

## Contact:

Berufsförderungswerk Leipzig  
Georg-Schumann-Straße 148  
04159 Leipzig

## Contact person

Carsten Bauers  
Telefon: 0341/9175-203  
Fax: 0341/9175-104  
E-Mail: Carsten.Bauers@bfw-leipzig.de  
Internet: www.bfw-leipzig.de

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GD Bildung und Kultur

Programm für lebenslanges Lernen

## Our Partners

P3 Transfer BV, Breda



P3transfer



FEPAMIC, Cordoba

Berufsförderungswerk Nürnberg  
gemeinnützige GmbH  
Zentrum für berufliche Rehabilitation



BFW Nürnberg



Institut für Strukturpolitik und  
Wirtschaftsförderung,  
Halle (Saale)

Centro Servizi PMI,  
Reggio Emilia



*perfect*<sup>50+</sup>

**PERFECT**

50+



BFW Leipzig  
Berufsförderungswerk

## The Challenge

The accelerating technological and structural change forces employees to update their knowledge regularly. Acquiring skills once through vocational education or academic studies in the early lifetime and to work in this profession without acquiring new skills is no longer a reasonable option. It is highly relevant for enterprises, therefore, to regularly train their employees.

Especially older employees will find it essential to strengthen their competitiveness through systematically updating and upgrading the competencies acquired earlier in life.

This is aggravated because of the ongoing demographical change: in some industries, qualified workers are already a rare commodity on the labour market. This forces companies to develop strategies to keep older employees' qualifications up-to-date, for it will become increasingly difficult to hire new and qualified junior staff members.

## The Project

PERFECT 50+ (Past Experience Recognized for Future Excellence through Coaching and Training 50+) aims at empowering in-company trainers to act as coaches for 50+-employees in respect to vocational education and training.

The trainers are enabled to determine the training needs of older employees by analysing competencies and job requirements. They are qualified to support 50+-employees throughout the selection and implementation of training programmes.

The project goal is to preserve, update and further develop older employee's competencies. Therefore, the project contributes to the development of strategies to cope with the demographic change.

## The Benefit for Enterprises

- Update of 50+ employees' competencies
- Keep qualified employees in the company
- Systematic human resources development
- Improve quality of vocational education and training measures
- Trainer's qualifications are expanded which in turn heightens the quality of vocational education of younger employees, too

## Your Chance

We are still searching for partners who would like to cooperate in the realisation of the project and will therefore benefit from the results. Your commitment will also lead to a product design that is directly tailored to the needs of Small to Medium Enterprises.