

# Competence-oriented tool for training and consulting for mature workers

*Transfer of Innovation • Multilateral projects • Leonardo da Vinci*

## Results

- ✓ **Analysis of needs** of target groups, reports
- ✓ **Operator training** on the methodology TALENTAGED
- ✓ **Model TALENTAGED** adapted and translated, with the Guide for trainers
- ✓ **Transfer Analysis Report**
- ✓ **Testing** of the model Talentedag
- ✓ **Website** and collaborative platform
- ✓ **Final Conference** in Brussels

## Project leader

- ✓ Tandem Plus Network, Lille (France) [www.tandemplus.org](http://www.tandemplus.org)
  - ↳ City of Zagreb (Croatia), Anjaf (Portugal), Folias Cooperativa Sociale (Italy), Consorzio Servizi Sociali (Italy).

## Partners

- ✓ Forcoop Cora Venezia (Italy) [www.forcoop.eu](http://www.forcoop.eu)
- ✓ Tempo Training & Consulting a.s. (Czech Republic) [www.tempo.cz](http://www.tempo.cz)
- ✓ PRIZMA Foundation for Improvement of Employment Possibilities (Slovenia) [www.fundacija-prizma.si](http://www.fundacija-prizma.si)
- ✓ Kairos SPA (Italy) [www.kairos-consulting.com](http://www.kairos-consulting.com)
- ✓ Zentrum für zivilgesellschaftliche Entwicklung, Freiburg (Germany) [www.zze-freiburg.de](http://www.zze-freiburg.de)

[www.ageintandem.eu](http://www.ageintandem.eu)



Editeur responsable : Réseau Tandem Plus – Graphisme : InformAction asbl

# Age in Tandem Objectives

## Why do we need a higher participation of older workers in employment ?

- It is an important factor that contributes to smart, sustainable and inclusive growth.
- It is important to tackle age discrimination regarding employment and occupation, given that ageism is an important exclusion factor for older workers on labour markets.
- Investments should be made in life-long learning initiatives, adapted to labour market needs.

Following these needs and challenges, the main objective of the project proposal AGE IN TANDEM is the involvement of a transnational partnership with the goal to adapt and transfer the good practice realised in the TALENTAGED project.

## How do we obtain it?

In order to do so, the consortium will analyze the situation of retention and reemployment of the ageing workforce, by acting through local work-teams composed by a training / guidance structure leading and testing the process and by a number of firms available to test the methodology.

Each partner, is asked to deepen the adaptation of the methodology in its country (Czech Republic, Slovenia, Croatia, Germany and Portugal), by focusing on local final beneficiaries for which stronger intervention is needed (mature workers hit by the crisis). In order to do so, specific parts or components of the methodology can be empowered by each partner, following the results of the local analysis and starting from the great experience of the consortium in the field of quality ageing, employment of mature workers and lifelong learning.

## The AGE IN TANDEM project will be based on:

- a situation analysis focused on the local existing professional training & guidance systems for mature workers (through interviews, desk analysis and focus groups),
- the local situation concerning the employability of mature workers.

The improvement of senior employees' key competences and the support of their employability/mobility within the labour market by promoting professional re-entry/change and supporting the choice processes, are the goals of AGE IN TANDEM and of TALENTAGED methodology at large. Workforce aging and development/enhancing of competences are serious and current issues in all European countries and need to be tackled the soonest also with a view to reducing social spending on pensions, AGE IN TANDEM sets the following specific objectives :

- **To improve** the exchange of innovative solutions across Europe regarding vocational training and counseling in order to help senior workers to retain their jobs and/or promote their employability.
- **To increase** the awareness on the necessity to enhance the lifelong learning and counseling tools used by the vocational training and career guidance centers and institutions, especially those addressed to senior workers.
- **To reduce** the gap between vocational training and career guidance centers, and the labour market (both public or private, particularly of SMEs), in such a way as to encourage mutual cooperation much to the advantage of –in this case, senior–workers.
- **To promote** a gender approach in the vocational training and career guidance strategies and actions, with particular regard to the special needs of female workers, especially senior ones, and/or those who have been far from the labour market for a long time.
- **To encourage** the enhancing and recognition of key competences and of transversal competences, with particular regard to those acquired through non-formal and informal learning, also by implementing competence evaluation and certification processes.
- **To help** these processes through the reduction of the digital divide, by providing training and creating digital media tools for a more aware use of digital media services.

