



# STATE OF THE ART

Grundtvig multilateral project -  
education & mobility for Seniors



# pistes s→olidaires



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## Summary



# What is SENIOR PASS?

**Everyone agrees that senior citizens are knowledgeable and have years of experience. However they are not valued enough by business and society.**

To answer this challenge, Senior Pass (SP) proposes an **innovative training and learning way**, specifically designed to accompany unemployed senior people to the **recognition and highlight of their knowledge, know-how and competences**. More than a common learning cycle SP is at the same time: a path and a concrete and innovative tool that will allow seniors to **develop new skills, to highlight themselves, to get back self-confidence** and to enable them to **find their place** back in society.



image courtesy of Ambro/FreeDigitalPhotos.net

**Senior Pass' ambition is to promote Senior people in our societies, at professional and social level, and to give them the resources to recover an active place, or even a job.**

The 6 organisations offer, amongst other things, senior volunteering projects and notice the pedagogical quality and the impact of this action on beneficiaries. Senior volunteering combines citizen **commitment and European mobility**. The latter dimension is important: thanks to mobility, seniors acquire and become **aware of their abilities**, which they wouldn't have guessed before. This learning and this awareness raising come from non-formal and informal

educational approaches, and are completely transversal, applicable and appreciable in the work place.

**The efficiency of SP path is to manage to combine notions of skills' acquisition, social utility, active citizenship, mobility and intergenerational learning. SP allows assessing and highlighting – in an innovative and dynamic way – senior people in their whole learning and life path.**

Many stakeholders of social or professional integration are waiting for such a tool and support process; starting with the members of the consortium that identified SP's benefits for their local work. Because, for us, working with seniors should bring efficient propositions and global solution to the difficulties that disadvantaged senior people face. Developed together, SP participates to the exchange of skills within the partnership, to the creation of new methods (such as e-portfolios and special training courses) and, in fine, brings a major impact to our work and our beneficiaries.

For every member of the consortium, the **motivation to take part in SP is based on the added-value that each can bring**, the synergies to build and the expected impact and final outcomes.

Above all, the uniting point between the work of each partner and Senior Pass, is really the approach of the support method for Seniors, leading to individual and collective recognition of their capacities, and of course the global aspect of this action: on one side, by not focusing only on professional or volunteering experiences, and, on the other side, by comparing views and approaches thanks to the synergies of the European partnership.



GOALS of the SP	OBJECTIVES of the SP
<p>Participate in social and professional inclusion of older people by giving them a valued place in European society</p> <p>Develop a method to support innovative and specific to the Seniors, in recognition of their achievements, be they professionals or personals</p> <p>Propose mobility to the European Senior to enable them to complete one of their area of expertise or to develop new</p> <p>Develop tools that validate these achievements, innovative tools (e-portfolios) and widely recognized (at national and European level)</p> <p>Implement innovative educational practices, based on active participation, the crossing of intergenerational and intercultural skills to enable the transmission of knowledge and know-how between generations</p>	<p>Establish a competency framework specifically tailored to Seniors through the stories of life on the routes of the different seniors' target groups of the consortium</p> <p>Create a European network of structures in hosting the Seniors for a short time to enable them to perfect their portfolios, through local partnerships of the consortium members</p> <p>Put experience to the proof of the skills matrix to validate the outcome of the project, enriched by all the feedback from Seniors who participated in the project</p> <p>Using the methods of non-formal and informal education to update skills of senior cross</p> <p>Valorize and disseminate the project via the website created (and RSS feed) and newsletters that enhance the project results in a participatory and attractive manner (interactive stories of seniors for their mobility, testimonials from entrepreneurs about their reaction to the e-portfolio tool, etc..)</p> <p>Giving seniors the means to understand and use ICTs, especially for the development of their e-portfolio, allowing the Youngers to form the seniors.</p>
<p>The Senior Pass will help meet the challenges identified earlier in two levels:</p> <ol style="list-style-type: none"> <li>1) It allows Seniors to feel useful again in society by upgrading their knowledge and allowing them to transmit to younger generations</li> <li>2) It allows employers to quickly identify the importance of recruiting Seniors in their companies</li> </ol>	

## Who are we?

# pistes s→olidaires

**Pistes Solidaires** is an association of education which works to promote knowledge, the competences and attitudes in favor of justice and equality in a multicultural society and in the interdependent world. Pistes Solidaires was created with the ambition to raise awareness about global problems and to show the potential of change, but also to help people understand the links between their lives and the lives of other people all over the world.

Pistes Solidaires work according to the values of sharing and mutualisation popular education. We share the desire to create and animate, and the various initiatives of people who want change and development in the aspects of solidarity, humanism, mutual tolerance and the respect towards environment.

If education is the heart of our association, education for sustainable development can be seen as its structure. We see education as a whole and also our educational actions- which last throughout life- based on the 4 pillars of UNESCO: **Learning to know, learning to do, Learning to be and learning to live together.**

**Merseyside Expanding Horizons** Ltd (MEH) is an established voluntary and community sector organisation working in the field of social inclusion on Merseyside and is a key stakeholder and influential support body. We focus on Social Inclusion through partnership to deliver projects supporting disadvantaged individuals into employment, training and self employment and social enterprise development and providing specialist support to VCS organisations.



Merseyside Expanding Horizons also delivers informal and non formal learning to support community cohesion and intergenerational communication. MEH has a wealth of experience in supporting individuals into employment, self employment and volunteering opportunities. We have experience of running volunteer mentoring programmes which support members of the community including older people to make a significant contribution to their community including an e-mentoring programme using an online platform for employment and self employment mentoring programmes. We have led a variety of projects over the last 12 years supporting excluded individuals to reach their potential in work. MEH supports volunteer development and encourages mobility of learners. We are also an Intermediate Organisation for the European Erasmus for Young Entrepreneurs programme.





**DACORUM\_CVS** has a turnover of £1.6 million (10/11) and a staff team of 22 FTE (full-time employees). We actively deliver front line and support services in Hemel Hempstead and use this expertise as the platform for transnational projects. We engage with a wide variety of subject areas; such as European funding, language barriers, economic development, social enterprise, children and young people, migrant workers, ethnic

minorities, domestic violence, people with disabilities, older people (including senior volunteer exchange), the environment, community safety and lifelong learning.

We deliver a number of projects that meet community needs, e.g. Community Transport, Shop-mobility, Corporate Social Responsibility, Cultural Learning Project, an Interpreting and Translation Service, an Adult Learning One-Stop Shop, Migration Integration and a Furniture and Training Service. Through all of these there is a thread of delivering lifelong learning.

Through these projects, Dacorum CVS works with a lot of elderly people, as volunteers in the organisation, or as beneficiaries of services.

Those where the major part of beneficiaries are the elderly are the « Community transport » system and the « shop-mobility » system. The organisation also helps a lot of elderly people thanks to information, advice and orientation services and a large panel of training courses.

Experienced by working with senior of different horizons, Dacorum has also experience of the Lifelong Learning Programme (LLP) projects.





**CEMEA** means Training Centres for Active Education Methods. CEMEA movement was born in France in 1936 with the aim of developing democratic and participate behaviours. After the war Cemea spread all over the world. In Italy, it was born in 1950 and gathered in the Italian Federation of CEMEA in 1974.

The CEMEA movement is characterised by: lay, independent, non confessional social commitment; international experience; «active education» methodology; open discussion around ideas and experiences.

Cemea refers to active education: a kind of education that tends to free the human being, offering situations in which anyone - child, youngster, adult - can become conscious of the world around them, contributing to its evolution, in a perspective of individual and social development.

CEMEA del Mezzogiorno is an ONLUS (not for profit organization of social utility) placed in Rome (Italy) and its action deals with the promotion of non formal education through training, the development of local communities and active citizenships. CEMEA promotes the respect of people diversities, believing in everyone's desire to better one self. Making this opportunity accessible to each individual is CEMEA's main aim. CEMEA del Mezzogiorno educational activity, combined with the international learning opportunities offered by the European Union, support participation, intercultural approach, local dimension and active citizenship as basic elements for collective and individual actions. We develop projects under the European programs since 1998: Youth in Action (International Youth Exchanges, European Voluntary Service, Training Courses, Youth Seminars and Networking), Euromed Youth (International Youth Exchanges, Youth Seminars and Networking), Leonardo da Vinci (Mobility and Learning partnership), Grundtvig (Learning partnership, Multilateral and Senior Volunteering) Europe for Citizens, European Social Fund and European Fund for Immigration

GEB





## **Education and Mobility in Europe**

**Gesellschaft für Europabildung e.V. (GEB)** is a certified non-profit organisation that is functioning as an educational training centre. At present our main aim is education and vocational

education. In our area, we are working as advisors for institutions such as schools, small and medium-sized companies and administrative institutions. We have a strong network of European partners and we are helping in the planning, realisation and evaluation of European projects. In such a way we continue with our primary concept of transnational exchange and cooperation. Our activity is mainly directed to young people, adults and less privileged people.

Since 1998, we have been involved with European programmes. Simultaneously, we are working with our partners at strategy development, for example in the year 2004 we created a European transnational network for vocational training. We organised on average 330 beneficiaries per year for different mobility projects. In 2008, together with seven other European partner organisations, we started a project aiming to raise the quality of mobility projects (IVT and PLM): "EupQua - European Partnership for Quality in Vocational Training".

In 2009, we were one of the pioneer organisations in Germany to be awarded funding for Grundtvig Senior Volunteering projects and since then we have developed a systematic work programme and long term projects for seniors. In 2009 we also developed a Grundtvig Network Project « E-NLL Never Late To Learn» that has the idea to find out and to disseminate Best Practice Projects in the field of senior education. Last year we started a Leonardo Network Project « AmAP – Age Management in Practice. This project is about finding solutions to find special training methods for older workers as well as for their employers.

The reason that drives us the most is that we, as an education centre, feel the need to increase social responsibility and respond to the challenges of an ageing population in Europe.





**Gulbene Municipality Council** is one of the 118 elected local governments in Latvia. The main aims of the local government are to provide the community for the needed services and to represent the interests of the local residents. The main functions and fields of activity are: water supply, house heating, waste management, landscape development,

education, social assistance & services, health promotion, housing, local transportation. Since the municipality is situated in a remote and sparsely populated area, the special field of its involvement is protection of nature and shaping of rural landscape. The municipality has established special purpose units and task groups to manage the “green zone” objects in its territory.

The Municipality initiates social, educational, project etc. activities that fall in line with the development plans of its territory and address corresponding local population groups which may apply the knowledge and skills they possess. The Municipality also renders support to the different population groups including youth, seniors, disabled and disadvantaged people to help them carry out their ideas and ambitions to improve quality of life.

# The European Context

At a time when the European Union is confronted with a serious economic crisis which has caused a surge in unemployment, especially among young people, and in the context of an ageing population, the validation of relevant knowledge, skills and competences has an even more valuable contribution to make in improving the functioning of the labour market, in promoting mobility and in enhancing competitiveness and economic growth.'

Source: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2012:398:0001:0005:EN:PDF>

The ageing of the population is a European-wide phenomenon, an issue to which the “European year of active ageing and intergenerational solidarity” looks for innovative, transnational and effective solutions. Enhancing active ageing means finding resources and answers to reinforce the social and professional occupation of 50+ people. One solution is the use of e-portfolios.

People in Europe are living longer and enjoying better health into older ages than previous generations. At the same time the baby boomer generation is reaching old age. Together these trends are increasing the proportion of older people in the population as a whole, the ratio of dependent to employed people, and the ratio of older to younger workers in the workforce across Europe. These changes have significant implications for economic growth and public spending at a time when these have been severely affected by the economic downturn.

In **Germany**, the working age population is predicted to shrink from 50 million in 2009 to 42 or 43 million in 2030 and the age-dependency ratio is expected to rise accordingly throughout this period while **France** has one of the lowest employment rates for those aged over 50 in Europe.<sup>18</sup> Statistical projections show that the share of the European population aged 60 and above will increase from 21% in 2005 to 27% in 2020, and it is anticipated that by 2050 more than a third of the population will be aged 60 and above.<sup>19</sup>

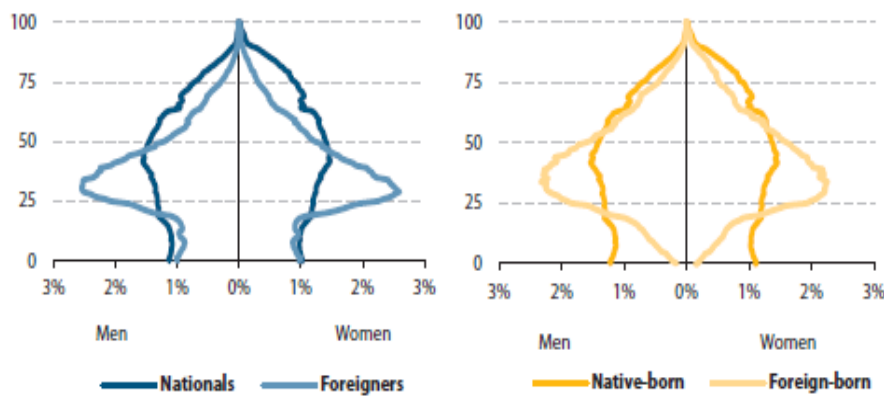
Economic trends are also increasing the proportion of older workers in the workforce with the employment rate among those aged over 50 rising in most European countries.<sup>20</sup> Reasons for this include Member States raising the pensionable age for both men and women, redundancy not being linked to early retirement packages by employers, and people lacking sufficient savings to allow for early retirement.

In the **UK** there is now a growing number of men and women who are continuing to work longer into their 60s and beyond. The proportion of older people in the workforce (those aged over 50) has risen from 57% to 65% between 2002 and 2010, and over the same period the proportion of those aged over 64 in the workforce rose from 5.5% to 9%.<sup>21</sup>

Source: [http://ec.europa.eu/education/adult/doc/active-report\\_en.pdf](http://ec.europa.eu/education/adult/doc/active-report_en.pdf)



Figure 1.7: Population age structure by citizenship and country of birth, EU-27, 2010



Source: Eurostat (online data codes: migr\_pop2ctz and migr\_pop4ctb)

source: [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-EP-11-001/EN/KS-EP-11-001-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-EP-11-001/EN/KS-EP-11-001-EN.PDF)

The “European Year of Active Ageing is meant to increase awareness of how important are seniors for the society, create opportunities to act for social cohesion among decision-makers and other stakeholders, strengthen bonds between generations.

**The dimensions of the 2012 Year of Active Ageing are:**

- ✓ **employment ,**
- ✓ **participation in the society,**
- ✓ **independent living ,**
- ✓ **research and innovation to improve the lives of older people,**
- ✓ **promotion of health,**
- ✓ **adjustment of security systems.**

source: Council Declaration on the European Way of Active Ageing and Solidarity between Generations (2012): The Way Forward.

In parallel to this European year, employment is the key of the EU 2020 strategy[1] aiming at an “inclusive growth”, and it emphasizes – as first priority – the increase of the employment rate in Europe, especially for older workers. Lifelong learning is given a central place and recognised as an essential leverage to adapt to a constantly changing society.



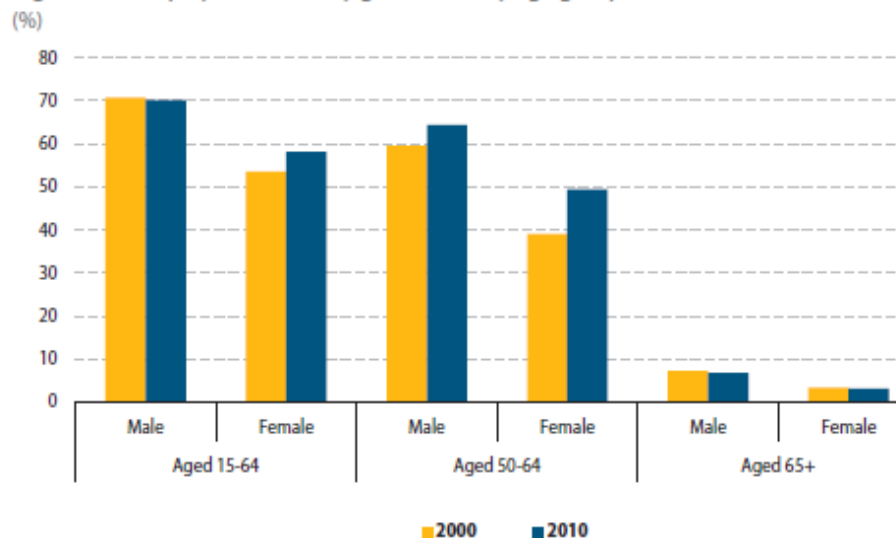
## “Europe must act:

**Employment: Due to demographic change, our workforce is about to shrink. Only two-thirds of our working age population is currently employed, compared to over 70% in the US and Japan. The employment rate of women and older workers are particularly low.”**

source: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:2020:FIN:EN:PDF>

These priorities are real challenges, since today only 46 % of 55-64 years old people have a job in Europe. The amount of senior people grows as well as the age of retirement steps further. So, a senior (especially 55 y.o. or more), without a job, has few chances to find a job again. This situation causes often a feeling of uselessness and a self-depreciating that can lead to social exclusion.

**Figure 2.2: Employment rates by gender and by age group, EU-27**



Source: Eurostat (online data code: [lfsa\\_ergan](#))

Source: [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-EP-11-001/EN/KS-EP-11-001-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-EP-11-001/EN/KS-EP-11-001-EN.PDF)



## What is Grundtvig?

It is a Lifelong Learning Programme of European funding that aims at strengthening European dimension in adult education and lifelong learning in Europe.

‘Launched in 2000, Grundtvig aims to provide adults with more ways to improve their knowledge and skills, facilitate their personal development and boost their employment prospects. It also helps to tackle problems associated with Europe’s ageing population.’

**Senior volunteering projects**, among them the Senior Pass, are providing seniors with learning and experience exchange opportunity in countries other than their own.

Expected results of mobility combined with volunteering experience are:

- 1) increase of personal, linguistic, social and intercultural skills and competences,**
- 2) contribution to the development and implementation of non-profit activities, and beyond this, contribute to the community as an active citizen,**
- 3) acquisition / development / transmission of specific task-related skills (the learning and competence development outcomes of the mobility period for the volunteers will be given appropriate recognition by the participating organisations, i.e. validation of informal learning);**

source: [http://ec.europa.eu/education/lifelong-learning-programme/grundtvig\\_en.htm](http://ec.europa.eu/education/lifelong-learning-programme/grundtvig_en.htm),  
[http://ec.europa.eu/education/lfp/doc/call13/fiches/grund7\\_en.pdf](http://ec.europa.eu/education/lfp/doc/call13/fiches/grund7_en.pdf)



image courtesy of Ambro/FreeDigitalPhotos.net



## National contexts

### Introduction – demographic shift

Europe is struggling with demographic problems, all of which are present in regions included in the project. Increase in the highest range of population structure, higher life expectancy and insufficient social policy are few of the reasons for a change that will bring about many questions in the future or is already problematic for governments and labor market.

Over 50 to 65 years old population ratio in Italy equals 19,87% in Lazio region, slightly less than in Italy in general. Berlin's population for the same age range is significantly lower (11%, slightly less than in Berlin – Brandenburg region). Hertfordshire has over a quarter of population between 45-64 years of age. France's oldest population ratio exceeds youngest one. In Latvia, due to low birth rate, negative migration balance and economic reasons, birth rate has plummeted tremendously over the last years. From 2000 till 2011 the number of inhabitants under 14 has shrank by 4,3%. In the same time period the number of people over 65 years old increased 3%.

An interesting outcome of our investigation is that in all the regions considered, older generation ratio will be getting higher during the next decades. What is more, in most of regions, the population number is predicted to grow. In Aquitaine, for example, in 2030 there will be an increase of population by 12,4% in comparison to the year 2008. England, unlike Lithuania, is experiencing a baby boom, therefore and due to migration as well as higher life expectancy, an increase in population is predicted to reach 24% by 2035. The society will however be an aging one, so by the same year, a group from 45 to 64 will raise by 53,7% in comparison to the situation from last year. Forecasts in England are not the same in all regions. Merseyside is facing only a small increase in population till 2021, and a significant raise in 65+ range. Italian demographic situation has due to the economic crisis gone worse. Birth rate decreased and will be further decreasing. Latin Americans migrate back to their home countries encountering unemployment difficulties in Italy. Overall, however, the population number is expected to grow by 2021, both in Italy and in Lazio, in the latter mainly because of national and international migration. In Berlin the demographic changes will result in shortage of skilled workers and 50+ population growth till 2030 is predicted to be tremendous, reaching 10% or more in comparison to current data. Latvia will be struggling with strong negative birth rate and migration balance.

## E-Portfolios as a tool to tackle unemployment

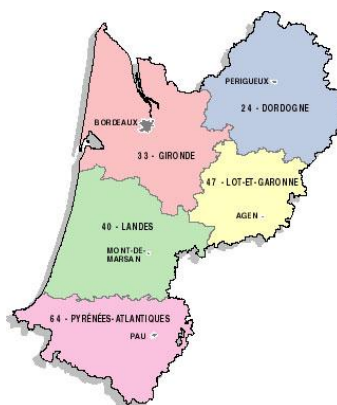
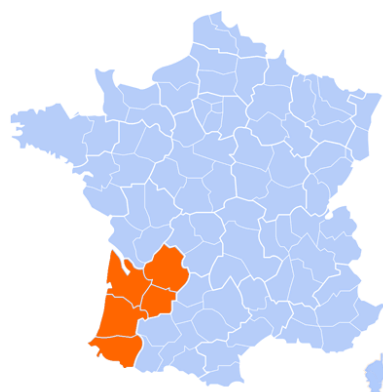
An E-Portfolio is a collection of electronic evidence: it may contain documents including a CV, as well as information about skills and competences of a person. By creating E-Portfolios, Seniors can promote their skills to potential employers and demonstrate their proficiency at using IT, one of the common skills employers look for in today's modern job market.

As research in the UK indicates, e-portfolios available are not harmonized with skills of elderly people in cases described by Dacorum. University of the third age offers online courses for seniors, just as regular Universities offer their students. Italian partner from Lazio found out that e-portfolios are usually privately used, and those prepared by Italian Institute for Job Trainings and Orienteering do not consider the target group directly. France has several websites on disposal where e-portfolios are in use, especially PACA services are prepared for elderly people. In Germany online learning platforms are quite broadly present, however there are not many projects specially for 50+ workers. Latvia is the only country with total lack of e-portfolios both in public and private sector, only websites with job adverts. To sum up, the state of art is in this field very different. Some initiatives are present, especially in the Western Europe, nevertheless it is hard to assess the impact that e-learning has currently within the target group of this project.



image courtesy of  
[Ambro/FreeDigitalPhotos.net](http://Ambro/FreeDigitalPhotos.net)

## France – Aquitaine



On 1<sup>st</sup> January 2010, Aquitaine has more than 3,232,000 inhabitants.

In 2030, according to a central scenario extends past trends, Aquitaine would count 3,563,000 people, or 12.4% more than in 2008. In the same time, the population of metropolitan France would only increase by 8.2%.

On all the OECD countries, the rate of active people from 55 to 64 years of increased 44.9% in 1991 to 52.9% in 2011. The increase also affects people aged 65 to 69 years whose rate increased from 15.2 to 18.5%. For France, the employment rate of 55-64 years was 41.4% in 2011 against 30.7% in 2001. It is a European and global phenomenon that accompanies lengthening of life in good health and the financial difficulties of pension. Among the explanations for the employment growth of older workers in France, are put forward the pension reform, the reduction of public beneficiaries of early retirement and the rise in the contribution applied for early retirement for companies' employees.

The obligation to negotiate or decide on a plan of action in companies had probably effects, even if they are difficult to measure.

The content of these agreements may include:

- ✓ Maintaining the employment rate for people over 55
- ✓ The recruitment of people over 55, but infrequently
- ✓ The access to the professional training and career interviews
- ✓ Health prevention policy
- ✓ Time arrangements
- ✓ Development of workstations
- ✓ Planning for careers
- ✓ Organization of retirement

## Unemployment situation in France:

For France, the employment rate of 55-64 years was 41.4% in 2011 against 30.7% in 2001. It is a European and global phenomenon that accompanies lengthening of life in good health and the financial difficulties of pension.

	% of people in the age group		Variation in point		Thousands (1)
	2012Q2	2012Q3 (p)*	Over quarter	Over year	2012Q3 (p)*
Employed people (15-64 years)	63,9	63,9	0,0	0,1	25 564
<i>Full-time equivalent employment rate</i>	59,4	59,5	0,1	0,1	23 800
Men aged 15-64	67,9	68,0	0,1	-0,2	13 381
Women aged 15-64	59,9	59,9	0,0	0,3	12 182
15-24 years	29,1	28,4	-0,7	-1,4	2 106
25-49 years	80,9	80,9	0,0	-0,6	16 511
50-64 years	56,4	57,0	0,6	2,1	6 947
<i>Included : 55-64 years</i>	43,7	44,9	1,2	3,2	3 598
Core employment rate of 55-64 years	43,7	44,7	1,0	3,1	
Unemployed persons (15-64 years)	7,0	7,1	0,1	0,6	2 822
Men aged 15-64	7,2	7,4	0,2	0,9	1 451
Women aged 15-64	6,7	6,7	0,0	0,2	1 370
15-24 years	8,6	9,1	0,5	1,0	671
25-49 years	8,0	8,0	0,0	0,5	1 623
50-64 years	4,2	4,3	0,1	0,4	528
<i>Included : 55-64 years</i>	3,4	3,5	0,1	0,5	277
Active people (15-64 years)	70,8	71,0	0,2	0,7	28 385
Men aged 15-64	75,2	75,4	0,2	0,7	14 833
Women aged 15-64	66,6	66,6	0,0	0,5	13 553
15-24 years	37,7	37,5	-0,2	-0,4	2 777
25-49 years	88,9	88,8	-0,1	-0,1	18 134
50-64 years	60,7	61,3	0,6	2,5	7 475
<i>Included : 55-64 years</i>	47,1	48,3	1,2	3,6	3 875
Active life expectancy of 55-64 years (years)	4,7	4,8	0,1	0,3	

Among the explanations for the employment growth of older workers in France, are put forward the **pension reform**, the **reduction of public beneficiaries** of early retirement and the **rise in the contribution applied for early retirement for companies' employees**.

The growth of the labor force is slowing. Under the new trend projection, the number of active would further increase at the same rhythm as in previous years until 2007, and then gradually reduce its growth until 2015.

It would then maintain between 28.2 and 28.5 million. A population heavily revised upwards and a rise of activity induced by senior pension reforms explains this new profile. However, due to the growth of the population in 2050, there would be only 1.4 active for one inactive over 60 years, against 2.2 in 2005. Migration would have an immediate effect on the number of assets, while a rise or a fall of fertility would play until 2025. These variations, however, would have little impact on the relationship between active and inactive over 60.

Regional: In %	Dordogne	Gironde	Landes	Lot-et- Garonne	Pyrénées- Atlantiques	Aquitaine	Metropolitan France
2008 Q3	7,5	7,5	6,9	7,9	6,6	7,3	7,4
2009 Q3	9,3	8,9	8,4	9,3	8,1	8,8	9,2
2010 Q3	9,6	9,3	8,6	9,7	8,1	9,1	9,3
2011 Q3	10,1	9,5	8,6	9,6	8,0	9,2	9,2
2011 Q4	10,5	9,8	9,0	10,1	8,3	9,5	9,4
2012 Q1	10,7	10,0	9,2	10,1	8,4	9,7	9,6
2012 Q2	11,1	10,1	9,5	10,4	8,6	9,9	9,8
2012 Q3	11,2	10,1	9,6	10,4	8,7	9,9	9,9

## unemployment data in the Aquitaine region

### Unemployment rate (men and women)

	31st of December 2012						
	Dordogne	Gironde	Landes	Lot-et- Garonne	Pyrénées- Atlantiques	Aquitaine	Aquitaine / France (en %)
<b>Men (in number)</b>	5 143	20 780	4 145	4 199	7 629	41 896	4,3
Less than 25 years (%)	8,3	8,1	8,4	7,2	7,1	7,9	///
25 to 49 years (%)	58,8	65,7	60,3	60,6	62,5	63,2	///
50 years or more (en %)	32,8	26,2	31,4	32,2	30,5	28,9	///
<b>Femmes (in number)</b>	6 187	24 117	5 509	4 704	8 897	49 414	4,9
Less than 25 years (%)	6,9	7,0	6,9	8,0	6,4	6,9	///
25 to 49 years (%)	58,5	65,0	60,4	58,9	60,8	62,3	///
50 years or more (en %)	34,7	28,0	32,7	33,1	32,8	30,7	///
<b>Total (in number)</b>	11 330	44 897	9 654	8 903	16 526	91 310	4,6
Less than 25 years (%)	7,5	7,5	7,5	7,7	6,7	7,4	///
25 to 49 years (%)	58,6	65,3	60,3	59,7	61,6	62,7	///
50 years or more (en %)	33,8	27,2	32,1	32,7	31,7	29,9	///

## **Support for the 50+ unemployed from the public institutions:**

The allowance for retirement equivalent (AER) is deleted since January, the 1st, 2012. It is replaced by :

### **Transitional allowance of solidarity (ATS)**

At a cost of 1,000 euros per month maximum, this aid is a replacement income for the unemployed over 60 years end of rights, eligible for a full pension but who have not attained the age of retirement. Objective: To compensate the effects of the pension reform for those born between 1 July 1951 and 31 December 1953. This allowance is granted on the condition resources (€ 1,592.64 / month for a single person and € 2,289.42 for a couple).

### **A lump-sum to the employer (AFE)**

This funding boost is paid by the employment center. The company that hires an unemployed person over 45 years old in professionalization contract for a fixed term or indefinite period from 1 March 2011 can get 2,000 euros. This measure has been extended until June 2012. It can be combined with an exemption from social security contributions.

### **Effective aids for job seekers aged 50 +**

Beyond 50 years, job seekers receive special conditions for compensation.

### **Three years of compensation for more than 50 years**

Over 50 years are eligible for three years of unemployment benefits (36.5 months as against 24 for the other), provided they have worked at least 27 months during the 36 months preceding the end of their contract of employment .

### **Compensation for unemployed aged 60 +**

Unemployed aged 60 and over are eligible for unemployment benefits until the age of 65 if they do not total 160 quarters for a pension at the full rate. To be eligible, you must provide proof of 12 years of contributions to the unemployment insurance system, 100 quarters validated for pension insurance, a year or two years continuous membership staple in one or more companies during the 5 years preceding the end of the employment contract.

### **Cumulating of unemployment benefit and reduced activity**

The fifties can earn activity of 110 hours per month maximum whose remuneration does not exceed 70% of monthly salary indefinitely, whereas it is limited to 15 months for others.

### **Outplacement aid**

50 years and over receive outplacement assistance if they accept a job whose pay is 15% lower than their previous position. These amounts are deducted from their entitlement to unemployment benefits.

### **Progressive Retirement**

Work part-time while receiving a fraction of retirement

Progressive retirement allows employees who have reached the age of eligibility to a retirement pension to work part-time while receiving a fraction of their pension (basic pension and supplementary).

### **Examples of good practice:**

To avoid the risk of unemployment and social exclusion, workers over 45 need targeted support. This is the starting point of the project NEWROLE Grundtvig Learning Partnerships: organizations that offer training for adults in France, Spain, Italy, Bulgaria and the United Kingdom have focused their activities with businesses, local authorities and other agencies in response to training needs and development of older people.

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## United Kingdom – Hertfordshire



According to the 2011 Census the total population of the UK is 63,182,000, with the total population of Hertfordshire being 1,116,062.

Historically Hertfordshire had a booming agricultural industry, with malting and brewing being widespread throughout the county. Paper making and printing industries were also high employers, with the Daily Mirror newspaper still being printed in Watford today. However, just before World War II some London firms moved out to Hertfordshire, most notably what is now GlaxoSmithKline, and De Havilland (which later became British Aerospace), predicting an increase in large corporations choosing Hertfordshire as the home for their headquarters, due the large industrial areas provided by the growth of new towns such as Hemel Hempstead post World War II.

According to the 2006 Annual Business Inquiry there are 42,480 registered companies in Hertfordshire. A 2010 study presents an 11.6% increase to 47,400 businesses, showing that the Hertfordshire economy has continued to grow since the recession hit in 2007. The same study outlines distribution, hospitality, finance, public services, education, health, and manufacturing as the major sectors in Hertfordshire employing 83% of the employed population. These sectors continue to be represented in Hertfordshire by large companies such as GlaxoSmithKline, DSG International, Tesco, BAE Systems, Roche, and Royal Mail.



## Demographic Situation

According to data collated from the 2011 Census, the mean and median age in Hertfordshire is 39. Young people aged 16 to 25 make up 10.76% of the population, whereas people aged 45 to 64 accounted for 25.72%. In terms of how these figures relate to the UK as a whole this appears to be the average.

According to the most recent East of England baseline economic forecast (June 2009) future employment growth in Hertfordshire will be concentrated in 'people based' sectors such as health and social services, and retail.

By 2035 the population of the UK is forecast to increase by 18.9%, with the population of Hertfordshire increasing by 24.1%. In terms of Hertfordshire having an ageing population, the demographic of 45 to 64 years of age is set to rise to 432,100 which is an increase of 52.7%.

However, like the rest of the UK, Hertfordshire is currently experiencing a baby boom with Watford birth rates having increased by 44% in ten years. To account for this, schools in Hertfordshire are currently being restructured to create more first school places.

## Unemployment rates

According to recent figures (March 2013) provided by Job Centre Plus, the over 50s currently account for 20% of the unemployed population in Hemel Hempstead. Those aged under 25 currently account for 53% of the same population.

Nationally, the unemployment rate of under 25s falls at 25% for males and 18% for females, according to statistics published at the end of 2012. Recent national statistics for the over 50s unemployment gender divide do not exist, the last total being from April 2012 and coming in at 256,200 people, 47% of which have been unemployed for over one year - women making up the majority.

## Support for the 50+ unemployed from the public institutions

In terms of unemployment in the UK, Job Centre Plus offers the most comprehensive support and is beginning to call for further options to the over 50s. According to the DWP, training is central to their future age specific support; with courses being offered in CV writing, online job



applications, and interview confidence in the context of being discriminated against. Although no current provisions currently exist for the 50+ Job Centre Plus customer, planning is underway and the need has been recognised. (Source: Job Centre Plus, Hemel Hempstead)

In terms of unemployment the main bodies which offer support nationally are Job Centre Plus as an instrument of the Department of Work & Pensions, and the National Careers Service. Job Centre Plus matches each unemployed person with an advisor and offers numerous supportive schemes such as The Work Experience Programme to help people gain employment. The National Careers Service offers one to one advice specifically in terms of job searching skills (CVs, interviews, etc) and guidance in relation to finding a career which is right for the individual. Dacorum CVS (Community Action Dacorum) holds a contract to deliver National Careers Service activity; the target for 2013/14 is for the provision to deliver 1,875 sessions to adults over the age of 19.

In terms of Hertfordshire, there are local branches of the above bodies as well as Work Solutions, a non-profit organisation funded by Hertfordshire County Council. Work Solutions aims its support at those with disabilities by providing practical guidance and work placements, as well as negotiating with potential employers on behalf of the client.

### **Examples of good practice**

DCFL (Dacorum Communities for Learning) is a community learning project which has been running since 2006, and is based in the Dacorum borough of Hertfordshire. DCFL primarily targets an older demographic, particularly in terms of its IT courses which range from absolute beginner (eg; how to turn a computer on) upwards. These courses are run with the elderly in mind and to this end they are based in seven community centres specifically chosen for their accessibility and affordability. The courses boast an almost 1:1 tutor to student ratio in order to offer elderly learners as much support as possible; and specialised equipment such as larger screens and mice designed to be more comfortable for arthritic hands.

DCFL has an excellent record of meeting learner needs as shown by their funding. Like many projects at Community Action Dacorum, DCFL is funded largely by HAFLS who also undertake direct delivery of learning but occasionally choose to outsource courses to external provisions that have exemplary records of meeting the needs of a specific group.

In terms of progression, DCFL encourages learners to use local internet cafes and have teaching assistants on hand to offer more supported practice. DCFL are also hoping to embed some



independent online training, which the learners can complete either at home or in one of the internet cafes.

Finally, according to progression data collected in March 2013, 77.5% of a random sample of 40 learners were over 50 years of age. Of the 77.5%; 29% went on to further training, including accredited courses; 6% were actively job seeking; and 32% were using their newly acquired skills within voluntary roles. Overall, the consensus was that the IT courses had given the learners confidence, added to their employability and improved their personal lives.

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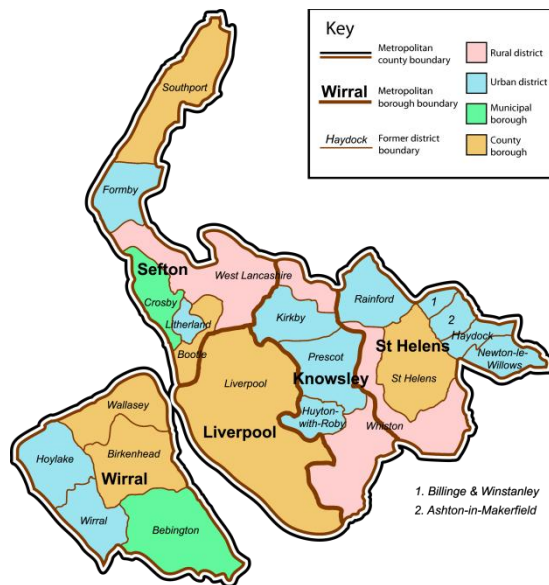
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# United Kingdom - Merseyside



1,506,500 inhabitants in January 2013 (City Region)

7,056,000 (North West Region)

## Demographic Situation:

Age 0-15 : 269,900 inhabitants
Age 16-64 : 978,700
Age 65 + : 257,900
Total : 1,506,500

It is predicted that Merseyside population will slightly increase by 2021. Also forecasts predict an aging population: the number of people 65 + aged would increase by 35.7% by 2021 compared to 2011.

## Unemployment rates

The unemployment rate in Merseyside stands at 5.6% (figures from september 2012)

One measure of unemployment is to look at the level of job seeker allowance (JSA) claimants. Data shows there were 55,759 JSA claimants in the City Region; 10% up on the same period in the previous year. The unemployment rate in the UK stands at 7.8% (March 2013)

Unemployment rate in January 2013
Over 50 : total : 4.3%
Male : 5%
Female : 3.1%
Under 25 :
total 18-24 : 19.2%
Male 18-24 : 21.6%
Female 18-24 : 16.6%

Possible factors which may be affecting the ability of our over 50's from finding employment (consultation of local partners: Colleges, Providers, Local Authorities, Chambers of Commerce) :

- ✓ **A perception of employer discrimination** : This perception was reported as an accurate observation varied.
- ✓ **Difficulties securing and passing interviews** : Younger people have had significantly more recent and relevant experience with interviews and subsequently will be more adept at 'interviewing well'
- ✓ **A need to re-skill or update skills** : Some older individuals may sometimes lack confidence in engaging with learning after many years out of the formal education system.
- ✓ **Digital literacy** : Increasingly employers require a level of confidence and skills involving IT and digital technologies. A number of older people may not be as used to interacting with new technologies as younger people.
- ✓ **Durations of unemployment** : Over 50's are staying on benefit and out of work longer than other age groups. Longer spells of inactivity make it harder to demonstrate work record and relevant skills
- ✓ **Structural changes to the economy** : The recession has also led to significant redundancies and permanent job losses from the public sector. Those choosing to take public sector redundancy were typically older workers.
- ✓ **Detachment** : Dealing with the shock of being made redundant is a particular issue pertinent to the over 50's.
- ✓ **Salary Expectations** : The jobs replacing those lost in the public and private sector are not always at the same salary level as those that have been lost
- ✓ **Personal Circumstance**: As can be seen from the large proportion of individuals claiming IB/ESA residents aged over 45 are more likely to have health related barriers to work.

**"Figures from the Office of National Statistics (ONS) in 2012 showed 428,000 over-50s out of work**

**Long term unemployment is on the rise across the UK workforce, with the number of people unemployed for more than a year up by 85,000 to 886,000 and those still out of work after two years up by 29,000 to 434,000. But the problem is more acute for the out-of-work over-50s.**

**According to the report, 43 per cent had been out of work for a year or more – compared to 26 per cent of 18-24 year-old and 35 per cent of those aged 25-49 who are out of work. It also found that of those**

currently unemployed, only 40 per cent of over-50s will return to work in the next 12 months, compared to over 60 per cent for those aged under 25."

Source: [www.annuity-rates.org/over-50s-unemployment-rate-at-its-highest-since-the-mid-1990s-2340/](http://www.annuity-rates.org/over-50s-unemployment-rate-at-its-highest-since-the-mid-1990s-2340/)

### Support from the public institutions

#### Jobcentre Plus :

**Institutions supporting employment of older people : Central Government, Local Authorities, JobCentres, Work Programme , Colleges, Training Providers.**

Considerable investment has been made in upskilling advisors who have completed Learning and Development courses focused on Older Workers. Many Jobcentres have introduced new specialist advisors for specific customer groups (with a dedicated 50+ advisory resource).

Jobcentres are also delivering group sessions to Older Workers across the City Region. There is also a support contract let to deliver employability course to 50+ customers, these courses have been well attended. Jobcentre Plus is also keen to look at how it can use its Flexible Support Fund to do even more for this customer group.

#### Work Programme

Given the typically longer durations of unemployment experienced by the over 50's both Work Programme supply chains inevitably receive significant proportions of over 50's. Both also have specific interventions and advisory support to tackle some of the specific barriers listed above. In particular job brokerage staff are able to work with employers to directly place individuals into work or advocate on behalf of any jobseekers where the companies usual recruitment activity may disadvantage over 50's.

#### Local Authorities:

Many Local Authorities invest in services to help their local residents access employment, this includes a £12.2m investment in tackling Worklessness. Over the last financial year services were delivered to almost 11,000 residents, nearly 1,700 of these were aged over 50. This represents 15.4% of all residents engaged in the Workless programme. Given the success in attracting some individuals off IB/ESA this is broadly in line with a proportionate share of the jobseeking population.



### **Further Education Colleges :**

Further Education Colleges by and large do not deliver specific services for the over 50's, however they do train many people of all ages. In consultation the colleges cited their role working closely with Jobcentre Plus to set up sector specific training and sector-based work academies.

### **Training Providers :**

Members of the Greater Merseyside Learning Providers Federation are working with a wide range of individuals of all ages. Their members have enjoyed some moderate success with training over 50's to achieve an Apprenticeship. This has been particularly useful where a person has changed occupations following redundancy. Providers are quite capable of adjusting their training programmes for employability to more mature residents.

Examples of best practice:

### **Silver Entrepreneurs :**

When faced with the aging population in the UK, it was concluded this target group need support to get back to work. Indeed, actual age discrimination in the workplace can occur, and most of older people who are made redundant, are laid-off or have to change their jobs face discrimination. Older people are perceived as employees who cost more due to wage expectations and experience, may be more likely to take time off because of their health, they have less up to date skills than younger workers and they are less flexible because of their family life. In fact all those assumptions are not true. They have got better health than most of the younger people, they are more committed in their work and are better at customer services. Nevertheless, it is particularly difficult to convince people, above all employers.

That's why Silver Entrepreneurs offers the opportunity to older worker to get back to work through self-employment. Silver Entrepreneurs offers workshop for 15/20 hours through a process of finding out more about self-employment and starting their own business. After this workshop, they are followed up in order to get feedback and to support them with their business ideas. They are also brought back together on a monthly basis via a business club, so they can share ideas and good practices.

### Content of the workshop :

- ✓ Self assessment
- ✓ Finance premises, legal insurance and accounts
- ✓ Business formation
- ✓ How to draft a business plan
- ✓ Marketing formation

### Source:

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## ITALY - Lazio



Lazio is a region of central Italy, composed of 5 governmental districts called Provinces. It is located on the Tyrrhenian side of the Mediterranean Sea and occupies 17.207 square kilometres of the Italian territory, extending from the Apennines to the Tyrrhenian Sea. The territory has no homogeneous physical characteristics, indeed, it is characterized by its heterogeneity with a predominance of mountainous and hilly areas and lowlands are found mostly near the coast. The territory consists of 54% of hills, 26% of mountainous areas and the remaining 20% of plains.

### Demographic Situation

In January 2012 the Italian population was 60.870.745 people

In January 2012 the Lazio population was 5.773.219 people

#### Italy

0-20 years old	→ 11.777.036	19,34% of the Italian population
21-49 years old	→ 23.661.109	38,87% of the Italian population
<b>50-65 years old</b>	<b>→ 12.337.948</b>	<b>20,27% of the Italian population</b>

## Lazio

0-20 years old → 1.069.894 18,53% of the regional population

21-49 years old → 2.238.806 38,78% of the regional population

**50-65 years old → 1.147.005 19,87% of the regional population**

Nowadays in Italy, a sociological change in migrants behaviour is occurring due to the economic crisis, especially within the ethnic group of Latin American origin. A relevant number of migrant families are going back to their country, where the living situation is improving. In some cases the male family member stays in Italy and sends the family back to their country, especially the children. This recent data could completely change the demographic forecast.

In 10 years the birth rate will decrease by more than 2.000 people, while the mortality will increase by more than 4.000 people. However, the total population in the Lazio region will increase by 311.803 people, mainly thanks to migration (national and international) factors, if the data will be confirmed. In addition, the population of 50 to 65 year olds will increase.

## Unemployment Situation:

### Unemployment rate 2012

#### Italy

Male	10,7%
Female	12,8%
Total	11,6%

### Unemployment rate 2012

#### Lazio

Male	11,9%
Female	13,6%
Total	12,6%

In Italy (average, 2012) the employment rate decreased by 0,3% year on year (-69.000 units).

As in the recent past, the result reflects the different dynamics of Italian and foreign components. Between 2011 and 2012 the Italian occupation lost 151.000 units, with an employment rate which stands at 56,4% (-0,1%).

Recently, the Italian government increased the age of retirement and this is probably the reason why, while the general level of employment is decreasing, a growth in the number of over 50 year old employees is registered, whereas people between 15-34 and 35-49 years old drop out.

Moreover, the new drop in full-time employment (-423.000 units, -2.2%) is followed by the further increase in part-time work (355.000 units, +10%). The incidence of those who are obliged to take part-time work rose from 53,3% in 2011 to 57,4% in 2012.

<b>Lazio</b> <u>15-24 years old</u>	Male	37,4%
	Female	43,4%
	Total	40,0%
<b>Lazio</b> <u>25-34 years old</u>	Male	14,7%
	Female	16,4%
	Total	15,5%
<b>Lazio</b> <u>35-44 years old</u>	Male	7,0%
	Female	11,0%
	Total	8,8%
<b>Lazio</b> <u>45-54 years old</u>	Male	4,9%
	Female	7,1%
	Total	5,8%
<b>Lazio</b> <u>55-64 years old</u>	Male	7,2%
	Female	3,7%
	Total	5,8%

In 2012 the average unemployment rate grew significantly, with an increase of 636.000 units (+30,2%), which affects both components of gender and all areas. The increase involves, in more than half of the cases, people who are at least 35 years old. In six out of ten cases, they are people that lost their work. The incidence of long-term unemployment (twelve months or more) rose from 51,3% in 2011 to 52,5% in 2012.

## Support from the public institutions

Over 50 years old workers affected by layoff enter in the standard support measures foreseen by the Italian government until now, as they are described below.

### Mobility (mobilità)

It is an intervention in support of particular categories of workers laid off by companies in difficulty that guarantees a compensation payment for the worker and facilitates his/her reintegration into the labour market.

The allowance is paid directly by INPS (Italian Social Security Institute). It is 80% of the standard gross salary payable, which includes only the fixed items that make up the salary. For the first twelve months the worker receives fully this support, minus the taxation rate of 5,84%. From the 13th month it is 80% of the gross amount paid in the first year of mobility. The mobility lasting depends on the age of the worker at the time of dismissal and from the geographical area where the company is located.

However due to a recent new law, starting from 1<sup>st</sup> of January 2017, the length of the Mobility cannot exceed the 12 months for people up to 55 years old, and 18 months for people over 55

years, whilst the geographical aspect is no longer considered, although this factor is very relevant in Italy.

This change will certainly increase the number of people urgently looking for a new job in the shorter period covered by mobility. So, also public job centres will have a shorter time to intervene and to support unemployed people with orienteering practices and training pathways for personal re-positioning and reintegration in the labour market.

### **Mobility as an advance**

It aims to help economically the worker in mobility who decides to start self-employment or entrepreneurship. The entire amount of money foreseen for the mobility period can be advanced to the worker in a unique solution, aimed to support the development of a new enterprise or market service. The worker also has access to this special measure if he/she's already in the mobility system. In this case INPS (Italian National Security System) will deduct the mobility monthly allowance already received from the total grant. In the case where the worker finds a private or public employment within the 24 months from receiving the grant, he/she is obliged to give all the money back.



### **Long-term mobility**

It is an allowance which extends the terms of the "ordinary" mobility, to enable the worker to reach the retirement period. The particular support measure must be financed through an official act of the government.

### **Building sector special conditions**

It is a special treatment in favour of unemployment building workers, similar to mobility. The duration is 18 months and may be increased to 27 for the people resident in the south of Italy (through *Cassa per il Mezzogiorno* fund)

## Exceptional mobility

This is an allowance designed for laid-off workers by companies and who are not covered by the mobility measure, or who do not have access to normal social security cushions. It is addressed to all employees, including trainees having worked in the company at least for 12 months with a minimum of 6 active months, at the moment in which they have been fired. The duration of mobility in this case is established by the regional regulation.

## Redeployment Manager Over 50

The action is financed by the Ministry of Labour and Social Policy with € 10 million and built by Italia Lavoro (a national public agency aimed to support work development) in favour of unemployed executives over 50 years old. It is developed in co-operation with Federmanager and Manageritalia, under the welfare system action supporting policies for work reintegration and it provides contributions to the company that hire an over 50 executive as follows:

€ 10,000 for each executive hired on permanent or fixed term of at least 24 months;

€ 5,000 for every executive hired with fixed-term contract of at least 12 months;

€ 5,000 for every executive engaged as project work for at least 12 months.

There are Public and Private institutions that support the employment of people of any age. In this difficult period, like in other European countries, their policies are mainly oriented to find solutions for the access of young people in the labour market.

## Public institutions dealing with employment are:

- ✓ Italian Ministry of Work
- ✓ INPS (Italian National Social Security)
- ✓ Italia Lavoro (National Agency for Work)
- ✓ ISFOL (Italian National Institute for Orienting and Work)
- ✓ Region and Provinces (Employment Centres)

## At private level we can find:

- ✓ Trade Unions



- ✓ Employers federations
- ✓ Outplacement companies
- ✓ Interim agencies
- ✓ Specialized Internet Web Portals

Main instruments supporting governmental bodies and instruments against unemployment:

### **Socially Useful Work programme (LSU)**

The subsidy for Socially Useful Work (LSU in Italian) has been introduced to support unemployed people that cannot have access to any social security measure. The treatment is aimed at the professional qualification in innovative sectors and at the implementation of projects with extraordinary character. The projects for the provision of subsidies are promoted by: public administrations, public companies, social cooperatives, and do not represent a real working relationship or long-lasting contract. During LSU measure the participant is not registered as employed, so his/her position in the mobility lists for a new job is maintained. LSU lasts no more than 12 months and the person is engaged to work 20 hours per week with a maximum of 8 hours in a day.

### **Courses for workers on the move or laid off**

Every Italian region is committed to provide training for workers under mobility measure or in layoffs to help them to increase their qualifications, in order to find more easily a new job position. The training courses are free and they are organised by social cooperatives or private training agencies accredited by the regional government. A sort of voucher is provided by the public job centres and the courses can be on different topics like computer science, English, tourism, etc. and individuals choose among a wide range of proposals. Some courses are also given through the web in a kind of e-learning mode. The people that are under exceptional mobility measure are obliged to follow a certain number of courses.

### **Employment centres**

The employment centres are public facilities (offices) currently managed by the district administrations, offering services to citizens and businesses. The job centres are located



throughout the country. The employment centres perform many activities. They provide information and guidance services (assessment, coaching and counselling), allow the matching of demand and supply of labour, manage databases, provide assistance and support for the management of paperwork, issue certificates and forms and offer free advice to people seeking employment.

The process begins with the enrollment of the unemployed person that becomes available for recruitment and has filled in a profile (studies, expectations, previous work experiences, etc.) that is stored into a data base; when a firm seeks staff more or less corresponding to that profile, the person is contacted to go for an interview in the requiring firm. A Personalized Action Plan (PAI) is designed by the unemployed person with the support of an orienteering team. Laboratories, thematic meetings, individual and collective sessions are the main common tools for supporting him/her. A Balance of Competences is realized within a duration of 2 months only in some specific cases, due to the large amount of time needed. The



job centers operate in a network with other services in the area, municipalities, centers of work orientation, universities, etc., in order to plan active labour market policies and enhance the quality and quantity of personalized services and accompaniment.

### Porta Futuro

Porta Futuro is a resource centre focused on job seeking, matching between enterprises and unemployed people and hosting seminars and round tables reflecting on support measures and innovation in the labour market. It is inspired on the base of the model of a similar structure named Porta 22 in Barcelona (Spain). It is placed in the city centre of Rome, Testaccio, and it is accessible not only to experts or professionals of the field but also to simple citizens looking for a job, offering in addition meeting rooms and ITC laboratories. Porta Futuro is a public initiative of the Province of Rome, also responsible for the decentralized job centres, that are organizing different events and training moments focused on work, exploiting the 1.800 square meters

available, perfectly equipped for any need. It also functions as a hub allowing job centres to gather ideas and innovative practices supporting employability. Porta Futuro also hosts an open space managed by a specialized team of advisors, where the citizens can make researches and meet EURES councilors, the service of EU dedicated to job placements around Europe. A digital Porta Futuro is also present in Facebook and Twitter and also video tutorials are shared on its YouTube channel; everything is accessible simply on the wifi touch screens available on the walls of the structure.

### **Outplacement services**

This is a service that is provided by the entities related to the work activities and that is required by the company that is laying off its employees. The outplacement firm does not mind relocating the worker, forcing him to face his choices, but their job is to accompany the worker in the retraining in order to be able to relocate to another workplace. Initially, the outplacement was reserved only for high managerial figures; over time this has begun to include employees, executives and workers. It is composed of four phases:

- Assessment (self /skills assessment)
- Preparation of marketing tools (resume, interview, marketing letter, etc.).
- Active research on the market
- Reintegration

The Ministry of Work has authorized many private companies to operate as Outplacement agents across Italy. Most of them are connected with main companies operating on the Italian territory in order to try to match job offers with available skills.

### **Private training, orienteering and coaching centres**

As in all EU countries, different private structures can intervene for free on behalf of unemployed people, supported by private foundations like “Fondazione Il Faro” specializing in young people, or “CIOFS-FP” Centro Italiano Opere Femminili Salesiane, of religious origins, providing guidance and training to all ages for job insertion. In some other cases private enterprises are offering, under payment, business coaching for people who want to advance in their career or create their own enterprise.

To know more visit:  
<http://www.ilfaro.it/>  
<http://www.ciofs.net/>  
<http://www.coachlavoro.com/info/>





## Example of good practice:


### Welfarma

A voucher of € 2.000 for each requalification; € 1 million made available by the Ministry of Labour to support the reintegration of workers until the end of 2014. It is with these figures that starts the project "Welfarma" voluntary instrument of social responsibility that sealed the alliance between pharmaceutical companies and unions to facilitate the redeployment of surplus staff in the sector. The project started in late 2008, when we witnessed a dramatic reduction in the number of medical reps, decreased in the period of about 10 thousand units. According to the first partial data Welfarma has been involved in the mobility agreement for 2.369 employees: 700 of these have joined the project and 300 are currently relocated.



Full title:	<b>Feeling Younger Getting Older</b>
Needs / Problems:	The use of ICT in our daily life is growing up very fast and this is creating a big distance between the generations: the young is faster than the aged one.
Target group:	Adults over 50 Young generations
Leading Partner / Partner Countries:	IT, TR, UK, NL, FI, SK, CZ, RO, PL, EL, LT, NO, CY, BG
<ul style="list-style-type: none"> <li>- collect good practice examples of ICT tools for a better ageing, volunteering and active European remembrance in the field of employment, health care, social services, adult learning, volunteering, housing, IT services and transport for aged people</li> <li>- generate some guidelines to teach the elders a conscious approach to ICT resources and to give them an opportunity to have a dialogue with younger generation using Open Space Technology.</li> <li>- By the end of the project E-book of guidelines will be published and shared with stakeholders.</li> </ul>	
Duration:	from August 2012 to July 2014
Context Analysis	<a href="http://feeling-younger.eu/about-project/">http://feeling-younger.eu/about-project/</a>
<b>Deliverable and results</b>	Local events, E-book, Leaflet, Best practices presentation
Webpage:	<a href="http://feeling-younger.eu/">http://feeling-younger.eu/</a>



	
Full title:	SISC Senior Intergenerational Social Capital
Needs / Problems:	<p>exploitation of senior workers potential,          avoiding social exclusion,          transfer of know-how competencies within companies,          concentration on “shadow competencies of older workers,          developing tools/knowledge of how to transfer competencies across generations</p>
Target group:	Seniors 50+ employed in companies
Leading Partner / Partner Countries:	<b>ITA, DE, PL, BG.</b>
<p>Current projects</p> <p>SISC e-learning pathway - An ICT-based tool targeted to women and men 50+, enabling them to make autonomously via PC own individual balance of competencies (stressing strengths and weaknesses), and to run an individualized training pathway on Mentoring, aimed at convincing them of their own importance in terms of owned know how to be transferred to new generations, and giving them proper tools. Also a SISC User guide will be produced. At least, the senior staff of 80/120 companies will benefit from the SISC e-learning pathway.</p>	
Duration:	2 years
Products:	individual e-learning pathway in 5 language versions USER Guide
Webpage:	<a href="http://www.sisc-project.eu/index.php?lang=de">http://www.sisc-project.eu/index.php?lang=de</a>

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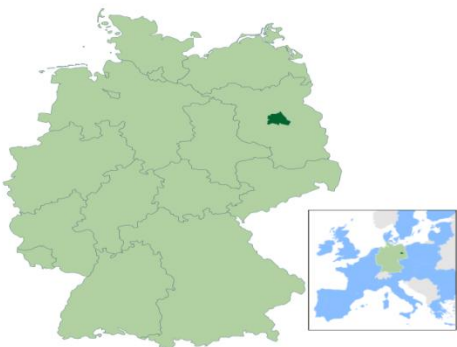
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# Germany, Berlin and Brandenburg



Berlin is Germany’s capital since 1991. It has changed drastically after the fall of Wall separating eastern from western part of the city, the latter controlled by Federal Republic and the first by communist regime. Nowadays it is a dynamic, multicultural place that enhances innovation, creativity and culture.

### Demographic situation:

	Unit	2003	2007	2011
<b>Inhabitants</b> .....	1000	3,388	3,416	3,502
of which female .....	%	51.3	51.1	51.0
<b>Foreigners</b> .....	1000	447	477	494
of which female .....	%	47.2	47.7	48.6

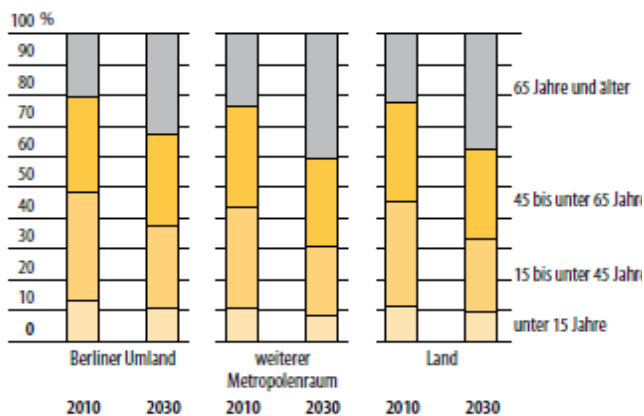
The number of inhabitants under 50 years old is still a few percent higher from the number of older citizens. Target groups’ estimate number is, according to 2011 data, under 12%.



## Berlin 2011, age from...to... in percentage

Alter in Jahren <sup>1</sup> (Schätzung)		
unter 6	%	5,4
6 bis unter 15	%	4,6
15 bis unter 18	%	4,5
18 bis unter 25	%	8,2
25 bis unter 30	%	16,0
30 bis unter 40	%	14,4
40 bis unter 50	%	16,0
50 bis unter 65	%	11,9
65 oder mehr	%	18,9

### Altersstruktur Land Brandenburg 2010 und 2030



## Unemployment situation

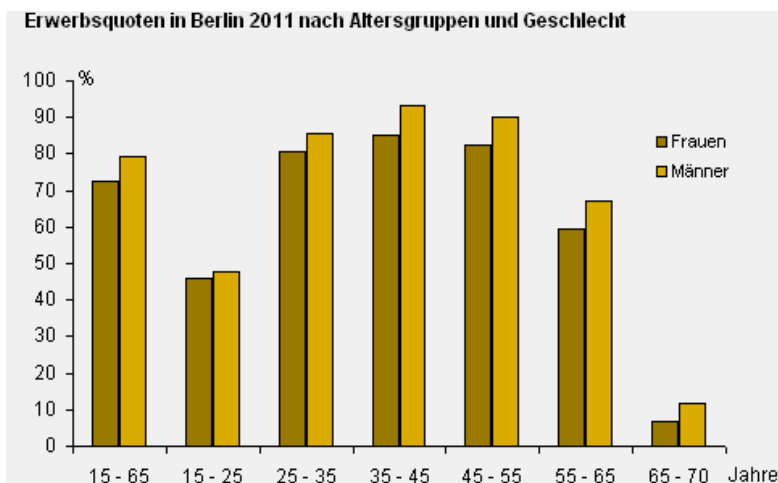
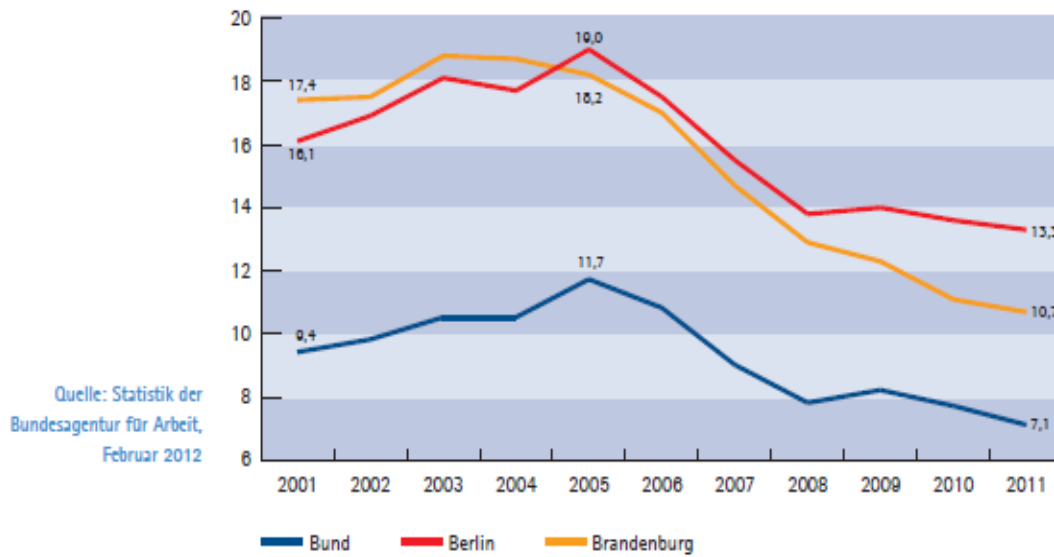
Similarly to the national age structure, Berlin's population rate above 45 years will be rising constantly, although Berlin is predicted to be relatively younger from its region in general. Age structure will constantly move up, lower birth rate and higher life expectancy are the main factors for this drastic change. In comparison to 2010, the number of retired population will be raised by over 10%. In a short period of time (see the table below) the most alarming will be the percentage of population over 80 years old, but we can also observe that the

working population rate is going to fall significantly in the next 5 and 10 years.

year/age	below 20 yrs	20-64 yrs	65-79 yrs	80 yrs
2013	16.1%	64.3%	15.2%	4.4%
2018	16.5%	62,5%	15.2%	5.9%
2023	16.7%	60.8%	15.0%	7,5%

As we can see from the table below, Berlin's unemployment rate is significantly higher than the rate of unemployment in Germany (Bund). It raises and falls are parallel to the countries' unemployment, nevertheless, exceeds it by 6%.

### Entwicklung der Arbeitslosenquoten 2001 – 2011 in Prozent, bezogen auf alle zivilen Erwerbspersonen



The number of Berlin's working population in 2011 according to sex and age indicate that in every range, male working population is few percent higher. In general, working population rate equals

80% for men and about 72% for women. The lowest ratio for people between 15-25 is naturally caused by educational motives and second-higher by early retirement or inability to get back on the labor market after losing job in advanced age. There is also a few percent of active labor market participants that exceeded 65 years. Statisticians predict that the percentage of working population will be raising within older population ranges in the next years.

Due to demographic change, Germany will face further supply-demand gap for qualified workforce in the next years. For this reason older highly qualified working population will gain



importance for German companies. What is more, statistics are expecting a “golden era” in terms of plummeting unemployment rate. It is predicted that till 2025 the number of unemployed will fall by 1,5 mln people. The reason for low unemployment rate is however not optimistic. By 2025 the number of working population will diminish by 7 million people. The situation in Berlin will reflect countries problems. Developing services sector will especially need highly qualified vocational workers.

## Support from the public institutions:

When it comes to financial support for unemployed, in the first year of unemployment, no matter the age, a person gets 65% of the previous salary. The money come from one’s insurance. After this time period the unemployment money are paid by the local government and reaching approximately 620 euro.

The system supports also companies or organizations that offer a job to unemployed people over 50 years old. If one has been unemployed for a period exceeding 6 months and has an objective difficulty on the labor market, the employer can pay only 50% of the total payment and the rest is covered by the state. Every next year for the 3-year period, employer needs to cover 10% more of the workers payment. In case of a serious disability, state coverage can be raised.

Another system solution for unemployed over 50 or those who are at the risk of unemployment can be providing them with 50% of the previous salary but their retirement money acquired monthly will stay on the same level.

In case of long-term unemployment, regardless of age, the low payment can be covered by the local government to 75% (900 euro gross payment), in extreme cases, the rest 25% can also be state-funded.

Federal government supports the employment of elderly people with following initiatives:

- ✓ **Perspektive 50+** is directet at long-term unemployed from 50 to 64 years old. Its aim is to provide them with better chances on the labour market, integrate them with the labour market. The project is situated in the context of regions, its aim is also to make a better use of regions potential. First phase was executed between 2005-2007, second between 2008-2010 and the third still lasts, till 2015. Current phase concentrates on futher expansion and, if possible, implementation of the project all over Germany. In

cooperation with regional companies, associations, chambers of commerce etc, it prepares so called EMPLOYMENT PACKTS for 78 regions. Achievements of the projects are impressive. Throughout the previous phase about 387 000 older people were activated of which 25 % successfully employed.

- ✓ **„Experience is the Future“** („Erfahrung ist die Zukunft) “ In this initiative the national government wants to raise awareness concerning demographic changes among the society and throughout workshops, events, application trainings, chats and advisory services, rethink the current economy.
- ✓ **„Age: The Economic Factor“** (Wirtschaftsfaktor Aller). One one hand the project aims at supporting exchange of knowledge and ideas between Economy, Science and Seniors, on the other, it is a consultation platform for companies that raises awareness of demographic development and economic chances of 50+ generation, sensibilizing them in the subject. The initiative is conducted by the Federal Ministry for Families, Seniors, Women and Youth (Bundesministerium für Familie, Senioren, Frauen und Jugend) together with the Federal Ministry for Economy and Technology (Bundesministerium für Wirtschaft und Technologie)
- ✓ **„Perspektive Wiedereinstieg“** is directed to women who stopped working and took care of their families instead and now would like to step back on the labor market.

**Institutions responsible for employment policy in Germany (among others):**

- ✓ Bundesministerium für Familie, Senioren, Frauen und Jugend
- ✓ Bundesagentur für Arbeit
- ✓ Senatsverwaltung für Arbeit, Integration und Frauen
- ✓ Bundesministerium für Arbeit und Soziales
- ✓ Handwerkskammer Berlin

In Germany the main responsibility for employment policy is carried out by the state in cooperation with non-governmental organizations. Private initiatives are also present in the area of counselling and training (ex.[www.topforty-beratung.de](http://www.topforty-beratung.de)),

nevertheless many initiatives is co-led or financially supported by the federal and local government.

## Main instruments of governmental bodies that support the unemployed:

A successful tool financed by the government is introduced in 2006 Geringqualifizierter und bäschtigter älterer Arbeitnehmer in Unternehmen – WeGebAU – (Vocational training for low-skilled and older employees in companies). The programme is ment to encourage employers to give their employees time for skills development via various trainings, covering fully or partly the cost of training. The research indicate that 85% of employers noticed positive effect of training and what is more, the number of participants of the project was raising year by year, accounting to 45 thousand older workers total till 2011.

In Berlin one of the organizations working in cooperation with Perspektive 50+, INTAKT – centre of integration and activation, offers a model working process embracing following topics:

- ✓ Plenum on aims in everyday living (one day)
- ✓ Team management – team work (one day)
- ✓ Job searching in printed media
- ✓ Job searching online
- ✓ Workshop on Health for elderly people
- ✓ Workshop on IT competences
- ✓ Application management - group workshop
- ✓ Daily summarizing meetings in teams
- ✓ Aims management in work tasks

The regional pacts use a wide range of different tools and instruments, including profiling, assessments, special training measures, internships in companies, placement activities (adapted to the special needs of the target group), wage subsidies for enterprises, time management, and publicity campaigns to raise awareness of the challenges of demographic change. There is also a commitment to developing better governance of the issue (at local and between local and national levels).

## Examples of good practise:

Gesellschaft für Europabildung in engaged in a project called “AMaP - Age Management in Practice: Improving Access to VET/CVET for Older Workers Across Europe”. The aims of this collaborative partnership are to:



1. Improve access to VET/CVET for older workers with a focus on identifying the key challenges faced by this client group in participating in lifelong learning activity
2. Investigate and (positively) influence the attitudes of employers towards older workers across Europe
3. Disseminate findings through a variety of European networks and engage with key policy makers, such as Cedefop and the European Lifelong Guidance Policy Network to ensure maximum impact is achieved

Three German institutions (Institut für technologieorientierte Frauenbildung, ISOB Institut fuer sozialwissenschaftliche Beratung GmbH) are actively engaged in a European project called “New Skills for Women (Re) Integration in the Labor Market”. Projects objective is to empower women who want return to the labor market after unemployment, maternity period etc. through the transfer of innovative training methods, improving training and counselling techniques within the area of ICT and entrepreneurship.

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*BEST Institut für berufsbezogene Weiterbildung und Personaltraining GmbH* is a partner to the “TANDEM - How to establish intergenerational and intercultural communication and how to provide for transfer and transparency of competences in VET” project. It was based on a previous experience from Grundvig “European Generation Link” project. The idea standing behind this initiative is to enhance social inclusion of young low-level educated and older migrants as both groups tend to struggle on the labor market. Another objective is to equip VET teachers, trainers and counsellors with methods of dealing with intercultural and intergenerational groups. Projects handbook and training guidelines is published online.

More: [www.tandem-project.eu/](http://www.tandem-project.eu/)

Very practical vocational training initiative coordinated by Netherlands, with IEB GmbH as a German partner, called “*Training course with intergenerational mentoring system regarding*



*historical building reparation*” is focused on knowledge exchange between younger trainees and experienced construction sector workers in order to bridge a market demand gap. The details are not yet published, as the project is still in an early phase of development.

More: [www.adam-europe.eu/adam/project/view.htm?prj=10208&page=1#.UfouBqyp\\_PE](http://www.adam-europe.eu/adam/project/view.htm?prj=10208&page=1#.UfouBqyp_PE)

The “Grandparents & Grandchildren UPGRADE” initiative aims at improving adult generation digital literacy competences and promote active citizenship of elderly people. In this project volunteering students in the role of “grandchildren” teach older people basic computer skills. What is more, the project wants to enhance local stakeholders to support low cost training initiatives for elderly people so they could participate fully in the digital society arena.

More: [http://www.adam-europe.eu/adam/project/view.htm?prj=8677#.UfovPKyp\\_PE](http://www.adam-europe.eu/adam/project/view.htm?prj=8677#.UfovPKyp_PE)

Berlins Construction Companies participate in a Chronos - a programme for development cooperation between older and younger workers generations. The project is based on the assumption that young people can be using knowledge and experience of older workers and the latter need to be provided certainty of employment and proper help. The project underlines the fact that the shortage of qualified vocational workers will be rising.

More: <http://www.chronos-projekt.de/dl/CHRONOS-Flyer.pdf>

According to the motto „Old helps young“ the Federal Work Association for Senior Managers (Bundesarbeitsgemeinschaft der Wirtschaftssenioren) supports young people in various economic branches with consulting to prevent unemployment of youth. It also works as a consulting body for establishing start-ups, monitoring, marketing and many more. The initiative is available all around Germany.

More: [www.bbdev.de](http://www.bbdev.de)



Full title:	Community Media Applications and Participation
Needs / Problems:	Lack of ICT skills in elderly which limits their employment opportunities in growing markets such as Apps, radio and ICT administration
Target group:	Trainers Older People over 50 with little digital/ media/ administration ICT skills
Leading Partner / Partner Countries:	Spain, <b>Germany</b> , UK, Poland, Finland, Hungary
<p>Activities: What activities or events are they doing?</p> <p>Run pilot courses which lasts for two days around Europe at educational and private institutions to enrich the elderly's ICT and digital skills. promoting the motivation of older people for acquiring basic understanding of ICT through an intergenerational transfer of skills and to prepare them for further access to education</p> <p>The implementation of the project includes three main phases: Trains adult educators to use new technologies (mobile learning, using apps with smartphones) to increase participation in lifelong learning. Train Facilitators of intergenerational learning of each country of the consortium to be the key actors and mediators of those two groups.</p>	
Duration:	Dec 2011- Nov 2013

<b>The Overall COMAPP Training -course review</b>	<a href="http://www.comapp-online.de/overall_course.html">http://www.comapp-online.de/overall_course.html</a>
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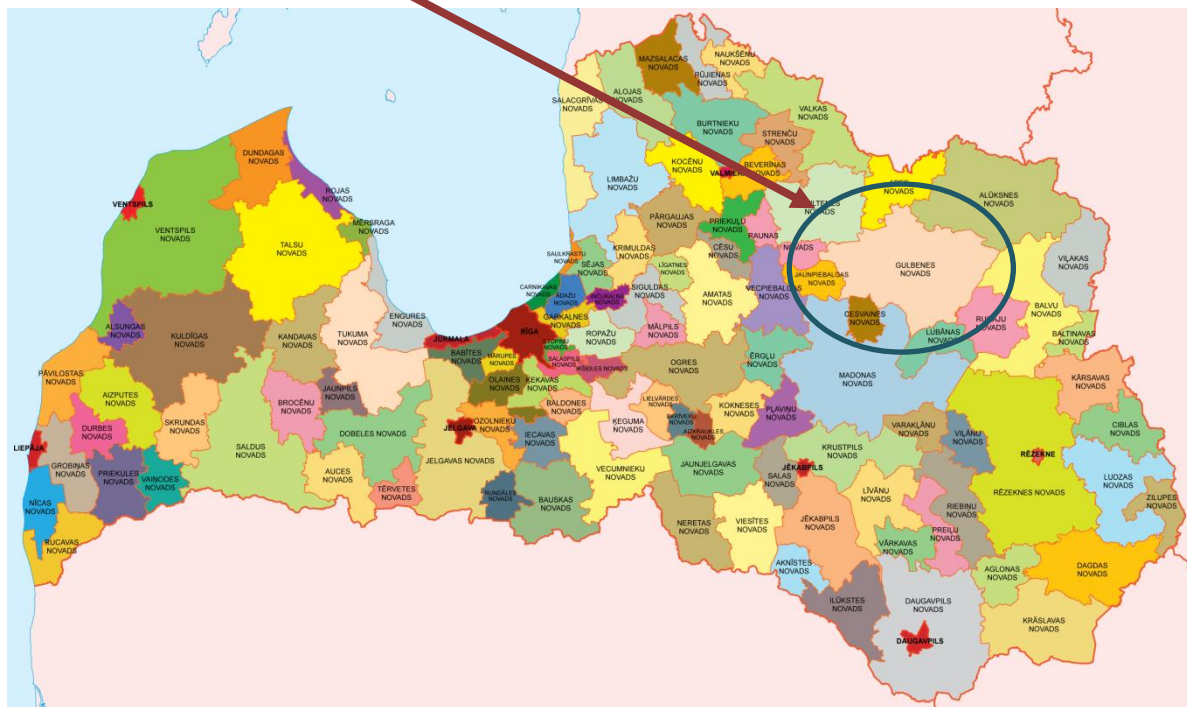
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## LATVIA – Gulbene



The capital of Latvia is Riga. Total area of Latvia is 64 589 km<sup>2</sup>. There are 13 villages in Gulbene Municipality and 1 in the town, total area is 1 876,1 km<sup>2</sup>.

### Demographic Situation

On 01.01.2013, the number of inhabitants in Latvia was 2 201 196, of whom at working age – 1 429 542, including women - 724 043, men - 705 499. The Central Statistics Board (further in the text – CSB) is the main performer of the state statistics and coordinator in the country. CSB is responsible for the organization of state statistics work in Latvia and for correctness of the data received from information of the respondents.

The demographic load in the Gulbene municipality in 1995 was 832, but in 2012 – 563 on 1000 working age inhabitants. In 1995 it was higher than average in the state, but in 2012 it dropped under the average figures of 574 and 563. Comparing average data in the state in Gulbene municipality there is a slightly higher number of working age.

When analysing content of inhabitants in age groups we can see – demographic load on 1000 inhabitants of working age is constantly decreasing because in connection with low birth rate number of inhabitants in under working age has decreased. Connected with an increase of

retirement age population, the number of inhabitants over working age decreases in absolute numbers, also in percent. However, in the last two years there was a tendency for specific quantity of inhabitants over working age to increase.

It can cause several problems in the future. For instance, ageing of working age people and lack of new specialists. Until 2010 specific quantity of inhabitants at working age had been increasing, but in the last two years the number of inhabitants at working age has tremendously decreased. This has happened on the bases of mechanic migration, not well enough developed entrepreneurship and lack of work places.

There is negative natural growth in Latvia, also migration saldo. Since the beginning of 1990 the population in Latvia has been decreasing annually. Since 1990 the number of inhabitants in Latvia has decreased by 466 944.

Following demographic development tendencies and the data in the Gulbene municipality – in the perspective average number of population will continue to decrease by approximately 300 a year. We are glad to notice that the rate has slowed down.

## Unemployment situation

Level of unemployment in Latvia on 31.12.2012. was 104052 unemployed people (10,5%)).

In Gulbene municipality – on 31.12.2012. there were 1349 unemployed (9,4%).

In Latvia there were 37753 **unemployed people on 31.12.2012. aged 50+(36,3%)**, out of them 17156 men and 20597 women. Aged under 25 - 10449 (10,0% out of total number), out of them 4311 –men and 6138 women.

On 31.12.2012 in Gulbene municipality there **were 499 registered unemployed aged 50+(37% out of total number)**, out of them 238 men and 261 women. Aged under 25 there were 125 unemployed ( 9,3% out of total number) including 80 women and 45 men.

If we look at it in general, the most number of unemployed are exactly at pre-pension age (mainly women). Regarding the level of education, there are more unemployed with secondary general and professional education. Specific weight with lower level of education is for women.

There are 66577 unemployed with professional or secondary education in Latvia. Of this number, 776 in Gulbene municipality. With basic education and lower level of education in Latvia together - 23947 unemployed, including 283 in Gulbene municipality.

### Support from the public institutions:

Employment state agency implementing state policy to decrease unemployment in Latvia.

Special employment possibilities (projects) that are co-financed from EU Social Fund:

1. **„Event for certain age groups”** (the active employment event foresees employment of unemployed in state co-financed work places to help the unemployed understand the requirements of the labour market, in addition to facilitating target group unemployed integration in the society and arrangement of constant work). Those who can participate:

- up to 12 months, if unemployed in unfavourable conditions is involved;
- up to 36 months, if unemployed – invalid person s involved.

During support event ESA employers employing workers in unfavourable conditions or situation secure financial support for monthly salaries of employed. Every month ESA allocated 50 % of salary payments during one year. Monthly financing cannot exceed amount of the determined in the state minimum monthly salary, that is 200 LVL or EUR 280.

2. **„Paid temporary social works”** (further- APSD) starting from January 2012, the active employment event was started. This substitutes the event implemented and carried out during crisis “Practising work with stipend in local municipalities”.

This event is for those who have been unemployed for long period of time – they can participate in APSD for 4 months in municipalities. The monthly remuneration is 100 LVL or 140 EUR. In 2012 in Gulbene municipality, 411 unemployed people were involved, and 75 of them were of pre-pension age , or 18,2% of them.

3. **Complex support events** (to facilitate target group unemployed involvement in labour market, diminishing social castaway risks and supporting motivation of target group unemployed, increasing their competitiveness in the labour market; this is a complex employment support system (involving several target groups and based on individual needs).



4. Project „**Lifelong education events for employed persons**” (for persons subject to unemployment risk, to train and supplement knowledge and necessary skills; in conformity with professional fulfilment and non-formal education programmes).

5. „**Education and training for unemployed and job seekers in Latvia - 2**” (to raise compatibility, to improve ability to adjust to the changing requirements of labour market, increase possibility to integrate in labour market).

ESA offers Professional training, re-qualification, further education and non-formal education. This is for the unemployed who want to acquire new professions or to change the existing one and to improve or supplement their professional qualification. ESA offers the possibility of participating in professional training, re-qualification or further education. The scholarship is 70 LVL for one calendar training month or EUR 100. In 2012, possibilities of professional training and further education for up to 5.5 months were used by 172, but non-formal education possibilities – (duration of 2 months) – by 141 unemployed. Unemployed people aged over 50 were 28% of those involved in the project (on 22.04.2013.)

Unemployed benefits, as well as other benefits and allowances in Latvia are paid and administered by State Social Insurance Agency (SSIA). It realizes state supervision function administration in the sphere of social services. There is a SSIA in each town and city of Latvia.

## **Institutions supporting employment of elderly people:**

### **PUBLIC**

The biggest support for the unemployed in Latvia is given by Employment State Agency, State Social Insurance Agency and social services that are situated in every town and city of Latvia.

Social welfare institution is up to each county council established institution that provides social assistance and social services and the administration of county residents. Welfare institutions also develop strategies for the solution of social problems.

Special support is received by the groups of people with minimum of living wage not exceeding 90 LVL (EUR 127) per month, on condition that the person has no cash holdings or property, and that they are registered as unemployed in the State Employment Agency.



Every municipality has got its own binding regulations on support measures for low-income people. There can be different support in each of the municipalities, but the state has determined the amount of the housing allowance and benefits to guarantee minimum level of income.

The type of benefit, amount, and the procedures and people who are eligible for these benefits, shall be governed by local binding regulations.

The main support measures are GMI allowance (guaranteed minimum income level) 35 LVL per person, residence/apartment benefit (40% of minimum salary in the state), allowance for preparation of children for school – 20 LVL per child, health care benefit and food sets for every family member.

Additionally, one of the support providers is Gulbenes library. The main objective of the library is to develop skills to use all kind of information that is available, and to promote the use of new information technology. The library also promotes lifelong learning, it provides the residents of the Gulbene municipality with a wide range of free training courses for different interest groups.

Gulbenes Library Regional Training Centre has developed training programmes for 5 interested groups. Each of them offers relevant and interesting courses to specific audiences.

There are developed multifunctional centers in Gulbene municipality, which provide support not only for young people, but also for unemployed people. One of these centres is located in the Druviena parish.



image courtesy of  
Photostock/FreeDigitalPhotos.net

## PRIVATE

There are many different private learning centres, where each of the citizens can get education – depending on their desires and financial possibilities, but most of them are located in the capital- Riga.



Education and training centre „BUTS” is one of the biggest private educational institutions in Latvia. It has got 20 years of working experience in education and training of adult people, re-qualification and qualification of them. One of the branches is located in Gulbene.

Another training centre available in Gulbene, is “Austrumvidzeme”.

The Education and training centre “Austrumvidzeme” was founded as an adult professional training centre. The main direction is adult professional further-training, professional development and non-formal education programmes, as language studies, computer training, project management and other.

In the Gulbene municipality and the territory of the whole Latvia mainly those two centres cooperate with State Employment Service in unemployed education and training. They both have branches in many cities and towns of Latvia.

### Examples of good practice:

#### Senior Volunteering Project „Nature Nurture”

Nature Nurture is a project which sends and hosts 6 Senior (over 50 years old) Volunteers between two community-based organisations, both of which are active in the creation and delivery of training and learning opportunities for people living in their areas.

During a project from 18<sup>th</sup> of June to 9<sup>th</sup> of July, six senior volunteers from England were welcomed in Gulbene and from 5<sup>th</sup> – 26<sup>th</sup> of October six Gulbene county seniors were volunteering in England.

The theme of the project is “Nature, Our Landscape, and how we can care for it”. Through Senior Volunteering we helped Senior Volunteers at a local and European level learn more about activities available to them in both countries. We also worked directly with the volunteers and staff who are already active in nature conservation, environmental work, forest management and outdoor education. Both organisations already have substantial work programmes in this field and positively brought the Senior Volunteers into an activity where they could benefit greatly from sharing and learning on a local and European Level.



Through Nature Nurture we have utilised the project to help older learners, many with limited educational achievement and/or low self-esteem/lack of community involvement. We have seen in both countries the new activity and engagement Nature Nurture has brought to communities as the theme is non-academic and very attractive to all involved.

We have built new links between our organisations and our work with older people, which we envisage can enable us to further EU level activity. Senior Volunteering has given us the chance to include the target group as full partners in the work, from the very beginning.

The main results of the project were:

- ✓ To open new learning/access opportunities for the disadvantaged groups which we work with, through the role models, energy and new ideas from older volunteers
- ✓ Help to build confidence and skills awareness in older people, by actively making use of their experience and skills to help us in our work
- ✓ To provide the structure to enable older volunteers to offer new ideas for working methods, equipment and training, in turn enriching the organisations themselves.
- ✓ Extend the participation of older people in adult education, by building confidence and motivation through the project. This applied not only to the mobility participants but also to the people that they met through their placements and work.
- ✓ Another aim was to ask participants to help us to develop and extend the Senior Volunteering concept, by fully including them in extensive evaluation activities.
- ✓ Also to ask participants to take direct responsibility for dissemination work, supporting our paid staff with presentations to other community organisations, especially those focused on older people.
- ✓ Develop new opportunities to involve older people in a return to learning, through their connections made through Nature Nurture
- ✓ Encourage new knowledge and contacts for the staff in both organisations along with building on existing links.





Full title:	<b>TOWER - Training in entrepreneurship</b>
Needs / Problems:	<p>The Governments are struggling to find ways to enhance job creation and fuel growth after the global economic crisis. The training program which is transferred, adjusted and implemented is highly relevant for the Leonardo priority of promoting cooperation between vocational education and working life. Additionally the training programs increase the possibilities of creating new jobs and support the economic growth in participating countries.</p> <p><b>Aims:</b></p> <ul style="list-style-type: none"> <li>• To integrate the program as a permanent training opportunity in vocational and adult education institutions</li> <li>• Create new jobs through entrepreneurship and innovation</li> <li>• Encourage people with long working experience to utilize their ideas and establishing their own business</li> </ul>
Target group:	<ul style="list-style-type: none"> <li>• People 50+</li> <li>• People with a long working experience with interest in developing new business ideas. This group can be unemployed and having hard finding new job opportunities on the labour market or they want to change and develop an idea they have.</li> <li>• Consulting companies offering education in entrepreneurship</li> <li>• Jobcentres</li> <li>• Business Development centres</li> </ul>
Leading Partner / Partner Countries:	<ul style="list-style-type: none"> <li>• Iceland</li> <li>• Denmark</li> <li>• Latvia</li> <li>• Norway</li> <li>• Sweden</li> </ul>
<p>Activities: What activities or events are they doing?</p> <ul style="list-style-type: none"> <li>• Transfer, adjust and implement the Danish training program for Entrepreneurs</li> <li>• To improve access and availability of entrepreneurship education for people with long working experience.</li> <li>• To gather knowledge and experience through the Partners network about designing</li> </ul>	

<p>efficient training programme for older entrepreneurs.</p> <ul style="list-style-type: none"> <li>• To establish an internet based platform for the Entrepreneurs in order to create a European network for Entrepreneurs and for providers of training for Entrepreneurs.</li> <li>• To make a Guideline for future Entrepreneurs, published on the internet based platform.</li> </ul> <p><b>The implementation of the project.</b></p> <ul style="list-style-type: none"> <li>• Transfer, adjust and implement the Danish training program for Entrepreneurs</li> <li>• To improve access and availability of entrepreneurship education for people with long working experience.</li> <li>• To gather knowledge and experience through the Partners network about designing efficient training programme for older entrepreneurs.</li> <li>• To establish an internet based platform for the Entrepreneurs in order to create a European network for Entrepreneurs and for providers of training for Entrepreneurs.</li> <li>• To make a Guideline for future Entrepreneurs, published on the internet based platform.</li> </ul>	
Duration:	October 2012 until October 2014.
Products:	<p>Training program (in progress)</p> <p>The training programme which will be transferred, adjusted and implemented is highly relevant for the Leonardo priority of promoting cooperation between vocational education and working life. Additionally will the training programme increase the possibilities of creating new jobs and support the economic growth in participating countries.</p>
Project results:	<p>The main outcomes of the project are:</p> <ul style="list-style-type: none"> <li>• A research report about the existing situation and support for entrepreneurs in participating countries</li> <li>• Internet based platform for entrepreneurs</li> <li>• Adjusted training programme for entrepreneurs</li> <li>• Guideline for future entrepreneurs in English</li> <li>• Evaluation report</li> <li>• Dissemination Report</li> </ul>
Learning Model:	<p>Training program (in progress)</p> <p><a href="http://www.tower50plus.eu/en/news/latest-news/adjustment-of-the-training-programme">http://www.tower50plus.eu/en/news/latest-news/adjustment-of-the-training-programme</a></p>
Webpage:	<a href="http://www.tower50plus.eu">www.tower50plus.eu</a>
More information:	<p><a href="http://eurofortis.lv/bildes/files/TOWER%20brochure%20-%20ny%20Latvia.pdf">http://eurofortis.lv/bildes/files/TOWER%20brochure%20-%20ny%20Latvia.pdf</a></p> <p><a href="http://www.studiesenteret.no/tower-et-internasjonalt-samarbeid.5151618.html">http://www.studiesenteret.no/tower-et-internasjonalt-samarbeid.5151618.html</a></p>

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# Intergenerational Learning in the European Context

**“Intergenerational learning involves people of different generations becoming engaged in learning from each other and learning together. Learning is the communication and acquisition of knowledge, skills and values”**

The reasons for growing importance of intergenerational learning are:

- ✓ changes in family structure,
- ✓ greater mobility of workers and their families
- ✓ an increase in age-segregated activities (many places, political initiatives and activities are targeted predominantly on youth, excluding seniors),
- ✓ the increased use of online tools for social interaction and e-services.

source: [http://ec.europa.eu/education/adult/doc/active-report\\_en.pdf](http://ec.europa.eu/education/adult/doc/active-report_en.pdf)

**Within the framework of the Senior Pass project, Seniors will volunteer in Youth Centers or other firms/organizations that allow for this type of learning experience.**

image courtesy of Photostock/FreeDigitalPhotos.net



Intergenerational learning is present in discourse in all the countries and regions participating. Initiatives to foster lifelong learning and exchange of experience between generations are undertaken usually on national level. In Italy a programme “Generational Bridge” and “Generational Pact for Competitiveness” carry the responsibility to look after intergenerational knowledge and experience exchange.




Latvia possesses no nationwide strategy, local authorities are more active on this matter, also personal engagement helps do develop certain

initiatives. French project “generation contract” aimed to recruit older workers and secure their present employment as well as transmit skills of older to younger workers. Apart from that the partner didn’t find any significant intergenerational learning initiatives, however, pointed out that this one is broadly used.

In Germany intergenerational learning already has its 30 years history. It seems that tools and programmes developed are most advanced in Germany and in the UK. In the first, this type of education is present among various jobs and conducted both by private firms and national institutions. Germans are well aware of need for training and experience sharing that goes both ways. Expecting further skilled workers gap on the market, the country tries to ease current situation. Many participants with different backgrounds have a chance to improve skills and participate in special activities through programmes such as Experience Initiative, European Generation Link, Grandparents & Grandchildren UPGRADE, Chronos, Older helps young and many more. Some of the projects are conducted in cooperation with EU partners. In Hertfordshire Adult and Family Learning Services is a strong educational institution. According to Think Community intergenerational learning has been so far successful. The think tank conducted research on programmes already implemented. Similarly in Merseyside, the National Institute of Adult Continuing Education, various Foundations and research on intergenerational learning contribute to greater awareness and effectiveness of particular actions.



**Below you’ll find examples of projects that included intergenerational learning. Experiences collected are useful for the Senior Pass supporters as they tested and developed methods accurate for this kind of learning experience.**


   Education and Culture DG Lifelong Learning Programme	
Full title:	<u>e-Skills to change the lives of 50+</u>
Needs / Problems:	Develop digital inclusion of older people across Europe
Target group:	Adults over 50
Leading Partner / Partner Countries:	UK, RO, ES, IS
Activities:	<p>Develop skills for <b>motivation, training</b> and support of <b>e-Inclusion</b> for elderly people across different cultures and places.</p> <p>Increase the quality of <b>ICT training</b> available in non-formal adult education.</p> <p>Increase the <b>participation of older people</b> in lifelong learning.</p> <p>Increase promotion of digital activities to older people.</p> <p>Increase <b>use of ICT</b> by older people across Europe.</p> <p>Build strong <b>inter-cultural relationships</b> between partner countries, entities and participant learners</p>
Duration:	24 months
Products:	<b>Best Practice Guide</b>
Webpage:	<a href="https://e50plus.wordpress.com/about/">https://e50plus.wordpress.com/about/</a>

Full title:	<b>Inter Generational RelAtions&amp;Networking for DevelopMent of Advanced People and Communities</b>
Needs / Problems:	Reducing the current digital intergenerational age gap.
Target group:	Adults over 50 Organizations working with children Children
Leading Partner / Partner Countries:	PL, UK, RO, TR, IT, FR, <b>ES</b>
<p>The project aims to build a creative training kit for promoting intergenerational learning&amp;voluntary activities between seniors and youngsters, in order to provide them with pathways to improving their knowledge and competencies</p> <p>Activities:</p> <ul style="list-style-type: none"> <li>- development of virtual Learn with Grandma Groups on Facebook</li> <li>- setting up of physical Learn with Grandma Groups in each partner's region</li> <li>- organising a regional Learn with Grandma Day which will bring in many other organisations in the region, especially those working with older people and families. Movies with the events will be uploaded on Youtube.</li> </ul>	
Duration:	September 2011-June 2013
Products:	A training kit which contains methods and approaches which meet the target groups' particular needs (at each partner's level and specific context
Context Analysis	<a href="http://aaoss.org/?page_id=594&amp;lang=en">http://aaoss.org/?page_id=594&amp;lang=en</a>
<b>Deliverable and results</b>	Local events in each partner's region Training kit
Webpage:	<a href="http://aaoss.org/?page_id=321&amp;lang=en">http://aaoss.org/?page_id=321&amp;lang=en</a>





Full title:	<b>Seniors in the Knowledge Society</b>
Needs / Problems:	Giving the opportunity to seniors to be “e-included” to the society
Target group:	Adult over 50
Leading Partner / Partner Countries:	ES, DE, NL, CZ, AT, EL, SK, CH, IT, NO
<p>Celebration of the 1st is the international day of Older Persons declared by the United Nations</p> <p>Seniors in the Knowledge Society course using Moodle platform</p> <p>Participation to the 3<sup>rd</sup> International Conference on Elderly Age and New Technologies</p> <p>Paper on Seniors in Knowledge Society presentation in World Conference on Educational Sciences</p> <p>Study about e-inclusion and the knowledge society</p> <p>Student exchange at the University of Zvolen and the University of Prague</p> <p>Creation of a workshop : “WikiSenior : Sharing Knowledge”</p> <p>Senior Internet Driving License</p> <p>E-books</p> <p>Glossary of virtual terms on Wikiversity</p>	
Duration:	September 2011-June 2013
Products:	
Context Analysis	<a href="http://seniorsks.uji.es/index.php/project-description">http://seniorsks.uji.es/index.php/project-description</a>
<b>Deliverable and results</b>	e-books, student exchanges, papers, moodle platform, glossary, Senior Internet Driving License
Webpage:	<a href="http://seniorsks.uji.es/">http://seniorsks.uji.es/</a>

	
Full title:	<b>The Digital Classroom</b>
Needs / Problems:	“There are many ways in which digital tools can help us teachers and management at adult education make our work easier, more effective and a lot more fun, for us as well as for the students.”
Target group:	-Directors, managers and project leaders - Grundtvig project - adults - lifelong learners
Leading Partner / Partner Countries:	NO, ES, UK, SE, TR, DE
Activities:	<p>Develop a further discussion about the advantages and disadvantages of digital tools</p> <p>Identify several concerns which will be addressed together through seminars, mutual study visits and a common electronic platform where which will allow to share experiences and best practices in relation to the use of digital classrooms</p> <p>Finding a way to build an appropriate and conscious way of using these tools in digital classrooms</p> <p>Develop some efficient strategies using digital tools, following the same spirit promoted by The European Parliament Resolution of 16 January 2008 on adult learning: It is never too late to learn.</p>
Duration:	36 months
Products:	Seminars, classroom observations and electronic common platforms
Context Analysis	<a href="http://espresso.siu.no/projects/wicket/page?18">http://espresso.siu.no/projects/wicket/page?18</a>
Webpage:	<a href="https://sites.google.com/site/digitclassproject/">https://sites.google.com/site/digitclassproject/</a>



eScouts - Intergenerational Learning Circle for  
Community Service

Full title:	<b>eScouts – Intergenerational Learning Circle for Community Service</b>
Needs / Problems:	Elderly people as young ones are on risk of social exclusion.
Target group:	Facilitators Young people 16 – 25 years Older People over 55 without job, that have low skills in IKT
Leading Partner / Partner Countries:	ES, BG, IT (2x), DE, UK, PL
Activities: What activities or events are they doing?	<p>Promoting intergenerational learning and knowledge transfer between generations and cultures supporting older adults who are afraid or reluctant to participate in learning promoting the motivation of older people for acquiring basic understanding of ICT through an intergenerational transfer of skills and to prepare them for further access to education</p> <p>The implementation of the project includes three main phases:</p> <p>Train youth people (16-25) to become ICT teachers of the digital excluded elderly, with a “Community Service – Learning” approach.</p> <p>Train the elderly (retired people over 55) to become mentors for the youth (their previous teachers) to better face work and life challenges with an ethic dimension and valuing youngest “digital capital”.</p> <p>Train Facilitators of intergenerational learning of each country of the consortium to be the key actors and mediators of those two groups.</p>
Duration:	2 years (up to December 2012)
Products:	Context analysis , learning model, assessment manual, evaluation report, handbook
Webpage:	<a href="http://escouts.eu">http://escouts.eu</a>

Full title:	<b>European Quality in Individualised Pathways in Education - Plus</b>
Needs / Problems:	“Paradoxically, Bologna has shifted attention away from lifelong learning in universities. In many countries continuing education (CE) or lifelong learning (LLL) provision and the ‘third mission’ work in local communities and with industries lies outside the mainstream structures of the universities”
Target group:	<ul style="list-style-type: none"> <li>-Directors, managers and project leaders working in University Lifelong Learning</li> <li>- Grundtvig project co-ordinators</li> <li>- Quality managers in ULLL</li> <li>- adults</li> <li>- lifelong learners</li> </ul>
Leading Partner / Partner Countries:	PT, ES, IT, UK, FI, FR, AT, EL, NO, BE, DE, CZ, EE, DK, NL, IS, LV, PL, SI
Activities:	<p>What activities or events are they doing?</p> <p style="padding-left: 40px;">Building up flexible quality tools and a resource base to enable wider implementation of this best practice.</p> <p style="padding-left: 40px;">Developing, enhancing and updating these tools and resources adding new ones, such as quality indicators, national quality reports, survey of universities involvement in Grundtvig as well as and putting in place a network of meetings, visits and exchanges to turn quality in University LifeLong Learning (ULLL) into a reality across Europe.</p> <p>The implementation of the project phases:</p> <ul style="list-style-type: none"> <li>Case studies</li> <li>Virtual benchmarking</li> <li>Models/References</li> <li>Virtual handbook</li> </ul>
Duration:	36 months
Products:	Quality Learning Tool ( <a href="http://equipe.up.pt/TOOLS/web-equipe-qlt/conj/u3065/pag38627.htm">http://equipe.up.pt/TOOLS/web-equipe-qlt/conj/u3065/pag38627.htm</a> ), Benchmarking Tool ( <a href="http://equipe.up.pt/TOOLS/benchmarking.html">http://equipe.up.pt/TOOLS/benchmarking.html</a> ) Consultancy Tool ( <a href="http://equipe.up.pt/TOOLS/consultancy.htm">http://equipe.up.pt/TOOLS/consultancy.htm</a> )
Context Analysis	<a href="http://apu.cfp.upv.es/repositorio-comunidad/282.Rep/FINALProposal2005_v4-nB.pdf">http://apu.cfp.upv.es/repositorio-comunidad/282.Rep/FINALProposal2005_v4-nB.pdf</a>
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Full title:	<b>My Story</b>	
Needs / Problems:	recording stories, experience of older people, making it interesting for young people by creating a dynamic relation to their personal stories.	
Target group:	seniors, older people youth participating institutions/organizations (i.e. Schools, Libraries, Museums)	
Leading Partner / Partner Countries:	<b>RO, FI, LT, UK, SL, IE</b>	
Activities:	<p>What activities or events are they doing?  My Story hosts events in European countries for the elderly and youth supporting older adults to use more ICT and become more socially integrated through it.  Promoting the motivation of older people for acquiring basic understanding of ICT through training and seminars so that they can share their stories online to share their history.  Involve younger people so that they can aid in the training of ICT for the elderly.  The implementation of the project includes two main phases:  Train the elderly to use basic ICT with youth volunteers so that they can access the Mystory platform and upload their stories,  Training to volunteer story collectors,  Use the mystory platform so that the elderly can communicate and interact on the site with different members and ages around the EU.</p>	
Products:	Context analysis	<a href="http://www.mystories.eu/project/node/1">http://www.mystories.eu/project/node/1</a>
	Learning platform	<a href="http://www.mystories.eu/project/node/289">http://www.mystories.eu/project/node/289</a>
	Training materials	<a href="http://www.mystories.eu/project/node/7">http://www.mystories.eu/project/node/7</a>
	Webpage:	<a href="http://www.mystories.eu/project/node/389">http://www.mystories.eu/project/node/389</a>



INTERGENERATIONAL  
ICT SKILLS

Full title:	<b>Intergenerational ICT Skills</b>
Needs / Problems:	Elderly with lack of ICT skills which may be preventing them from further education or work, promotion of intergenerational learning
Target group:	older people between 55-98
Leading Partner / Partner Countries:	Austria, Italy, Iceland, Portugal, Czech Republic
Activities:	<p>What activities or events are they doing?</p> <p>Promoting intergenerational learning and knowledge transfer between generations and cultures, research on social awareness on intergenerational learning topic, good practices report, supporting older adults who are afraid or reluctant to participate in learning promoting the motivation of older people for acquiring basic understanding of ICT through an intergenerational transfer of skills and to prepare them for further access to education promoting the younger generation's awareness of the cultural and social diversity in Europe, their understanding of historical backgrounds in order to increase tolerance and to reduce prejudices and xenophobia.</p>
Tips for good practices in ICT for seniors	<a href="http://www.intergenerational-ictskills.eu/cms/index.php?id=103">http://www.intergenerational-ictskills.eu/cms/index.php?id=103</a>
Motivations for elderly	
Context analysis	
Webpage:	<a href="http://www.intergenerational-ictskills.eu/cms/">http://www.intergenerational-ictskills.eu/cms/</a>




Full Title:	<b>YOUng and SENiors together online with Eldy (YOUSEN)</b>
Needs / Problems:	Due to complicated structure of webpages older people find it problematic to use online tools, from easiest e-mailing to i.e. web pages of government administration.
Target group:	students from prep-school to high school seniors
Leading Partner / Partner Countries:	ES, BG, IT (2x), DE, UK, PL
Activities:	<p>What activities or events are they doing?</p> <p>“Eldy facilitators” – students – teach seniors the ABC of the computer,</p> <p>Research projects in the field of ageing and disability,</p> <p>Creating user-friendly software for older people,</p> <p>Cooperation with government institutions to put software into practice on government websites,</p> <p>inclusion projects in distance locations with the use of “Eldy Campervan” – training sessions to persuade people how easy and funny new technology can be</p>
Products:	user-friendly software for older and disabled people
Webpage	<a href="http://www.eldy.eu">www.eldy.eu</a>





## European Map of Intergenerational Learning

Full title:	<b>EMIL - European Map of Intergenerational Learning</b>
Needs / Problems:	Need to collect, exchange and distribute ideas and resources in the field of intergenerational learning
Target group:	Various organizations that deal with intergenerational learning, training or research in the field of older people
Leading Partner / Partner Countries:	All European Countries
<p>The European Map of Intergenerational Learning (EMIL) is a collaborative network of members working together to support intergenerational learning taking place across Europe. Established in 2009, the network uses the existing expertise of partner organisations already working in the field to create a learning network for others involved in intergenerational programmes across Europe.</p> <p>What activities or events are they doing: EMIL welcomes the chance to work with a range of partnerships, representing numerous organisations from a variety of backgrounds across Europe with the aim to collectively influence the intergenerational practice debate and further develop intergenerational learning throughout Europe.</p>	
Duration:	Since 2009
Products:	established 'European Intergenerational Learning Network'
Webpage:	<a href="http://www.emil-network.eu/">http://www.emil-network.eu/</a>

	
Full title:	<b>Promoting Visibility of Competences – The EXEMPLO toolkit for SMEs</b>
Needs / Problems:	<p>backdrop of demographic development- ageing to maintain employability through lifelong learning assistance to employees in systematically using the learning opportunities available at the company is needed</p> <p>practical methods for self-and external assessment of non-formally or informally acquired competencies for companies and employees are needed</p>
Target group:	companies, senior employees, social partners, training providers
Leading Partner / Partner Countries:	FR, FI, DE, PL, UK, ES, NO
<p><b>Activities:</b></p> <p>identification of assessment of the competencies on micro-level in the companies chosen,  evaluation of good practice of non-formally acquired competencies examples in each country  transnational workshops with social partners and training providers on toolkits developed  piloting tools for assessment and promotion of competences</p>	
Products:	<p>publication of EXEMPLO project</p> <p>EXEMPLO Toolkit : stimulating and supporting learning process at work, transparency of competencies, Recognising an Recording Progress and Achievement in non accredited learning "RARPA", Competence Card for workplace, Integrated training on the workplace, staff development matrix, EXEMPLO training process etc.</p>
Webpage:	<a href="http://www.exemplo.de">www.exemplo.de</a>



Full title:	<b>G&amp;G UPDATE – Grandparents and grandchildren</b>
Needs / Problems:	The project aims is to improve dialogue between different generations and consummate older people information and communication technology (ICT) skills, thereby facilitating their participation in the information society.
Target group:	Grandparents and grandchildren
Leading Partner / Partner Countries:	IT, FR, PT, EL, SW, BE, HR, DE, RO, FI, ES, SK, LV, LT, EE, PL, SL,
Activities:	<p>What activities or events are they doing?</p> <ol style="list-style-type: none"> <li>1. Teachers are preparing grandchildren - students engage voluntarily and teacher helps them in training grandparents. The teacher presents grandchildren with ICT learning methods of adult education.</li> <li>2. Grandchildren are training grandparents. Each grandchild in computer class trained one grandparent: <ul style="list-style-type: none"> <li>• How to use the internet;</li> <li>• How to use e-mail;</li> <li>• How to make documents;</li> <li>• How to use social networks;</li> <li>• How to access the online services;</li> </ul> </li> <li>3. Grandparents exercise in computer class, where they can: <ul style="list-style-type: none"> <li>• Apply the acquired knowledge in practice;</li> <li>• Use in the internet based learning tools, placed on the project web site and have been translated into languages of the project partners.</li> </ul> </li> </ol> <p><a href="http://www.geengee.eu/geengee/geengee-docs/contenuti/comune/MANUALS/BROCHURE_UPDATE.pdf">http://www.geengee.eu/geengee/geengee-docs/contenuti/comune/MANUALS/BROCHURE_UPDATE.pdf</a>  <a href="http://www.geengee.eu/geengee/geengee-docs/contenuti/comune/MANUALS/consensus_seminar_presentation_lv.pdf">http://www.geengee.eu/geengee/geengee-docs/contenuti/comune/MANUALS/consensus_seminar_presentation_lv.pdf</a></p> <p><b>The implementation of the project:</b>  The basic idea of the project is youngsters (grandchildren) which are fit in teachers role and to teach grandparents. Grandchildren train grandparents to use computer, contact by e-mail and “Skype” and use other Internet services to their daily needs.  Grandchildren training seminars are short lessons where learning take place in pairs (one grandchild working with one grandparent). Zināšanu un prasmju nostiprināšanai vecvecākiem tiks dota iespēja mācību klasēs darboties arī individuāli. To strengthen knowledge and skills, grandparents have given the opportunity to work individually classrooms.</p> <p><b>Source: <a href="http://www.geengee.eu">www.geengee.eu</a></b></p>

Duration:	2011.-2013.
Products:	<a href="http://www.geengee.eu/geengee/index.jsp">http://www.geengee.eu/geengee/index.jsp</a> <ul style="list-style-type: none"> <li>• Learning model;</li> <li>• Hand-book</li> </ul>
Project results:	<ul style="list-style-type: none"> <li>• G&amp;G dissemination of methods in the new participating countries: Romania and Latvia, Italia regions of Basilicata, Lazio and Sardinia.</li> <li>• Supplementation of G&amp;G website – adding teaching material in English in the official languages of the project partners (italian, german, latvian, rumanian).</li> <li>• Establishment of two new learning modules – Text editors and Social Networks.</li> <li>• Developed teacher's Guide for Working with G &amp; G method.</li> <li>• Ensuring sustainability of the project „Grandparents and Grandchildren”.</li> </ul> <a href="http://www.geengee.eu/geengee/index.jsp?idPagina=129">http://www.geengee.eu/geengee/index.jsp?idPagina=129</a>
Learning Model:	<a href="http://www.geengee.eu/geengee/index.jsp">http://www.geengee.eu/geengee/index.jsp</a>
Webpage:	<a href="http://www.geengee.eu/geengee/index.jsp?idPagina=11">http://www.geengee.eu/geengee/index.jsp?idPagina=11</a> <a href="http://www.geengee.eu/geengee/index.jsp?locale=en">http://www.geengee.eu/geengee/index.jsp?locale=en</a>
More information:	<a href="http://www.geengee.eu/geengee/index.jsp?idPagina=168">http://www.geengee.eu/geengee/index.jsp?idPagina=168</a> Video from Spain

Logo:     
 Education and Culture DG  
 Lifelong Learning Programme

Full title:	<b>AWAKE – Aging With Active Knowledge and Experience</b>
Needs/ Problems:	<p>European Countries have similar problems connected with the ageing of societies. As number of elderly people in the population is growing even faster, one should make sure that senior citizens are strong and actively participating in social life group.</p> <p>Aging With Active Knowledge and Experience is an European project aiming an exchange of experience and good practices between the partners to promote the mobility, the activation and lifelong learning idea among the over fifty people. the project is delivered by partners from Italy, Latvia, Lithuania, Romania, Spain and is led by CSI in Poland</p> <p><a href="http://www.centrumis.pl/assets/files/AWAKE/release_march.pdf">http://www.centrumis.pl/assets/files/AWAKE/release_march.pdf</a></p>
Target group:	People above 50 years old
Leading Partner/ Partner Countries:	<ul style="list-style-type: none"> <li>• Poland - the coordinator of the project</li> <li>• Lithuania</li> <li>• Italy</li> <li>• Latvia</li> <li>• Romania</li> <li>• Spain</li> </ul>
Activities:	<p>What activities or events are they doing?</p> <p>The project consider several issues connected with activation and non-formal and informal education of people above 50 years old:</p> <ul style="list-style-type: none"> <li>• The ways of motivating older people towards learning and social activity, eg. by team building activities or cultural integration;</li> <li>• Volunteering as a method of lifelong learning, eg. the benefits coming out from 50+ volunteering, organization of 50+ volunteering;</li> <li>• ICT training and using ICT in adult education;</li> <li>• Cultural and artistic activities of 50+ people.</li> </ul>
Duration:	1st of August 2011 – 31st of July 2013
Products:	<a href="http://centrumis.pl/assets/files/AWAKE/Educational_needs_of_50.pdf">http://centrumis.pl/assets/files/AWAKE/Educational_needs_of_50.pdf</a>
Project results:	<a href="http://centrumis.pl/awake-products.html">http://centrumis.pl/awake-products.html</a>
Context Analysis:	<a href="http://aict.itf.llu.lv/files/rakstkraj/2013/Vintere_AICT2013.pdf">http://aict.itf.llu.lv/files/rakstkraj/2013/Vintere_AICT2013.pdf</a>
Learning Model:	<a href="http://centrumis.pl/awake-products.html">http://centrumis.pl/awake-products.html</a>
Webpage:	<a href="http://centrumis.pl/awake-products.html">http://centrumis.pl/awake-products.html</a>

## Summary

Two unprecedented aspects of our times – demographic changes and technological development are causing changes to the role of seniors in society. In order to deal with these changes – most of all with an exclusion and unemployment, actions are being undertaken both on a national and European level. Depth of the change is nevertheless so deep that the few actions undertaken are not enough to effectively deal with the issue. People work longer as they also live longer and to be able to communicate with they need the same keys as other jobseekers.

An ability to use Information and Communication Technology is a key to contemporary personal branding as well as a basic need of most work placements, that is why we would like to introduce Seniors to an e-portfolio and support them with filling out their personal accounts on a specially designed web-platform.

What often might come as a surprise – only ICT skills are not enough to open the door for the first interview. An ability to express what kind of skills one has needs enhancement and support, knowledge of a specific discourse and exceptional self-awareness. Combination of these can effectively empower people 50+.

Mobility aspect covers learning in an international surrounding in an intergenerational dimension. Volunteering in Youth Centers and other organizations or firms that allow for such a learning experience will develop and strengthen vital competences. Intergenerational learning stands also stands for a better communication and social inclusion.

If you share our ideas and would like to be involved in the Senior Pass project, let us know.