

European Map of Intergenerational Learning

Special Edition newsletter – Employment

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EMIL represented across Europe



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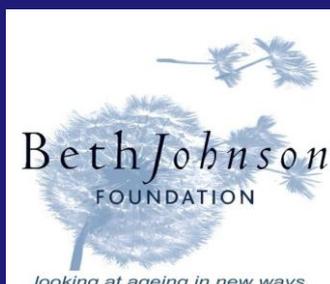
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European Map of Intergenerational Learning (EMIL)

Update on EMIL

Over the past few months, I am pleased to report that we have added to our range of resources, including a number of national profiles from The Netherlands and Germany, concept papers debating the concept of intergeneration v. transgeneration and policy papers highlighting the current labour market in Bulgaria for older adults.

We have been successful in attracting a number of European members as well as adding a new 'International' section to our members list as we believe international links are crucial for a wider and more significant exchange of learning. So far, we have attracted members from Singapore, Australia and the United States – all of whom are interested in writing national profiles of their own countries to share with us.

EMIL was recently discussed and represented at the Generations United conference in Washington, DC during a roundtable discussion and will be presented at an upcoming conference in Dublin.

For more information about this project, contact Julie Melville at EMIL@bjf.org.uk

WATCH THIS SPACE!

In our next newsletter, we will focus on EMIL's interest in promoting translational research and will update members on EMIL's role in partnering with Generations United (US) to create a 'repository' - using a model to identify key text to relate to key areas such as policy.

Implementing IL in organisations: Project SILVER

Aging of the working population in the EU will result in loss of critical knowledge and underutilization of older workers in most sectors of the economy. At the same time many organizations in the EU face the challenge of becoming more innovative and knowledge intensive. In order to deal with this problem managers and employees in Europe need to improve their capacity for intergenerational learning (IL). Through IL knowledge can be transferred from older to younger workers and vice versa. This stimulates retention of knowledge in organizations and the utilization and vitality of older workers.

Successfully implementing IL in organizations is not an easy task, it often requires a change in attitude and behaviour of both younger and older workers. This change may be hampered in a particular organisation by a number of factors including a lack of awareness and information on the costs and benefits of IL. Successfully implementing IL in organizations asks organizations to change in complex ways and to consider things such as country and organizational culture, cultural differences between generations, learning styles of employees and differences in regards to sectors.

Project SILVER aims to develop an **IL Toolbox** for human resources and human development specialists, managers and employees that can be used to successfully foster and implement IL. It will be contextualized to the local contexts in six member states and to six industries. The IL Toolbox contains three modules: 1) Stakeholder Awareness Program designed to help stakeholders diagnose the risks for knowledge retention and underutilization in their organisation and identify possible pitfalls for implementing IL. 2) A Doing IL manual for realizing IL in varying sectors and cultures, 3) an evaluative framework for making a cost benefit analysis of IL projects in organizations, and 4) an online game for IL called Gigl: Gaming for IL".

By Dr D. Ropes, Inholland University - Project Silver member

For more information about this project, please contact: Donald.Ropes@Inholland.nl

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European Projects & Programmes:

The Latest Innovative Trend in Volunteering: SES and it's VerA initiative, Germany

In Germany, many young people in vocational training feel unfit and tend to interrupt their career often in the first year. At the end of 2008, the Senior Expert Service (SES) – one of Germany's largest volunteer organisations for technical executives in retirement and a member of CESES launched an initiative called VerA (Verhinderung von Ausbildungsabbruechen) to prevent failure in vocational training.

VerA is available to all those who meet difficulties during their vocational training and are tempted to give up. SES offers these young people the support of professional and experienced Senior Experts who give them guidance as mentors. SES mentors are volunteers who understand the difficulties of young people and give personalised help: answer technical questions, provide exercises for professional practice, prepare them for hardship they may encounter during the exams, help develop social skills and learning motivation and foster the trusting relationship between trainees and instructors.

SES receives requests from several sources – from trainees or their parents, from consultants at the chambers of commerce, from training companies and vocational schools. The VerA initiative has met with an enthusiastic response from Senior Experts. Thanks to them, young people are being prepared specifically for the task, receive and transfer important specialties and expertise in industry, trade and many technical, mercantile and social professions. VerA mentoring is free of charge for the trainees and the training companies and schools, lasts in principle twelve months, but can be extended until the vocational training is completed, and is offered throughout Germany.

This initiative is supported by the Chambers of Skilled Trades and Crafts and the Chambers of Industry and Commerce, and the financial support of the German Federal Ministry of Education and Research.

[Click here](#) for more information about the VerA initiative, and [click here](#) for more information about SES.

Social Innovations in Bulgaria

A new programme “Social innovation in enterprises” for 38 million under the Operational Programme “Human Resources” of the Bulgarian Employment Agency started in May 2011. The programme enables businesses to implement innovative strategies for human resource development in enterprises.

Objectives of the scheme grant are:

- Implement innovative strategies for human resource development in enterprises, stimulating the introduction of various flexible forms of employment..
- Attracting attention and awareness of employers in the country about the importance of improving the capacity of staff to increase productivity;
- Increasing the involvement and providing of training of employees through development, improvement and/or updating their current professional competences through the acquisition of new jobs necessary for future expanding and/or development of enterprises;
- Increasing productivity and creating conditions for sustainable employment.

The program will help to introduce more flexible forms of employment (flexible hours, job rotation).

Activities to be supported include:

- Development of plans for training & career development of employees;
- Training in TTT of employees over 55 yrs;
- Providing benefits to employees.

The grant is implemented with the financial support of the EU and European Social Fund. The deadline for submission of proposals is 11/03/11. For more information about the Labour Agency and all documents on the programme, [click here](#).

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Organisations:

The Intergenerational Foundation

The Intergenerational Foundation (IF) is a non-party political charity that has been established to promote fairness between current and future generations in the UK, and to research how this can be achieved. They believe that each generation should pay its own way, which is not happening at present.

[Click here](#) for more information about the foundation.

The Foundation for the Rights of Future Generations (FRFG)

FRFG is a research institute interconnecting science, politics and the business world. It deepens the knowledge about intergenerational justice and sustainability issues through its profound and practical research. Within the FRFG, young scientists from different disciplines work on interdisciplinary projects. As an advocacy think-tank, the FRFG intends to raise awareness of intergenerational justice and sustainability inside the political arena. The network 'Friends of FRFG' provides the foundation's financial basis and thus its independence.

For further information on the foundation, [click here](#).

European Commission – Employment, Social Affairs & Inclusion

2012 is the EU Year for Active Ageing and Solidarity between Generations. There is a lot to life after 60 – and society is coming increasingly to appreciate the contribution older people can make. That's what active ageing is about – getting more out of life as you grow older, not less, whether at work, at home or in the community. This initiative is a chance for all of us to reflect on how Europeans are living longer and staying healthier than ever before – and to realise the opportunities that represents.

For the information on this initiative, [click here](#).

Case Study – Germany (JAU/YOS)

From the outset, EMIL's has intended to collect and disseminate a selected set of practice case studies, providing a systematic overview of the role and status of Intergenerational Learning across Europe. This collection of case studies has begun to provide a resource for practitioners, policy makers and researchers in the field to support the future development of IL and ensure existing practices are well documented and disseminated. The case study highlighted below relates to the current newsletter topic.

Summary: Many pupils have problems in their transition to working life. Therefore, improving the curriculum for vocational orientation and preparation in schools was tested in one secondary German school who showed the potential of an intergenerational approach. An extension of the school area with an external workshop was added. A former nursery was found with ideal conditions for many activities in industrial and technical training. The expansion of the working field brought more problems: staff and time. The answer to this problem was the participation of retired craftsmen and industrial experts in the technical instruction lessons. The inclusion of pensioners into the school processes offers a great potential because a huge amount of expertise can be implied into the school curriculum and a larger range of offers made. Soon workgroups in the following fields could be offered: gardening and landscaping, drywall installation, building construction, bicycle mechanics, engineering, metal, carpentry, roofing, automobile technology, warehouse logistics, commercial practice and agriculture.

The main conclusion is that the cooperation of young, middle and older generations can work to everybody's contentment. This project has already been awarded several times.

For the full version of this case study, visit the [EMIL website](#).

European Map of Intergenerational Learning (EMIL)

Resources

Policy Brief - Age-friendly employment: policies and practices

In this policy brief, the United Nations Economic Commission for Europe reflects on Commitment 5 of the UNECE Strategy on Ageing: To enable labour markets to respond to the economic and social consequences of population ageing. This policy brief offers various suggestions on how UNECE member States could positively contribute to the reduction of age-discriminatory factors in the labour market in order to shape employment policies and practices for all ages.

[Download a copy of this policy brief.](#)

Achieving intergenerational fairness in employment policies and practices

This paper presents findings from the Intergenerational Futures All Party Parliamentary Group inquiry to explore some of the fundamental issues concerning intergenerational fairness, employment policy and practice as well as the immediate impact of the current recession in this area.

To download this paper, [click here](#).

Extending Working Life and re-defining retirement: Problems and Challenges for Social Policy in 'Older Workers in a Sustainable Society'

In this highlighted chapter, Professor Chris Phillipson discusses how the challenges of an ageing society and workforce are increasingly recognised by policy makers, managers and workers in many countries. The authors present a variety of interesting examples of measures used in workplaces to motivate and enable workers to stay longer in working life. This book contributes to the discussion of policies related to older workers.

[Click here](#) to read more about this book.

Events

Learning Later in life – uncovering the potential of investing in an ageing workforce.

This event is jointly hosted by Cedefop and the European Commission. It will take place in Belgium, September 21st to September 22nd, 2011.

This two day international seminar on learning later in life and the impact of investing in an ageing workforce will be an international assembly of researchers, policy makers and experts.

[Click here](#) to learn more about this event and register.

Conference on volunteering and gainful employment in Europe – Challenges and models of organizational and social policy

This conference will take place in Oberschleissheim, Munich from Wednesday October 26th to Thursday October 27th, 2011.

The goal of the conference is to facilitate national and European exchanges between associations and organizations of civil society on policies, strategies and pilot projects at the interface between volunteering and paid work. The conference hopes to foster dialogue between specialists at EU level and contribute to the consolidation of a policy on volunteering as a field of policy at EU level.

Forums and workshops will include such topics as: Proactive labour market policies and volunteering, gainful employment in the third sector and volunteering, volunteering in the context of human resource development in companies, stakeholders in the promotion of volunteering and employment policy, the relationship between volunteering and paid work from the perspective of social enterprises, and volunteering and the planning of biographical transitions.

For more information, please email bjoen.schulz@iss-ffm.de or visit the EMIL [website](#).