

INTRODUCTION

Competences are developed throughout life. A variety of initiatives have been launched with a view to simplifying the transparency and recognition of skills and qualifications across Europe. The European Qualifications Framework (EQF) acts as a translation device to make national qualifications more readable across Europe, promoting workers' and learners' mobility between countries and facilitating their lifelong learning. The EQF aims to relate different countries' national qualifications systems to a common European reference framework. The core of the EQF concerns eight reference levels describing what a learner knows (knowledge), understands (skills) and is able to do (competences).

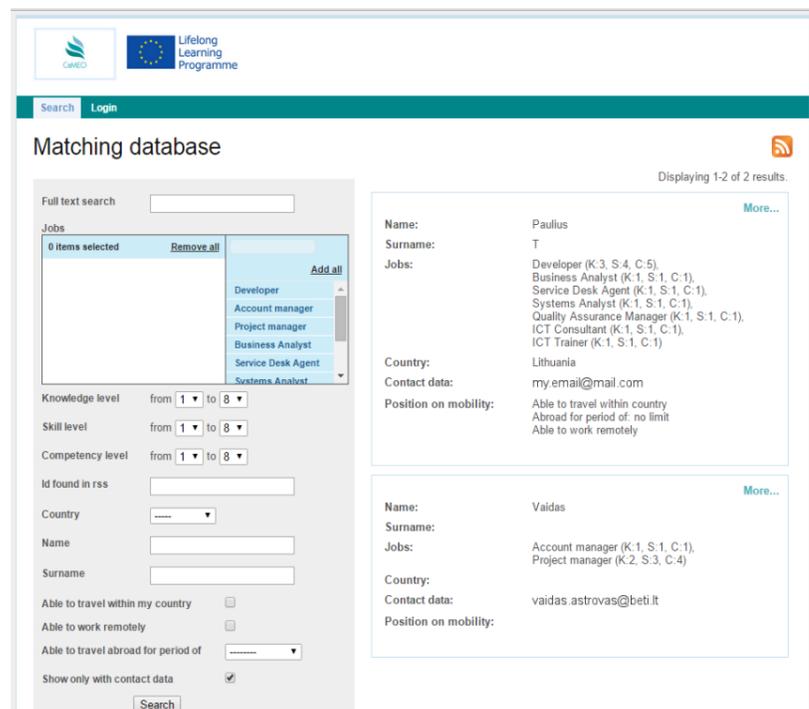
MATCHING DATABASE (MD)

Within CaMEO a 'Matching Database' was created with the dual purpose of allowing older workers to register their skills, experience and current position on mobility, with employers who are looking to overcome skills gaps within their organisation.

The Matching database search page is accessible at CaMEO project website: <http://database.c-ameo.eu>

The left side of the Matching database webpage contains search criteria and the right side is for search results (Fig. 1).

Fig. 1. Search page

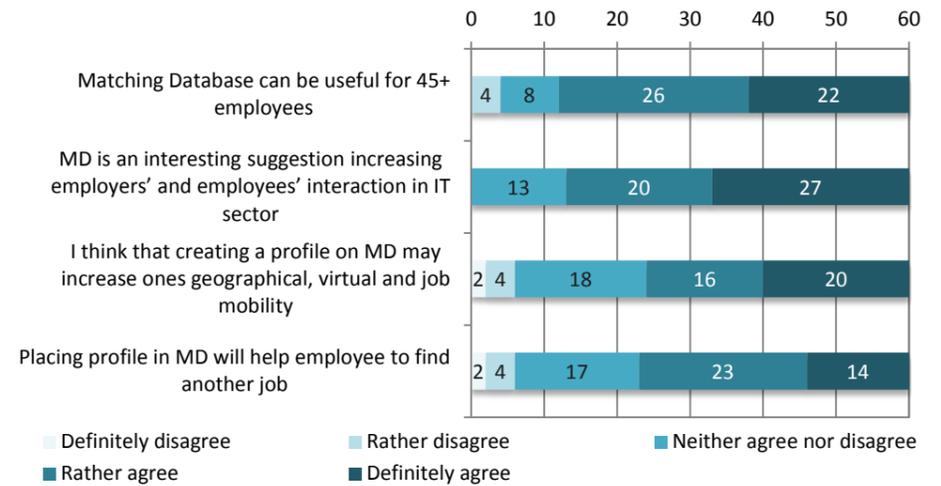


Source: www.c-ameo.eu

MD ASSESSMENT

Matching Database has been piloted in 5 partner countries. According to the opinion of most pilot participants (8 out of 10), the Matching Database (MD) is a useful tool for the older workers (slightly more than 1/3 of them believe it strongly). Only two persons do not confirm the usability of MD (Fig. 2). Respondents who confirm the MD's usability strongly are women (nearly half vs. 3/10 men) and the people aged 50-59 (also nearly half vs. 2.4 - 3 out of 10 of different age groups). MD's usability is strongly confirmed especially by respondents from Lithuania (7 out of 10 responses) and Norway (nearly 6 out of 10). Respondents from other countries also assess the usability of the MD relatively high.

Fig. 2. The assessment of the Matching Database (the number of responses)

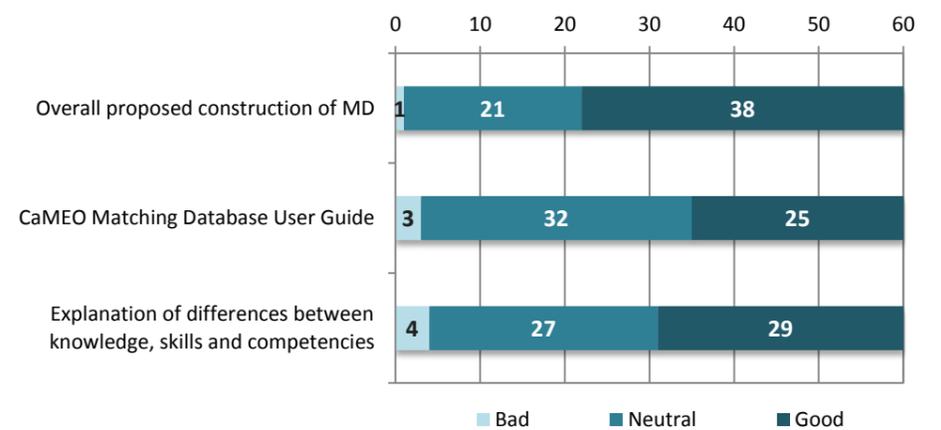


Source: results of *Piloting of e-Academy* [n = 60].

According to most pilot participants' opinion, the Matching Database is an interesting suggestion increasing the interaction between the employers and employees in the IT sector. Nearly half of them confirm it strongly.

The general assessment of the Matching Database construction and its design is relatively high – nearly 2/3 of pilot participants consider it as good, one out of three assessed it neutrally, whereas only one negatively (Fig. 3). The assessment in this area is higher in the group of women (3 out of 4 positive responses vs. nearly half in terms of men) and the people above 50 (7-8 out of 10 positive responses vs. 4 out of 10 of people below 50). Significant differences between the countries can also be noticed – all respondents of Lithuania, 8 out of 10 from Poland, 2/3 from Great Britain, nearly half in case of Norway, and 1 out of 10 in case of Austria are satisfied with the Matching Database tool.

Fig. 3. The assessment of Matching Database construction and its design (number of responses)



Source: results of *Piloting of e-Academy* [n = 60].

CaMEO results have been created based on the in-depth analysis. The research explored policies, practices and attitudes of ICT employers, to understand their relationship to the mobility of older workers. A narrative research with employers of ICT workers in 11 EU countries was conducted. The report *'Labour mobility in the ICT sector: What's age got to do with it? – Employers' perceptions of labour mobility and older ICT workers'* provides the outcomes of desktop research in the field of geographical, virtual and job mobility of older ICT workers, its barriers and obstacles.

Executive summary of the research findings is available in 21 languages at <http://www.c-ameo.eu/>

POLICY RECOMMENDATIONS - SKILLS, QUALIFICATIONS, RECOGNITION¹

- ✓ To raise awareness of the value of older ICT workers non-digital skills and competences, in order to overcome the age bias in mobility patterns;
- ✓ To improve recognition methods and tools of older ICT workers skills and competences;
- ✓ To provide knowledge about policies measures, resources and good practice examples related to geographic mobility;
- ✓ To disseminate existing age management strategies and tools of older (ICT) workers, such as mentoring programs, peer learning, and others;
- ✓ To create a social network platform for older ICT workers for peer exchange.

¹ Source: CaMEO Research report *'Labour mobility in the ICT sector: What's age got to do with it? – Employers' perceptions of labour mobility and older ICT workers'* by Maria Schwarz-Woelzl, Zentrum fuer Soziale Innovation and Megan DePutter, University of Strathclyde.