



Training Older Persons - Pioneer modeL Usable for older adult trainersS

Progress Report

Public Part

Project information

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- Pioneer model Usable for older adult trainers**

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Executive Summary

a) - All the goals that the 11 partners design for TOP+ project, continues in progress action, and at the final of the first year of the project, and it is a great honour for me as coordinator, representing the Academia José Moreira da Silva, Cooperativa de Estudos de Economia Social, CRL, as coordinator entity, present this Progress Report [Public Part], in behalf of the contributes of all others TOP+ Partners and accomplish this information to EACEA, and Public.

b) - In order to introduce the general information of our TOP+ Project, just a summary of TOP+ (see more data at TOP+ website: <http://www.trainingolderpeople.eu>).

- The low enrolment of older workers in Lifelong Learning in Europe represents a waste of individual opportunities potential and a loss productive and economic potential. Commission recognizes “**that a change is needed in the way education and training is provided** (flexible timetables, recognition of prior learning and more attractive training)”. Trainers, teachers and Guidance counsellors **must have the skills to offer attractive training and guidance orientation**.
- The Partnership of TOP + it's committed to develop a brand new solution to help all Member States (MS) and Norway to cope with a common challenge (low participation of older adults in lifelong learning programmes), with a new strategy, which has not yet addressed: reinforce the skills of older adults trainers and teaches.
- TOP + Project its target trainers and teachers that wish up-skill or re-skill it's competencies to better address older adults training need. Under TOP + we consider “older adults” those with more than 45 years old, unemployed, at risk of unemployment or early retirement.
- The golden result of the Project will be [in the final of the 2 year action]:
 - **a Multimedia Compendium**
 - **a Comparative Study**
 - **Catalogue of Skills and Competencies**
 - **New Training Curricula**
 - **Identification of New Skills and Competences for VET teachers, trainers and other learning facilitators;**
 - **Definition of a Vocational Expert Profile**

c) - TOP+ Project had already assumed in the final of this first year a **pan-European visibility** and a **pan-European impact**, opening spaces for the Marketing and Dissemination Plans, according all data information from all partners about presentations to divers' publics in forums and events where they had participated from Nov.2007 till Oct. 2008.

d) – Special information had been developed for the TOP+ Networks and Working Groups – the 7 WP's, where all the partners had participated, reported activities to the coordination and contribute to the present Progress TOP+ Report, presenting the TOP+ Project as a reality, that can be visualised by all interested persons and entities at ADAM site or in TOP+ site above.

e) - In the following data we will give more specific information concerning all 7 WP – Work Packages, and we are very pleased to act as coordinator on a so cooperative group, the TOP+ Team Project. Thanks to all that had contributed to the update TOP+, and we hope a similar commitment to fulfil all TOP+ goals in the 2nd TOP+ year at the of 2009, and to EACEA for the approval and opportunity to develop the TOP+ Project, important for a new EU space for adults.

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1. Project Objectives

In our 1st TOP+ Partners Group Meeting, at Porto in November 2007, all partners confirmed the commitment to achieve all TOP+ project application goals, that had been approved by EACEA, more precisely accepting the adjustments, and revise all the planning work for the seven WP's.

1.1 - First all Partners confirmed the TOP+ Project Vision: In a ageing society with sharply decreasing working force, **it is clear that we need to find more attractive arguments to retain older persons at work**, rather than scary financial penalties to early withdrawal of labour market. Increased awareness is needed in learning styles and strategies to older adults either active or unemployed.

1.2 - Also all members reinforce the **TOP + Aims to:**

- a) **Identify best and worse practices in lifelong learning**, wend addressed to older adults (What and where are the new and innovative lifelong learning programs)
- b) **Create a framework of knowledge on key-question to lifelong learning in later life** (How does lifelong learning help older adults remain in their works and create fulfilling in their lives?)
- c) **Analyse the needs of older adults teachers and trainers** and write up comparative study in EU MS and Norway, regarding their learning opportunities;
- d) **Define a vocational expert profile to older adults trainers** (Catalogue of skills and competences) and foster an European standard;
- e) **Design and develop a vocational training Model to older adults teachers and trainers**, including a Curriculum and an innovative Training Tool
- f) **Create an innovative multimedia-compendium**, supported by video interviews and databases of all EU MS, translated in the languages from EU Partners and Norway;

1.3- **Those TOP+ Project Aims will address the following Objectives:** Lifelong Learning Programme (LLP); Operational and Specific Objectives and 2007 Priorities (LEO):

LLP Obj f: **Older adults (45 +) are one of the most disadvantages groups within the Training and lifelong learning contexts.** TOP+ Project addresses the needs of trainers of older adults, and fosters the attractiveness of training among older adults.

LLP Obj k: Findings of **research and products coming from EU Financed Projects** will be analysed within the Process of **achieving the "Pioneer model Usable for older adult TrainerS"**, within a deep **Collaborative benchmarking process**

LEO SpOb a: **TOP + Project results are tangible materials, pioneers and innovative.** They will have immediate effect on older adults trainers and their trainees and can also be used as footprints for future projects. *[see at TOP+ website: <http://www.trainingolderpeople.eu>]*

LEO SpOb b: A broader vision and a large cross fertilization of Project Partnership will be a contribution to **define a vocational expert profile to older adults trainers and foster a European standard.** The Project will produce a new Training Curricula to teachers and older adult's trainers.

LEO- OpObj 6: TOP + Project ICT based Products **can be used within e-learning contexts at EU level, since they will accessible and language barrier-free: compendium will be translated in all partners languages, considering the reduction of expenses approved.**

LEO 3..2.2.b 4: Within the WP3 (**Catalogue of skills and competences**) we will analyze the needs of older adults teachers and trainers and write up a comparative study in EU

MS and Norway, regarding their learning opportunities and define a vocational expert profile to older adults trainers. These will **contribute to foster a European standard.**

LEO 3..2.2.b 5.: The Literature review and Cooperative Benchmarking (WP2 already accomplished) will take in analyse projects target to older adult, developed either for schools (e.g. the Portuguese “Recurrent/Adult Education”) and for companies and/or organisations providing training. Within the WP5 we will invite teaches and trainers, keeping a good balance in order to explored a cooperation and new forms of exchange between them.

LEO 3..2.2.b 6.: The Project intent to develop a new and innovative training offers for VET teachers and trainers (Pioneer model Usable for older adult TrainerS) , addressed to a new „modern need“: **attractiveness of training and guidance orientation in order to keep or incentive older adults to return to labour market**

2. Project Approach

2.1 - Working and acting as an action Project Team, the partners of TOP + address Pro-Active Solutions: New ways of learning are needed to best utilise the competences of highly experienced older adults. TOP is looking for answers within a cross-country perspective, in order to achieve to a desirable profile of skills, to teachers and trainers of older adults.

- (WP2 and WP3 assessment and databases). We had started in 2008 the work to create approaches towards a more attractive way to address the older adults;
- The Multimedia Compendium (WP6) and the New Curriculum will be tested (WP5) by teachers and trainers of all Member States and Norway, started to be prepared in 2008;
- This Compendium, to be product in 2009, will be translated in all partners languages, [considering the reduction of expenses approved] and distributed in 28 countries, contributing to the creation of a pan-European TOP+ Project impact in the Lifelong Learning programmes target to older adults.

2.2 - The **target groups** of our TOP + Project are:

- **Trainers and Teachers** who need to acquire or increase their skills in lifelong learning addressed to older adults;
- **Older adults** employed, unemployed, at risk of unemployment or early retirement, unhappy with current strategies of lifelong learning, address to them and wish an opportunity for career improvement or transition;
- **Stakeholders** committed with the attractiveness and efficacy of education and training activities to older adults;
- The **European society** in general which to increase rates of older adults in labour market by improving their fulfilment and active ageing;

2.3 - Promoting and disseminating (WP7), that includes a website [already accessible in 2008, see above data of TOP+ Project Website], Public Reports and a Final conference in Brussels, along with the multi-stakeholder partnership of TOP +, from both public and private sector, composed of 11 different institutions (SME's, NGO's, Education, etc), from 10 partner's countries will guaranty a large cross fertilization, among north/south EU and Norway.

2.3.1 - It's expected that these factors drive the **Outcomes and benefits** of TOP + to a viral impact in EU territory, supported by the Multimedia Compendium. The Multimedia compendium will be translated and distributed among key-institutions and **Long-term beneficiaries** from the following sectors:

- **Education and Training Organisations** that are in search of innovative and quality training material
- **Small and Larger Companies** dealing with age management problems and need to fulfil their employees training need and improve their productivity
- **NGO's** committed with the improvement of older adults quality of life and work [*namely Social Economy Organizations such as: Associations; Cooperatives and Mutuality's*]
- **Other organisations**, especially those dealing with older adults. Ex: volunteers or unemployed

2.4 - **TOP + WorkProgramme will take 24 months to fulfil**, with the 3 main phases and 7 work packages (WP), according with the timetable bellow, and the 1st year are already full executed.

Work Phases:

1. Project foundation period: 2 months *[executed]*
2. Project activity period: 18 months *[executed the 1st year]*
3. Project Conclusion and reporting: 4 months
[to be accomplish till WP's till Out 2009, and reported till the end of Dec 2009]

2.5 - Considering natural path, of all WP's and annexe Projects and the complexity of TOP + (involving a large number of institutions and countries), Project coordinator rely on deep experience and competencies of institutions and WP's team leaders (some with more than 20 years of experience in the field), had worked in the 1st year of TOP+ Project to fulfil all activities in due time, according with the quality plan, within a framework of empowerment and trust, where small adjustments had been assumed in the timetable update, to recovered in the 2nd year in time to accomplished all TOP+ Project goals till Oct. 2009.

2.6 - Work packages: Most of WP's have 7 months duration and are not strictly sequential with the previous work packages. Some (e.g.: WP3/WP4/WP5) **will have a strong interdependency**. [WP3 will be up-dated by the end of the project].

The following table presents the indicators of each WorkPackage and its contribution to achieve the expected outcomes, and at this Progress report we give a basic data form each of the 7 WP:

Work package 1	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP1.1. Project Coordination	1 Governance Structure	Democratic, transparent and responsible participation of partners	Successful management
WP1.2. Technical Management	2 Technical Reports: Final and Middle-Term	Oversee the aims, deadlines and achievement of quality outcomes	
WP1.3 Financial Management	2 Financial Reports: Final and Middle-Term	Oversee the planned budget and resources application	
WP1.4 Meeting organization	2 Minutes of the meetings	Guaranty communication and development of the Project	
Work package 2	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP 2.1 Data Assessment	1 Matrix for the (input) data collection	An analytical tool built for the information collection on lifelong learning for older adults (LLL) in the project.	Identification of Indicators of the what, where and how of efficient and effective practices in LLL programs targeted to older adults.
WP 2.2 Building a databases	1 database covering existing projects and programmes, web-resources, networks, academic literature and other documents	A project database comprising of an overview of the field of practice, as well as of evaluation and identification of best and worst practices, and relevant literature in English and other languages covered by the partnership.	Mainly the long-term outcomes will come about through the final report. The database can be made more broadly available under Cedefop's ERO, Training Village, Leonardo da Vinci and Socrates Projects compendiums', etc. Contribution to improve LLL in later life: Best options: to who, how, when.
WP 2.3 Final Report	1 Final Report	A summary of the results of the review. Cooperative Benchmarking Report as a critical synthesis of the review and analysis. Input to WP3, WP3 and WP6	Contribution to improve the framework of knowledge on key-question to LLL in later life. Contribution to best use of results, innovative products and processes in LLL, and thereby to an improvement of the quality of education and training targeted to mature learners.
Work package 3	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP3.1. Data Analysis	1 "State of Art" Resume	Analysis of the outcome of the WP2 and the concept of the research will be elaborated	Better understanding about "State of art" of trainers and teachers of older adults
WP3.2. Conception of questionnaires	3 different questionnaires	Conception of questionnaires for three surveys, target to older adults, trainers and stakeholders.	Contribution to standardization of competencies of older adult educators
WP3.3. Feeding the Databases	2 database: older adults + teachers/trainings and	Database of teachers/trainers and stakeholders , from all partners and volunteer "donations" from other EU countries. Feeding WP5.1	Pan-European database, can be used as footprints for future projects

	stakeholders		
WP3.4. Draft Report	1 Draft Report including a "First Catalogue of Skills and Competencies"	Comparative study Report in EU member states, regarding learning opportunities to older adults trainers and teachers.	Contribution to quality improvement of VET System in Europe within a global cross-country perspective assessment
WP 3.5. Interviewing trainers and teachers	27 video record interviews	Interviews of trainers and teachers from all UE Member states, that will participate in the Internal Workshop (WP5). Feeding WP5 and 6	Contribution to quality improvement of VET System in Europe within a global cross-country perspective assessment
WP 3.6. Final Catalogue of Skills and Competencies	1 Final Report and Catalogue of Skills and Competencies	Comparative study Report learning opportunities. Catalogue of skills	Contribution to define a vocational expert profile to older adults trainers and foster a European standard and certification of competencies
Work package 4	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP 4.1 Re-thing achievements	1 net of inputs provided by WP2 and WP3 (theirs outputs)	A summary of coherent Training Needs identified. A summary to reachable Goals and Objectives	Contribution to support continuous adaptation of education and training curricula for VET teachers and trainers, trough a new curriculum and training tool. Contributions to further explore the idea of accreditation via national regulatory bodies in EU.
WP 4.2 Building a training Model	1 drat of the Model	A Model of Training ready to be tested at WP5	
WP 4.3 Testing the Model	1 Evaluation Report	Report evaluation of the Model Efficacy and Effectiveness; Imputes to improve the Model	
WP 4.4 Final Model	1 Pioneer model Usable for older adult trainerS	A new training Curricula that will aloud re-skill and up skill the competencies of teachers and trainers of older adults.	
Work package 5	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP 5.1. Identification of teachers and trainers to test the new Curriculum	1 List of (27) teachers and trainers in all EU Countries	Database of teachers and trainers involved in older adult lifelong learning of older adults, at EU level.	Pan-European database, can be used as footprints for future projects Facilitate the development of innovative practices in the field of LL and their transfer at a pan European Level Contribution to improve quality and innovation in vocational education and training systems, institutions and practices Contribution to quality improvement of VET System in Europe within an innovative workshop (planning, development and assessment) use and evaluated by trainers/teachers of 27 UE countries and Norway.
WP 5.2 Workshop organization and implementation	1 Innovative workshop Programme to test the new curriculum	Detailed Programme of an intensive hands-on workshop: will involve specific test scenarios (such as role playing sessions) and specifically cover all aspects of the curriculum and the use of the Multimedia compendium.	
WP 5.3 Follow-up and evaluation of pilot testing	1 Evaluation Report	Evaluation Report, an important output to re-feed the WP3, WP4 and WP5	
WP 5.4. Final Report	1 Final Report	Standard orientations to older adults trainers and teachers	
Work package 6	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP6.1. collecting material and design WP 6. 2: building a technical pilot WP 6. 3 testing pilot and validating WP 6.4: validating Integrating navigation and content P6 Testing and delivery	1 DVD "Draft of the Compendium" 1 Multimedia compendium	Multimedia Compendium: intends to be a powerful of training, translated in all partners languages, [considering the reduction of expenses approved for sub-contracting services], and distributed in all Member states and Norway.	To promote access to training for all regardless of age and to develop lifelong learning strategies Innovative ICT-based tool usable to online and "off line"
Work package 7	Indicators (outputs and outcomes)	Short-term outcome	Long-term outcomes
WP 7.1. Communication Plan WP 7.2 Marketing Plan	Promotion and Dissemination Kit, include: 1 Communication Plan, 1 Marketing Plan, 1 Dissemination Plan	Drawing the Cooperative Image: logotype, model of email an paper report to be use by all partners, platform of communication (yahoo group or similar), etc Definition of when, where and to who address press releases, paper communications, event participations.	Pan- European Dissemination and Impact. Foster the quality of VET System and training practices when addressed to older adults

WP 7.3 Dissemination Plan		Strategic cooperation with all the Networks related with field of the Project. Direct involvement of Associations, Networks, Scientific and Work related Groups, where the partners institutions take part	
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3. Project Outcomes & Results

3.1- Intermediary Results corresponding to the 1st year [Nov.2007 to Oct.2008] of TOP+ Project are only a starting point of all goals and Final Results to be accomplished by the end of all TOP+ Project in the final of 2009, in all WP's: WP1, WP2, WP3, WP4, WP5, WP6 and WP7)

3.2 - To enlarge the public information and visibility on future TOP+ Project Outcomes & Results expected for the final is important to precise that all operational WP's are addressed to the following target groups and sectors:

3.2.1 - Target groups of our TOP Project + are:

- Trainers and Teachers who need to acquire or increase their skills in lifelong learning addressed to older adults
 - ***[WP3 had already create special Questionnaires to prepare data to be developed in WP4 and WP5]***
 - ***[WP4 had open discussion between partners to prepare the TOP+ Model for WP5]***
 - ***[WP5 had data in preparation from Dec 2007, to operational start in Dec. 2008, in order to organise the Workshop Test Model in Mars 2009] ;***
- Older adults employed, unemployed, at risk of unemployment or early retirement, unhappy with current strategies of lifelong learning, address to them and wish an opportunity for career improvement or transition
 - ***[WP2 had already create a Survey for Benchmarking and a Matrix on the related information, during 2008]:***
- Stakeholders committed with the attractiveness and efficacy of education and training activities to older adults
 - ***[WP3 had already create special Questionnaires for Stakeholders]***
- The European society in general which to increase rates of older adults in labour market by improving their fulfilment and active ageing
 - ***[WP7 had already create special Information on TOP+ issues in TOP+ Website, like TOP+ newsletters n. 1,2 and3, and Presentations in many National and International events related to TOP+ Networking]***

3.2.3 – All action above refer had and in the 2nd TOP+ year will take in reference the Long-term beneficiaries of TOP +

- Education and Training organisations that are in search of innovative and quality training material
- Small and larger companies dealing with age management problems and need to fulfil their employees training need and improve their productivity
- NGO's committed with the improvement of older adults quality of life and work
- Other organisations, especially those dealing with older adults. Ex: volunteers or unemployed

- The golden result of the Project will be a Multimedia Compendium ***[with WP6 as already started in Oct 2008, but most of his work is to be done in 2009]***. The interface and key-documents will be translated in all partners languages, considering the reduction of expenses approved, and distributed in all 27 Member States (MS) and Norway.

Other relevant outcomes of the Project ***[that had been started with the work carried out in the WP's started in the 1st TOP+ Project year, but will only be in final definition in 2009]*** are:

- **Comparative Study that will produce a framework of knowledge on key-questions** concerning lifelong learning in later life. These study also will contribute to the identification both the 'best' innovative lifelong learning programs and 'worst' practice, and factors behind them;
 - ***[WP2 Survey, Matrix and Final Report, executed]***
- **Catalogue of Skills and Competencies**, made after the analysis the needs of trainers/ teachers;
 - ***[WP3 Questionnaires for Firms; Older Adults and Trainers, executed]***
- **New Training Curricula** addressing the needs and learning opportunities of trainers, teachers and older adults counsellors;
 - ***[WP4 Test Model in preparation and WP5 Workshop also in preparation to be operational in Mars 2009, in progress]***
- **Identification of new skills and competences** for VET teachers, trainers and other learning facilitators;
 - ***[WP3, WP4 and WP5 in preparation to finalized at 2009, in progress]***
- **Definition of a vocational expert profile:** a contribution to foster an European standard and certification;
 - ***[WP3, WP4 and WP5 in preparation to be finalized at 2009]***

4- The TOP+ Project had already assured a pan-European visibility ***[through the website of the Top+ Project by WP7]*** and will have a bigger dimension with the distribution of the Multimedia Compendium in 28 countries ***[WP6 started in Oct 2008 and with final in Oct. 2009]***, the **pan-European impact** of the project will rely upon the Marketing and Dissemination Plans. These include the enrolment of all Networks and working Groups, where the partners participate or are members and a Final Conference in Brussels ***[in final of 2009]*** to specific decision-makers.

4. Partnerships

4.1 – The Consortium set up for TOP+ Project, considering the period already realised, between Nov. 2007 to Oct. 2008 and the work to be done till the end of the project in Oct. 2009, represents a global Team prepared to realise all the goals referred in our application approved by EACEA. As coordinator entity, aJMS, his very proud to leader a so complex and divers Group.

4.2- The application work preparation had been successfully. The country selection to fulfil a geographical balance, include a mix of large and small countries, and new Member States. The EU bouquet of different labour market and lifelong learning dynamics: Chosen countries present high (S) and Low (PL) employment rates among elder workers; high (CY) and low (B) exit age from labour force; high (NO) and Low (EL) learning activities participation. A second phase of selection had been made on those countries: A direct invitation had been made to institutions with key-competencies, target to different sectors and a good balance between “education” and “training” institutions: Research/Education, Training, SME’s, and an NGO’s. All of the participating partners have experience in collaborating on a regional, national or an international level.

4.3 - Rationale behind the distribution of the activities, defined in the application had been confirmed in our 1st TOP+ Meeting Group Partners, in Porto Dec 2007, with all presents:

Each WP it’s leaded by a Partner with strong competencies and experience in the field, either in terms of institutional history or curriculum of the involved team. The WP Leader had “**Shadow-leader**”, from a different institution of the Leader, whose task had been facilitate the communication with different actors involved in the WP and take responsibility for the Progress surveillance of a specific WP.

WP1 - Project management and assessment, Led by Fernando Martinho from *the Professional School of Social Economy Academia José Moreira da Silva* (PT) and the shadow-leader had been an SME (*Byweb*) with an expressive expertise in EU Projects coordination and management.

WP2 – Literature review and Cooperative Benchmarking, had been lead by Tarja Tikkanen from the *International Research Institute of Stavanger* (NO) that is one of the leading researchers in Europe concerning the learning perspective to ageing of the labour force and related issues.

WP3 - Catalogue of Skills and Competences, had been lead by Dorota Ciotucha from Wroclaw University of Economics (PL) and the shadow-leader will be the *Work and life Düsseldorf* - an institution for continuing education in maintenance of the German federation of trade unions and the adult education centres in the state of North Rhine-Westphalia (D), therefore with an excellent “point of view” between lifelong learning and on-job competencies.

WP4 – “Pioneer model Usable for older adult TrainerS”, had been lead by Kennet Lindquist, from *Swedish TelePedagogic Knowledge Centre* (S), that as extensive experience of pedagogic development, unique competencies in methodology development and production of practical solutions matching vocational and professional development needs. The Shadow leader will be the *Cyprus Adult Education Association* (CY).

WP5 – Test the New Curriculum to older adults trainers, had been lead Center for *Research and Technology Hellas*, (EL), currently it is a major training organisation in Greece, and was been the coordinator, among others, of the Grundtvig Project “Valuing Knowledge and Competencies Acquired Through Experience and Their Accreditation for Elderly Workers” and the shadow-leader will be the *Portuguese Scholl of Social Economy* (PT).

WP6 – multimedia-compendium (Create an innovative multimedia-compendium, had been lead by Andre Miodezky from *My-xml* (LU), a senior information technologies specialist and manager with experience of 20 years in a variety of communication projects and applications. Shadow-leader of WP6, its Cristina Musat, from the *SME Philean Consult* (RO): a trainer and consultant since 1995, which will draw the map of contents in the DVD.

WP7 – Promoting and disseminating, had been lead by Teresa Almeida Pinto from *Byweb Formação e Informática* (PT), that has a deep experience in within EU Projects context. Was coordinate of some relevant and with great visibility Projects. Shadow-leader will be the *Gruppi di Solidarietà Internazionale* (IT), an NGO that will drive the visibility of TOP + out of EU territory.

4.3 - How cooperation and communication had been be ensured between partner institutions and working languages;

4.3.1 As programmed on the application, during the first year of TOP+ Project execution, the coordination, TOP + had a Scientific and Technical Board, composed by WP leaders that shell facilitate the debate and communication flew. Shell oversees the Progress, Performance and project outputs achievement, basically by a intensive exchange of data using the internet and special site to be used for each WP and for global TOP+ information. They had been assisted by “shadow-leader”, as explained above.

4.3.2 All the communication and project documents will be in English and the team had meet each month using internet facilities and at least to 2 times in person during the project, one already realised in the start of the project [Dec.2007 in Porto] and another to take place in the April 2009 [in a consulting faze to be decide in Dec. 2008];

4.3.3 - Day by day communication for all the 7 WP's, had been done telephone, and by e-mail, and also trough a group of discussion to share with transparency, all documents and allowed democratic participation of all Partners.

4.3.4 - To guaranty full transparency and independent evaluation will be developed in the 2nd year of the TOP+ Project, with a “Quality Plan” to be implemented by an institution external to the consortium.

4.4 - Some contributions of the TOP+ Project, at European level, started in the 1st year and to be accomplishing by the end of the project:

4.4.1- All work in progress action on TOP+ project, had been oriented in the first year and will continue till the end in Oct 2009, to achieve one of the five benchmarks within education and training “By 2010, the EU-average level of participation in lifelong learning should be at least 5% of the adult working age population (25-64 age group) and in no country should it be lower than 10%.” The Project will provide a useful contribution to raise the number of teachers and trainers who follow continuous professional training

4.4.2 TOP+ orientation is oriented to Older Adults (45 +) that are one of the most disadvantages groups within the lifelong learning contexts. Commission recognizes “*that a change is needed in the way education and training is provided* (flexible timetables,

recognition of prior learning and more attractive training)". TOP+ address the needs of teachers and trainers of older adults, providing them with a new **Pioneer model Usable for older adult trainers** *[WP4 - already in progressive action on the 1st year of TOP Project]* and an innovative Multimedia-Compendium *[WP6 – to be accomplish in the final of the TOP+ project, in 2009]*. These will drive teachers and trainers to produce better and more attractive contents to older adults and therefore increase their motivation to participate in training and lifelong learning programmes.

4.4.3 - We are taking in consideration the "Common European Principles for Teacher Competences and Qualifications" and "European Reference Framework on Key Competences for Lifelong Learning" the Project offers as a valuable impute: a meta-analyse of key-competencies that teachers and trainers should hold wend address to older adults. The Catalogue of Skills and Competencies *[WP3 - already in progressive action on the 1st year of TOP Project]* will include the analysis of the needs of older adults trainers/ teachers; Identification of new skills and competences for VET teachers, trainers and other learning facilitators, essential in a lifelong learning context; definition of a vocational expert profile

4.4.4 - The Pioneer model Usable for older adult TrainerS " *[WP4 - already in progressive action on the 1st year of TOP Project]* will design and develop a vocational training Model to older adults trainers *[WP5 - already started the in progressive action to the Workshop to be realize in Mars TOP Project]*, including a Curriculum and an innovative Training Tool, giving a contribute to develop "training offers for VET teachers and trainers, taking into account their specific and methodological needs"

5. Plans for the Future

5.1. All partners in TOP+ Project assumed the general ideas presented in our application, as a update orientation to the work and goals that need our contribution to build a better world with Older Adults as actors, so it is important in this Public Report repeat our visions and Plans for the Future:

5.1.1. The global ageing scenario it's unique in mankind history **No one can stop the ageing phenomena**. All EU Member States face increasing demographic ageing and sharp decreasing of labour force and a consequent failure of many social sectors, such as Pension system. Therefore, **everyone must give a contribute** of deal with these phenomena. We all need to adapt and find solutions: trainers must be involved in this process and evolved after already know knowledge.

5.1.2. Some authors defend that financial discouragement and alike measures are not enough to retain older workers, improve the employment opportunities of older adults and drive "unhappy" retired persons back to work or other productive activity. The TOP+ partnership believes that **Training Trainers with the necessary skills on how to address older adults will be an effective strategy to improve their willingness to undertake training, and therefore to increase their potential productive. [see WP2]**

5.1.3. **Some Key-points of innovation**

The Strategic approach of a global Problem:

The Partnership of TOP + it's committed to develop a brand new solution to help all Member States (MS) and Norway to cope with a common challenge (low participation of older adults in lifelong learning programmes), with a new strategy, which has not yet addressed: **reinforce the skills of older adults trainers and teachers. [see WP3]**

Overlooking EU Projects it's clear that much emphasis have been put in guidance/counselling and vocational training target to young workers or the needs of their trainers. Only (a few) recent Projects address the older works needs in specific sectors and in a few countries. **However there's still missing a broad standard orientation to older adults trainers: it's desirable profile and needs. [see WP3+WP4 and WP5]** TOP + will address those needs, by **assessing the needs of older adults trainers and teachers** and write up comparative study in EU member states, regarding their learning opportunities **[see WP6]** ; **Define a vocational expert profile** to older adults trainers and foster a European standard and furthermore, creating an innovative Multimedia Compendium. **This final Product of the Project, will be based upon the literature study, survey and direct interview to training and teaches of 28 countries [see WP6], and will be translated in the partners languages.**

5.1.4. Better and more attractive training is needs

"A significant number of persons 45+ are involved in voluntary work - some as a first option because it enables them to realise life goals not attainable in their paid work" (Third Age Employment Network, 2003). Trainers, teachers and Guidance counsellors **must have the skills to offer attractive training and guidance orientation [see WP3]**. Teachers and trainers need to up-grade it's competencies in order to coop with the new making phenomena: demographic ageing and the new social needs of retired older works. **The global work carry out by the Project aims the empowerment trainers and teachers of older**

adults with new skills and competencies to better address the needs of these public.

5.1.5. The Cross-fertilization and multi-cultural Potential

TOP + it's a multi-stakeholder partnership, composed by 11 organisations (public and private) from 10 countries (a cooperative, SME's, NGO, Education and Research) allowing **a broader vision a large cross fertilization [see WP7]**. North/south, EU15, new EU Members and Norway. The Countries represented in the partnership had with high and low older workers employment; low and high exit rates; low and high qualifications. This cross-country-cultural perspective will play a major role in the identification standard skills and competencies.

5.1.6. Furthermore, to guaranty an equal participation of teachers and trainers we keep both groups in good balance of participation **[see WP5]** in order to explored a cooperation and new forms of exchange between VET teachers working in schools and VET trainers working in companies and/or organisations providing training),

5.1.7 Environmental conscience

Reports and final products of the Project will available at website and DVD (Multimedia Compendium). The Project will not mass reproduce in paper support, none of it's reports, databases or documents **[see WP6]**.

5.2. More relevant data on the impact of TOP+ Projects, can be already notice, by the participation of same partners in others EACEA project, related to LLL and others Programmes, namely same activities that can be very important to the TOP+ indirect action, such as application to LLL programmes according the update Call for Applications for January 2009 **[information that can be see at TOP+ Website – WP7, and EACEA site]**

*Invitation for Papers to ESREA Conference in Dec 2008, in Seville;
Applications in National Agencies for Cyprus Seminary on Adults Education April 2009;*

5.3. A new work is starting for TOP+ Project partners; result from several demands of information, and proposal of exchanging data and cooperation addressed by many organizations in EU and Worldwide, in result of the work already done in WP7 and in the ADAM information. This new work will take great importance for the 2nd year of the project, and demand the presence of all partners in events that can open networks for TOP+ Model Application in 2009 activities, and for the future action after 2009.

6. Contribution to EU policies

6.1 – The Top+ Partners Team assume to work to contribute to EU policies, namely the expressed refer in our application, that stay update in this 1st year, and by the EU evolution and worldwide for the years to can. Reason to remember ours application's considerations:

6.1.1 - The Ageing Phenomena

Demographic ageing and labour force participation of persons aged 50 and plus, are carefully studied across countries and its shrinking (OECD, 1998, 2000). . Currently (2002) the employment rate is 40,1% (EU 15) and 38,7 (EU25). In the scoop of Lisbon Agenda, the Stockholm European Council (2001) reformulates its employment targets: a rate of 50% employment for older workers till 2010. To achieve this important goal, EU Members States (MS) adopt or are about to adopt measures to remove disincentives to work longer and under contrary adopt policies to discourage early retirement.

6.1.2 - It's Not Only a Question of Age Retirement and Money

Some authors, Haider and Loughran (2001), in a study of elderly (65 and older) labour supply in the US, find that "non-pecuniary concerns dominate the labour force decisions of the elderly". The authors conclude that "policies that affect the financial return to work for the elderly will have less impact on labour supply in this population than policies targeted at improving the non-pecuniary returns to work."

The Report of Stockholm Council refers that "Raising participation will not be easy, partly because it will depend on changes in cultural and socio-psychological factors, in particular attitudes to older people in employment".

EU's taskforce on employment, led by Wim Kok,, stress the need of "To promote access to training for all regardless of age and to develop lifelong learning strategies".

6.1.3 - Looking for Creative and Effective Strategies

Communication of Commission (2004), "*recognise that the challenge is not only to increase participation in vocational training, but also to improve the general knowledge and competence levels of older people*", and the need of develop a framework of "*cooperation with public authorities active labour market policies, e.g. personalised approaches to meet individual needs.*" There is strong evidence that after a certain age, older workers have less access or willingness to undertake training than younger workers. "Often those adults most in need of education and training are also those least aware of that need or the benefits". (OCDE, 2003) Older workers with low or obsolete experience in participation in learning activities need support and encouragement to update their skills and personal development.

6.1.4 - A Pro-Active Solution it's needed

New ways of learning are needed to best utilise the competences of highly experienced older adults.

Teachers are meant to educate young: they don't know how to address older adults. And about trainers: do they know how to address the information to older adults? Older adults, itself: Do they know how to create fulfilment in their lives and jobs, with a lifelong learning commitment. In fact "Very little is known about individual opinions on the need of social adaptation to face demographic ageing and attitudes toward suggested policies. A cross-country perspective it's missing". (Kotowska, Irena. European Population Conference, 2005) "Measures and approaches directed towards making learning more attractive to adults can help increase participation. As already shown, motivation is one of the key issues: learning has to be made attractive to adults." (Beyond Rhetoric: Adult Learning Policies and Practices. OECD, 2003)

6.1.5 - Lisbon Education & Training Progress Indicators

Target	Description
Teachers and Trainers	Age distribution of teachers together with upper and lower retirement age
TOP + provide a useful contribution to raise the number of teachers and trainers who follow continuous professional training.	

Target	Description
Making Learning more Attractive	Participation rates in education by age and by level of education
This is one of key-objectives of TOP + Project: Improve the skills of older adults enabling them to foster lifelong learning attractiveness and efficacy. It's expected that re-trained trainers of adults, with new key-competencies, deeply contribute to the increase the participation rates in lifelong learning of these age group. Many older adults report experiences of age discrimination ("reluctance to train older employees and negative attitudes towards their career development") and barriers ("anxiety about returning to learn and not being able to cope; and not knowing one's own potential and preferred learning style"). (Third Age Employment Network, 2003).	

Lisbon Key Competences

Description
Learning to learn
TOP + will 'Up- skill' and 'Re-skill' older adults teachers and trainers and provide them a tool (the multimedia compendium) that with a conceptual search that allowed the search on Concepts, this will be very useful for Older Adults trainers and teachers who do not necessary "know in advance what they are searching for".

LLP Horizontal policies

Description
promoting equality between men and women and contributing to combating all forms of discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation contributing to combating all forms of discrimination based on sex, racial or ethnic origin, religion or belief, disability, <u>age</u> or sexual orientation
TOP + will help the fight against ageism in the field of lifelong learning and the access to training "tailor-made" to their needs, provided for "new" re-skilled trainers and teachers

Complementarily with other policies

Description
Employment
The low enrolment of older workers in Lifelong Learning in Europe represents a waste of individual opportunities potential and a loss productive and economic potential. Commission recognizes "that a change is needed in the way education and training is provided (flexible timetables, recognition of prior learning and more attractive training)". Trainers, teachers and Guidance counsellors must have the skills to offer attractive training and guidance orientation. TOP + address these needs.

6.2 – Update on TOP+ Project Results related with Contributes EU polices, started with the work already realised at WP2 – Final Report – Literature Review and Cooperative Benchmarking.

