



The CaMEO Project has through European research explored ***the policies, practices and attitudes of ICT employers***, to understand their attitudes and relationship to the ***mobility of older workers***. Interviews have been undertaken with 136 employers in the ICT sector in 12 European countries. Respondents included public organisations, private enterprises and SMEs. Narrative questions addressed the respondents' workplace policies and perceptions to job, geographic, and virtual mobility.

The extensive research aims to make a contribution to the area of Information and Communications Technology (ICT) and address the role labour mobility can play to help to resolve 'the more than 800.000 ICT-related vacancies', that exist in Europe in 2015. The research brings together the above two issues (concerning ICT vacancies and the lack of mobility among older workers) by considering policies and practices that may support the labour mobility of older ICT workers.

The research objective is to improve the knowledge base of employers' attitudes towards the mobility of older ICT workers. The aim is to start a discussion about what employers and governments could do to improve the three types of mobility (geographic, job and virtual) of older ICT workers.

More specifically, in the report the following issues are explained in depth:

1. **Labour market mobility – setting the scene:** Labour mobility patterns that are strongly influenced by policies are presented in detail.
2. **Older ICT workers – facts and figures:** Describing older workers' employment trends, while analyzing the skills mismatch and ICT demands.
3. **Literature research:** Through which a better understanding regarding geographic, job and virtual mobility is provided, along with discussions on the predominant types of mobility. In order to provide possible policy recommendations, the current status of EU-policies per mobility type are also presented.
4. **Employers' attitudes towards mobility of older ICT workers:** The findings of the survey that examined employers' policies and/or procedures related to mobility are presented. Facts and information about employers' beliefs on the potential and actual benefits of the three types of mobility and the key challenges in practicing them.

CaMEO - ***Career Mobility of Europe's Older Workforce*** (539099-LLP-1-2013-1-UK-LEONARDO-LNW) is a 27 month project funded by the Lifelong-learning program of the European Commission, implemented by a five experienced organizations, representing all the different stakeholders of society. The project will launch an e-Academy for older workers to improve engagement with ICT and benchmark and validate skills and experience against the EQF, thus improving their mobility opportunities. CaMEO will be also supported by a Strategic Advisory Group including key stakeholders related to the Digital Jobs Agenda linking also to the Digital Jobs Thematic network project of the Commission (i.e. the Grand Coalition for Digital Jobs initiative).

The project consortium is constituted by the University of Strathclyde, Centre for Lifelong Learning – UK, Zentrum fuer Soziale Innovation / ZSI – AT, Life Long



Learning Research Institute / 3L Research Institute – EL, Baltic Education Technology Institute / BETI – LT, European Centre for Women and Technology / ECWT – NO and University of Social Sciences / UoSS – PL.

If you are a stakeholder, a decision maker, an HR manager or generally an individual interested in finding out more about the survey and its findings you can either download from our website www.c-ameo.eu the executive summary or the full report or you can contact directly the project Coordinator Mrs Megan DePutter megan.deputter@strath.ac.uk

