



Newsletter Issue 1

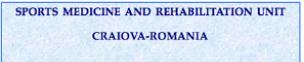
Diversity and Mentoring approaches to Support Active Ageing and Integration

The Project

Today organizations often recognize how difficult it is to recruit and retain personnel with the necessary knowledge. Particularly sectors like health and care have a shortage of skilled labor almost in all European countries due to e.g. an increasing medical care demand.

The employment of active seniors and people with light disabilities can improve the situation of labor shortage i.e. if they are guided by mentors, if employers have knowledge about Diversity and are convinced by the competences and reliability in working with this groups of people.

The main focus of this project is the transfer, adaptation and testing of a mentoring model from former projects VOCA 2 and IBB from Germany and other countries and dissemination and use of Diversity approaches in order to improve the participation in training and vocational education and the employment particularly of seniors and people with disabilities in health and care sector. The methodology of the project focuses on close collaboration with potential experts, VET representatives, people with special needs and partners from other LdV projects with similar topics or target groups. It is planned to facilitate this collaboration by a social network supported by an IT platform. Focus groups will be organized in all partner countries to analyze the skill shortage in the health/care sector and possibilities to employ seniors and people with disabilities. Diversity workshops will take place in health/ care sector and discussions with employers will be done about the design of working places for the two project target groups.





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Some expected outcomes are the following:

- A catalogue for competences needed to be a diversity counselor (DC)
- A mentoring program with transferable guidelines and handbook for diversity counselors and mentoring in partner countries
- An IT platform supporting the social network and facilitating innovative on-line training, information exchange, collaboration
- A curriculum for a qualification as DC or mentor to be included in vocational and/or higher education as social worker
- Measures to create/design suitable working places for seniors and disabled people

News

The kick-off meeting took place in Gelsenkirchen, Germany on 10th and 11th of October. The partners made a short presentation of the organization they work, their competences and how they would like to work within the project DIMENSAAI. A detailed work plan with deadlines and responsible partners has been discussed and lightly improved.

For details about the project please visit our web-site:

<http://www.dimensaai.eu>

