

## Artículo de investigación

**Volunteering as a Means of Formation of Professional Competency of Future Specialists**

Волонтерское Движение как Средство Формирования Профессиональной Компетентности  
Будущих Специалистов

El voluntariado como medio de formación de competencias profesionales de futuros especialistas

Recibido: 1 de marzo de 2019. Aceptado: 14 de abril de 2019

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**Abstract**

The article discusses the conceptual ideas, the essence and content of the voluntary movement based on the historical approach, reveals the basic concepts as a means of teaching and educating young people and the way of forming a competent specialist (volunteer) in higher education, taking into account the Federal Educational Standard of Higher Education 3 ++ (FES HE 3 ++) of the third generation. On the basis of a retrospective analysis of sources, the basic concepts of volunteering, their essence and content, the pedagogical conditions of the organization of the voluntary movement and voluntary activities in Russian universities are considered. Each of the concepts describes charity as the value of activities aimed at solving problems of social importance. Volunteers, engaged in unpaid work of social significance, become subjects of charitable activity. Taking into account the integration of the conceptual apparatus of various scientific areas and the needs of society, volunteering is considered as a means of training and education, the formation of professional competence of future professionals.

**Аннотация**

В статье рассматриваются концептуальные идеи, сущность и содержание волонтерского движения на основе исторического подхода, раскрываются основные понятия как средство обучения и воспитания молодежи и пути формирования компетентного специалиста-волонтера в высшей школе с учетом ФГОС ВО третьего поколения ++. На основе ретроспективного анализа источников рассматриваются основные понятия добровольчества, их сущность и содержание, педагогические условия организации волонтерского движения и волонтерской деятельности в вузах России. Каждое из понятий характеризует благотворительность как ценность деятельности, направленной на решение задач социальной значимости. Субъектами благотворительной деятельности становятся волонтеры, занятые безвозмездным трудом, имеющим общественно значимый характер. С учетом интеграции понятийного аппарата различных научных направлений и потребностей общества волонтерская деятельность

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The innovative experience of voluntary activities in a number of Ryazan universities (humanitarian and technical) is summarized.

**Keywords:** goodness, virtue, volunteer, volunteering activity, charitable activity, charitable (corporate) fund.

рассматривается как средство обучения и воспитания, формирования профессиональной компетентности будущих специалистов. Обобщается инновационный опыт волонтерской деятельности ряда рязанских вузов (гуманитарных и технических).

**Ключевые слова:** добро, добродетель, волонтерство, волонтерская деятельность, благотворительная деятельность, благотворительный фонд

## Resumen

El artículo analiza las ideas conceptuales, la esencia y el contenido del movimiento voluntario basado en el enfoque histórico, revela los conceptos básicos como un medio para enseñar y educar a los jóvenes y la forma de formar un especialista competente (voluntario) en la educación superior, teniendo en cuenta el Estándar Federal de Educación de Educación Superior 3 ++ (FES HE 3 ++) de la tercera generación. Sobre la base de un análisis retrospectivo de las fuentes, se consideran los conceptos básicos del voluntariado, su esencia y contenido, las condiciones pedagógicas de la organización del movimiento voluntario y las actividades voluntarias en las universidades rusas. Cada uno de los conceptos describe la caridad como el valor de las actividades dirigidas a resolver problemas de importancia social. Los voluntarios, comprometidos en trabajos no remunerados de importancia social, se convierten en sujetos de actividades caritativas. Teniendo en cuenta la integración del aparato conceptual de diversas áreas científicas y las necesidades de la sociedad, el voluntariado se considera como un medio de capacitación y educación, la formación de la competencia profesional de los futuros profesionales. Se resume la experiencia innovadora de actividades voluntarias en varias universidades de Ryazan (humanitarias y técnicas).

**Palabras clave:** bondad, virtud, voluntariado, actividad de voluntariado, actividad caritativa, fondo caritativo (corporativo).

## Introduction

In modern conditions, charity is increasingly viewed as a socio-pedagogical aspect of educational activities, a subject of study of general and social pedagogy. Considering the relevance and significance of the volunteering as an eternal, perfect goal of human activity, the authors consider it necessary to analyze voluntary activities as a means of teaching and educating young people at the stage of modernizing the education of modern society, in terms of university education, to evaluate its development from a pedagogical point of view.

The concept of long-term socio-economic development of the Russian Federation until 2020 considers the development of volunteering and charity as one of the priorities of state policy in modern conditions.

According to the Federal Law "On Charitable Activities and Volunteering" of 11.08.1995, voluntary activities are understood as voluntary activities in the form of free work and (or) providing services for socially beneficial

purposes. The purpose of charitable activities is social support and protection of citizens, including the improvement of the material situation of the poor, social rehabilitation of the unemployed, the disabled and other people who, due to their physical or intellectual characteristics, other circumstances are not able to exercise their rights and legitimate interests independently. The law establishes the legal status of voluntary participants - volunteers themselves, volunteering organizers and voluntary organizations, which can be non-profit organizations, as well as individuals who involve citizens in voluntary work and manage their activities (Federal Law, 1995).

Russian President Vladimir Vladimirovich Putin signed the law (Federal Law "On Amendments to Certain Legislative Acts of the Russian Federation on Volunteering"), which regulates voluntary activities in the country. The law came into force on May 1, 2018. The adopted law recognizes as equivalent the concepts of "volunteer" and "dobrovolets" (Russian

equivalent of “volunteer”), as well as “dobrovolcheskaya” and voluntary activities (Federal Law, 2018).

Today, volunteering in Russia is gradually gaining momentum. More and more publications on volunteering are appearing in the media, more and more charitable funds are being opened, voluntary movements are being organized, more and more people, and in particular young people, are come to these organizations and funds.

In December 2017, speaking at the “Volunteer of Russia - 2017” award ceremony and addressing volunteers, President of the Russian Federation V.V. Putin stressed that 2018 would be our year, the year of all citizens of the country, whose will, energy, generosity is the main force of Russia ... He was convinced that trust, respect and mutual support in our society as a whole are from thousands, millions of sincere, spiritual deeds (Speech by V.V. Putin at the awards ceremony “Volunteer of Russia - 2017”, 2018).

In March 2018, a forum of volunteers of the Ryazan Region, attended by 500 representatives of various voluntary organizations, was held in Ryazan. The participants discussed the development of the volunteering in Russia and the Ryazan region, their interaction with the executive authorities. For the forum participants, training seminars on topical areas of the voluntary activity were held.

As part of the celebration of the Year of Volunteering in the Russian Federation, from May 31 to June 2, 2018, a Festival of Volunteers was held at several platforms in Moscow and in Moscow Region. As part of the Festival, over 10 thousand volunteers took part in this event, held in Sokolniki Park in Moscow and introduced visitors to various domestic and foreign voluntary movements. Forms of participation included: exhibition projects of charity funds; thematic lectures and creative workshops; games and entertainment; sport competitions; brain-rings on the topic of a healthy lifestyle, etc. It was noted that more than 7 million volunteers annually take part in project volunteering in Russia.

On August 10-17, 2018 a youth forum was held in Pyatigorsk on Mount Mashuk. The purpose of the forum was to create a communicative environment using the resources of public and state structures, the business community and other institutions to support youth initiatives, promote socialization of young people, increase their level of competences and skills to increase

human capital assets. Among the main areas announced at the forum were: patriotic education of youth; youth involvement in voluntary activities; work with young people in a socially dangerous situation; the socialization of young people in need of special care of the state, as well as the involvement of young people in engaging in creative activities; involving young people in a healthy lifestyle and sports, promoting safety culture among young people; development of youth self-government; support and interaction with public organizations and movements; youth involvement in the work of the media; formation of traditional family values among young people; promotion of career guidance and career aspirations for youth (Federal Law “On Amendments to Certain Legislative Acts of the Russian Federation on the Issues of Volunteering (Volunteering)”, 2018)).

The next international forum of volunteers (October 25-26, 2018) in the city of Perm gathered more than 1000 volunteers, representatives of non-profit organizations, social enterprises, large corporations, authorities and public opinion leaders from all regions of Russia and 15 foreign countries; the best practices and technologies of social transformations were presented, including international voluntary projects, unique inclusive programs, working models of corporate participation and training technologies for professional volunteering. During the discussions and master classes participants met with representatives of the United Nations organizations, the Ministry of Economic Development of the Russian Federation, Rossotrudnichestvo, public, cultural and government leaders.

The International Voluntary Forum, held in Moscow from December 2 to 5, 2018, was attended by volunteers from 120 countries, and summed up and presented the regular prize “Volunteer of Russia - 2018”. This prize is annually awarded to organizations and individuals who have achieved success in the development of volunteering in various areas: providing targeted assistance to those in need (eliminating the consequences of natural disasters, implementing socially significant projects, positioning ideas of volunteering and philanthropy, developing corporate voluntary programs and others). V.V. Putin thanked them for their initiative, for their active participation in various events, noted the importance of their social activities, stressing the need for volunteer qualities such as responsiveness, kindness,

cordiality and civic conciseness, and wished them personal happiness and good luck.

### Literature Review

The popularity of volunteering increased significantly during the preparation for the Olympic Games in Sochi, where volunteers played an important role in organizing and holding this event. Also, the voluntary movement was certainly influenced by the Universiade in Kazan, the Paralympic Games in Sochi, the World Festival of Youth and Students, the upcoming FIFA World Cup, the Winter Universiade in Krasnoyarsk, year-end volunteer forums and other major international events held in Russia and requiring mobilization of a large number of volunteers.

In recent years, many different studies have been conducted on volunteering in various regions of Russia (E. V. Akimova (Ryazan, 2006), B. Yu. Borisov (Pskov, 2007), L. V. Bolotova (Tambov, 2007 г.), I.N. Grigoriev (Tambov, 2008), M. A. Galaguzova (Ekaterinburg, 2010), G.P. Bodrenkova (Moscow, 2013), Yu.V. Luzhkov (Yekaterinburg, 2017) and others). In scientific works (S.I. Ozhegov, M.M. Rosenthal, B.M. Bim-Bad, A.A. Romanov, B.V. Tsarkov, V.I. Zagvyazinskiy etc.) comprehensively considered the key concepts: "volunteering", "voluntary movement", "charity", "subjects of charitable activities", etc.

In pedagogical science the attention of teachers and psychologists is focused on the systematic professional training of future specialists at the university for the organization of voluntary activities in educational institutions. The experience of the voluntary movement in the regions of Russia is being studied.

### Methodology and Research Methods

In the study of the problem, we relied on a set of methodological approaches, the leading ones of which were: historical, humanistic, competency-based, communicative, personality-oriented, system-activity, professional-oriented, creative, integrative. In solving scientific problems, all of them are used taking into account the theme, goals and lines of research based on the following principles: humanization, creativity, unity of theory and practice, integration and continuity.

The main research methods, used in the study, are retrospective analysis and literature review, observation, questioning, interviews, job

interview, design, modeling, monitoring, experiment.

### Materials (theory and experience)

Voluntary movement in social pedagogy is defined as a type of social support based on gratuitous activities, including a set of collective actions aimed at supporting the positive value of objects and phenomena, social change, contributing to the development of charity and improving the environment.

The concept of volunteering has historically been defined as charity or voluntary activity, which is undoubtedly a sphere that gives creative initiative and social creativity, providing an important contribution to achieving the goals of the country's social policy and improving the quality of life of citizens.

Based on the analysis of the key concepts of the voluntary movement: "goodness" (synonymous with "good", "well-being"), "virtue", "volunteer" ("dobrovolets"), "benefactor", "beneficiary", "charitable organization", "charity", "charitable activity", "voluntary activity", "charity (corporate) fund" the authors revealed the essence and content of the voluntary movement and voluntary activity. Let's consider their formation and development in modern conditions of Russian society based on the integration of the conceptual apparatus of various scientific areas, taking into account the needs of society.

In the dictionary of the Russian language (Ozhegov, 1972), the concept "good(s)" is defined as goodness, well-being (Ozhegov, 1972, p. 48).

In the Philosophical Dictionary (Rosenthal 1975) the essence of the concept "good(s)" is considered as a philosophical and ethical concept used to denote the positive value of objects and phenomena of the life around. The good (well-being) as the most general concept is used to define the significant value of objects or phenomena that satisfy a certain human need that meets the interests, goals and aspirations of people. Benefits can be: natural (the result of spontaneous natural processes) and social (products of human activity), which in turn can be both material (food, clothing, housing, means of production, etc.) and spiritual (knowledge, achievements human spiritual culture, aesthetic values, moral goodness, etc.). A person is considered as the highest good on the earth. The benefit is both universal, class, and individual

character. The good is the ultimate, perfect goal of human activity (Philosophical Dictionary, 1975, p. 43).

The dictionary on ethics (Drobnitsky, Kon 1970) also highlights moral good (good as one of the most general concepts of moral consciousness and one of the most important categories of ethics), satisfying the interests of each individual, and good deed (virtue) is an action that has a positive moral value, assessed by moral consciousness as good. Virtue is an act that meets the requirements of morality and perfect consciously for moral reasons (Dictionary of Ethics, 1970, p. 26-27, 28, 72-73).

The modern pedagogical encyclopedic dictionary (Bim-Bad 2009) defines the concepts "good", "goodness", "virtue". "Good" is viewed as "an ethical concept to denote the positive value of something; value standard, according to which the significance of something is determined." "Goodness" is defined as a special kind of value, as a characteristic of a special kind of action and relates to higher values, to an ideal. "Virtue" is as an active goodness, a moral concept characterizing the readiness and ability of an individual to follow goodness consciously and firmly; integral set of inner spiritual and intellectual qualities, embodying the human ideal in its moral perfection"; "... the moral nature of a person is realized in deeds, in relation to socially accepted patterns of behavior" (Pedagogical encyclopedic dictionary 2009, p. 28, 74). These concepts are associated with the concepts of "charity", "charity recipient", "benefactor", "charitable organizations", "charity fund", "charity corporate fund". They are directly related to charity (voluntary) activities. Each of these concepts complements and clarifies the other. The meaning and essence of these concepts is as follows.

The Humanitarian Dictionary of a Civic Education Teacher (Romanov, Tsarkov, 2015) considers "charity" as voluntary and free, not intended to receive benefits, the activities of individuals or organizations to assist individuals or organizations in the form of the provision of property, financial assets, performance of work, provision of services and other support. Charity is organized, gratuitous, socially significant. It is an activity in the process of which important social functions of the development of a society are solved. Benefactors are people and organizations that make donations in various forms: the disinterested transfer of property, cash and intellectual property, etc. Charity Recipients are people and organizations that receive from the benefactor a product or service of material or

intellectual nature. Charitable organization is, according to the legislation of the Russian Federation, a non-governmental non-profit organization created for charitable activities in the interests of society as a whole or of certain categories of individuals. They are created in the form of public associations, foundations, institutions, etc. Charitable organizations create charitable foundations: a charitable foundation is a non-member charitable organization. A charitable corporate fund is a fund created by a company that carries out charitable activities at its own expense. Charitable organizations organize and direct volunteer activities, which are a form of social service carried out according to the free will of citizens, aimed at the disinterested provision of socially important services at the local, national or international level, promoting personal growth and development of citizens performing these activities (volunteers). Volunteer activity includes a wide range of activities, including traditional forms of mutual aid and self-help that are carried out voluntarily for the benefit of citizens without relying on monetary reward. Volunteers are citizens performing charitable activities in the form of free labor in the interests of the benefactor, including in the interests of the charitable organization (The humanitarian dictionary of civic education teacher, 2015, p. 19, 24, 39-40).

Thus, the considered concepts of "good", "goodness", "good deed", "virtue", "charity", "benefactor", "charity recipient", "voluntary charitable activity", "volunteers" are the key ones in describing the functions and content of the types of charitable activities at the theoretical level and serve as a guide when organizing practical work. As they develop, their meaning confirms the equivalence of concepts ("volunteer" and "dobrovolets", "volunteering and voluntary activity"), expands and clarifies the essence, content of volunteering, as well as its practice-oriented orientation, proving that voluntary activity in educational institutions can be a means of training and educating the subjects of the pedagogical process, while representing social value. The analysis of the concepts examined also makes it possible to improve constant practical work on the creation of charitable organizations and charitable (voluntary) activities. Consequently, the considered concepts reveal the socially useful value of voluntary activities aimed at solving problems of social importance in helping people in need.

Analyzing the theory and practice of the voluntary movement at the universities of Russia, the leading conceptual ideas of our research were highlighted; the main ones are:

- patriotism and citizenship as the basis for the formation of love for a large and small Motherland (Fatherland, Earth, Peace);
- humanism as an attitude to a man as the highest value, the leading idea, goal of the modern education;
- man and his life as a value (care and help, health, culture, education, morality, well-being, family);
- volunteering as one of the tasks of professional activity (peace and creation, work, human activity for the benefit of the state, society, other people, care and assistance to the needy);
- creation and improvement of the traditions of voluntary activities at universities;
- developing in future specialists the professional and personal qualities of a humanist capable of doing good;
- participation of each student while studying at a university in charitable practices (Spirina, 2015).
- These ideas and requirements were the basis for the organization and development of the voluntary movement at universities, in the preparation of future professionals. At the same time, it was emphasized that the voluntary movement should be one of the areas of educational work at the university, including a number of important tasks:
  - formation of patriotism and citizenship;
  - formation of moral qualities of the personality of the future specialist (professional ethics);
  - participants' mastering socio-professional knowledge, skills and abilities through the extension of social ties;
  - use of new career opportunities;
  - enrichment of own social capital;
  - creation of conditions for the realization of personal potential.

When organizing voluntary activities, the main actors are volunteers. They are characterized by a complex of professional and personal qualities: civic duty and human dignity, humanism and professionalism, tolerance and lack of conflict, value orientations and self-confidence, mercy, kindness and tolerance, in one word - this is love for people and their country. Teaching and learning the truth, good, prudence, moderation,

courage, justice are the basic principles of their voluntary activity (Maslova, 1994, p. 7).

Taking into account the social order of society and the state on the need to form readiness for volunteer activities of future specialists, the requirements of the Federal State Educational Standards of Higher Education for the preparation of university graduates with the aim of improving the basic professional educational programs (BPEP), contributing to the formation of general cultural, social educational, general professional and professional competencies were analyzed. The content and forms of professional activity (pedagogical, project, research, cultural and educational), which can contribute to the participation of university graduates in various types of charitable (voluntary) activities, were specified. The authors focused on systematizing different areas of volunteering at universities, in particular, Ryazan State University named after S.A. Yesenin (RSU), Ryazan State Radiotechnical University (RSRTU), Ryazan State Agrotechnological University named after P.A. Kostychev (RSATU). The teachers and student assets were tasked with including the voluntary movement into the educational system of universities in Ryazan based on the established experience and traditions.

Let's consider the development of the volunteer movement on the example of Ryazan universities: RSU, RSRTU, RSATU.

Voluntary movement at the Ryazan State University named after S.A. Yesenin is an old tradition. It can be stated that it began to emerge from the beginning of the foundation of the university as a pedagogical one, since its main purpose was and is to take care of people: elders and minors, improve their lives, help and support everyone who needs it. At present, the system has been formed; it includes the most diverse associations and areas of charitable activity of public importance. For example, there is a center for promoting the employment of university graduates; a pedagogical group "Blue Bird" (preparing students for summer teaching practice, caring for and responsible for children's summer vacations); an association of foreign students; an association of orphan students and students without parental care; a team "Portage", whose goal is to change life for the better, taking care of children with disabilities; a center for social assistance to disabled children "Kind Heart"; a student voluntary group promoting a healthy lifestyle among students, children and adolescents of the Ryazan region; a voluntary group "Heart of the World", one of the directions

of this group is to help homeless animals and others.

Similar traditions are observed at the Ryazan State Radiotechnical University. The main part of the events is dedicated to the anniversaries of the Great Victory of the Soviet people over Nazi Germany. Every year, in winter and summer, the university students' campaign "Star" starts in the places of labor and military glory of the Russian people in the Ryazan region. Its participants are 6 student voluntary groups of the RSRTU, that, during the march, conduct exploratory research, provide assistance to veterans, and carry out work on the improvement of the territories of monuments and memorials. In honor of the anniversary of the Great Victory, a series of ceremonial events are organized by volunteers of the university for war veterans, front-line widows and home front workers; the operation "Debt" is annually held, during which more than 20 participants of the Great Patriotic War and front-line widows are visited by representatives of the university faculties, as well as meetings with veterans of the Great Patriotic War are organized in the University Museum. Students participate in restoration work: clearing away rubbles, cleaning burnt trees, demolishing burnt houses and outbuildings, sawing up and utilizing wood residues and the consequences of burning forests in Laskovo village, Kriushi village, Shekhmino village.

No less significant is the experience of the voluntary movement at the Ryazan State Agrotechnological University named after P.A. Kostychev. In 2010, a group of animal right activists founded the voluntary organization, "Best Friends", to help homeless animals. Thanks to the help of caring citizens, the organization passed the state registration, received a legal address and non-profit partnership (NPP) status. The content of the work is aimed at improving and monitoring the sanitary condition of the premises and animals' places, disinfecting the necessary equipment, organizing exhibitions of street animals, charity fairs to find the owner. Money was collected, stands and boxes were placed for collecting donations in the shopping centers and public institutions in Ryazan. The volunteer organization both helped homeless animals and led a massive public effort to create a humane attitude towards them.

A volunteer group "Devotion" was created at the university, its activity was constantly covered in the Internet and regional mass media. Psychological readiness of students for further

professional activity developed, professional and communicative competences were formed. The "Devotion" group has repeatedly represented the university at civil and patriotic events. In 2017, while preparing for the Year of Ecology in the Russian Federation, volunteer students took an active part in carrying out activities within the framework of the campaign dedicated to the celebration of World Animal Day "In the world of homeless animals". Students conducted open lessons, excursions and exhibitions for the pupils of the educational institutions of Ryazan; "In good hands" is aimed at searching for new owners for animals; "Do not remain indifferent" is a program of open classroom hours for schoolchildren.

Thus, the purposeful and systematic activity of volunteers, supported by the leadership of the universities in Ryazan, enriches the experience of voluntary work, improves the traditions and contributes to the self-realization of the personality of the participants. The content and forms of activities of voluntary associations are realized both in the process of learning and in extracurricular activities. They include lectures, seminars, trainings, contests, project presentations, business and role-playing games, field workshops, excursions, voluntary meetings, festivals, participation in All-Russian forums, the Olympic and Paralympic Games, charity fairs, construction brigades, sports competitions, in the Victory Parade ("The Immortal Regiment March"), etc. Ryazan students are participants and winners of numerous competitions held at the regional and federal levels. The activities of voluntary organizations are constantly covered in the media of regional and federal significance. The work of volunteers is annually given numerous awards.

## Conclusion

Thus, in the integral pedagogical process of higher education, a great deal of work is carried out on the basis of anthropological, humanistic, system-activity, competency-based and personally-oriented approaches, taking into account the requirements of the Federal State Educational Standards of Higher Education to professional training of future specialists in the formation of competencies but also motivational, ethical (value orientations), creative, social and behavioral components of various areas of volunteering.

In modern conditions, the creation of a unified information system in the development of the voluntary movement provides for the creation

and implementation of a system training for students to organize voluntary activities at each university on a humanistic basis, taking into account the features of professional training of future specialists (Federal Educational Standard of Higher Education). The humanistic paradigm of volunteering, based on the humanistic concept of higher education, represents the theoretical, methodological and practice-oriented basis of the voluntary movement and reflects the system of scientific knowledge, attitudes and beliefs, moral qualities and creative abilities, according to which the volunteer's personality represents the highest human value.

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