills acquired through voluntary action of young people in the local development.
- ▶ Promote the engagement and participation of young people at local and European level.

Project participants

- ▶ The direct beneficiaries of the strategic partnership are youth workers with whom young volunteers are associated as indirect beneficiaries.

Project deliverables

Intellectual productions

- ▶ A comparative analysis of the best youth volunteering practices in local development.
- ▶ A phase of local experimentation of the innovative toolbox on raising awareness and promoting the added value of youth volunteering in the context of local development in each partner country.
- ▶ A skills framework in terms of volunteering for local development using the Open Bagges of social innovation for skills validation.
- ▶ A web platform in several languages integrating the resources and results of the project for direct use by the targets (voluntary organisations, youth workers, young people).

Intellectual outputs

From where do we know which competences are important? What we have done till now ?

Desk research, interviews, report with key competences and develop promotion tools- showing benefits of volunteering for the organisation and young people. And open badges system which will help them to monitor learning and increase employability of young person in the future.

1

A comparative
analysis

2

Local experimentation
of the innovative
toolbox

3

Open Badges of social
innovation for skills
validation

4

Web platform


2.Skills, competences and knowledge

How do we understand (analysis phase)



Introduction

We strongly believe that volunteering can help young people acquire skills, knowledge and competences needed on the job market. Below you can read how do we understand skills, knowledge and competences.



We have done a comparative analysis of best young volunteering practices in local development and we discovered that volunteering fosters soft skills.

Soft skills are non-technical skills that relate to how you work. They include how you interact with colleagues, how you solve problems, and how you manage your work.

- Personal development
- Communication in foreign languages
- Social capital and civic competences
- Cultural awareness and expression...

Comparing to skills and competences searched on the job market we can notice that a lot of skills and competences can be acquired during the volunteering.

Volunteering also fosters life skills which can help young person to live abroad, work in the international team, adapt to change and change works (learn new things, change professions):

- Ability to adapt to new or unforeseen situations
- Flexibility, resilience, the ability to cope with stress
- Problem solving skills, critical thinking
- Further mobility in education or employment



Extract from our report
(www.volem-project.eu)

Analysis of best practices in volunteering in local development

Skill is a term that refers to everything a person knows and is able to do. It is nowadays acceptable to differentiate between technical skills and social/transversal/behavioural, so-called soft skills. The latter refer to the way a person behaves during their voluntary assignment, for example.

These skills, acquired through volunteering, are currently largely underestimated and not sufficiently appreciated in the labour market by young people themselves and not recognised or appreciated enough by some employers.

During a volunteering experience of at least six months, the young person develops new knowledge and activates new skills. Their understanding of their environment evolves. In a context like this, volunteers generally gain confidence and open-mindedness, learn to get to know themselves and strengthen their ability to act and/or their capabilities.

The labour market is constantly evolving, obliging recruiters to adapt to meet new needs.

The EuroVIP project also provides a reminder that the World Economic Forum has estimated that 65% of children currently in primary education will work in a sector that does not exist today. According to a second study by the same institution, 50% of the knowledge acquired during technical training would already be obsolete by the time the diploma is awarded.*

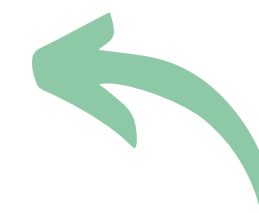
In the face of these changes, cross-disciplinary skills are therefore becoming essential for recruiters.

Social skills, pedagogy, mediation, versatility, adaptation, teamwork, self-confidence, initiative, creativity...

It makes sense to promote these skills developed during a voluntary commitment, most of which are behavioural and therefore transferable to the world of work.

* Eurovip – “Paid and unpaid voluntary experience, a lever towards employment – A guide for recruiters” – 2018

[The VOLunteering for better EMployability project](#)



click to go



Key Skills

Key Skills refer to a particular set of skills that are commonly needed in a range of activities in education and training, work and life in general. They are particularly valued on the job market.

Here's a list of the key soft skills that employers value.

Interpersonal skills

- Teamwork
- Networking
- Empathy
- Positive Attitude
- Self-Confidence

Communication skills

- Writing
- Reading
- Speaking
- Listening



Communication skills

In mother tongue but also in other languages are becoming a must in new work environment.

To increase employability young people need to practice and develop their communication skills to be able to work in international teams and communicate with people from all over the world.

This communication skills are a becoming key skills on the labour market.

Conclusions and perspectives

It is essential to develop these "soft skills" on a daily basis to make them real assets. This is all the more important in today's digital world, where jobs are constantly and regularly changing.

- Young people are entering a more complex labour market. Robots, increasing digitalisation and AI are already doing most of the technical tasks.
- Their advantage in an increasingly competitive market is to make the most of their soft skills, which are currently difficult for robots to emulate.
- Volunteering promotes the development of soft skills, which are a winning asset for employability, and should therefore be encouraged in Europe



Soft skills, winning assets for employability

According to a study in 2016 of the world Economic Forum (WEF), the soft skills expected in 2020 are :

Creativity, problem solving, critical thinking, team managment, work coordination, decision making, emotional intelligence, customer service, negotiation and finally cognitive flexibility (adaptability to new process and ideas).



In parallel, a **MONSTER SURVEY** reports that 90% of recruiters believe that soft skills will become a more important part of the recruitment process in the coming years.

“Skills” and “competencies” are two terms young people come across regularly when searching for their next job.

It might seem as if these two words are interchangeable
– but it’s actually not quite right to describe “competency” as a mere synonym of “skill”.

In the project, we focused on competency as it is a challenge for young people.



Skills

Are the specific learned abilities that you need to perform a given job well.

Examples, depending on the specific role, range from handling accounts and coding to welding or writing tenders.

There is a distinction, however, to be made between hard skills and soft skills.

Whereas a hard skill is a technical and quantifiable skill that a professional may demonstrate through their specific qualifications and professional experiences, a soft skill is a non-technical skill that is less rooted in specific vocations.

An example of a hard skill, then, may be computer programming or proficiency in a foreign language, whereas a soft skill may be time management or verbal communication.

[Social.hays : skills competence what's the difference](#)

Competencies

On the other hand, are the person's knowledge and behaviours that lead them to be successful in a job. Examples of competencies, then, include the improvement of business processes, strategic planning and data-based decisions.

Competencies effectively explain how an individual's behaviours bring about the desired results in their role. As with skills, there are various types of competencies

- including core competencies, which are those that any successful employee requires to rise through an organisation.

[Social.hays : skills competence what's the difference](#)

The following breakdown further summarises the differences between skills and competencies:

	Definition	Examples
Skills	Specific learned abilities that you will require to perform a given job successfully	Handling accounts; coding; welding; writing tenders; computer programming; foreign language proficiency
Competencies	Knowledge and behaviours that lead you to be successful in a job	Analytical ability; problem solving; initiative; negotiation; improving business processes; strategic planning; data-based decisions

[Social.hays : skills competence what's the difference](#)

3. Adapting Youth Pass with future competences

WEF, our report, underline futures competences



Introduction

After a desk research (future skills, competences acquired during the volunteering) and conducting our own survey, we have decided to adapt the European Youthpass certificate

We used this familiar framework and added some competences* which will be required in the future on the job market.

***Competences = combination of skills, knowledge and attitudes**



Youthpass at first glance

Youthpass is a tool that gives the word to the learners in describing their learning outcomes

Youthpass is the recognition instrument developed for the projects realised in the European youth programmes.

Through the Youthpass certificate, participation in such projects can be recognised as an educational experience and a period of non-formal and informal learning.

Youthpass foresees a process applied throughout the project life-cycle to support the learning of participants.

It also serves as a strategy that improves the recognition of non-formal learning in Europe.



The 8 Key Competences* for Lifelong Learning

- Multilingual competence
- Personal, social and learning to learn competence
- Citizenship competence
- Entrepreneurship competence
- Cultural awareness and expression competence
- Digital competence
- Mathematical competence and competence in science, technology and engineering
- Literacy competence



World Economic Forum

Skills for the future

We have decided to enrich Youthpass with some future competencies which we added to the 8 competences from Youth Pass.

For us it is important to underline the added value of volunteering for the future employability of young people.

WORLD
ECONOMIC
FORUM

Top 10 skills of 2025

Type of skill

- Problem-solving
- Self-management
- Working with people
- Technology use and development



Analytical thinking and innovation



Active learning and learning strategies



Complex problem-solving



Critical thinking and analysis



Creativity, originality and initiative



Leadership and social influence



Technology use, monitoring and control



Technology design and programming



Resilience, stress tolerance and flexibility



Reasoning, problem-solving and ideation

4. Volunteering as a way to acquired new competences

(competencies of the future) – added value of volunteering



Introduction

As mentioned above, and probably it is visible/ clear for youth workers and educators, a lot of mentioned competencies youth can get through volunteering. Here we would like to focus on How?

What kind of actions/ initiatives during the volunteering mission could help young people to acquired new competences.

How volunteering can help you gain new skills



Volunteering offers a space in which to gain new skills, connect with new people, experience something different, and give back to the community.

Supercharge existing skills.

Volunteering also offers a way to re-connect with the working world after a break, and an opportunity to supercharge your existing talents. Unlike paid work, the requirements for volunteering are more likely to be linked to your passions and interests, rather than extensive work experience.

There are a huge range of skills you can acquire through volunteering, starting with:

- Industry-related skills
- The ability to work in a team
- Leadership
- Problem solving and adaptability
- Communicating with clients and stakeholders
- The ability to plan and prioritise work
- Sales skills
- Time management
- Report writing
- Improved interpersonal skills.
- Remember that the soft skills you will learn volunteering are also highly desirable to employers



Top 5 Soft Skills You Can Learn by Volunteering

1

Leadership

2

Time-management

3

Communication skills

4

Professionalism

5

Critical thinking &
problem-solving

Volunteerism can provide people with the career development skills they need to excel and stand out in a busy job market.

- ▶ Hiring managers definitely see the value of volunteerism in 2018.
According to a study by **Deloitte**, **82% of hiring managers** prefer applicants that have volunteer experience on their resume vs candidates that do not volunteer.
The same study found that **92% of hiring managers** agree that volunteerism improves an employee's broader professional skillset.

- ▶ According to a study, by The Virgin Group, **85% of employment opportunities** are filled via networking.

5. Validation of the competences

**What already exists, why do we create new way?
(easy to track, digital, more interesting for youth, adapted to
new reality, visible for others, using social media)**



Introduction

Up to now they are existing tools which help to evaluate the competencies acquired during volunteering. ... Youthpass for instance.

But we have decided to create open badges system which will help young people to : decide which competences they would like to develop, track their learning and reflect and at the end evaluate their learning.

By using open badges we provide easy access to proof their learning path and achievements.

Validation of competences / what already exists

Using Youthpass can add value to the youth projects where it is used, in several ways :

- ▶ Through the Youthpass process, reflection on learning becomes more structured and the educational value of the project is strengthened. It makes the learning of the participants more conscious. Being more aware of their competences, it gets easier for the participants to make use of them in the future. Thus, Youthpass supports the future pathways of the young people.
- ▶ By putting emphasis on the learning processes and outcomes in youth work, using Youthpass helps to increase the so-called Learning to Learn competence. It raises the participants' awareness of learning in a diversity of contexts and helps them to reflect on their learning wishes and needs.
- ▶ The description of competences developed by participating in the youth projects also helps to increase the visibility of the value of youth work – of your work!

[About Youth Pass](#)

Validation of competences why do we create new way?

Project objective

Design a skills' framework in terms of volunteering for local development using the **Open Badges of social innovation for skills validation**.

Added-value of Open Badges

- Easy to track
- Digital
- More interesting for youth
- Adapted to new reality
- visible for others, using social media



Validation of competences

why do we create new way?

The so-called 21st Century Skills such as critical thinking, self-organization, teamwork or creativity – these skills have become indispensable in everyday (working) life, and yet there has often been a lack of the opportunity to map them transparently and verifiably.

How can these diverse competencies be recognized and made visible to third parties in a simple and condensed way without having to present a series of different and non-comparable certificates of participation? This is where Open Badges come into play.

Open Badges allow to track learnings (proof for future employer) and share learning process, which make volunteers more trustable.

Open badges as digital proof of competence

Open Badges are digital badges that verifiably prove that someone has achieved certain learning achievements or acquired competencies.

From a purely technical point of view, these are digital images such as pictograms or logos that contain individual metadata for later access and verification (e.g. creator, owner, achievement, course content).

Open Badges can be obtained within the framework of formal school and university education, but they are also used in extracurricular learning, professional development or volunteer work. The metadata is encoded in accordance with the Open Badge Standard jointly developed by the Mozilla Foundation and the MacArthur Foundation.

This is an open technical standard, so any person or organization can create, issue, manage, collect and check Open Badges via special online platforms, so-called Badgr.

[Matrix-gruppe Open Badges](#)

Visibility, motivation and orientation through Open Badges

Open Badges make previously “invisible” learning successes, competencies and talents visible
– digitally, uniformly, verifiably and condensed.

This offers great added value as a supplement to classic proof of qualifications, especially for potential employers.

Individual and multifaceted competence profiles are created that can be presented in digital CVs, on websites or in profiles of social and professional networks.

This plays an important role in light of the fact that job descriptions and the corresponding skill requirements are becoming more and more complex, specific and individual and are also in constant flux.

Matrix-gruppe Open Badges

6. Open Badges

New technology for common good?

This we can take from the platform badgecraft.eu

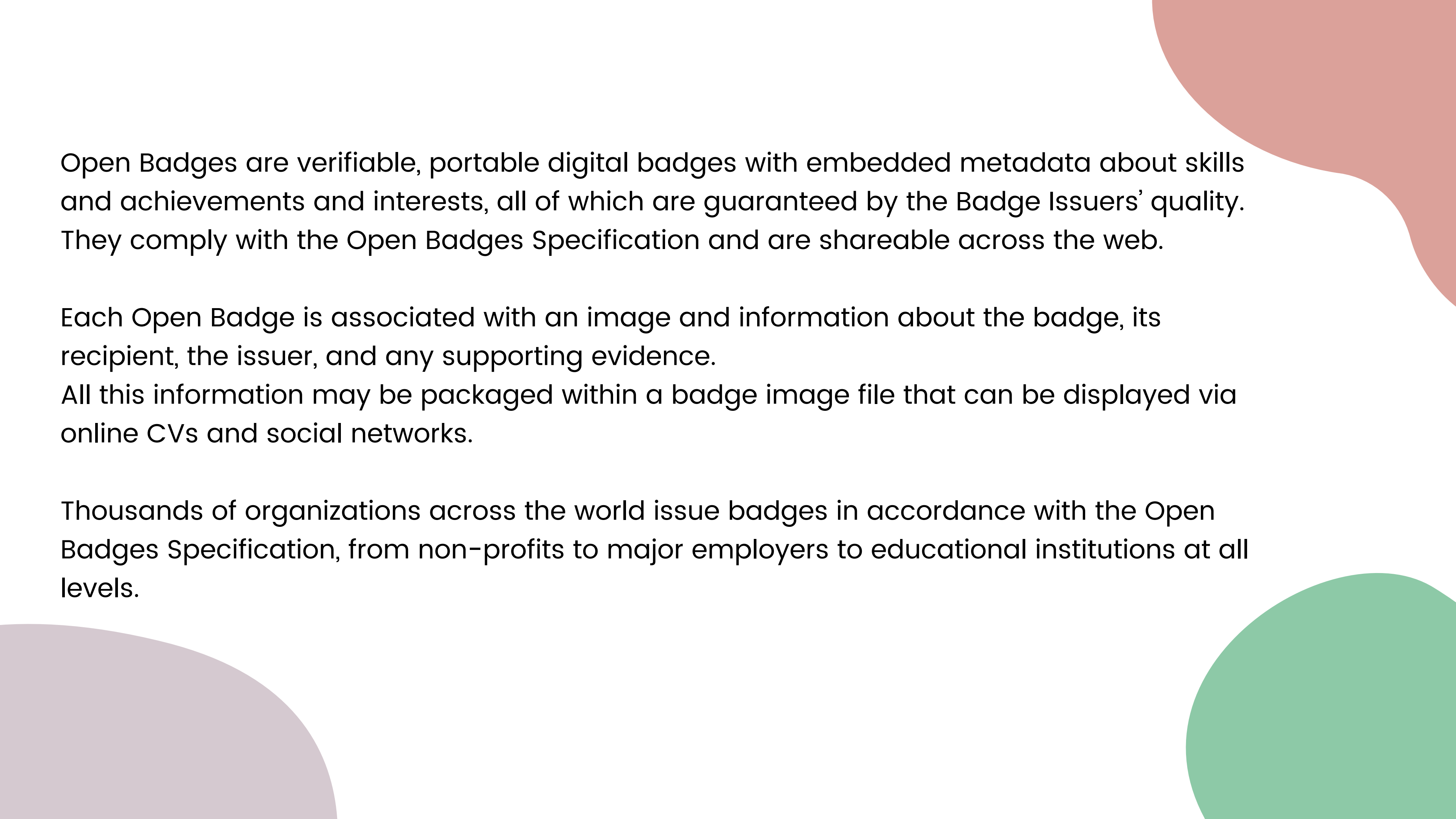


What is the Open Badge?

A digital badge is an online representation of a skill you've earned. Open Badges take that concept one step further, and allows you to verify your skills, interests and achievements through credible organisations.

The Open Badges Infrastructure is the online standard that underpins Open Badges. It was incubated by Mozilla, the global non-profit best known for the Firefox web browser, with funding from the MacArthur Foundation. It is now stewarded by IMS Global Learning Consortium.

[Badgr.com Backpack Badges](https://badgr.com)



Open Badges are verifiable, portable digital badges with embedded metadata about skills and achievements and interests, all of which are guaranteed by the Badge Issuers' quality. They comply with the Open Badges Specification and are shareable across the web.

Each Open Badge is associated with an image and information about the badge, its recipient, the issuer, and any supporting evidence.

All this information may be packaged within a badge image file that can be displayed via online CVs and social networks.

Thousands of organizations across the world issue badges in accordance with the Open Badges Specification, from non-profits to major employers to educational institutions at all levels.

Why Open Badge?

There are several important differences between paper certificates or digital badges and Open Badges: **Open Badges are not controlled by any one organisation.**

- ▶ The technology that underpins the whole system (the Open Badges Infrastructure, or OBI) is a free, open-source technology ran for the worldwide community.
- ▶ **Open Badges are verifiable.** They contain built-in data that link back to the issuer, criteria and any verifying evidence.
- ▶ **Open Badges are evidence-based.** The information about who, why, and for what the badge was issued is hard-coded into it as metadata.
- ▶ **Open Badges are stackable.** Badges from one organisation's system can build upon ones from another system. This creates a rich ecosystem that individuals can use to build the story of their skills, knowledge, and experience.
- ▶ **Open Badges are transferable.** Badges earned in one environment can be shared in another.
- ▶ **Open Badges put the user in control.** Badges are private until they are published by the user. They provide an easy way to show a portfolio of skills without third parties having to wade through a mountain of data.

Open Badge (OB) is Composed of Three Layers of Information:

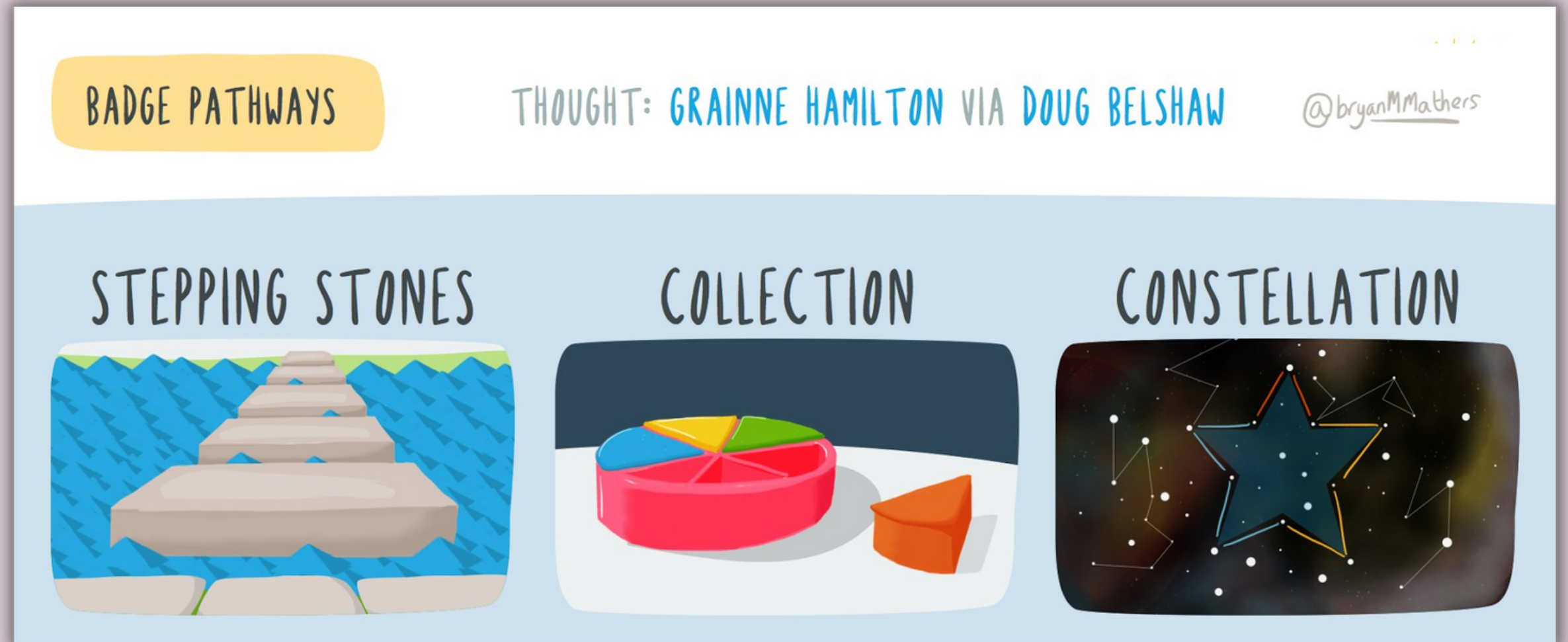
- Interactive graphic image, when clicked, causes the display of data about OB, the Displayer and the Holder;
- Metadata assigned to OB (readable to computers and their software);
- Website or frame displaying the OB description, criteria of assignment, list of evidence with the provision of sources and/or place of storage (e.g. links to websites and other digital resources).

Open Badge (OB). Three Types

You can sequence badges in such a way to describe a learning journey or "pathway" for individuals to follow.

Pathways might be formed as :

- ▶ Stepping stones, where badges must be earned in a particular order
- ▶ A collection of badges relating to a subject, from which someone must earn a specific number
- ▶ Pathways forged by the individual themselves from badges that all relate to be a particular theme



Types of Badges

- **Automated** – a badge is automatically issued by the system implemented by an organisation once an individual has met the specified criteria.
- **Bestowed** – a badge is manually issued by an organisation to an individual who has met the criteria for a badge, whether or not they have applied for it.
- **Claimed** – a badge is manually issued by an organisation after being applied for by an individual who believes they meet the criteria.

Assessment

There are many ways to assess, including :

- **Self-assessment** – verification by the individual
- **Peer assessment** – verification by the individual's co-learners/ colleagues
- **Expert assessment** – verification by a recognised authority

Who is using open badges?

Among them, there are well-known enterprises, cultural organisations, schools, territorial units and many other types of organisations, eg.:

- Nasa
- Samsung
- Siemens
- Microsoft Educator Network
- IBM Authorized Training,
- Michigan State University,
- Peer to Peer University and many others.

Open Badges Network

The Partnership and Associate Partners of Open Badge Network agree to the following Charter:

- ▶ Advocate the adoption of Mozilla Open Badge standard across Europe to recognise learning achievements gained in variety of contexts
- ▶ Provide information, guidelines and use cases to enable the widest possible adoption of Open Badges across policy, education, employers, service providers and individuals
- ▶ Advocate for and enable social inclusion by ensuring marginalised groups are able to gain recognition for all their skills and achievements, supporting their personal and professional progression
- ▶ Raise the value and profile of informal and non-formal learning taking place outside of formal education
- ▶ Raise the value and profile of informal and non-formal learning taking place outside of formal education

openbadgenetwork.com – good practice

7. Validation of the competences acquired during the voluntary mission

**(youth workers and self assessment by youth) storyboard for
youth workers with different stages**

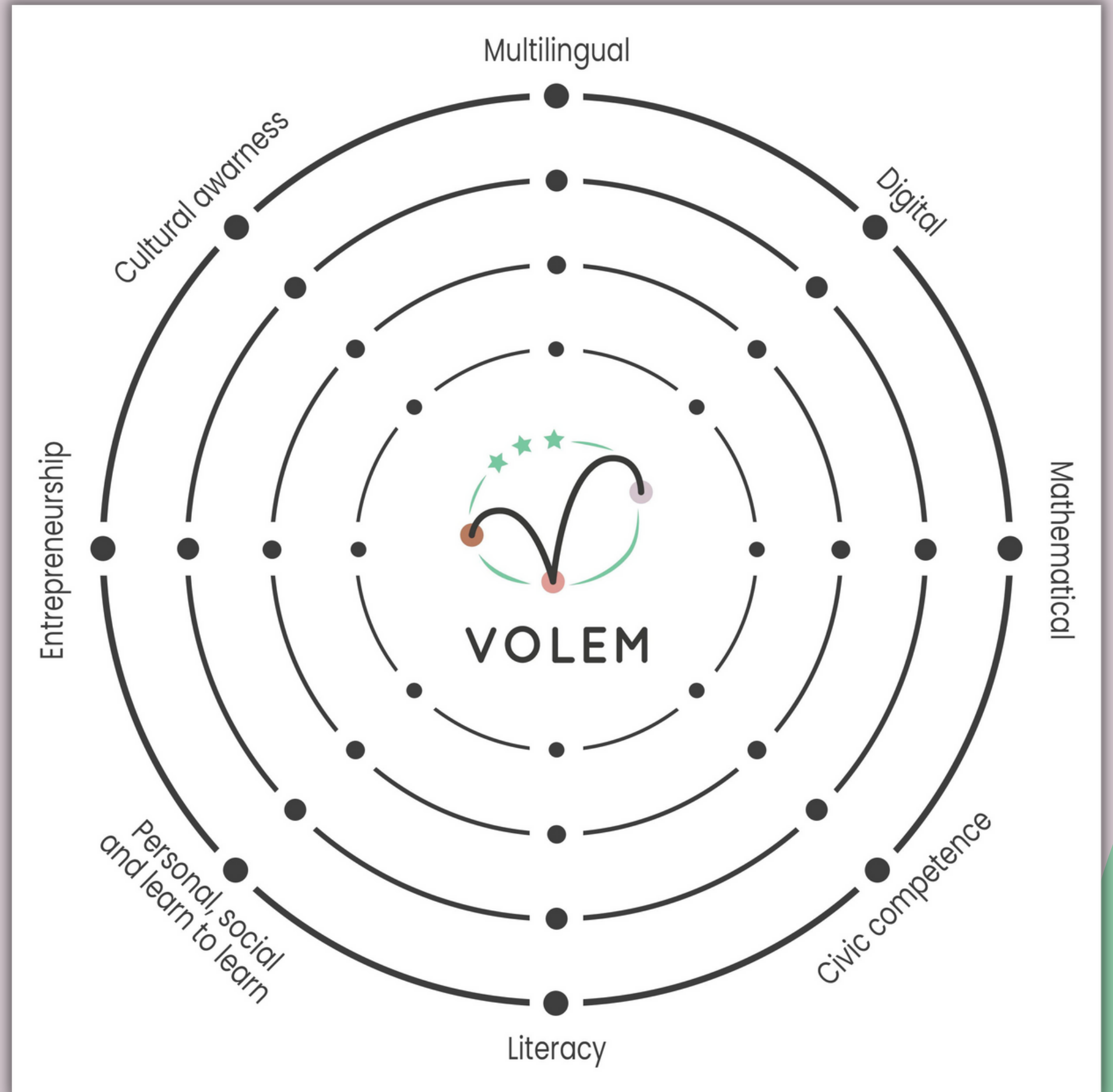


Validation of the competences acquired during the voluntary mission (youth workers and self assessment by youth) storyboard for youth workers with different stages.

Based on the Youthpass competence framework adapted with the soft skills identified in the project and the skills of the future of WEF, we propose the following path to youth workers to proceed as follows :

First interview with the volunteer to do the self-assessment (level 1) of each competence as a starting point to define a roadmap with the improvements possible and the new competences to be developed in line with a professional objective

Evaluate your Competences and Skills



Based on the Youthpass competence framework adapted with the soft skills identified in the project and the skills of the future of WEF, we propose the following path to youth workers to proceed as follows :

- **Mid-term interview** to evaluate the progress made and validate the level of each competences :

1
Issue a badge

2
Level 2 : beginner

3
Level 3 : Professional

4
Level 4 : Expert
Master Level

- **Final interview** to evaluate the level of each competence at the end of the volunteering period and issue potential new badges depending on the level reached for each competence

8. Open Badges

How to start ?

Badgecraft platform technical for the youth workers
What they have to say also to young people

Badgecraft platform technical for the youth workers,
What they have to say also to young people

Digital recognition of skills and achievements

Recognition systems

Start with one badge, then create entire systems. Have total flexibility in recognition.

Build recognition pathways with levels and milestones. Track progress and monitor skills development.

Show opportunities for learning and achievements. See how badges can encourage proactivity.

Badge Wallet

- Collect evidence anytime anywhere. Your badges are always at your fingertips.
- Easy way to review your own badges and your progress in quests. Showcase your competence profile.
- Push notifications to motivate actions to take or quests to complete. Always know when you achieve.

[Badgecraft.eu](https://badgecraft.eu)

Digital recognition of skills and achievements

Achievements portfolio

- Sort and visualise achievements in an online portfolio.
- Manage privacy settings to decide easily who you share your achievements with.
- Share achievements online and offline with digital Open Badges and printable certificates.

Backpack

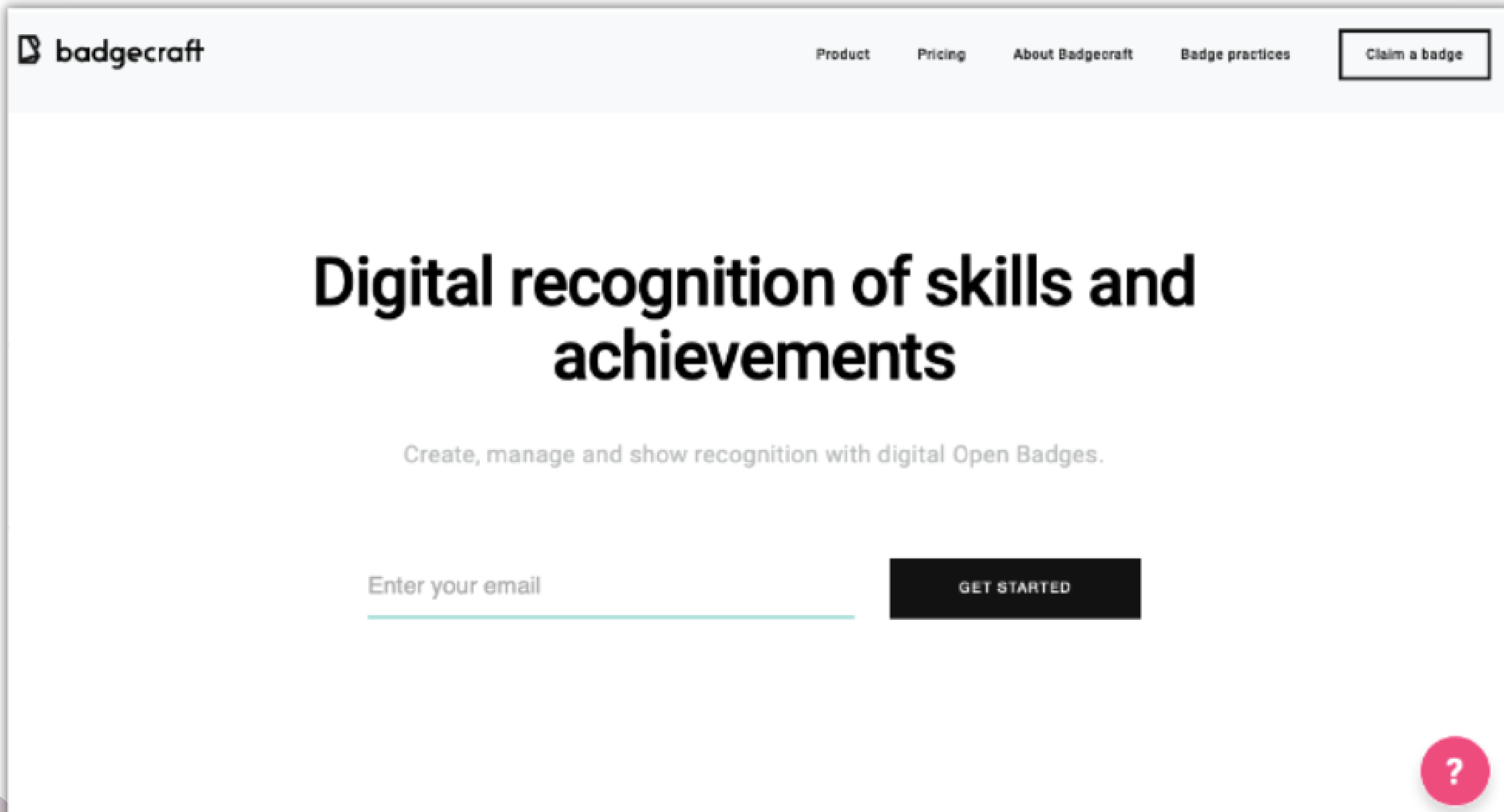
- Badge earners can export badges to Open Badges.
- The Backpack lets you store the Open Badges you earn, and share them between different platforms, anywhere on the web.
- Badgecraft implements Open Badges 2.0 standard*.

*Open Badges standard is a technical specification which defines how information is hard-coded into the badge image as meta-data for future access and review.

9. Open Badges Framework for Volunteers - instruction of using our Open Badge

Competence Validation System: 4 levels badges description

Create an account on badgecraft.eu



The screenshot displays the homepage of badgecraft.eu. At the top left is the 'badgecraft' logo. The top right navigation bar includes links for 'Product', 'Pricing', 'About Badgecraft', 'Badge practices', and a 'Claim a badge' button. The main heading reads 'Digital recognition of skills and achievements'. Below this is the subtext 'Create, manage and show recognition with digital Open Badges.' A sign-up form consists of an email input field with the placeholder 'Enter your email' and a 'GET STARTED' button. A pink circular help icon with a question mark is located in the bottom right corner.

badgecraft

Product Pricing About Badgecraft Badge practices Claim a badge

Digital recognition of skills and achievements

Create, manage and show recognition with digital Open Badges.

Enter your email

GET STARTED

?

Choose badgecraft badgecraft.eu



Switch to...



Badge Craft

For creating and issuing
digital Open Badges.



Badge Wallet

For earning, storing and
sharing digital Open
Badges.

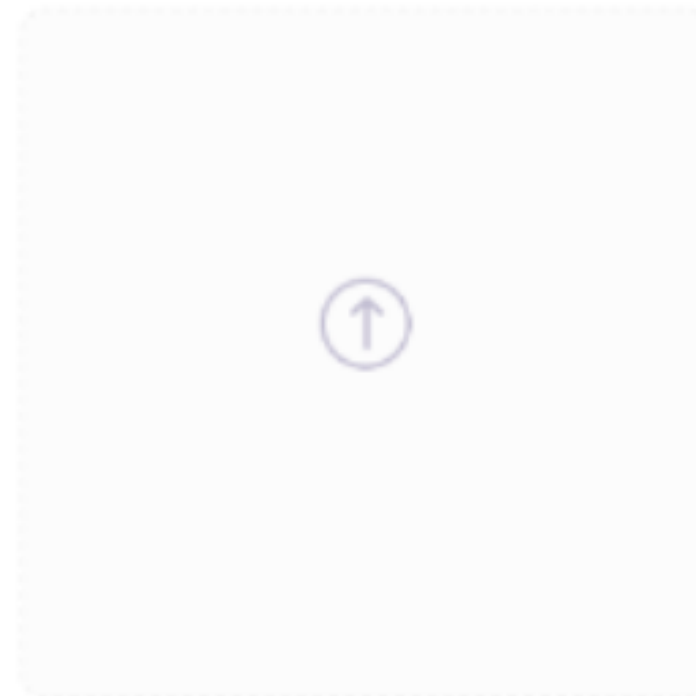
Create your organisation account

badgecraft.eu

Create organiser's account

Organiser's logo

Recommended image size: 512x512 pixels; file format: .png, .jpg, .jpeg, .svg.

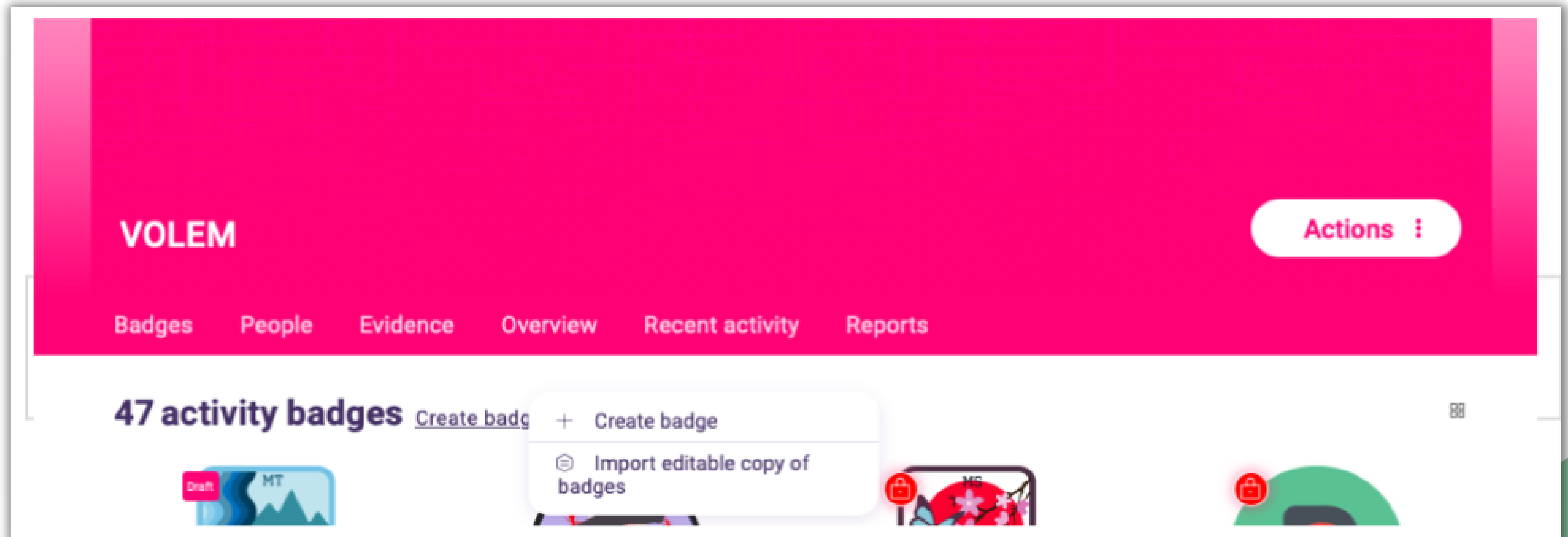


Name

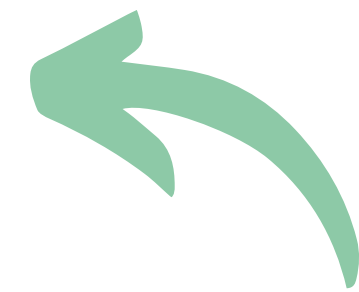
(Required)

Name is visible to others and is used to communicate about organiser. Once organisation verification is completed, the name will be locked and cannot be changed.

Upload VOLEM project badges into your account



You can scan the code or use link to import
VOLEM badges



Scan to go

4 levels badges description



ASSESSEMENT



BEGINNER



PROFESSIONAL

MASTER

EXPERT

Example : Digital competence > Digital Geek

Badge earners for digital competence are technical enthusiasts!

They enjoy learning or updating their **digital knowledge and skills**. Naming and talking about various platforms or programs and their pro's and con's for different projects is possible at different levels. At all levels holding this badge involves the confident, critical and responsive **engagement with digital technologies for learning, at work, and personal use**.

Setting up audio/Visual tools, understanding security and encryption of files/ programs and personal or business accounts are second nature to this badge earner.

You would be recognized as **having information and data literacy, communication and collaboration skills, digital content creation** (including programming), **safety**, (including digital well-being and competences relating to cyber security), **and problem solving abilities**.

At higher levels this person is seen as being comfortable (co)**facilitating online meetings, creating or updating websites and managing social accounts** for projects including launching surveys, fundraising and awareness campaigns.

LEVEL 1 - ASSESSEMENT

- . What do you need to get this competence?
- . How 'digitally competent' do you consider yourself? How many digital tools do you have to know to be considered digitally competent?
- . What kind of software do you use for private and work purposes?
- . Which one do you like the most? Why? To whom would you recommend it?
- . At what level can you evaluate the uses of technology and digital channels to solve problems.
- . Are you comfortable in organizing or managing a project's online content?
- . How well do you manage information across different platforms and programs?
- . At what level do you see your expertise in administrative, facilitation and social media?
- . In your opinion, what are the key competences for a person who considers themselves digital?

LEVEL 2 – BEGINNER LEVEL

- ▶ Has taken part in training sessions about the use of digital tools.
- ▶ Made a CV using the Europass platform.
- ▶ Able to name at least 5 platforms where job/volunteering/learning opportunities can be found.
- ▶ Shared documents on at least 1 platform for team work (Drive, Trello, Slack...)
- ▶ Has used more than 1 platform for team work.
- ▶ Able to open an account on 1 social network/blog and has both a private and organizational account on a social network/blog;
- ▶ Participated in online or offline meeting/training sessions in which the use of a digital tool (Kahoot, Mentimeter, Padlet...) is required to interact with other participants/the facilitator;
- ▶ Able to record/edit a video and/or a podcast and has motion design skills
- ▶ Worked on an Excel document using either only text and/or only numbers and formulas.
- ▶ Created documents using Word.

LEVEL 3 – PROFESSIONAL LEVEL

- ▶ Co-managed the content of one or more accounts on an organization's social network/blog.
- ▶ Created a online questionnaire and collected the results
- ▶ Co-facilitated an online or offline meeting using digital tools (Kahoot, Mentimeter, Padlet...) to encourage participants to engage with you and each other.
- ▶ Used graphic programs (i.g. Canva, Power Point...) to create presentations, posts, flyers etc...
- ▶ Created posts in different templates with Canva, Photoshop, etc...to use on the organization's social platforms.

LEVEL 4 - EXPERT LEVEL - MASTER BADGE

- ▶ Independently managed the content of one or more accounts on the organization's social network/blog/website.
- ▶ Organized/facilitated an activity aimed at supporting other's digital competence development.
- ▶ Independently facilitated online or offline meetings utilizing digital tools (Kahoot, Mentimeter, Padlet...) to encourage participants to interact with you and among them;
- ▶ Created a website or several, using different platforms (wordpress, Jimdo, IMCreator...).
- ▶ Has launched an online survey.
- ▶ Has launched an online fundraising or awareness campaign.

10.Summary

Summary

The challenge for the VOLEM project is ultimately to make soft skills acquired during volunteering more visible on the job market and develop the employability of young volunteers.

Digital Open Badges offer the possibility to assess and monitor the learning outcomes, to validate the competences achieved as a proof for future employers and to make them more visible on social media for a job search.

The innovation of the project lies in the fact that the approach combines 3 different perspectives (NGO, municipality and business) and that our competence model combines soft skills identified in the comparative analysis at European level (France, Italy and Luxembourg), the 8 Youthpass competences and competences for the future pointed out in the Future of jobs report 2020 published by the World Economic Forum.

Our objective is to create a tool that will allow young people and their tutors to assess competences during the learning process (volunteering) and to develop an action plan for strengthening or developing new skills useful on the job market in relation with the young volunteer professional goal.

Let's start using Digital Open Badges !