

ROMEO

LLP-LdV-TOI-2008-FR-117032

<http://www.adam-europe.eu/adam/project/view.htm?prj=3953>

Project Information

Title: ROMEO

Project Number: LLP-LdV-TOI-2008-FR-117032

Year: 2008

Project Type: Transfer of Innovation

Status: granted

Country: FR-France

Marketing Text: IF YOU THINK that it is IMPORTANT:

- 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,

IF YOU THINK that these two questions, which are generally dealt separately, are NOT CONTRADICTIONARY but, on the contrary, can be considered as COMPLEMENTARY resources for economic and social development,

IF YOU THINK that young people applying for a first job, or people coming back on the labour market, increasingly need organizational skills because continuous economic and social changes permanently alters and complexifies companies' environment,

IF YOU THINK that experimented workers can help them to acquire these skills by playing a new role in their companies: the role of MENTOR of new employees,

then, THE PROJECT ROMEO IS MADE FOR YOU !

The main goal of ROMEO (to Reinforce the Organizational competences of young salaries and women by enterprise MEntOr) is to develop a set of online training modules for both target groups, to test them in every partners' countries and to disseminate and valorize the project outcomes as widely as possible.

Summary: So far, two questions have been dealt separately, and sometimes have even been considered as contradictory :

- consolidating the jobs of younger workers, as well as those of women arriving or coming back on the job market
- keeping senior workers (above 55) at work.

The Lisbon agenda decided that in 2010, 50% of people aged between 55 and 64 should still be at work. In 2006, (according to Eurostat), that rate had reached an average of 43.7% in the EU. As regard this project's partner states, the rate was as follows: France: 38.1%, Czech Republic: 45.2%, Germany: 48.4%, Italy: 32.5%, Netherlands: 47.7%.

The ROMERO project plans to deal jointly with both questions. The project considers them as supplementary resources for economic and social development. It plans to integrate and transfer the outcomes of DOSY, ARCHIMEDE and INTERFOC, so as to improve training solutions designed to develop organisational skills of companies' staff, together with implying senior workers into company mentoring.

The source projects (DOSY and ARCHIMEDE) have developed training modules for company tutors and for company staff (organizational skills). These modules have been implemented so far in Italy, Finland, Spain and France with several hundreds of people (company mentors and tutors, training managers...)

INTERFOC methodology is based on online interactive case studies, using problem solving methodology. This project has been widely used by its partners, including the French Electricity Company (EDF), to train its non professional occasional trainers.

The strategy selected by DOSY and ARCHIMEDE belongs to CBL (context-based

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learning), which is another version of open learning methods, taking into account the trainees' professional know how, as well as company tutoring, peer group training and personalized learning. These methods will be reengineered so that they fit with present e-learning technologies and methodology, with the idea of transferring the new set of tools (ROMEO) to other countries.

The first target group is made of ageing workers (above 55 years old), who can be either tutors or occasional trainers.

Mentors, tutors, and learners are the key actors in that process.

The final beneficiaries will be the younger workers, and women arriving or coming back on the job market, in those companies which are implementing a process of change.

Description: In order to face the population slump, keeping at work people above 55 years of age is a necessity for all member states in the European Union. At the same time, newly hired workforce, or people applying for a first job or coming back on the labour market increasingly need organisational skills. For the staffs, implementing good professional practices is not enough. It is more and more necessary to be able to build coherent strategies for action, in various and complex contexts. Today, irrespective of whether you are an executive, a manager, a technician or a basic operator, you must show technical and professional efficiency, and you must be able to learn all along your professional lifetime. On the other side, companies are now trying to identify more accurately the transversal and organisational skills of their staff.

One should also remember that the Lisbon agenda includes the acquisition by all citizens of competences needed to fully participate in society's life. Similarly, the recent debate in the European Parliament and the Council on key competences for lifelong learning put the emphasis on the importance of acquiring and developing key competences for personal development, active citizenship and fair participation to a society of knowledge and employment.

The DOSY and ARCHIMEDE projects, helped by the support of companies and staff associations, have selected a series of key organisational skills for young employed people and women stepping in the labour market (or coming back). They have developed a set of modules and an open learning and context base learning (CBL) model.

The ROMEO project plans to help people aged 55 or more to evolve towards responsibilities of company mentor (tutor, occasional trainer...), by developing online training modules specifically designed for their target group, using the model and resources already developed by the INTERFOC project. INTERFOC is based on assisted self training using problem solving methodology.

The importance of these company mentors will be central in the process of acquisition of key competences by younger staff as well as by women coming back on the labour market after a break in their professional career.

Themes: *** Labor market
 *** ICT
 *** Lifelong learning
 *** Open and distance learning
 *** Enterprise, SME
 *** Continuous training

Sectors:

Product Types: modules
 material for open learning
 others
 open and distance learning
 website

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Product information: The main projected outcomes of ROMEEO project are:

- online modules for training of mentors in 7 languages (EN-FR-CZ-NL-DE-GR-IT)available from August 2009
- experimental training of 15 mentors in the 6 partners countries
- training model (specification guidebook) for training of mentors
- online modules for training of young salaries/women in organizational skills, in 7 languages (EN-FR-CZ-NL-DE-GR-IT)available from August 2009
- experimental training of 15 young salaries/women in the 6 partner countries
- training model (specification guideline) for training offer in the field of organizational competences
- innovations laboratory: forum for decision makers inside the project website
- policy recommendation guidebook for decision makers ans operators

Projecthomepage:

Project Contractor

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Country: FR-France
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Partner

Partner 1

Name: FIM NewLearning
City: Erlangen
Country/Region: Lower Bavaria
Country: DE-Germany
Organization Type: university/Fachhochschule/academy
Homepage: <http://www.fim.uni-erlangen.de>

Partner 2

Name: Volkswagen Qualifizierungsgesellschaft
City: Wolfsburg
Country/Region: Hannover
Country: DE-Germany
Organization Type: large-scale enterprise (more than 250 employees)
Homepage: <http://www.vw-qg.de>

Partner 3

Name: Noorderpoort college
City: Groningen
Country/Region: Groningen
Country: NL-Netherlands
Organization Type: initial training
Homepage: <http://www.noorderpoort.nl>

Partner 4

Name: Confindustria Veneto SIAV
City: Mestre
Country/Region: Veneto
Country: IT-Italy
Organization Type: others
Homepage: <http://www.confindustria.veneto.it>

Partner

Partner 5

Name: METER Silesia
City: Ostrava
Country/Region: Moravskoslezsko
Country: CZ-Czech Republic
Organization Type: continuing training institution
Homepage: <http://home.tiscali.cz:8080/cz555985>

Partner 6

Name: uropean Profiles
City: Athens
Country/Region: Attiki
Country: EL-Greece
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)
Homepage: <http://www.europeanprofiles.net>

Partner 7

Name: MKB Innovation BV
City: Sloten
Country/Region: Friesland
Country: NL-Netherlands
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)
Homepage: <http://www.mkbinnovation.eu>

Partner 8

Name: SCIENTER
City: Bologna
Country/Region: Emilia-Romagna
Country: IT-Italy
Organization Type: research institution
Homepage: <http://www.scienter.org>

Project Files

Newsflash_ROMEO_1_EN.pdf

http://www.adam-europe.eu/prj/3953/prj/Newsflash_ROMEO_1_EN.pdf

ROMEO Newsletter 1 (English)
Available in other languages on ROMEO website
(www.romeo-project.eu)

Newsflash_ROMEO_2_EN.pdf

http://www.adam-europe.eu/prj/3953/prj/Newsflash_ROMEO_2_EN.pdf

ROMEO Newsletter 2 (English)
Available in other languages on ROMEO website
(www.romeo-project.eu)

Newsflash_ROMEO_3_EN.pdf

http://www.adam-europe.eu/prj/3953/prj/Newsflash_ROMEO_3_EN.pdf

ROMEO Newsletter 3 (English)
Available in other languages on ROMEO website
(www.romeo-project.eu)

Newsflash_ROMEO_4_EN.pdf

http://www.adam-europe.eu/prj/3953/prj/Newsflash_ROMEO_%204_EN.pdf

ROMEO_Approach_Model_EN.pdf

http://www.adam-europe.eu/prj/3953/prj/ROMEO_Approach_Model_EN.pdf

ROMEO Leaflet.pdf

<http://www.adam-europe.eu/prj/3953/prj/ROMEO%20Leaflet.pdf>

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