Projects and Products Portal for Leonardo da Vinci

CaMEO/Career Mobility of Europe's Older Workforce: Improving and extending the employability of an ageing workforce in Europe through enhancing mobility

539099LLP-1-2013-1-UK-LEONARDO-LNW

http://www.adam-europe.eu/adam/project/view.htm?prj=11146

Project Information

Title: CaMEO/Career Mobility of Europe's Older Workforce: Improving and extending the employability of an ageing workforce in Europe through enhancing mobility

Project Number: 539099LLP-1-2013-1-UK-LEONARDO-LNW

Year: 2014

Project Type: Networks

Status: granted

Country: EU-Centralised Projects

Marketing Text: The impact of demographic change across Europe has led to a steady rise in the number of adults aged 50 and over in employment or seeking employment. Over the last 10 years, there has been a general increase in the employment rates of older adults across Europe.
The term mobility in an EU funding sense is often associated with geographical mobility, where younger people aged 16-29 are the main beneficiaries or target group. However, given the ageing of Europe's workforce, it is widely accepted that geographic mobility alone is not enough to overcome the future challenges and skill gaps created by population ageing. Strengthening of incentives to work longer through discouraging premature exit from the labour market via early retirement and other social benefits is required. Therefore, to develop a truly innovative strategy, it is important to consider different types of mobility.

Summary: This project aims to re-define mobility by linking 3 distinct areas: job mobility, geographic mobility and virtual mobility, where:

• Job mobility is mobility with the same employer (e.g. career advancement); occupational mobility; and job mobility proper (change of employer).
• Geographical mobility is the ease with which workers can move from one occupation to another in a different location.
• Virtual mobility is access to learning and other development opportunities through use of ICT

Description: In order to develop a new strategy for mobility that is inclusive of older workers, the aims and objectives of the project are:

Aims
1. Improve the knowledge base for policy makers of attitudes to the mobility of older workers among employers in the Public, Private and SME sectors.
2. Develop an e-Academy for older workers to improve engagement with ICT and benchmark and validate skills and experience against the EQF.
3. Create a pan-European Strategic Advisory Group to ensure effective dissemination and valorisation of project results.

Themes: *** Lifelong learning
** Labor market
** ICT
** Enterprise, SME

Sectors: *** Administrative and Support Service Activities
** Financial and Insurance Activities
** Education
* Activities of Extraterritorial Organisations and Bodies
* Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households for Own Use
* Public Administration and Defence; Compulsory Social Security
* Real Estate Activities
* Transportation and Storage
* Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
* Construction
* Water Supply; Sewerage, Waste Management and Remediation Activities
* Electricity, Gas, Steam and Air Conditioning Supply
* Manufacturing

Project Information

* Mining and Quarrying
* Accommodation and Food Service Activities
* Professional, Scientific and Technical Activities
* Human Health and Social Work Activities
* Other Service Activities
* Information and Communication
* Arts, Entertainment and Recreation
* Agriculture, Forestry and Fishing

Product Types: open and distance learning
others
website

Product information: Objectives
1. Carry out a narrative inquiry across 12 European countries, geographically representative for different parts of Europe and different labour market and economic conditions, using semi-structured interviews with Human Resource Managers, Managing Directors or business owners in the Public, Private and SME sectors in each country – Total of 36 narratives presented in a final report.
2. Research and develop a platform for older worker's that is user friendly and provides individuals with an opportunity to digitally map their skills, experience and qualifications against the EQF. The platform will also be a portal for learning, with content populated by the partnership.
3. Ensure the e-Academy has the functionality to be integrated into existing systems employers may have to better utilise the opportunity for development and adaption to employer needs.
4. Creation of a 'Matching Database' 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.
5. Formation of a Strategic Advisory Group consisting of representatives and policy makers from Chambers of Commerce, Trade Unions, Lifelong Learning organisations and other targeted network groups to ensure effective dissemination and valorisation beyond the life-span of the project.
6. Publication of project findings as an academic paper in the New Technology, Work and Employment Journal to ensure a global reach of project developments and results.

Projecthomepage: to be constructed

Project Contractor

Name:	University of Strathclyde
City:	Glasgow
Country/Region:	Scotland
Country:	UK-United Kingdom
Organization Type:	university/Fachhochschule/academy
Homepage:	http://www.strath.ac.uk

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Coordinator

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Partner

Partner 1

Name: Zentrum fuer Soziale Innovation (ZSI)
City: Vienna
Country/Region: Vienna
Country: AT-Austria
Organization Type: research institution
Homepage: http://www.zsi.at

Partner 2

Name: Life Long Learning Research Institute (LLLRI)
City: Athens
Country/Region: Attiki
Country: EL-Greece
Organization Type: association/non-governmental organisation
Homepage: http://www.imede.gr

Partner 3

Name: Spoeczna Akademia Nauk (NAUK)
City: Lodz
Country/Region: Lodzkie
Country: PL-Poland
Organization Type: university/Fachhochschule/academy
Homepage: http://www.san.edu.pl

Partner 4

Name: European Centre for Women and Technology (ECWT)
City: Drammen
Country/Region: Sor Ostlandet
Country: NO-Norway
Organization Type: National Agency
Homepage: http://www.womenandtechnology.eu

Partner

Partner 5

Name:	Baltic Education Technology Institute (BETI)
City:	Vilnius
Country/Region:	Lietuva
Country:	LT-Lithuania
Organization Type:	continuing training institution
Homepage:	http://www.beti.lt

Project Files

2013_4101_PR_CaMEO_pub.pdf

http://www.adam-europe.eu/prj/11146/prj/2013_4101_PR_CaMEO_pub.pdf

CaMEO Progress Report

DEL2_6 Final Report.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL2_6%20Final%20Report.pdf

D2.6 Final Report

DEL2_7 Executive Summary - English.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL2_7%20Executive%20Summary%20-%20English.pdf

D2.7 Executive Summary

DEL3_6 Focus Group Guidelines.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL3_6%20Focus%20Group%20Guidelines.pdf

DEL3_7 Evaluation Report.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL3_7%20Evaluation%20Report.pdf

DEL4_5 Focus Group testing with Employers.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL4_5%20Focus%20Group%20testing%20with%20Employers.pdf

DEL4_6 Evaluation Report.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL4_6%20Evaluation%20Report.pdf

DEL5_2 Recruitment of Older Workers - CaMEO Marketing Piloting Leaflet.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_2%20Recruitment%20of%20Older%20Workers%20-%20CaMEO%20Marketing%20Piloting%20Leaflet.pdf

DEL5_3 National Report AT.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_3%20National%20Report%20AT.pdf

DEL5_3 National Report LT.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_3%20National%20Report%20LT.pdf

DEL5_3 National Report NO.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_3%20National%20Report%20NO.pdf

Project Files

DEL5_3 National Report PL.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_3%20National%20Report%20PL.pdf

DEL5_3 National Report UK.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_3%20National%20Report%20UK.pdf

DEL5_4 Evaluation Report.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL5_4%20Evaluation%20Report.pdf

DEL6_2 User guidelines E-Academy.pdf

http://www.adam-europe.eu/prj/11146/prj/DEL6_2%20User%20guidelines%20E-Academy.pdf

Products

1 Narrative Research

2 Development of E-Academy

3 Matching Database

4 Progress Report

Product 'Narrative Research'

Title: Narrative Research

Product Type: others

Marketing Text:

Description: The key aim of this particular work package is to build the knowledge base around mobility strategies for older adults, in particular from the demand side (employers). The aim of this work package is to conduct narrative research with employers from the public, private and SME sectors in 12 EU countries. This will be geographically representative of the situation across Europe and allow the partnership to start formulating a new strategy for mobility that meets the needs of employers and supports the inclusion of older workers.

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

product files

Narrative Research

DEL2_6 Final Report.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_6%20Final%20Report.pdf
Final report of Work Package 2: Mobility Narrative Research. This report documents the findings of the literature review, policy analysis and research conducted with employers in the ICT sector.

DEL2_7 Executive Summary - BG.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20BG.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: Bulgarian

DEL2_7 Executive Summary - CZ.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20CZ.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:Czech

DEL2_7 Executive Summary - DE.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20DE.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: Deutsche

DEL2_7 Executive Summary - DK.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20DK.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: DK

DEL2_7 Executive Summary - EE.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20EE.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:EE

DEL2_7 Executive Summary - EL.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20EL.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:EL

product files

DEL2_7 Executive Summary - English.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20English.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project.

DEL2_7 Executive Summary - ES.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20ES.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:ES

DEL2_7 Executive Summary - FI.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20FI.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: FI

DEL2_7 Executive Summary - FR.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20FR.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: FR

DEL2_7 Executive Summary - HU.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20HU.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: HU

DEL2_7 Executive Summary - IT.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20IT.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: IT

DEL2_7 Executive Summary - LT.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20LT.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: LT

DEL2_7 Executive Summary - LV.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20LV.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: LV

DEL2_7 Executive Summary - NL.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20NL.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: NL

DEL2_7 Executive Summary - NO.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20NO.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: NO

DEL2_7 Executive Summary - PT.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20PT.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: PT

DEL2_7 Executive Summary - RO.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20RO.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: RO

DEL2_7 Executive Summary - SE.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20SE.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:SE

DEL2_7 Executive Summary - SK.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20SK.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language:SK

product files

DEL2_7 Executive Summary - SL.pdf

http://www.adam-europe.eu/prj/11146/prd/1/2/DEL2_7%20Executive%20Summary%20-%20SL.pdf
This is the Executive Summary for Work Package 2: Mobility Narrative Research. This summary synthesizes the work reported in the Final Report for the research portion of this project. Language: SL

Product 'Development of E-Academy'

Title: Development of E-Academy

Product Type: website

Marketing Text:

Description: This work package aims to develop an e-Academy which will have a dual purpose. Firstly, it will provide a user friendly online environment where older workers will discover and digitally map their skills, experience and qualifications against the EQF. Secondly, it will provide older workers with appropriate training material to help broaden their skills and competencies through continuing VET. Special focus will be placed on ensuring the learning environment matches the individual educational needs of each learner, and provides the opportunity to acquire new skills and knowledge at a pace, place and time that suits them. The e-Academy will include an e-platform which will facilitate e-learning material tailored to the educational needs of the target group and the content will be defined as part of D3.3 and D3.4.

As the aim of the e-Academy is to implement it into existing employers' systems, specific measures will be taken that will ensure the e-Academy has the functionality to be integrated into these systems to better utilise the opportunity for development and adaption to employer needs.

Once the e-platform is designed, an implementation phase will follow at which the platform along with its content will be translated into each partner language. The PPs will test the e-platform with the help of a focus group consisting of Older Workers. After the successful completion of the testing phase an evaluation report will be carried out, which will demonstrate the learning outcomes of the test group during their participation in the e-Academy. Any challenges that were noted will be recorded and reported.

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

Product 'Matching Database'

Title: Matching Database

Product Type: website

Marketing Text:

Description: Database normalisation is the final step of the database design process, through which the fields, tables and relational database is organised to minimize the dependency and redundancy as much as possible. The objective of this task is to isolate data so that additions, deletions, and modifications of a field can be made in just one table and then propagated through the rest of the database via the defined relationships.

The steps that will be followed are:

1. Free the database of modification anomalies
When an attempt is made to modify (update, insert into, or delete from) a table, undesired side-effects may follow. Not all tables can suffer from these side-effects; rather, the side-effects can only arise in tables that have not been sufficiently normalised.

2. Minimise redesign when extending the database structure
When a fully normalized database structure is extended to allow it to accommodate new types of data, the pre-existing aspects of the database structure can remain largely or entirely unchanged.

3. Avoid bias towards any particular pattern of querying
Normalised tables are suitable for general-purpose querying. This means any queries against these tables, including future queries whose details cannot be anticipated, are supported. In contrast, tables that are not normalized lend themselves to some types of queries, but not others.

Once the above steps have been finalized, then the Database will be installed on a server.

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

Product 'Progress Report'

Title:	Progress Report
Product Type:	others
Marketing Text:	
Description:	Progress Report (Public part) for CaMEO / Career Mobility of Europe's Older Workforce.
Target group:	
Result:	
Area of application:	
Homepage:	
Product Languages:	English

product files

2013_4101_PR_CaMEO_pub.pdf

http://www.adam-europe.eu/prj/11146/prd/4/1/2013_4101_PR_CaMEO_pub.pdf
CaMEO Progress report (public)