

The Project

The Age Management in Practice (AMaP) project is a collaborative partnership involving organisations from Germany, Greece, Poland, Portugal, Sweden and the UK. AMaP aims to address the challenge around access to, and participation in, Continuing Vocational Education and Training (CVET) among older workers aged 50+, and to increase awareness of the European Qualification Framework (EQF). The project also considers the challenge of an ageing workforce through the lens of employers, seeking current views and attitudes towards older workers and promotes the implementation of age management practices.

The Challenge

"The impact of demographic changes within the EU is likely to be of major significance in the decades ahead. Consistently low birth rates and higher life expectancy at birth mark the transition to a much older population, already apparent in several regions." (Eurostat Regional Yearbook, 2011).

One of Europe's greatest challenges is its ageing population. With many EU countries implementing policies and reforms that encourage older adults to work longer in later life, the employment rate of older adults aged 50+ is expected to increase significantly over the next decade. Innovative programmes and interventions are required to support older adults update their skills and knowledge and help them re-engage with learning to enhance their employability.

Guidance and support is also required for employers in implementing policies and procedures that are inclusive of older workers and allow meaningful economic contribution in later life.

Project Aims

Over the next 2 years, the key aims of the project will be to:

- Improve access to CVET for older workers by identifying challenges and supporting participation in lifelong learning
- Investigate and positively influence attitudes of employers towards older workers
- Work with key stakeholders, such as Cedefop, Chambers of Commerce and National Qualifications Agencies to ensure effective dissemination of results.

Objectives

In order to achieve the aims of the project, the partnership will:

1. Develop a learner engagement model for older workers aged 50+
2. Improve knowledge and awareness among older workers of the European Qualification Framework (EQF)
3. Conduct an employer's survey to measure awareness of the ageing workforce and attitudes towards older workers
4. Organise seminars for employers on age management and create a DVD of employer views
5. Disseminate project findings through a final conference in Berlin, October 2013

For more information on the project, please visit the project website: www.a-map.eu

AMaP is a project of the European Union coordinated by the University of Strathclyde (UK) in cooperation with GEB Berlin (Germany), Lifelong Learning Research Institute (Greece), Semper Avanti (Poland), Kerigma (Portugal) and Folkuniversitetet (Sweden).

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