

ProfilPASS

CONVOLUT

Project CONVOLUT

**“CONsider your skills for
VOLUnTeering”**

**The needs of people at the
beginning of retirement
regarding the assessment
of competences**



**Co-funded by
the European Union**

Project Coordinator:



Project Partners:



May 2022

Publication coordinated by:



The [Comprehensive Report of Identification of Needs](#) is licensed under [CC BY-SA 4.0](#)



The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Table of Contents

Background of the Erasmus+ project CONVOLUT (CONsider your skills for VOLUnTeering).....	5
Background of the Comprehensive Report of Identification of Needs	7
Demographic data related to the target group and voluntary work	9
<i>Austria.....</i>	<i>10</i>
<i>Germany</i>	<i>11</i>
<i>Greece.....</i>	<i>12</i>
<i>Slovenia.....</i>	<i>15</i>
<i>Spain</i>	<i>17</i>
<i>Sweden.....</i>	<i>18</i>
Types of measures regarding the inclusion of people at the beginning of retirement to volunteering activities	20
<i>Austria.....</i>	<i>20</i>
<i>Germany</i>	<i>20</i>
<i>Greece.....</i>	<i>21</i>
<i>Slovenia.....</i>	<i>22</i>
<i>Spain</i>	<i>23</i>
<i>Sweden.....</i>	<i>24</i>
Requirements of ProfilPASS for people at the beginning of retirement.....	25
<i>Conceptual adaptations.....</i>	<i>26</i>
<i>Content adaptations</i>	<i>27</i>
<i>Layout adaptations</i>	<i>29</i>
Competence assessment for people at the beginning of retirement	30
<i>Austria.....</i>	<i>30</i>
<i>Germany</i>	<i>30</i>
<i>Greece.....</i>	<i>30</i>
<i>Slovenia.....</i>	<i>30</i>
<i>Spain</i>	<i>30</i>
<i>Sweden.....</i>	<i>31</i>
Examples of good practices related to competence assessment for people at the beginning of retirement... 	31
<i>Austria.....</i>	<i>31</i>

<i>Germany</i>	31
<i>Greece</i>	32
<i>Slovenia</i>	32
<i>Spain</i>	32
<i>Sweden</i>	33
Problem areas related to competence assessment for people at the beginning of retirement	33
Needs of people at the beginning of retirement regarding their competence assessment	35
Feedback on the existing ProfilPASS and suggestions for its further development	38
Important challenges that could arise during the CONVOLUT project implementation	39
<i>Austria</i>	39
<i>Germany</i>	40
<i>Greece</i>	40
<i>Slovenia</i>	40
<i>Spain</i>	41
<i>Sweden</i>	41
Advice regarding the development of the CONVOLUT-Toolkit (with guidelines, guidebooks and other materials)	42
Annex 1 – CONVOLUT National Report Template and Interview Guideline	50



The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

This project is funded by the European Commission through the Erasmus+ Programme (KA220-ADU – Cooperation partnerships in adult education).

Project code: [2021-1-DE02-KA220-ADU-000033509](https://ec.europa.eu/erasmus-plus/projects/2021-1-DE02-KA220-ADU-000033509)

Background of the Erasmus+ project CONVOLUT (CONsider your skills for VOLUnTeering)

CONVOLUT (CONsider your skills for VOLUnTeering) follows on from the EU projects CORE, COOCOU, SCOUT, DISCOVER and KISS, which have been successfully implemented to date, with the aim of adapting the ProfilPASS as a competence assessment tool for people at the beginning of retirement. This target group is in transition from employment to retirement, requiring support during this important transition phase. CONVOLUT aims to inspire people at the beginning of retirement to engage in fulfilling and socially relevant volunteer work by giving them impetus and motivating them to self-reflect on their skills and knowledge for volunteer work. The project is coordinated by the DIE and is aimed at counsellors in the participating countries (Germany, Greece, Austria, Sweden, Slovenia and Spain) who work with the target group and promote their potential for volunteering.

The transition from employment to retirement is an important transitional phase for those affected. Retirement means that the gainful employment that structures everyday life no longer exists, so that a feeling of uselessness and underachievement can set in. This can be perceived as a loss of recognition and meaning in life. To counteract this, it is important to find alternative fields of activity in which people can continue to take on responsibility and tasks and pass on their knowledge and experience to future generations. Therefore, CONVOLUT pursues the goal of supporting people at the beginning of their retirement in choosing the volunteer work that fits their competences.

The background of the project is the demographic change and the associated health consequences for the individual and the socio-economic challenges for society. Because of the so-called baby boomers, the number of people retiring will increase most in the period up to 2035 – according to the forecast of the European Commission (European Commission 2012: 3). Therefore, CONVOLUT pursues the goal to motivate this group of people for a voluntary activity and to accompany them in the transition phase to retirement. The planned project ties in with the Decade of Healthy Ageing 2020-2030 declared by the WHO, in which people are to be given the opportunity of a healthy and long life through the optimization of physical, mental and cognitive health as well as participation in society and a self-determined life. By taking on a

voluntary activity, the increasing risk of social exclusion and the associated health consequences, e.g. sleep disorders, cardiovascular diseases, depression and other mental illnesses can be reduced. Moreover, the project follows the concept of lifelong learning, as existing competences are enhanced, promoted, and used through engagement. The global COVID-19 pandemic highlights the importance of volunteering and sustaining social life. Volunteering can make an important contribution to maintaining social cohesion, which CONVOLUT aims to promote.

The overall goal is the continued integration of the target group into social life after employment and the preservation of their quality of life. The key point of the project is to adapt the ProfilPASS to the target group of people at the beginning of retirement and their needs. The new ProfilPASS will be developed with a clear orientation of the competence assessment towards taking up a voluntary activity. With the help of guided self-reflection, they will be supported in their decision-making process to find a suitable volunteer activity, which will ensure their quality of life and social integration into society.

As a supplement to the adapted version of the ProfilPASS, qualification materials (manual and curriculum) for counsellors are developed, which serve as a basis for the implementation of a training for counsellors. The manual explains how to work with the adapted ProfilPASS and offers further information on working with the target group of people at the beginning of retirement. The curriculum contains guidelines and recommendations for training counsellors on the customized ProfilPASS.

After the development of these products, a total of 30 counsellors (5 from each partner country) will benefit from the training. Within the CONVOLUT project, a subsequent testing phase with the target group will take place, involving 120 individuals at the beginning of their retirement. The developed project materials as well as the training and testing phase will be evaluated on this basis and finally developed further.

After the identification of individual competences and corresponding voluntary fields of activity, participants interested in other cultures will be given the opportunity to take part in virtual roundtables on the topic of "Volunteering abroad in Europe/the European Union".

Background of the Comprehensive Report of Identification of Needs

This comprehensive report of the identification of needs serves the starting point and groundwork for the development of the project results. A comprehensive needs analysis of the initial situation, the background and the needs of the target group in all partner countries was undertaken by means of desk research, expert interviews and focus groups in all partner countries.

Each partner provided a national report on the results, thus identifying best practices and deriving recommendations for the toolkit and the development of the ProfilPASS for people at the beginning of retirement. All national reports were compiled in the transnational comprehensive report at hand, which summarizes the main findings and decisively informs development work for the new ProfilPASS and the toolkit.


The activity was led by the Austrian project partner *die Berater*®. The guiding questions were:

- What do organizations working with people at the beginning of retirement need in order to assess their competences?
- What examples of good practice are already available?
- What do people at the beginning of retirement need in order to find voluntary work?
- What should be included in addition to an adopted ProfilPASS?

The toolkit will be a collection of different methods for counsellors working with people at the beginning of retirement. All partners will conduct desk research in their countries and identify existing guidelines, guidebooks and other materials that might be suitable for the target group. Considering the results of the needs analysis, the most suitable tools for the final toolkit will be selected by all partners. The toolkit brings along a transferability potential, as counsellors are made familiar with new counselling methods which might be suitable for other target groups, as well. For example, the new ProfilPASS could be transferred for working with people of all ages who are interested in volunteering. The existing ProfilPASS portfolio serves as a basis for the development of the new one. Adjustments are made regarding the needs of the target group.

All findings of the national research activities were gathered in a national report template (cf. annex 1 CONVOLUT National Report Template and Interview guideline).

The following partners provided national needs reports:

- *die Berater®*: national report Austria
 - *DIE* (Deutsches Institut für Erwachsenenbildung): national report Germany
 - *DAFNI KEK* (Dafni Kentro Epaggelmatikis Katartisis): national report Greece
 - *LUV* (Andragoški zavod Ljudska univerza Velenje): national report Slovenia
 - *DEFOIN* (Formación para el Desarrollo y la Inserción): national report Spain
 - *SwIdeas AB*: national report Sweden
- 

Demographic data related to the target group and voluntary work

The context and background of the project is the demographic change and the associated health consequences for the individual and the socio-economic challenges for society. In 2050, the number of older people in the European Union (EU) is projected to peak at 149.2 million, representing approximately 28.5% of the total EU population, an increase of almost 50 million people compared to 2018 (EU 2019: 8). Because of the so-called baby boomers, the number of people retiring will increase most in the period up to 2035 – according to the forecast (European Commission 2012: 3), which is why it is very important, especially now, to make the competences and skills of these people visible and available to society through civic engagement. On retirement, a feeling of uselessness can set in, as the loss of professional activity can mean a loss of status, recognition and meaning in life. Simultaneously, the risk of social exclusion increases (cf. Kochsiek 2009: 147).

Voluntary work as a form of civic engagement can serve as a prevention against social isolation and loneliness, which are associated with health risks such as sleep disorders, cardiovascular diseases, depression, and other mental illnesses (cf. Huxhold, Engstler 2019: 72). Health issues related to isolation and loneliness are particularly evident in times of the global COVID-19 pandemic. Empirical studies (see Li & Ferrano 2006; Musick & Wilson 2003; Thoits & Hewitt 2001; Van Willigen 2000) show that volunteering has a positive influence on the psyche, moods and life satisfaction. Furthermore, volunteering promotes the interaction of social, physical, and cognitive activity, which can prevent dementia (cf. Griep et al. 2017: 2).

Volunteering is unevenly distributed in Europe and depends on well-developed welfare policies: "In Nordic countries, where the public health care system is responsible for social welfare, older people participate more actively in voluntary work than in the Mediterranean countries. There interfamily exchange is strong and cohabitation among generations more usual than in northern Europe" (Bonsdorff, Rantanen 2011: 4). "In 2015, there were considerable differences between EU Member States: the highest levels of participation for formal voluntary activities among people aged 65-74 years were recorded in the Nordic Member States, the Netherlands, Luxembourg and Germany." (EU 2019: 145).

Austria

In Austrian population statistics, the senior group starts at age 65 and thus represents the usual retirement age. According to this delimitation, there were around 1.75 million senior citizens in Austria at the beginning of 2022 (Mohr 2022). Both their absolute number and their share of the population are rising continuously due to increasing life expectancy: 19.5 percent of the population in 2022 belongs to this age group; in 2012, the figure had been 17.8 percent. According to forecasts, this demographic change will continue in the coming decades, with 65 percent of Austrians believing that the country is ill-prepared for an aging society, according to a survey to prepare for the aging society conducted in the fall of 2018 (Mohr 2018). This process also varies considerably from region to region: the province with the highest proportion of elderly people at the end of 2020 was Burgenland with 22.6 percent; by contrast, it was lowest in Vienna with 16.5 percent. Since 2021, there have been more senior citizens over 65 living in Austria than children and young people under 20 (Mohr 2022).

Almost half of all people in Austria are willing to volunteer for others. Providing unpaid services for people outside one's own household is called volunteering. A distinction is made between honorary, formal and informal volunteering. Honorary commitment or volunteering means that you regularly assist at an association, organisation or within the framework of neighbourhood assistance, or take over a function without getting money for it (BMLRT 2022). About 46 percent of people in Austria do volunteer work. About 31 percent are involved in formal volunteering or perform voluntary work. 30 percent engage in informal volunteering. However, there is overlap: 15 percent of people in Austria practice both formal and informal engagement (BMLRT 2022).

There are certain differences between the federal states. 68 percent of the Tyrolean population volunteer. This puts the province clearly in the lead, followed by Styria with 54 percent and Vienna with 52 percent. Tyrol is also ahead in formal volunteering with 52 percent, while Vienna leads in informal volunteering with 43 percent (BMLRT 2022). Certain differences between larger and smaller communities can also be observed. The share of volunteers is consistently high, but the top municipality size – with Vienna as the only representative – leads with 52 percent overall and also has by far the most informal engagement. Smaller municipalities are slightly stronger in formal forms of

engagement. Cities between 50,000 and 300,000 residents have the least amount of volunteering at 41 percent (BMLRT 2022).

In formal volunteering, most people are involved in sports clubs and the like: eight percent are active in the area of sports and exercise. Other popular areas are disaster and rescue services with seven percent, arts, culture and leisure with six percent, and social and health services with five percent. In informal engagement, clearly the most people are involved in homework help with twelve percent. This is followed by repairs and handicrafts with 9 percent, driving services with seven percent, and childcare and visits to persons in need of care with six percent each (BMLRT 2022).

Germany

In Germany, approximately 1-1.4 million people will retire each year between 2020 and 2035 (Statistisches Bundesamt 2020). According to the Federal Statistical Office (Statistisches Bundesamt), 83.2 million people lived in Germany in 2020. Every 2nd person is older than 45 years, every 5th person older than 66 years. Life expectancy in Germany is 78.6 years for men and 83.4 years for women. The number of 65+ year-olds has risen since 1991 from 12 million to 18.3 million in 2022. The trend in Germany is clear: The population is getting older and therefore the problems regarding the care and support of this growing population group as well as the financing of pensions for further generations are growing, but also the importance of actively integrating this population group into social life and letting them participate.

The retirement age is currently 67 years, for those born between 1949 and 1963 the retirement age is between 65 and 67 years. It is not yet clear to what extent the retirement age will move backwards in the future. However, it can be assumed that it will be adjusted upwards in relation to longer life expectancy.

With regard to volunteering, the German Volunteer Survey is conducted every five years under the scientific direction of the German Center for Gerontology (DZA). The German Volunteer Survey is the largest representative population survey on volunteering in Germany and comprises a net sample size of 27,762 persons aged 14 and older. According to the Fourth German Volunteer Survey of 2014, 34 percent of people aged 65 and older engage in volunteer work (Simonson et al. 2016: 17). The proportion of people who engage in volunteer work has increased the most in this

group of people. Age in itself is not a decisive factor for voluntary engagement (Rüber, Martin 2017: 39f.). Thus, the target group still offers untapped potential: "Of all non-engaged persons, a total of 58.9 percent are willing to take up a commitment in 2014" (Müller, Tesch-Römer 2017: 168).

According to the Federal Statistical Office, 16.24 million people in Germany were involved in volunteering in 2021 (21.2% of the total population). 68% of volunteers do this for up to 5 hours per week.

Greece

Up until quite recently, Greece had not established a legislative framework regarding volunteering, whether that referred to individual volunteers or voluntary organizations. In a study that was conducted by the European Commission in 2010, Greece had one of the lowest percentages of adult participation in volunteering activities (under 10%) amongst the European countries along with Bulgaria, Italy, and Lithuania (GHK, 2010). While Greece was at the bottom in the actual participation in volunteering activities, at the same time there was a rise in the intention to participate in volunteering activities and in that regard Greece was one of top countries on that list. (Καμινιώτη, 2020).

Finally, in December 2021, the law 4873/2021 passed for the protection of volunteering. This was a much-needed regulation as no specific legal framework for volunteering existed. For, at least, the past decade, there have been ongoing discussions between the government and the NGO committees regarding the establishment of a legislative framework and, finally, the request for the protection of the volunteers, the voluntary organizations and their practice was made a reality (GHK, 2010).

Additionally, in the past, there had been initiatives by NGOs for the promotion of self-regulation measures in relation to volunteering (notably NGO "Athena"), such as the realization of a Charter of Social Responsibility of the organizations of civil society in Greece that was put forward by the Citizen in Deed and the National Agency for Volunteering. The main principles that all voluntary organizations should follow are those of freedom, transparency and accountability, democratic operation, social solidarity, social responsibility and trust, social dialogue, and participation (GHK, 2010).

Regarding the main aspects of the new legislation, that will be presented shortly, those refer to the definition of the concepts of volunteering and volunteers. This particular lack of a strict definition of the concept of volunteering in the different social contexts in Greece caused great difficulty in identifying and capturing the extent and the characteristics of volunteering and in making any comparisons of volunteering between different societies. Moreover, the fragmentary recording of the situation by various institutions that do not provide guarantees for the completeness, the validity, and the timeliness of the data they record have to be taken into account. So, all in all, it is understandable that so far, in the case of Greece, one can only speak of indications about the size and characteristics of volunteering, and it is also obvious that a definitive framework is required (Καμινιώτη, 2020).

In the present state, the concept of volunteering is defined by the law as *“the voluntary commitment of a volunteer to offer work and services for the benefit of the community without remuneration or other material reward”*. Furthermore, a volunteer is defined as *“a natural person residing or staying in Greece who provides voluntary employment on an individual or collective basis within the framework of a Voluntary Employment Provider”* (Νόμος 4873/2021, Αρθ. 4). The rest of the law refers to the creation of a public database and a special register of civil society organizations (Οργανώσεις Κοινωνίας των Πολιτών -Ο.Κοι.Π.) at the Ministry of Interior, the conditions for the provision of state funding for public benefit organizations, the conditions for the provision of voluntary employment, as well as the introduction of tax incentives for donations for public benefit purposes and public benefit organizations.

Following a study on volunteer management practices in Greece from a few years ago, the profile of the volunteers in the country is that of people aged 25-50 years old with the majority of them (66%) having a university degree (ΕΚΠΟΙΖΩ, 2015). A notable group of volunteers is also the group of women over 60 years that show great stability. Regarding the selection of the volunteers, NGOs seem to prefer more traditional methods such as personal interviews, paper application forms and referrals from other people, rather than the methods used in recent years for selecting employees in companies, such as online selection tests, psychometric tests and ability tests. Other methods of volunteer selection chosen by organizations are the following training meetings they organize with their volunteers, as well as their response to some first,

major, volunteer activities. Finally, an important aspect that should be noted is that the organizations do not seem to use a particular formal evaluation system, with only 23% of the respondents appearing to use a formal and official evaluation system.

In Greece, it is difficult to identify and describe the characteristics of the people at the beginning of retirement as this concept is synonymous with the start of receiving a pension. So, when talking about those people, in essence it will be referred to pensioners (those who are retired due to old age). Of course, for the context of this national research, this only complicates things as the seniors are not the only group that can receive a pension. But, in order to somehow be able to give an indication of the current situation in Greece, it will be referred to people in older age receiving a pension as people at the beginning of retirement (knowing full well that some groups of people are excluded).

In the latest report (February 2022) by the Ministry of Labor and Social Affairs, regarding the state of pensions, it is possible to see that 1,843,854 people are receiving a pension due to old age. From those, 990,187 are men and 872,387 are women (Ministry of Labor and Social Affairs, 2022). The total amount of pensioners is 2,455,082 (all the types of pensions are included) and of those 29.1% of pensioners are over 81 years old, 35% of pensioners are between 71 and 80 years old, 33% are between 51 and 70 years old, while only 1.2% are pensioners aged less than 25 years. Pensioners aged between 61-70 years old receive the highest pension amounts.

It is obvious that older people and people close to retirement age are a significant segment of the population whose needs are often overlooked. Modern living conditions, the rapid change in the facts of everyday life, economic crisis, health crisis, the widespread use of new technologies, make older people increasingly feel out of context and unable to harmonize with the modern world. The effects on their psyche, socialization, and wider health increase as they struggle to keep up.

As the psychiatrist Antonis Moyas, who is the secretary general of the Hellenic Gerontological and Geriatric Society and scientific director of the psychogeriatric company "Nestor", mentions *"Unfortunately, in Greece there is no policy to prevent loneliness and inactivity among the elderly. There is no national plan for old age. While abroad, after retirement, people rejoice because a new whole life begins before"*

them, in our country it is taken for granted that retirement marks the withdrawal of people, their confinement at home, while they still remain physically and mentally capable" (Zωνάκης, 2020). In that regard, it is quite easy to imagine that initiatives in the realm of volunteering, for seniors as the volunteers, are rare.

Even though the majority of the volunteering activities that feature older people take place in the social sector and have seniors as the recipients of the volunteering actions, there are some initiatives that actively involve the pensioners as the actors of such projects.

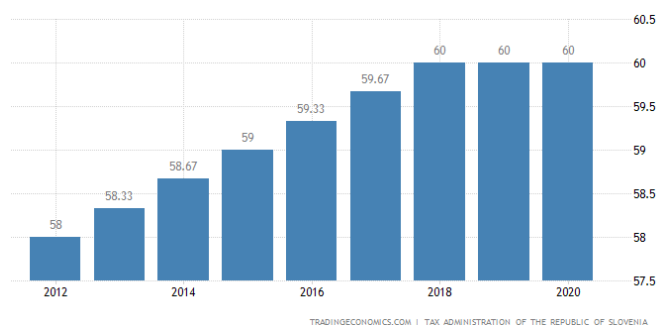
Slovenia

Slovenia ranks among the older societies in which the percentage of elderly people continues to rise. The life expectancy of individuals over 65 years of age is only one year shorter than that in Germany, which suggests that pensioners enjoy a good standard of living. The age structure of elderly people, who become so upon retirement or upon crossing the 60+ or 65+ age limit, has therefore changed, and so has the image of the elderly person. This entire category may be divided into two age groups (under 75 and over 75), a younger and an older group.

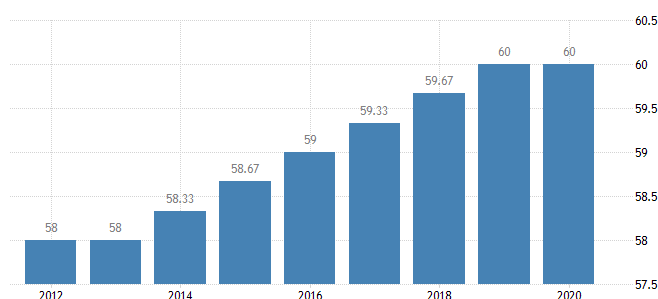
Most elderly people remain active and capable of making independent decisions regarding their lives and are still able to contribute to the development of the society through their work and social activities. "In reality, we do not know in what manner and to what extent these potentials are being exploited; how much of this potential is being spent on lingering and 'killing time', and how much on various types of paying work or other sensible and socially beneficial activities. The educational structure of elderly people is on the rise, and with it the probability of time being spent of creative and sensible activities" (Jezernik, 1980). The impression given is that elderly people can utilise their time usefully.

In Slovenia, the average age when people retire is low whereas the longevity is relatively high, therefore the retirement period covers a longer time. In the tables below we can see at what age people retire and how this has changed in the past years.

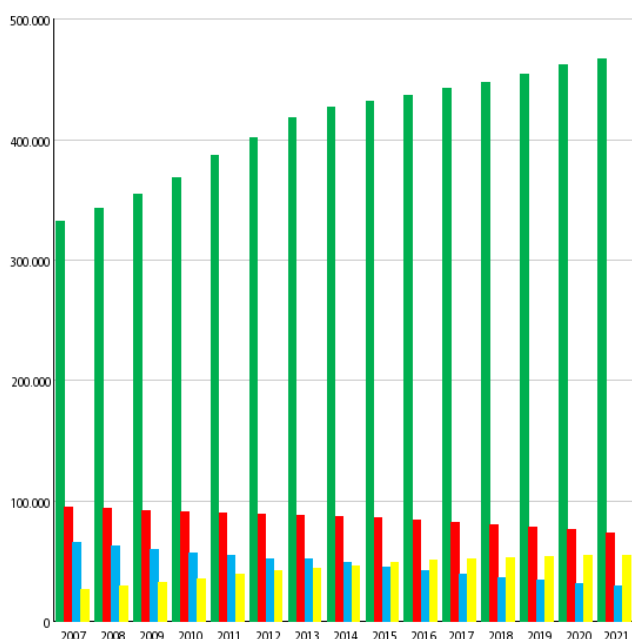
Retirement age for men in Slovenia



Retirement age for women in Slovenia



The table below present the number of retired people per year. Relevant colour is green. Red presents disability retirement, blue family related pension and yellow spouse related pension. As we can see the number of retired people is increasing, which means they present bigger and bigger part of the society.



The age structure of the Slovenian population has been changing. Society is becoming long-lived: life expectancy has been increasing and the share of over 65-year-olds has been growing rapidly. In the years ahead, these trends will be even more pronounced. To comprehensively address these challenges, the Government of the Republic of Slovenia has adopted the Active Ageing Strategy, which represents the substantive framework for the implementation of the necessary change.

One of the actions proposed by the strategy is volunteering among elderly. Volunteering fosters the participation of older people in society and improves the functioning of the broader community. It allows older people to use their skills, develop new knowledge, expand their social network, and strengthen their social status; it prevents loneliness and isolation, and it enhances intergenerational ties. At the same time, it allows individuals to express their creativity.

Guidelines for volunteering in the Active Aging strategy:

- Promote the volunteering of older persons (accessibility, provision of information, enhance the image of volunteering in society);
- Promote quality volunteering programmes for the provision of care and support for the independent living of older people;
- Promote quality volunteering programmes wherever older people live;
- Provide regular training for volunteers, mentors and organisers of volunteering.

Spain

According to the National Institute of Statistics, Spain has a population of 47.326.687 inhabitants in 2021 (INE, 2021), from which 50,99% are women and 49,01% are men. The share of people aged 65 or older is currently 19,7% of the population (IMSERSO, 2021). From the 1st of January 2013, the general age of retirement in Spain is foreseen to be established from 65 years old to a maximum of 67 years old, according to the years of contribution. For the year 2022, the age of retirement is established in 66 years and 2 months, or 65 years for those who have contributed for 37 years and 6 months during their active period (Seguridad Social, 2022). It is foreseen that, by the year 2027, Spain gets to the objective of retirement at 67 years old. There are currently 8,81 million of pensioners in Spain, from which 4,58 million are men and 4,41 million women (Europa Press, 2022).

According to data collected from the Spanish Volunteers' Platform the profile of volunteer in Spain is a "woman living with a partner, without children, who works, has a medium or high socioeconomic status and have secondary or higher education" (Plataforma del Voluntariado de España, 2021).

Nonetheless, retirement constitutes a landmark in terms of starting volunteering. From the percentage of population that collaborates with NGOs, 49% are 65 or older. It is important to mention that the Plataforma del Voluntariado de España (Spanish Volunteers' Platform) makes a distinction among the people who collaborates with NGOs between those who are members of the NGO (8,7%), in-kind donors (11,8%), economic donors (25,4%), and volunteers (6,6%). Focusing on volunteers, the largest number is concentrated among people between 25 and 44 years old. 4,1% of the volunteers in 2021 were 65 or older. Looking specifically at the retired population, in 2021, 5,4% of the volunteers are in pension (Plataforma del Voluntariado de España, 2021).

Although volunteering can be conceptualized as a substitute for paid work, research shows that a person is unlikely to start volunteering at the time their working life ends. In the study carried out in Murcia (Spain) it is shown that only 37.7% of the elderly affirm that they began their volunteering after retirement.

According to one Spanish expert, a volunteer technician at the NGO Solidarios para el Desarrollo – Solidarity for Development – people tend to participate as volunteers in non-profit organizations not only when they retire from work, but when their family responsibilities diminish when their children grow up. This means that not only retirement is important, but the lack of strong family responsibilities, what let people think about participating in volunteering activities. This can involve the care of the own children, but also the need to care of the grandchildren, which can affect more people who just retired.

Sweden

According to the Swedish Central Bureau of Statistics, 20% of the Swedish population are retirees (Swedish Central Bureau of Statistics, 2020). According to Swedish law, the maximum retirement age is 68 years old and the earliest a person can retire is 62 years old. This applies for men and women alike. The system allows those who want to take

out part of their pension (basic income pension) and continue working part time or full time, from 62 years of age. In this sense, the beginning of retirement can be as early as 62 and the transition phase to full retirement can span across several years. Many persons opt for continuing to work part time in their previous jobs until the age of 68. This is also a result of Swedish policy to encourage employees to take the retirement as late as possible. That said, the average retirement age in Sweden is 65 years old (Pensionsmyndigheten, 2020).

When it comes to retired persons who are involved in volunteering activities, the average age of older volunteers is about 70 years old. They are typically more educated than older persons who do not volunteer and have good health and an active social life. Older volunteers are mostly involved in pensioners organisations, church organisations and other organisations providing social services, housing and sports. Compared to other European countries, Sweden offers more opportunities for older persons to carry out volunteer work and they are generally more involved in volunteering activities than other European countries, as long as they are healthy and active (Andrea Principi, Per H. Jensen, and Giovanni Lamura, 2014).

75% of the Swedish population who is 16 years or older is a member in one or several associations in volunteer basis. Among the oldest, those who are 80 years and older, seven out of ten are members of at least one association, which is a considerably high number (Swedish Central Bureau of Statistics, 2020). It is especially persons in the age group 40-79 who are active in volunteering in associations, and it is more common for men to be so than women. In the age group 70-79, 39% of men and 33% of women are active in an association which is slightly higher than the younger age groups.

There are also regional differences in the country, where the percentage of persons who are active in an association in the Stockholm area is lower than the Northern part of the country which is more rural (Swedish Central Bureau of Statistics, 2020).

Types of measures regarding the inclusion of people at the beginning of retirement to volunteering activities

Austria

One of the interviewees in Austria talked about the context of coaching, especially outplacement coaching that mostly older clients undertake. In this case, outplacement means that the company has to terminate someone's employment but pays for outplacement coaching in the new job. What is often mentioned from older people is that they no longer want to do a 40-hour job, but do not know about all the alternatives. Here die Berater also help to accompany from active working life into retirement. There are different aspects and questions that need to be taken into consideration and that seem to be reoccurring during these coaching sessions: What is the person interested in? Is volunteering an issue at all? Then there is technical support, where you mainly discuss the various pension models in Austria. In the case of partial retirement, it is then interesting whether one wants to do voluntary work on the side. There are organizations that deal with volunteer work on a superregional level. Here die Berater network, for example with the Vienna City Council. Here there are concrete entries into Caritas.

[Seniors4Success](#) is a platform where people who have worked in consulting, for example, want to pass on their knowledge in the form of training courses when they retire. This is about passing on and distributing business expertise.

There is also the [volunteer fair](#). This is a treasure trove, because all the institutions and facilities that arrange volunteer work in Austria and abroad and have a need for volunteers are represented here.

All the big volunteer institutions, like Caritas, Volkshilfe, etc. have their own button on their homepage "volunteer work". The [WKO](#) (Austrian Economic Chamber) has an information platform for people who have previously managed a company, where you can be a mentor and contribute your knowledge.

Germany

In Germany, there are hardly any concrete programs for implementing the demands for the target group of people at the beginning of retirement. It is not to be expected

that people approaching retirement will embark on the arduous search for a volunteer position on their own (Bonsdorff, Rantanen 2011: 14). Therefore, it would be important to familiarize people approaching retirement with the ProfilPASS adapted for them and the available counselling services, so that they could (if desired) start volunteering immediately after leaving employment. There are however different portals, in which interested ones can inform about possible volunteer activities:

- [The German senior portal](#)
- Representation of the interests of senior citizens | [BAGSO](#)
- Senior Experten Service (SES) Stiftung der Deutschen Wirtschaft für internationale Zusammenarbeit GmbH Non-profit organisation
- Diakonia, e.g. local representatives in Düsseldorf <https://www.diakonie-duesseldorf.de/ueber-uns/ehrenamt>

Greece

The team of [Pensioners in Action \(Συνταξιούχοι εν Δράσει\)](#) aims to engage pensioners in volunteering. This team was created with the intention to activate the pensioners in such a way that:

- They do things they like to do (regardless of them been related to their former occupation)
- They receive satisfaction from what they do
- They contribute to the community.

[ELIX](#) – Conservation Volunteers Greece (έλιξ – Προγράμματα Εθελοντικής Εργασίας) is a civil, Non-Profit Company, founded in 1987 in order to promote volunteering in Greece. It operates mainly in areas such as environmental protection, the preservation of cultural heritage, the promotion of culture and social cohesion. Additionally, it has designed and implemented a series of social programs, aiming at strengthening social inclusion, protecting the rights of socially vulnerable groups, and serving their needs.

The project [Digital Third-Age Communities \(Το έργο «Ψηφιακές Κοινότητες Τρίτης Ηλικίας»\)](#) aimed to train 200 people aged 60 and over in the safe use of electronic transactions in 10 cities in Greece, directly improving their quality of life and contributing to the protection of their income and property. The important aspect is that at the end of the training, a voluntary network was created, staffed by the

trainees themselves, whose goal was to continue providing their services in this field with the support of the Union of Consumer Employees of Greece.

The NGO [ethelon](#) was created in order to promote the concept of volunteering in the Greek society. It enables everyone to have access to voluntary activities by creating the framework for cooperation between volunteers, organizations, and companies to make a positive social impact. Pensioners are part of their target group of volunteers and, for example, in 2017 it received a funding to develop [a 6-month pilot scheme for pensioners aged 65 and over](#). The program consisted of two strands: Skills-based volunteering and Lifelong Learning.

[Senior Volunteers for Migrant Integration](#), an Erasmus+ project with partners also from Greece recognizes the potential and the need of the people in retirement to contribute to society and thus one of the main goals was to tackle the social exclusion of older people through volunteering services to migrants. One of the ways to accomplish this is by strengthening the senior volunteers' active citizenship and volunteering skills through training based on the training program developed by the partnership. The [project's results](#) could be useful and especially the [training material](#) for senior volunteers.

Slovenia

In Slovenia, the main organisation that promotes volunteering is the Slovene Philanthropy ([Slovenska Filantropija](#)), which is an NGO itself. It aims to promote and develop voluntary work and, in general, solidarity among people. The portal www.prostovoljstvo.org helps voluntary organisations to connect with each other across the country.

Current programmes in Slovenia are the following:

- [Seniors for Seniors](#): The program is for everyone over the age of 69, regardless of whether they are members of the Pensioners' Association or not but live in their own households. The purpose of the program is to get to know the quality of life of the elderly and their needs for help and services with the aim of enabling them to live as long as possible independently in their home environment
- [ACTIVE SENIOR VOLUNTEERS](#)
- [PLAN BE: ACTIVE SENIOR VOLUNTEERS](#)

- https://www.facebook.com/ProjectPlanBe/?ref=aymt_homepage_panel
- MULTIGENERATIONAL CENTRES, e.g.:
 - <https://www.gov.si/teme/vecgeneracijski-centri/>
 - <https://www.gov.si/en/policies/family-children-and-marriage/family-support-programmes/>
 - <https://www.eu-skladi.si/sl/ekp/primeri-dobrih-praks/vecgeneracijski-centri-2>

Spain

PVE (Plataforma del Voluntariado de España – Spanish Volunteers' Platform)

- VOL+ Program: Certification of competences acquired through volunteering. This program involves volunteer organizations, companies and the individual volunteers who want to recognize the skills acquired, in order to certify them with an external tutor.
- [Certifica+](#): Project aimed at the quality of training actions in volunteering, leading to the validation and accreditation of transversal skills.
- [Reconoce](#): Online accreditation system which aims at the certification of volunteers' competences.
- [Library of resources for volunteers](#): It includes theoretical material, reports and statistics, as well as multimedia resources addressed to volunteers.

Under its Section “Active Aging”, [Mayores UDP](#) (Elders UDP, Democratic Union of Pensioners and Retired of Spain) has different resources addressed to elders' social participation through volunteering. The different resources are mentioned and briefly described as followed:

- UDP Volunteer's Portal: Includes specific training courses addressed to volunteers and a library of resources for volunteers. It is only accessible for registered users.
- Volunteers' Forum: UDP has an online forum addressed to volunteers as a space to share their experiences.
- Participation in voluntary activities in the COVID-19 period – Advice and recommendations: Mayores UDP published a video with main recommendations to continue participating in volunteering activities during the pandemic period.

The Regional Government of the Community of Madrid launched a full [guide](#) to involve elders in volunteer activities. It not only includes a whole overview of becoming

retired, but also different options to participate in voluntary activities, a list of organizations and links of interest addressed to elderly people (Comunidad de Madrid, 2011).

Sweden

There are several specific institutions and networks working and dealing with the specific target group of people at the beginning of retirement.

- [Volontärbyrå](#) is the biggest organisation for volunteering in Sweden. It connects organisations with interested volunteers. They have a [specific program](#) for engaging elderly people in volunteering through a partnership with the elderly care section of some municipalities, notably in Stockholm.
- [Meeting places](#) for elderly people in many of the country's municipalities are available. They are public-run community places. For example, on the [website of Malmö city](#), around 8-10 meeting places are available for elderly people. In Gothenburg city, there are about 30 meeting places for senior citizens. Activities include music, theater, gardening, dance and other social or educational activities but no explicit volunteering activities, in organisations or associations.
- There are three umbrella organisations providing services and activities for senior citizens. These are '[PRO – Samorganisation i Malmö](#)'; '[SFP Seniorena](#)' and '[SKPF Skåne](#)'. They are typically lobbying organisations for retiree priorities and political objectives on the national level.

According to the interviews that the partners in Sweden have carried out, the way persons get involved in volunteering is in the following way: if a retired person gets a request to be involved in a volunteering activity, it is usually through personal networks, who have a good understanding of the capacities and areas of expertise of the retired person in question. Otherwise, the retired person needs to actively reach out to civil society organisations, like [Volontärbyrå](#) for example, to get an opportunity to volunteer. Therefore, the current approach is that if a retired person is active in volunteering, it usually is a result of private networks, or that the person themselves has reached out to the Swedish Church or any other CSO to ask how they contribute to a certain activity. In this way they need to be proactive if they are going to contribute to volunteering work.

Requirements of ProfilPASS for people at the beginning of retirement

The focus of ProfilPASS for newly retired people should be on assessing the competences and skills and connect them to voluntary activities that bring joy to newly retired person.

During the desk research and in focus group discussions, it was pointed out that extensive adaptations of the ProfilPASS for people at the beginning of retirement have to be made. In order to meet the needs of this specific target group, initial research and several interviews with experts indicate that conceptual adjustments on the one hand and specific adjustments to the content and layout of the ProfilPASS for adults on the other must be made. In order to do justice to the situation of people at the beginning of retirement in terms of content, a strong adaptation of the entire portfolio (ProfilPASS for adults) must be made in particular, since the competences are to be used for voluntary work.

What is important for the version of this ProfilPASS is that these are people who are at the end of their professional lives and have accumulated a lot of experience and know-how, and that should be called upon. During the development of the ProfilPASS, attention should be paid to the potential counselees time resources, physical limitations, psychological stress, local conditions, willingness for further training and gratitude and appreciation.

Nevertheless, the self-reflection of the potential volunteers' competences can serve as a guide to orientate them in their voluntary activities. Therefore, during the project CONVOLUT the consortium would need to carefully tailor the contents of the ProfilPASS in a way that satisfies the needs of recent retired individuals, their motivations and the organizations in which they would participate, so to make the most of the voluntary action.

It will be important that the ProfilPASS is accessible (in terms of potential visual impairments) and preferably also distributed in hard copy, rather than digitally, given that a large part of the retired population do not have high technological skills. Regarding any tool (such as the ProfilPASS) for older people, it should not be too extensive, because concentration can decline with age.

Conceptual adaptations

The new ProfilPASS for people at the beginning of retirement is primarily about making the target group aware of their competences with regard to voluntary work. However, it is important not to leave out the aspect of paid employment altogether. After all, the generations that will soon be retiring in particular have in some cases had fragmented careers and only a small pension entitlement, so that they are dependent on additional income in order to be protected from poverty in old age. Women in particular, due to interrupted employment histories, pursue a low-paying occupation at retirement age. It would be desirable if part of the new ProfilPASS offered users the prospect that the ProfilPASS would also give them impetus for non-voluntary activities.

It is also important to be aware of the differences in access to volunteer work. Exclusionary factors are: (cf. Mergenthaler et al. 2020: 47; Simonson et al. 2016: 50):

- Limited physical and mental health
- Limited mobility (differences between urban and rural life, availability of public transportation or a car, ability to use a bicycle, etc.)
- Lower level of education
- Family situation
- Possible double workload due to care activities (grandchildren, partners, parents...)
- Migration experience
- Language problems and/or cultural barriers.

"To avoid exacerbating social inequality, it is important that engagement opportunities also reach those for whom engagement has previously been lower." (Simonson et al. 2016: 52). At this point, the adapted ProfilPASS can reveal, through guided self-reflection, in which areas and to what extent volunteer engagement is possible for the person. "Some studies have shown that volunteering has positive effects especially for people with fewer personal resources, such as low education" (Müller, Tesch-Römer 2017: 483). It is therefore particularly important to encourage these people.

In any case, consideration should be given to how retirement presents itself individually for the person seeking advice. Is the person retiring because they have reached

retirement age, or are there conditions for early retirement (e.g., early retirement, health problems, retirement after unemployment)? What resources does the person have and what barriers to volunteering might there be?

The search for and choice of a suitable voluntary activity should be adapted to the individual needs, interests and competences of the person, because "not every voluntary activity contributes to a better quality of life for those involved. Essential factors are, for example, the enjoyment of the activity and the feeling of doing something meaningful" (Müller, Tesch-Römer 2017: 483). Overwork or taking up a voluntary activity as a stress factor should be avoided.

Content adaptations

In order to meet the situation of people at the beginning of retirement in terms of content, a strong adaptation of the entire portfolio (ProfilPASS for adults) must be made. The activity of the target group is based on voluntariness. The self-determination and individual freedom of choice of the interested persons should always be taken into account in the counselling.

There must be a target group-specific editorial revision of the existing content and editing of new texts. It may be useful to focus on the areas of hobbies and interests as well as working life, household and family, since this is where existing skills and competences can come to the fore, which can be used in voluntary work. One should also consider one's own values, which the persons would like to pass on to future generations. The following topics could be considered in relation to a rapidly changing world and advancing digitalization:

- Appreciation of one's own skills, especially skills no longer used in the digital world of work.
- Linking analog and digital learning experiences
- Transferring these competences to new requirements in a volunteer position

The entire life should not be analyzed, since the acceptance of this procedure is probably not given and also not purposeful. It would be more important to focus on a few difficult life situations that the person has managed and overcome well. In addition, empowerment and motivation should be strongly weighted to particularly

encourage and reinforce the target group's decision to engage in appropriate volunteer work. Among other things, the development of new materials and content or target group-specific elements would be helpful to raise awareness of the topic, to show the range of possibilities also in the European and intergenerational context, and to provide impulses.

Testimonials in the form of excerpts from interviews with experts from leading volunteer organizations, such as the [SES Senior Expert Service](#), could also be a useful addition to the new ProfilPASS. On the one hand, the statements (the interview excerpts) would give impulses about what can be done in the context of a voluntary activity. On the other hand, the interview partners could use examples to report on the competences that older people possess; competences that they themselves may not even think about because they are too fixated on their professional expertise. This could also provide impulses for the users of the new ProfilPASS.

Language adaptations that take into account age and life experiences should also be considered in the development of the ProfilPASS, so that a target group-specific address with a formal language style should be used.

Specific questions for the target group could be:

- Would I like to work with people in a team, perhaps guide them, or would I prefer to work independently?
- Is there a particular group of people, e.g. children, senior citizens, people with disabilities...that I would like to support?
- Or would I prefer to work with animals or in nature?
- Can I imagine working with technology in my voluntary work?
- Is there perhaps a special institution or a non-profit organization I would like to work for?
- Do I want to use my previous professional experience and competences or learn something completely new?
- How much time do I want to and can I devote?
- What duration can I imagine for my volunteer work?
- What other resources do I have? (Income, social environment, education, health...)

- Where in my life am I at the moment and what are my wishes for my future life?
- What achievements or difficulties have I already overcome in my life?
- What did I particularly enjoy doing as a child or in my youth? What would I like to do more often again?

In addition, an overview of possible volunteer fields of activity could be helpful in choosing the appropriate volunteer position:

- With children and young people
 - Commitment as a surrogate grandmother or surrogate grandfather
 - Child mentor for disadvantaged young people
 - Reading mentor for children with migration experience in schools
 - Homework supervision/tutoring
 - Coach for alumni, no longer active athletes
 - Choir director, music teacher in a music school
- With elderly people
 - Care for lonely or sick senior citizens
 - Telephone service, visiting service etc.
- Animal and environmental protection
 - Animal shelter
 - Local branch of the Bund für Umwelt und Naturschutz
- Involvement in a political party
- Commitment in the church community
- Association work

At the end of the adapted ProfilPASS, there should be a list of links that interested persons can use in their search for further information (e.g. websites with information from organizations and portals that provide information about volunteering and offer voluntary jobs, listing of volunteer agencies and senior citizens' offices).

Layout adaptations

Visualizations facilitate the understanding of the text for the users. Therefore, the new ProfilPASS for people at the beginning of retirement should work a lot with pictures, symbols and suitable illustrations. Above all, the structure and processing should be visually supported. For example, each field of activity could be given its own color or

symbol. The symbols for the four-step from the ProfilPASS for adults could also be used for the new ProfilPASS for people at the beginning of retirement. The font size, which should be adapted to the visual habits of the age group, should also be taken into account. The filling out should be facilitated by matrices/multiple choice/etc.

The new ProfilPASS will also be developed as a pdf version that can be completed online.

Competence assessment for people at the beginning of retirement

It would be good if there were tools with which counsellors and counselees could systematically assess competences at the beginning of retirement, so that the volunteer organization and the volunteer would get a broader insight into what a volunteer in the organization could do.

Austria

There is no tool for the competence assessment that is known. However, there was the platform WisR where one could indicate their competences.

Germany

In Germany, there are no known competence assessment programs specifically for the target group of people at the beginning of retirement.

Greece

In Greece there is not such a tool.

Slovenia

In Slovenia, there are no specific tools and measures used that would be adapted for assessing competences of newly retired people.

Spain

No relevant resources or guides addressed to competence assessment for people at the beginning of retirement were found.

Indirectly, this means that lifelong learning in Spain is valued exclusively until retirement age, since it is until then that people maintain a more active role in society. Generating a new tool that assesses these competences for retired people who perform volunteer

activities is positive in order to promote and encourage learning beyond active life in society.

Sweden

In Sweden, there is currently no tool to assess competences of people at the beginning of retirement for volunteering activities.

Examples of good practices related to competence assessment for people at the beginning of retirement

Austria

There are no known examples of good practices regarding the competence assessment of people at the beginning of retirement.

Germany

There are no known concrete offers for the competence assessment of people at the beginning of retirement, therefore projects are included here that can bring inspiration for successful project implementation.

- [ValCoVol](#) – “Validation of the competences acquired in volunteering” pursues the goal of issuing certificates of competences for volunteers in order to make the acquired competences usable for the paid labor market. In addition, volunteer organizations are supported in issuing certificates of competences. On the site there is an overview of projects, initiatives and methods for the validation of non-formal and informal competences as well as a compilation of instruments that validate the key competences acquired in volunteering.
- In Hamburg, there is a volunteer exchange, [Aktivoli](#), which organizes a large fair once a year, where interested people and providers can get information and meet. In addition, an online search is possible. However, the offer is aimed at all those interested in volunteering, not specifically at senior citizens. The “Engagement-Lotsen” advise interested parties on the choice of a suitable volunteer position.
- HdBA project “Innovative Beratung zur Verbesserung der Teilhabe 55+ (2016 - 2018) <http://www.hdba.de/forschung/drittmittelprojekte/inberatung>
- Publication “Beruflich Beratung Älterer” <https://www.peterlang.com/document/1055321>

- Project of the city of Mannheim "Segel neu setzen! Online-Seminare für 50+Menschen mit weitem Horizont"
https://www.mannheim.de/sites/default/files/2021-05/Ausschreibungen%20Segel%20neu%20setzen%20-%20202%20online-seminare_.pdf
- Counselling service offered by Baader Bildungsberatung
<https://baaderbildungsberatung.de/bildung-beruf>
- SPURWECHSEL ab 55 Opportunities and prospects after midlife
<https://www.spurwechselab55.de/>
- Cultural participation instead of social isolation in old age <https://www.na-bibb.de/erasmus-bis-2020/erasmus-erwachsenenbildung-bis-2020/strategische-partnerschaften/good-practice/kulturelle-teilhabe-statt-soziale-isolation-im-alter>
- Connect Seniors to the Digital World <https://www.na-bibb.de/erasmus-bis-2020/erasmus-erwachsenenbildung-bis-2020/strategische-partnerschaften/good-practice/connect-seniors-to-the-digital-world>

Greece

There are no good practices related to competence assessment for people at the beginning of retirement in Greece.

Slovenia

There are some examples of good practices related to assessing the competence acquired through the volunteering, but none with the aim to foster volunteering and use them for guidance when working with volunteers.

Spain

The Spanish National Employment Service (SEPE) offers a competence assessment service to those adults who need it. The service name is RECEX and it is a full competence evaluation and accreditation process, with a self-evaluation and the intervention of an expert who accredits the pertinent competences. This service is addressed to adults in working age, from 18 years old on. Nevertheless, it is address to people in working age, but not focused on the assessment of competences towards other functions in life, as for example volunteering.

There are other examples of good practices in competence assessment, as the abovementioned “Vol+” and the program “Reconoce”. Both of these programs seek the certification of those skills and competences developed by individuals through the participation in volunteering activities. Both of them include population of all ages and conditions, with the only requirement that they have developed volunteer activities in an organization. However, any of the tools is specifically addressed to people at the beginning of retirement who wants to participate in voluntary activities.

In conclusion, in Spain exist several tools for competence assessment addressed to different target groups – people at working age, adults from 18 years old on, volunteers of all ages. Nevertheless, after the desk research and the focus group carried out, it was concluded that, even if there are existing tools for competence assessment, there isn't any specific competence assessment tool addressed to recently retired people seeking to be volunteers.

Sweden

The Swedish employment agency ([Arbetsförmedlingen](#)) has a competence tool that is used for persons seeking employment, in order to find a match for employment. This could be something to base the ProfilPASS on, but tailoring it to a retired volunteer assessment.

Problem areas related to competence assessment for people at the beginning of retirement

This target group is able to name their strengths and weaknesses. It should be taken into account not to overburden people with volunteer work. Further, it is important to make sure that imagination and reality match.

It should be paid special attention to different conditions of the target group, such as health, stamina, physical fitness, time resources, readiness for further training and the joy of passing on knowledge.

Further, it is important to bear in mind that this target group often does not start a new voluntary activity, so that previous voluntary positions and tasks taken on voluntarily should be taken into account in the consultation. If necessary, an external evaluation by the organization in which the person seeking advice was active would be useful.

In the expert interviews, it was emphasized that a focus should be placed on personal and social competences and that a lot of emphasis should be placed on life achievements in the formulation. Voluntariness is particularly important, so that volunteering should not be presented as a moral obligation. Some people refuse to take up voluntary work because they think that socially important work should also be paid for or rewarded in some other way (e.g. free use of public transport).

The image of aging in society would have to be made even more active, since this target group is older and more active than its predecessor generations. This could also be reflected in the consultation.

It should be considered the diversity of the target group of people at the beginning of retirement. They are both people that had a job up until retirement as well as people that have been long-term unemployed and are approaching state retirement. At that extent it should be considered that activation is something that will not only be assessed in terms of how a person can fill in their time but also as a way to regain confidence. In that effect it should not only be dwelled on issues of work experience, but it should be created a more open environment, thus they do not feel evaluated as good, competent, etc.

Sometimes people have different expectations about their competences that they have used at work and would like to continue to volunteer. It may be good to discuss very precisely what their expectations, desires, goals are, what they want to gain or upgrade and what to expect as part of volunteer work.

People who are at the beginning of retirement already have a fully developed personality, beliefs, views and expectations. These people need to be approached in a different way than younger groups. Older people usually have entrenched mental schemes, behaviours and attitudes according to a past context. This can cause problems when establishing new intergenerational relationships in volunteer activities, since some of them may be less flexible to change their mindsets.

Although the field work and desk research did not yield any results on the existence of competence assessment of people at the beginning of retirement, they did give some indications on what potential problem areas or challenges, that could arise when considering the assessment of their competence.

In the case of Sweden, the typical retired volunteer is first and foremost healthy and active. It will therefore be important to pay attention to the target group's health and whether this can create an obstacle to volunteering. This can be an indicator in the competence assessment that will need to be measured. It should be considered that their contributions could be limited and flexibility will therefore be paramount to cater to potential health problems and/or disabilities.

Long term/short term: According to the interviewees, many retirees will respond positively to any request to contribute to volunteering that is on short-term basis, for ex. helping out with a particular task. Getting them to be involved more long term can be problematic unless they have a history of volunteering in various ways.

Some retirees are further of the opinion that there is no need for them and their contributions in society, based on how the Swedish welfare system is built. Once a person retires, their role in society no longer becomes clear and some may see that they are viewed as a burden.

The assessment tool will need to be well marketed, so that the target group get a clear vision of the gains of volunteering, and how this can be beneficial for them, especially if they are going to be engaged in volunteering in the long term.

Needs of people at the beginning of retirement regarding their competence assessment

According to the experts, the competence assessment is important to be able to differentiate what the person can do and brings to the table. One must call up the concrete ideas, possibilities and capacities of the person to place people in the correct setting. Otherwise, frustration may spread easily and the people might no longer want to practice voluntary work.

Retirement represents a transitional phase that is associated with a number of challenges. A "[...] feeling of uselessness may set in, as the loss of professional activity may at the same time mean a loss of status, recognition, and meaning in life" (Kochsiek 2009: 147). "One in six people (17 percent) feel that their labor is no longer needed" (Mergenthaler et al. 2020: 61). In addition, the job as an important structuring element of everyday life is no longer needed. "In modern working societies, gainful employment

is not only the essential source of income, but also means that people are involved in social interactions, that their everyday life is structured in terms of time, that they can locate themselves socially through their position in the company organization, that biographical identity and continuity can be constructed, and that social changes can be experienced (Kohli 1992)" (Kochsiek 2009: 147). Therefore, it is important to find alternative fields of activity that take over these functions, such as volunteer work (Müller, Tesch-Römer 2017: 482).

In addition, volunteering can reduce the emerging underutilization/bore-out that can result from retirement. People continue to take on tasks and fill positions in which they can pass on their knowledge and experience to subsequent generations. Passing on one's own experiences and knowledge to succeeding generations is a very satisfying, enriching, and unique experience for many elders associated with their aging.

Volunteering can counteract the increasing risk of social exclusion and the associated health consequences and thus serve as a preventive health measure: "In particular, long periods of loneliness increase the risk of sleep disturbances, depression, and cardiovascular disease, among other things, and are ultimately even associated with an increased mortality risk (Luo, Hawkey, Waite, & Cacioppo 2012)" (Huxhold, Engstler 2019: 72).

The participants in the Greek focus groups argued, in their experience and locality most people over the age of 50 associate volunteering with social life that has purpose and substance, through which they maintain contacts, a circle of friends and interests, new or old, while continuing to do what they have always done, contribute as members of a movement, although not systematically. An additional interesting point in the discussions was the consideration of volunteering as an alternative to work, as a job for society that has "formal" joy and excitement and social networking. Finally, following the pandemic crisis, the group agreed that there are probably some additional needs for remote volunteer services that ensure that there are mechanisms for continuous connection, new communication technologies, general possibilities for mutual communication, encouragement and support.

According to the feedback from experts, many volunteers do not know all the competences they have developed during their work activity. They could better

understand, classify and use their competences in volunteering through assessment. Evaluation would be useful to give the volunteer and the organization an insight into what competences the volunteer has and where there are still opportunities for development.

Volunteers should have their competences assessed for volunteering activities as they have different expectations, and this would prevent potential disappointments and conflicts.

Volunteers themselves feel that it is necessary to involve them in guided conversations and introduce them to the importance of volunteering for their health and well-being. Curiosity is crucial for long-term self-care and self-help, but it is also very important to explain the activities and discuss expectations and requirements as people sometimes engage for different reasons as they claim.

One of the conclusions regarding the competence assessment of recently retired people is everyone who is in the first steps to engage in a volunteering activity should receive training – especially in information and communications technology (ICT) – where the expectations will be explained and also information according to the reality will be provided. Moreover, it is of importance to have a reference person who accompanies the people, especially in the beginning of the volunteering.

According to the field interviews, not all retired persons appreciate being asked to do volunteer work because they usually assume they are being asked because of the fact that they have free time, rather than based on their competences. Having their competences assessed can therefore be viewed as positive. It further reflects the idea that even after going into retirement they can still be active members of society, that contribute to the general wellbeing of its members and for themselves. According to Jonsson (2010), for many persons that go into retirement, the absence of demands that were there when they were working, creates an imbalance in their lives, as if there is suddenly too much freedom. Some are unsure what to do with their time, and if they do not take a proactive approach to reach out to organisations where they can potentially volunteer, many are left struggling to make the time pass.

On the other hand, it has been shown that having an engaging occupation leads to more meaningful lives for retirees. As one interviewee, who is active in several

volunteering activities, mentioned that people in retirement need to realise that volunteering is good not just because you're contributing to the betterment of society, but more importantly because it's meaningful to you, and that's the main reason why people do it.

Therefore, having their competences assessed at the beginning of retirement can give the important signal that the retirees' contributions are valued, and that they have a role to play in society and have an identity.

Feedback on the existing ProfilPASS and suggestions for its further development

In order to meet the needs of the target group of people at the beginning of retirement, the experts interviewed consider that conceptual adjustments as well as adjustments to the content and layout of the ProfilPASS for adults need to be made. It was noted that the ProfilPASS for adults lacks a clear focus on the competences acquired in voluntary work. Furthermore, it was noted that the form-heavy layout is not appealing to the target group.

Other key inputs on the matter of the tool were that it is interesting and valuable for educators and people leading volunteering groups. Including more examples of e.g. volunteers from different countries – such as in the form of testimonials – would be a beneficial addition to the CONVOLUT-ProfilPASS. Moreover, links with volunteer groups from other countries and opportunities for travel should be provided. It would also be interesting to provide people with different ideas of volunteering and maybe introduce a 'What type of volunteer are you' section and present different versions (e.g. depending on how much time you have, whether you are a group or an individual, whether you are a volunteer in nature or in urban life, and others).

One of the experts suggested to include the following elements in the new ProfilPASS: Strengths/weaknesses analysis, concentration test, performance test, orientation test, self-image test and personality test about the stability of the person.

Some of the experts were from the field of volunteering, they didn't know enough about the existing ProfilPASS to be able to make concrete suggestions or comments.

Others have not used it before but given that ProfilPASS is already very well established and has a long tradition of use, they feel it would make sense to adapt it to the field of voluntary work of retirees.

Feedback from a counsellor was very positive regarding adaptation to this new target group because there is an increasing number for people who face some challenges (emotional, mental) when approaching the retirement as for some this mean loss of social interactions and may lead to potential boredom and loneliness. Having a tool that would be adapted to them could ease their transition and provide a new path and support them in active aging.

Another input regarding the potentialities of the project CONVOLUT and the ProfilPASS is that it optimises people's capacities, gives visibility to the hidden/unknown competences through the self-reflection about the professional career. It can bring the possibility to systemize people's participation in voluntary activities, which is useful for certain organizations and the person interested in volunteering will be able to carry out a self-evaluation that gives visibility to their social and emotional competences.

Important challenges that could arise during the CONVOLUT project implementation

Austria

During the expert interviews, it was considered that It could be quite difficult to combine the various requirements of different institutions and needs of the target group in one instrument, the ProfilPASS. Moreover, the development of the ProfilPASS carried out in cooperation with facilities that will then use it will most likely pose some challenges. The communication with organisations that are active in volunteering to exchange experiences and in order to assess their needs might prove to be complex undertaking.

It could not be so easy to find people who are specifically in this transition, i.e. how exactly could people be found that have just retired, since there is no platform where they register. This might pose problems for the piloting phase.

Germany

One challenge could be that the target group does not want to carry out a competence assessment but goes straight into volunteering to try it out. There is a tendency that up to now there is no counselling that automatically takes effect for this phase of life or the transition from employment to retirement. At this point, the ProfilPASS could fill a gap.

The question then is how to reach the target group and to determine who wants to get involved and not just enjoy retirement. In addition, it must be taken into account that more and more pensioners are taking up marginal employment on a 450€ basis, since interrupted employment biographies in this generation and in the following ones mean that the pension alone is not enough to live on. Women are particularly affected by this issue.

The target group also exhibits varying degrees of knowledge about digital applications and programs, so the topic of digitization and age may require additional attention if necessary.

In the project period until 2023, it is not foreseeable to what extent further COVID-19 restrictions could shape and limit social life. This must be considered with regard to the performance of a voluntary work, but also when counselling people at the beginning of retirement.

Greece

All participants thought that it is an interesting initiative, but that in Greece there is the challenge that people are used to operate spontaneously, freely and it is possible that this registration can render volunteering more stressful and impose obligations through evaluations.

Slovenia

The coordinator from Multigenerational Centre agreed that the goals of the CONVOLUT project are realistic and achievable. There are still many new opportunities here, but it will be necessary to work on promotion so that young retirees, especially those who do not have a well-developed social network, will be involved in volunteering activities.

According to the coordinator, volunteers will be motivated to participate in the assessment of competences and no specific challenges are seen. The only thing that needs to be taken into consideration is the time to ensure that the cooperation between the volunteer and the counsellor is efficient and that it will bring good results and positive effects.

All experts think that a handbook for counsellors is very welcome. Perhaps, here the challenge is to determine the acquired competences as precisely and clearly as possible.

Volunteers feel that the challenge might be to motivate these people to get involved in workshops and actively pursue their lives along with volunteering. People for this type of motivation need to have the skills to work with the elderly.

Spain

According to the experts who participated in the focus group, the possible challenges that the project CONVOLUT may face are the following. It might be challenging to precisely define the individual's competences and link them to the voluntary action. Moreover, it was mentioned that the ProfilPASS can be useful with a very specific volunteer's profile, in a voluntary activity oriented to give a specific service, but that it would not be that useful for current volunteers who based their voluntary activity in the social link. Furthermore, it appears to be interesting to value the competences in the selection of the motivations. However, it might be difficult to implement this in the ProfilPASS.

Sweden

The objective of the project is generally viewed as positive among the stakeholders that were contacted for this study, and it is based on a real need. The idea of international mobility through volunteering activities was also highly appreciated and welcome.

It could be challenging to get some retirees engaged or interested in investing themselves long term, as most often they are willing to help out with smaller tasks. Making the goal of the project clear, marketing it in a way that is attractive to the target group will be a good way to address this challenge.

Another challenge is the COVID-19 pandemic, which has led to increased isolation of the elderly and vulnerable populations of society, and despite the increased vaccination rates and relaxed restrictions at the time of writing, many still feel unsafe engaging closely with other people. It will be important to pay attention to this, when doing the competence assessment as the elderly population might reject engaging in volunteering activities that take place face to face as they are faced with the uncertainty of a COVID-19 infection.

Many activities of the organisations where elderly can volunteer have also had to be paused due to the COVID-19 pandemic and the fact that elder populations generally have a more difficult time with digital activities, this can create a problem to engage them in the project.

Advice regarding the development of the CONVOLUT-Toolkit (with guidelines, guidebooks and other materials)

According to the experts interviewed, a toolkit with supplementary methods, materials, and guidelines would be very helpful for counsellors working with the target group of people at the beginning of retirement and support them in their decision for a suitable volunteer position.

The following is a compilation of different guides, materials, resources. These are potentially suitable for counsellors working with the target group of people at the beginning of retirement.

The [EPALE Resources KIT](#) includes various articles and resources on the topic of social inclusion of elders and intergroup learning. EPALE Resources KIT: Aging Population Inclusion and Intergenerational Learning.

- Guidebook "[End of career in sight?! - Approaching a New Stage of Life.](#)" This guidebook highlights the changes associated with the new stage of life. It invites you to consciously deal with the opportunities offered by this phase of life in good time and provides numerous suggestions on how this phase can be shaped in a way that is not only as healthy as possible for the individual, but also as meaningful and satisfying as possible. Helpful worksheets are also available free of charge to accompany the guidebook and promote discussion of the topic of retirement:

- o Worksheet "Journey of thoughts"

- Worksheet "My life as a tree"
- Worksheet "Weekly plans"
- The "Planning Guide" to the Guidebook includes numerous and varied activities that can be done as part of an volunteer position. This collection of activities gives a very good overview and can be used as a helpful supplement in ProfilPASS counselling.
- Guide "Working online with groups": The guide provides important assistance, information, tips and materials for digital collaboration. It can be used especially for activities that cannot be carried out in presence due to the COVID-19 pandemic (e.g. tutoring, larger events).
- [Aktion Mensch online test](#) as an initial orientation aid for deciding on a volunteer position

According to the suggestions of the Greek focus group existing good practices could be really beneficial to have the opportunity to pick and choose according to everyone's needs. It would be also really interesting from their point of view to have procedures for engaging with people who feel isolated and who might find that volunteering would give them the socialisation they need and seek.

It was found out, that people at the beginning of retirement need clear guidelines, understandable to them, so it is worth getting involved in volunteering, to see their own benefit and opportunity. This can be achieved with various materials (books, professional guides...) that are purposefully selected to gain their trust and that is only useful for their further life.

It was suggested that some materials from the Employment Service (ESS) in the field of career management could be used which could also apply in the field of volunteering. Some tools are available at [Employment Service of Slovenia website](#). Further recommendations are to develop the toolkit in a nice, easy-to-read layout and to use the target groups' main methods to communicate.

Moreover, resources and guidelines, combining the target group of elderly and the target of volunteers should be included. Information from other countries – in the case of Spain, resources from Latin America – that could be used or implemented in the partner country should also be taken into consideration and used.

A tool that was found in the Swedish context and might serve as an inspiration for the CONVOLUT-toolkit is one for employment seekers to briefly evaluate the professional competences in different areas, offered by the Swedish Employment Agency. This can be done by filling in a form that is based on a self-assessment in which the individual evaluates their experience with different competences and situations required for specific jobs from 1 (no experience) to 5 (extensive experience). There is also a form that prompts a self-assessment of general skills that may not be particular to a profession but that may still be relevant to finding a job. The forms should be handed to the employment officer with the intention of facilitating the process of finding a job that suits the person (Arbetsförmedlingen 2015). However, the form has a very specific structure and there is no reference to equivalents of this tool being available for retired persons who are looking to carry out volunteer work. This material could be reviewed to evaluate whether it would be a fit for the competence assessment for people at the beginning of retirement, looking to work as volunteers. The interviewees indicated that the development of a toolkit as part of the project would be very useful and interesting, since no such tool exists today.

Bibliography

Act Amending the Volunteering Act – ZProst-A (Official Gazette of the Republic of Slovenia, No. 82/15 of 3 November 2015).

Andrea Principi, Per H. Jensen, and Giovanni Lamura (2014), Older Volunteers in Sweden: A Welfare State in Transition, Active ageing: Voluntary work by older people in Europe, Policy Press Scholarship Online 2015

Arbetsförmedlingen. (2015j). Självskattning. [online] Available at: <https://arbetsformedlingen.se/for-arbetssockande/yrken-och-studier/sjalvskattning> (Last accessed March 2022)

Bjälkebring et al. (2021), Helping Out or Helping Yourself? Volunteering and Life Satisfaction Across the Retirement Transition, American Psychological Association, Psychology and aging Vol. 36, No. 1, 119–130

BMFSFJ – Bundesministerium für Familie, Senioren, Frauen und Jugend (2017): Zweiter Bericht über die Entwicklung des bürgerschaftlichen Engagements in der Bundesrepublik Deutschland. Schwerpunktthema: „Demografischer Wandel und bürgerschaftliches Engagement: Der Beitrag des Engagements zur lokalen Entwicklung“. 2. Auflage. Bundesministerium für Familie, Senioren, Frauen und Jugend (Drucksache 18/11800).

BMLRT – Bundesministerium Landwirtschaft, Regionen und Tourismus (2022). Ehrenamt in Zahlen. Retrieved 24 March, 2022: <https://info.bmlrt.gv.at/themen/zivildienst-ehrenamt/ehrenamt/ehrenamt-in-zahlen.html>

Bonsdorff, Mikaela B. von; Rantanen, Taina (2011): Benefits of formal voluntary work among older people. A review. In: Aging clinical and experimental research 23 (3), S. 162–169. DOI: 10.3275/7200.

Comunidad de Madrid – Community of Madrid. (2011). Voluntariado de Mayores. Guía para promover y gestionar su participación en entidades de acción voluntaria - Senior Volunteer. Guide to promote and manage your participation in voluntary action entities. Madrid: Dirección General del Voluntariado y Promoción Social.

Corrigendum to the Volunteering Act – ZProst (Official Gazette of the Republic of Slovenia, No 16/11 of 7 March 2011),

Deutsches Zentrum für Altersfragen (DZA) Report Altersdaten 2/2013: Nowossadeck, S. & Vogel, C. Aktives Altern. Erwerbsarbeit und freiwilliges Engagement.

Ehlers, Anja; Naegele, Gerhard; Reichert, Monika (2011): Volunteering by older people in the EU. Luxembourg: Publ. Off. of the Europ. Union (EF, 11/34 EN).

Europa Press. (March 2022). The pensions in Spain, in figures. Retrieved 1 March 2022 from <https://www.epdata.es/datos/pensiones-graficos-datos/20/espana/106#:~:text=Por%20sexos%2C%20hay%20un%20total,41%20millones%20de%20mujeres%20pensionistas.&text=Si%20se%20compara%20con%20el,19%2C5%20millones%20de%20ocupados>.

European Commission (2012): Active Ageing - Report (Special Eurobarometer, 378).

European Union (2019): Ageing Europe. Looking at the lives of older people in the EU. Luxembourg: Publications Office of the European Union (Eurostat Statistical books).

GHK. (2010). Study on Volunteering in the European Union: Country Report Greece. Retrieved March 22, 2022, from European Commission: Europe for citizens Programme: https://ec.europa.eu/citizenship/pdf/national_report_gr_en.pdf

Gothenburg municipality. <https://goteborg.se/wps/portal/start/kultur-och-fritid/fritid-och-natur/traffpunkter-lokaler/traffpunkter-for-aldre/?page=1> (Last accessed March 2022)

Griep Y, Hanson LM, Vantilborgh T, Janssens L, Jones SK, Hyde M (2017) Can volunteering in later life reduce the risk of dementia? A 5-year longitudinal study among volunteering and non-volunteering retired seniors. PLoS ONE 12(3): e0173885

Hans Jonsson (2010), The First Steps into the Third Age: The Retirement Process from a Swedish Perspective, Special issue paper in: Occup. Ther. Int. 18 (2011) 32–38 © 2010 John Wiley & Sons, Ltd.

Huxhold, O. & Engstler, H. (2019): Soziale Isolation und Einsamkeit bei Frauen und Männern im Verlauf der zweiten Lebenshälfte. In: Vogel, C., Wettstein, M. und Tesch-Römer, C. (Hrsg.): Frauen und Männer in der zweiten Lebenshälfte. Älterwerden im sozialen Wandel. Wiesbaden: Springer VS, S. 71–89.

Institute of Elderly and Social Services IMSERSO. (2021). Report on the regional follow up to the regional implementation strategy of the Madrid international plan of action on aging in Spain. Madrid.

Ježernik, Miso. (1980). Potrebe in delovni potenciali ostarelih. (The needs and labour potentials of elderly.) Ljubljana: Univerza Edvarda Kardelja, Institut za sociologijo v Ljubljani.

Jonsson, Hans. (2010). The First Steps into the Third Age: The Retirement Process from a Swedish Perspective, Special issue paper in: Occup. Ther. Int. 18 (2011) 32–38 © 2010 John Wiley & Sons, Ltd.

Kochsiek, K. (2009): Altern und Gesundheit. Halle (Saale): Deutsche Akademie der Naturforscher Leopoldina (Nova acta Leopoldina / Deutsche Akademie der Naturforscher Leopoldina Halle, Saale, N.F., Bd. 105, Nr. 369).

Li Y, Ferrano K. Volunteering and depression in later life: Social benefit or selection processes? J Health Soc Behav. 2005;46:68-84.

Luo, Y., Hawkey, L. C., Waite, L. J., & Cacioppo, J. T. (2012). Loneliness, health, and mortality in old age: A national longitudinal study. Social Science & Medicine, 74(6), 907 – 914. doi: 10.1016/j.socscimed.2011.11.028.

Magnus Jegermalm, Eva Jeppsson Grassman (2009), Caregiving and Volunteering Among Older People in Sweden—Prevalence and Profiles, Journal of Aging & Social Policy, 21:352–373.

Malmö municipality, Meeting place for seniors (accessed in March 2022): <https://malmo.se/motesplatser-for-seniorer>

Mayores UDP – Democratic Union of Pensioners. (s.f.). Retrieved 2 March 2022, de <https://voluntariado.mayoresudp.org/>

Mergenthaler, Andreas; Konzelmann, Laura; Cihlar, Volker, Micheel, Frank; Schneider, Norbert F. (2020): Vom Ruhestand zu (Un-)Ruheständen – Ergebnisse der Studie „Transitions and Old Age Potential“ (TOP) von 2013 bis 2019. Bundesinstitut für Bevölkerungsforschung: Wiesbaden.

Ministry of Education and Sports and the Office for Youth. Study of Volunteering in the European Union Country Report Slovenia - National report on the implementation of common objectives for the voluntary activities of young people. Retrieved from: https://ec.europa.eu/citizenship/pdf/national_report_si_en.pdf (14.07.2022)

Ministry of Labor and Social Affairs. (2022). Μηνιαία απεικόνιση συνταξιοδοτικών παροχών: Φεβρουάριος 2022. Retrieved March 22, 2022, from https://www.idika.gr/files/systhmata/hlios/2022/2022_2-EKTHESI.pdf

Mohr, M. (2019). Vorbereitung auf die alternde Gesellschaft in Österreich 2018. Retrieved 25 March, 2022: <https://de.statista.com/statistik/daten/studie/953276/umfrage/vorbereitung-auf-die-alternde-gesellschaft-in-oesterreich/>

Mohr, M. (2022). Statistiken zu Senioren in Österreich. Retrieved 23 March, 2022: <https://de.statista.com/themen/5302/senioren-in-oesterreich>

Müller, Doreen & Tesch-Römer, Clemens (2017). Früheres Engagement und Engagementbereitschaft. In: Julia Simonson, Claudia Vogel und Clemens Tesch-Römer (Hg.): Freiwilliges Engagement in Deutschland. Wiesbaden: Springer Fachmedien Wiesbaden, S. 153–178.

Musick MA, Wilson J. Volunteering and depression: The role of psychological and social resources in different age groups. Soc Sci Med. 2003 Jan;56(2):259-69.

National Institute of Statistics INE. (2021). INE. Retrieved 2 March 2022, de https://ine.es/dyns/INEbase/es/operacion.htm?c=Estadistica_C&cid=1254736176951&menu=ultiDatos&idp=1254735572981

Pensionsmyndigheten (2022), Jobba längre ger högre pension. Available online at: <https://www.pensionsmyndigheten.se/ga-i-pension/planera-din-pension/pensionaldernsbetydelse> (Last accessed March 2022)

Plataforma del Voluntariado de España – Spanish Platform of Volunteering. (2021). La Acción Voluntaria en 2021 – The voluntary action in 2021.

Rüber, I. & Martin, A. (2017). Steigendes Alter, sinkendes Engagement? Zum Zusammenhang von Alter und ehrenamtlichem Engagement in Deutschland. DIE Zeitschrift für Erwachsenenbildung, (4), 37–40.

Seguridad Social – Social Security. (2022). Retrieved 5 March 2022, de <https://www.seg-social.es/wps/portal/wss/internet/Trabajadores/PrestacionesPensionesTrabajadores/10963/28393/28396/28472>

SEPE – Public Employment Service of Spain. (s.f.). Retrieved 5 March 2022, de <https://www.sepe.es/HomeSepe/Personas/formacion/certifica-tu-experiencia-laboral.html>

Simonson, Julia; Vogel, Claudia; Tesch-Römer, Clemens (2016): Freiwilliges Engagement in Deutschland. Zusammenfassung zentraler Ergebnisse des Vierten Deutschen Freiwilligensurveys. Bundesministerium für Familie, Senioren, Frauen und Jugend. (Broschüre)

Statistikmyndigheten SCB (2020), Tre av tio är aktiva i förening, Statistiknyhet från SCB 2020-04-21. Available online at: <https://www.scb.se/hitta-statistik/statistik-efter-amne/levnadsforhallanden/levnadsforhallanden/undersokningarna-av-levnadsforhallanden-ulf-silc/pong/statistiknyhet/undersokningarna-av-levnadsforhallanden-2018-2019/> (Last accessed March 2022)

Statistisches Bundesamt (2020): Bevölkerungsstand zum Stichtag 31.12.2018. Online unter https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Bevoelkerungsstand/_inhalt.html

Stockholm municipality, Hitta träffpunkt för seniorer <https://kultur.stockholm/hitta-traffpunkt-och-motesplats-for-seniorer/> (Last accessed March 2022)

Tesch-Römer, Clemens; Simonson, Julia; Vogel, Claudia; Ziegelmann, Jochen P. (2017): Ergebnisse des Deutschen Freiwilligensurveys 2014: Implikationen für die Engagementpolitik. In: Julia Simonson, Claudia Vogel und Clemens Tesch-Römer (Hg.): Freiwilliges Engagement in Deutschland. Der Deutsche Freiwilligensurvey 2014. Wiesbaden: Springer Fachmedien Wiesbaden (Empirische Studien zum bürgerschaftlichen Engagement), S. 647–662.

Thoits P, Hewitt L. Volunteer work and well-being. *Journal of Health and Social Behavior*. 2001;42:115-31.

Trautwein et.al (2020): Satisfaction with Informal Volunteering during the COVID-19 Crisis. pp.6-7 <https://journals.sagepub.com/doi/pdf/10.1177/0899764020964595> (19.11.2020)

UR Samtiden (2020), Mind och psykisk hälsa - ensamhet, ålderism och psykisk hälsa, Intervju. Available online at <https://urplay.se/program/219664-ur-samtiden-mind-och-psykisk-halsa-ensamhet-alderism-och-psykisk-halsa> (Last accessed March 2022)

Van Willigen M. Differential benefits of volunteering across the life course. *J Gerontol B Psychol Sci Soc Sci*. 2000 Sep;55(5): S. 308-18.

Volontärbyrån <https://www.volontarbyran.org/> specific program for engaging elderly people in volunteering: <https://www.volontarbyran.org/engagemang-for-att-bryta-ensamhet-bland-aldre> (Last accessed March 2022)

Volunteering Act – ZProst (Official Gazette of the Republic of Slovenia [Uradni list RS], No 10/11 of 18 February 2011),

WHO (2019): Decade of Healthy Ageing. Development of a proposal for a Decade of Healthy Ageing 2020-2030. Report by the Director-General (EB146/23).

Γιανναρου, Λ. (2013, Φεβρουάριος 16). «Οι καλύτεροι εθελοντές μας είναι οι συνταξιούχοι». Η Καθημερινή. Retrieved March 22, 2022, from <https://www.kathimerini.gr/society/480924/oi-kalyteroi-ethelontes-mas-einai-oi-syntaxiouchoi/>

ΕΚΠΟΙΖΩ. (2015). Μελέτη για τις πρακτικές διαχείρισης εθελοντών στην Ελλάδα: Έκθεση αποτελεσμάτων. Retrieved March 22, 2022, from https://s3.amazonaws.com/webprofile-ngos/Files/51/%CE%95%CE%9A%CE%A0%CE%9F%CE%99%CE%96%CE%A9_%CE%9C%CE%95%CE%9B%CE%95%CE%A4%CE%97%20%CE%95%CE%98%CE%95%CE%9B%CE%9F%CE%9D%CE%A4%CE%99%CE%A3%CE%9C%CE%9F%CE%A5.pdf

Ζωνάκης, Σ. (2020). Γηρατειά, μια καινούρια αρχή. Retrieved March 22, 2022, from Σχεδία: Περιοδικό Δρόμου: <https://www.shedia.gr/news/2020/oct/01/ghrateia-mia-kainoyria-arxh/>

Καμινιώτη, Ο. (2020). Εθελοντισμός στην Ελλάδα: Υπάρχουσα κατάσταση και προτάσεις (Vol. 2). Αθήνα, Ελλάδα: Εθνικό Ινστιτούτο Εργασίας & Ανθρωπίνου Δυναμικού. Retrieved March 22, 2022, from Εθνικό Ινστιτούτο Εργασίας και Ανθρωπίνου Δυναμικού: https://www.eiead.gr/publications/docs/%CE%9C%CE%B5%CE%BB%CE%AD%CF%84%CE%B7_%CE%B5%CE%B8%CE%B5%CE%BB%CE%BF%CE%BD%CF%84%CE%B9%CF%83%CE%BC%CE%BF%CF%8D_%CF%84%CE%B5%CE%BB%CE%B9%CE%BA%CF%8C_%CE%A6%CE%B5%CE%B2%CF%81%CE%BF%CF%85%CE%AC%CF%81%CE%B9%CE%BF%CF%82_2020.pdf

Κούσουλα, Π. (2012, Απρίλιος 24). Αφιερώματα: "Συνταξιούχοι εν Δράσει". Το Βήμα. Retrieved March 22, 2022, from <https://www.tovima.gr/2012/04/24/afieromata/syntaksiouchoi-en-drasei/>

Νόμος 4873/2021 - ΦΕΚ 248/Α/16-12-2021: Προστασία του εθελοντισμού, ενίσχυση της δράσης της Κοινωνίας των Πολιτών, φορολογικά κίνητρα για την ενίσχυση της κοινωφελούς δράσης των Ο.Κοι.Π. και λοιπές διατάξεις. (2021). Retrieved March 22, 2022, from <https://www.e-nomothesia.gr/kat-nomothesia-genikou-endiapherontos/nomos-4873-2021-phek-248a-16-12-2021.html>



Annex 1 – CONVOLUT National Report Template and Interview Guideline

Demographic data related to the target group

(Researcher instructions: *Please conduct desk research and deliver concrete data and specific information on the following topics: Specifications regarding the target group of people at the beginning of retirement (Maybe there are country specific differences when it comes to the classification and definition of people at the beginning of retirement).*

Types of measures regarding the inclusion of people at the beginning of retirement to volunteering activities (Researcher instructions: *Please add your findings from desk research and summarize answers to question # of the interview or focus group guidelines*)

Possible types of measures:

- Specific institutions and networks working and dealing with the specific target group
- Integration in the volunteering activities through counselling and/or coaching

Please give us an overview of existing measures, initiatives or programs geared towards assisting and supporting people at the beginning of retirement in identifying and expressing their competences. Why do you think these are important for volunteering? What institution(s) is/are responsible for those measures? Are they successful and in what way?

Requirements of ProfilPASS for people at the beginning of retirement (Researcher instructions: *Please add your findings from desk research and summarize answers to question # of the interview or focus group guidelines*) For example differences based on specific cultural features.

Which rules and requirements apply for the development of the ProfilPASS for people at the beginning of retirement? Are there country specific differences for volunteering activities)? Please name possible contact person and/or institution(s) that could be helpful when it comes to the development of the ProfilPASS people at the beginning of retirement.

Competence assessment for people at the beginning of retirement

Please tell us if there is already a tool to assess competences of people at the beginning of retirement for volunteering activities. If there is, how would you evaluate it and why?

Examples of good practices related to competence assessment for people at the beginning of retirement

Could you give us some examples of good practices regarding this group's competence assessment?

Problem areas related to competence assessment for people at the beginning of retirement

What would you say are some problem areas related to the competence assessment of people at the beginning of retirement? If you were to assess their competences, what possible problems, challenges or issues would you pay special attention to?

Needs of people at the beginning of retirement regarding their competence assessment

In your opinion, what are some specific needs of people at the beginning of retirement regarding their competence assessment? Why do you think they should have their competences assessed for volunteering activities?

Feedback on the existing ProfilPASS and suggestions for its further development

Please provide us with some feedback on the existing ProfilPASS. Which additional elements you think would be helpful? *(For interviewers: give a brief overview of the concept and the purpose of the ProfilPASS, as well as its benefits and limitations you know of. Show interviewees or participants a copy of the instrument if they have not seen it before.)*

Important challenges that could arise during the CONVOLUT project implementation

What is your opinion on the objectives of CONVOLUT? What challenges do you think we could face in its implementation, and how do you think we could overcome them?

Advice regarding the development of the CONVOLUT-Toolkit (with guidelines, guidebooks and other materials)

What kind of a guidelines or other materials would you use when working with people at the beginning of retirement? Do you think that a toolbox of some kind would be useful?



ProfilPASS CONVOLUT

Project code: 2021-1-DE02-KA220-ADU-000033509

The [Comprehensive Report of Identification of Needs](#) is licensed under [CC BY-SA 4.0](#)



Co-funded by
the European Union