

TRAINING INITIATIVES SCHEME 2020

***FOR VOLUNTEERS AND
VOLUNTARY
ORGANISATIONS***



GUIDELINES

TRAINING INITIATIVES SCHEME

For Volunteers and Voluntary Organisations

2020

An Opportunity for Voluntary Organisations to improve the human resource capacity by investing in the formation and skills of Volunteers.

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An Opportunity for Voluntary Organisations to improve the human resource capacity by investing in the formation and skills of Volunteers.

1.0 Brief of the Training Initiatives Scheme (TIS)

One of the main priorities of the Malta Council for the Voluntary Sector (MCVS) is to encourage Voluntary Organisations to invest in training and capacity building, of their members, volunteers and administrators focusing on strengthening the capability of Voluntary Organisations as part of the process of building the potential of voluntary organisations to respond to the needs of the community they serve. Through this approach organisational development aims to: (1) commit and improve management and technical skills through training (increasing knowledge), (2) change the operating procedures and/or restructuring within an organisation; (3) make the organisation effective and sustainable. Voluntary Organisations tend to be very adaptable to the societal trends leading to quick organisational growth and change. It is therefore important to ensure that there is sufficient capacity to implement changes within the organisation. This priority is aligned to the mission statement of MCVS stating:

“to support the development of a more effective and efficient voluntary and community sector in Malta and Gozo through the delivery of a range of support and capacity building services including information, advice and training.”

This can mainly be supported by providing Voluntary Organisations and volunteers with the resources and information they need, not only to do their specific volunteer position but also to be a bona fide member of the organization's team, by setting aside time for training. Many volunteers are charged with tasks that take a lot of understanding and knowledge to do properly.

Many times, well-meaning people will offer to help the organisation, but are lacking many of the skills the organisation needs most. In situations like these, when the organization needs many people with the same skills, the group might want to have some sort of formal training programme. While enthusiasm for the cause is fantastic, this enthusiasm needs to be gathered and focused to truly meet the organization's objectives.

There is a lot of good work that can be done with minimal or no training. But the organisation that wants to grow and move forward doesn't really have a choice; volunteer training is an absolute necessity and a necessary building block in organisational development.

1.1 Objectives of the Scheme

The main objectives of the **Training Initiatives Scheme (TIS)** are to:

- a)** Help volunteers improve their skills to undertake the voluntary work skillfully, ethically and efficiently establishing a minimum competency that all volunteers are expected to obtain.
- b)** Provide volunteers with adequate skills that may be helpful on a personal level and contribute to their personal growth, lifelong learning and enhance their *Curriculum Vitae (CV)*.
- c)** Raise the level of professionalism in the services and initiatives implemented by Voluntary Organisations within the community.
- d)** Promote active citizenship by fostering social inclusion and the active participation of people from all walks of society.
- e)** Promote social inclusion and well-being, mainly through the empowerment and up-skilling of individuals.
- f)** Raise awareness about Voluntary Organisations, their voluntary work and the Voluntary Sector in general.

2.0 Priorities, Eligibility and Procedure of the Training Initiatives Scheme

Priority 1 – Individual Volunteers Training Programmes

Support for individual volunteers who form part of a Voluntary Organisation in one's training which will be beneficial both to oneself, one's Voluntary Organisation, to other Voluntary Organisations and to the community at large.

Priority 2 – Voluntary Organisations Training Programmes

Support for Voluntary Organisations in the organisation of training initiatives which are beneficial both to the same organisation, to other Voluntary Organisations and to the community at large.

2.1 Priority 1 – Eligibility for *Individual Volunteers* to participate in the Scheme

- a) This TIS allows volunteers active within a Voluntary Organisation, enrolled and compliant, with the Commissioner for Voluntary Organisations to participate in the Scheme and express their wish to participate in a specific training programme, both local and overseas. Online training is considered eligible under this call, given the restrictions in travelling imposed this year due to the COVID-19 pandemic.

- b)** The training programme must be either related specifically to the work of the Voluntary Organisation in which one is active or related to volunteering in general.
- c)** The training programme shall be delivered by a qualified organisation recognised in the specific field of training.
- d)** The training programme eligible for funding has to be not earlier than the opening date of the call and concluded by not later than 30th June of the following year from the issue of call for applications.
- e)** The scheme shall cover 100% of the participation fee in the case of local training to a maximum of €300.
- f)** In the case of training abroad the scheme shall cover 100% of the participation fee, travel and accommodation amounting to a maximum of €1,000
- g)** On applying for the scheme the volunteer must provide proof of one's participation in the Voluntary Organisation, experience in the field for which training is being requested and the competence to undertake such training.
- h)** While more than one person per VO is eligible to apply in each call for applications, only one person per VO per call shall be able to benefit under this scheme. In such case the individual ranking highest for a particular VO shall be granted the financial support under this scheme. Should there be unutilized funds under a particular call, a second beneficiary from the same VO may be considered for financial support.
- i)** The volunteer attending the training abroad has to present original proof of travelling certification (including tickets and hotel receipts), attendance certificate of the training and a detailed report of the training experience and copy of training material. Submission of travelling proof – boarding passes are a must.
- j)** The volunteer attending the training programme may be requested by MCVS to participate in other training programmes or conferences organised by MCVS to deliver a workshop session or share one's experience with other Voluntary Organisations.
- k)** A volunteer may submit more than one application, but may benefit only once per calendar year.

2.2 Priority 2 – Eligibility for *Voluntary Organisations* to participate in the Scheme

- a)** This Scheme allows Voluntary Organisations enrolled and compliant with the Commissioner for Voluntary Organisations to participate in the Scheme and express their wish to organise a specific training programme. Priority will be given to those VOs that express their wish to organise a specific training programme or to equip themselves to offer training under the restrictions imposed during the COVID19 Pandemic.

- b)** The training programme must be either related specifically to the work of the Voluntary Organisation or related to volunteering in general. This can include purchasing of rights or subscriptions to webinars.

- c)** The training programme eligible for funding has to be concluded by not later than 31st March of the following year from the issue of call for applications.

- d)** The training programme must be made accessible (a minimum of 25% of participants) to volunteers who are members of other enrolled VOs.
- e)** The training programme shall be delivered by qualified trainers recognised in the specific field of training.
- f)** The TIS shall cover 100% of the organisational costs of the activity to a maximum of €2,500. The amount of €3,500 may be also granted in the case where a project has foreign trainers/experts involved in the delivery of the same training even if organised by a single VO.
- g)** On applying for the TIS the Voluntary Organisation must provide proof of its experience in the field for which training is being offered and the competence to undertake such training. The organisation must provide justification for the claimed expenses/ training initiative.
- h)** While each VO is only eligible to benefit for the organisation in of only one activity under each call for applications, a VO may submit more than one application per call. The VO shall be granted financial support under this scheme for the highest ranking application. Should there be unutilised funds under a particular call, a second activity from the same VO may be considered for financial support.
- i)** The Voluntary Organisations organising the training may be requested to participate in other training programmes or Conferences organised by MCVS to deliver a workshop session or share its expertise with other VOs.
- j)** The Voluntary Organisations has to present proof of all costs incurred by providing invoices, original receipts, and attendance sheets of participants together with a detailed report of the event. Photos, screen shots and samples of marketing material should be included as part of the report. Proof of attendance within the limitations imposed in the situation where no paper attendance can be collected. Screen shots of online events or record of bookings eg using google or excel sheets can be accepted as proof of attendance.
- k)** A Voluntary Organisation can collect a fee from participants of the training course, as long as the fee collected only covers and balances training costs. No profit shall be made from Voluntary Organisations benefiting from TIS grants for their courses.

2.3 Procedure to apply and receive grants under TIS

A call shall be issued at least once every year for both priorities.

- a) Should the funds not be fully utilized in the first call MCVS may issue other calls later on in the same calendar year.
- b) Application forms should be submitted via an online application form that can be accessed on <https://www.vofunding.org.mt/funds/10>
- c) Once the online application form is submitted, it is checked for eligibility as per Section 2.1 for Priority 1 and Section 2.2 for Priority 2
- d) An application will be accepted only if it:
 - Is submitted via the online correct application form which is completed in full and dated.
 - Shows budgetary projections in conformity with these Guidelines.
 - Is accompanied by all the requested additional documentation.
 - Is delivered as per stipulated deadline.
- e) Following a successful eligibility check, the application is forwarded to the Training Sub-Committee, MCVS.
- f) The application shall be assessed according to pre-established evaluation criteria.
- g) Further clarifications and/or information may be requested.
- h) Once the evaluation is completed MCVS will publish a ranking list in order of final mark of each application.
- i) An agreement shall be drawn and signed between the successful applicants and MCVS.

2.4 Assessment Criteria

The Evaluation shall be carried out by the Malta Council for the Voluntary Sector. The evaluation of an application shall be based on the following characteristics of the applicant. These are listed according to specific priority:

Priority 1 – Individual Volunteers Training Programme *Motivation and experience of the applicant:*

1. motivation for taking part in training;
2. experience in the field in which training is sought;
3. competence to participate in the particular training;
4. innovative aspect of training;
5. potential reach once person undertakes training;
6. benefit to the Voluntary Organisation;
7. benefit to the Voluntary Sector in general;
8. benefit to community.

Priority 2 – Voluntary Organisations Training Programme

Motivation and experience of the Voluntary Organisation:

1. organisational and administrative capacity to undertake the organisation of a training programme;
2. experience of providing training programmes, both technically and pedagogically;
3. competence/qualification of the trainers
4. innovative aspect of training;
5. potential reach of training programme;
6. benefit to the Voluntary Organisation;
7. benefit to the Voluntary Sector in general;
8. benefit to community.

2.5 Fund Allocation

The funds allocated for the call for applications under TIS for 2020 are as follows:

- **Priority 1 – € 10,000** □
- **Priority 2 – € 24,000** □

2.6 Payment Procedures

The successful applications supported under the TIS will be subject to a payment procedure consisting of a full reimbursement of amount, on presentation of original receipt/s, proof of attendance, and a copy of certificate/s issued.

2.7 Monitoring and Evaluation

In the case of Priority 2 MCVS may hold a monitoring visit, to verify compliance with the proposal of the training. The monitoring visit will be supported by a monitoring report and photos of the actions taken.



Evaluation of the final report shall be carried out for both priorities and the final balance will be settled once the report is deemed as satisfactory.

2.8 Information and Publicity

In order to enhance transparency regarding use of the funds, the names of the individual volunteers (Priority 1) and Voluntary Organisations(Priority 2) and the amount of allocated will be published by MCVS electronically or otherwise.

As part of such publicity, the beneficiary volunteers and Voluntary Organisations will be obliged to publicize the use of MCVS funds through at least one form of media. In the case of Priority 2, Voluntary Organisations must use the MCVS logo and give credit to MCVS on all training related material, during the organisation of events and promotional activities.

Annex 1

Eligibility and Assessment Criteria

Priority 1 – Individual Training Scheme

| Eligibility Criteria | | |
|----------------------|--|-----------------|
| 10 | Complete Application Form | Yes (10) No (0) |
| 10 | Active within a Voluntary Organisation enrolled with the Commissioner for VOs & VO is compliant | Yes (10) No (0) |
| 10 | Training programme is related specifically to the work of the Voluntary Organisation in which one is active or related to volunteering in general | Yes (10) No (0) |
| 10 | Training programme is delivered by a qualified organisation/training institution or trainer recognized in the specific field of training. Relevant proof is submitted with the application | Yes (10) No (0) |
| Assessment Criteria | | |
| 10 | Motivation for taking part in training | |
| 10 | Volunteer contributes to the organisation in the field in which training is sought | |
| 10 | Competence to participate in the particular training | |
| 10 | Innovative aspect of training | |
| 10 | Potential reach once person undertakes training | |
| 10 | Benefit to the VO/ VO Sector in general/ community (as applicable) | |
| 100 | TOTAL ASSESSMENT MARK | |

Annex 2

Eligibility and Assessment Criteria

Priority 2 – Voluntary Organisation Training Scheme

| | Eligibility Criteria | |
|-----|---|----------------|
| 5 | Complete Application Form | |
| 5 | Enrolled and compliant with the Commissioner for VOs | Yes (5) No (0) |
| | Training programme is delivered by a qualified organisation | Yes (5) No (0) |
| 10 | recognised in the specific field of training | Yes (5) No (0) |
| 10 | Training programme is related specifically to the work of the Voluntary Organisation in which one is active or related to | Yes (5) No (0) |
| | volunteering in general | |
| | Organisational and administrative capacity to undertake the organisation of a training programme | |
| 10 | Experience of providing training programmes, both technically and pedagogically | |
| 10 | Innovative aspect of training | |
| 10 | Potential reach of training programme | |
| 10 | Benefit to the VO/ VO Sector in general | |
| 10 | Benefit to community | |
| 10 | Actions taken to make training inclusive (gender, race, abilities, religion, language etc). | |
| 100 | TOTAL ASSESSMENT MARK | |

Annex 3 - Per Diem Allowances

The applicable daily rates of subsistence allowances (per diem allowances) are calculated to cover complete periods of 24 hours and are fixed for countries to which public officers may be sent for duty visits. The per diem allowance covers accommodation costs and subsistence allowance in respect of breakfast and two main meals, local travel, telecommunications and all other incidental and sundry expenses. The applicable per diem allowances are set as follows (equivalent to Class B in the Public Service as per MFIN Circular 1/2016 dated 1st February 2016):

RATES: Per Diem Allowance for Duty Travel Overseas

| COUNTRY | € |
|------------------------|----------|
| ALBANIA | 162 |
| AUSTRIA | 203 |
| BELGIUM | 218 |
| BOSNIA and HERZEGOVINA | 131 |
| BULGARIA | 204 |
| CROATIA | 162 |
| CYPRUS | 214 |
| CZECH REPUBLIC | 207 |
| DENMARK | 243 |
| ESTONIA | 163 |
| FINLAND | 220 |
| FRANCE | 221 |
| GEORGIA | 157 |
| GERMANY | 187 |
| GREECE | 200 |
| HUNGARY | 200 |
| ICELAND | 223 |
| IRELAND | 229 |
| ISRAEL | 320 |
| ITALY | 207 |
| LATVIA | 190 |
| LITHUANIA | 165 |
| LUXEMBOURG | 213 |
| MONACO | 261 |
| MONTENEGRO | 107 |
| NETHERLANDS | 237 |
| NORWAY | 221 |
| POLAND | 195 |
| PORTUGAL | 184 |
| ROMANIA | 200 |
| RUSSIAN FEDERATION | 369 |
| SERBIA | 142 |
| SLOVAKIA | 185 |
| SLOVENIA | 162 |
| SPAIN | 191 |
| SWEDEN | 231 |
| SWITZERLAND | 325 |
| TURKEY | 158 |
| UKRAINE | 257 |
| UNITED KINGDOM | 248 |