



The ROMEEO Project: To Reinforce the Organizational competences of young employees and women by enterprise MEntOr

Newsflash n°2 September 2009

Welcome to the second ROMEEO Newsflash!

The ROMEEO project “to Reinforce the Organizational competences of young employees and women by enterprise MEntOr” started in October 2008.

The main goal of ROMEEO is to consolidate the jobs of younger workers, as well as those of women arriving or coming back on the job market and also to keep senior workers (above 55) at work. Because continuous economic and social changes permanently alter and complicate companies' environment, these target groups increasingly need organizational skills. Experienced workers can help them to acquire these skills by playing a new role in their companies: the role of *mentor* of new employees.

The main aim of the project is to develop a set of online training modules for the target groups, to test the modules in every partner's country and to disseminate and valorize the project outcomes as widely as possible.

ROMEEO is a transfer of innovation project, so it starts from source projects (DOSY, ARCHIMEDE and INTERFOC).

After twelve months since the beginning of the project, the transnational partnership has achieved many of the original aims. The results of the work of the partners are presented below:

1. Methodology of transfer, context analysis of the partners' countries

To contextualise the objects of ROMEEO project, information has been collected on the social, cultural, economical aspects of setting and context of each partner organisation.

2. Approach and model of reference

This document is a summary of the work that has been done so far, which led to the definition of the project model:

- The new aspect of the Romeo project, between fundamental legacy and necessary innovations.
- Three types of potential target groups in relation to the required competencies and to working context.
- The principles of planning: giving a context to the learning process and to the model of the educational resources.

The innovation of ROMEEO Project is that the learning process is not carried out through different levels and between workers and mentors, but together in a new “Shared Network Based Collaborative Learning” to indicate and highlight the new interaction between all actors involved in the learning process.

Worker and Mentor will cooperate together through these modules in order to reflect and learn from each other.

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3. Draft training modules

The online training modules under development are the following:

- Module 1 - Self management
- Module 2 - Identity and role
- Module 3 - Sharing Information, learning and innovation
- Module 4 - Communication and Cooperative work
- Module 5 - Change Management
- Module 6 - Quality Improving Process.

The partners are currently in the process of collecting training materials and finalising the modules in their national context. A specification guidebook for mentors is also under preparation.

The next steps

In the following months, the partners will be piloting all modules with groups of young people, women arriving or coming back on the job market, senior workers and mentors. The module content, methodology and training materials will be evaluated (and subsequently revised). Besides, a *Policy recommendation guidebook* for decision makers and operators will be prepared in Czech, Dutch, English, French, German, Greek and Italian. In addition, within the project website an *Innovations laboratory* will be established in the form of a forum for decision makers.

If you have any questions, suggestions or comments, or would like to participate in the piloting of one of the modules in your native language, please contact one of the Romeo partners.

Additional information

If you like find out more about the ROMEO project, the partnership and/or the planned ROMEO activities, go to the project website www.romeo-project.eu or contact one of the partners.

ROMEO partners



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