



CALL FOR INTEREST

**Are you a company with workers aged 55+? Are you a worker aged 55+?
Are you based in Cyprus, Greece, Italy, Romania, or Spain?**

**TAKE PART IN THE BEOLD VOCATIONAL COUNSELING TRAINING PROGRAM FOR OLDER WORKERS! TRAININGS
WILL BE ORGANIZED BY THE BEOLD PROJECT PARTNERSHIP BY MID-OCTOBER 2018.
IF INTERESTED, GET IN TOUCH WITH US!**

The BeOld is organizing a training program to support older workers to improve their employability and face age transitions successfully.

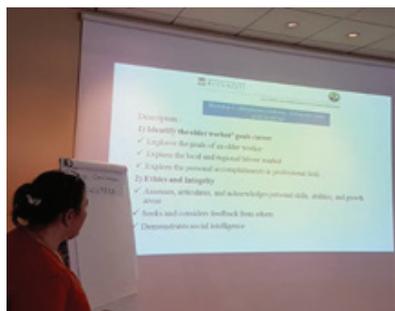
The training program focuses on the following contents:

- setting goals for the older workers' career
- facing life and age transitions
- personal development
- improving self-esteem
- developing new skills of older workers
- labor market adaptation and intergenerational learning

Productivity at workplace in older age is enhanced through a better self-esteem, finding a right balance between working and personal/family life, finding new sources of enjoying professional life in conditions of a good health status. This is what our program is aiming at: equipping 55+ employees with better skills and facilitating mentorship for young generations, which will also be a benefit for the company.

To get more info, please contact the BeOld partner in your country:
www.beold.eu/partner-e-contatti

THE BEOLD CONSORTIUM IS GETTING READY TO TRAIN WORKERS 55+!



On 9 – 11 July, the University of Bucharest - Faculty of Psychology and Educational Sciences, one of the partners of the BeOld project, will organise a 'Train the Trainer' program to be used by trainers, vocational counsellors,

and adult educators working with older workers. The training in Bucharest will target the BeOld partners that will test the program in their countries by mid-October (see the 'call for interest' above). Once the program will be tested, it will be disseminated among the relevant contacts and organisations to improve the employability and develop new career paths of older workers.

The "Train the trainers" program will aim to help older workers set their goals, face life/age transitions, improve self-esteem and develop new skills. It will focus on the strengthening of the following competences:

a) Key competences (transversal):

1. Competence to learn
2. Social and civic competences
3. Entrepreneurial competences

b) General competences:

1. Planning activities
2. Communication with beneficiaries
3. Team work

c) Specific competences:

1. Making space for optimal interaction with counselled older worker
2. Needs analysis of older workers in order to maintain their employability
3. Developing structural counselling sessions for older workers in order to maintain their employability

The training experts from University of Bucharest are: Associated Professor Ph.D. Urea Ionela Roxana - coordinator from University of Bucharest, Professor Ph.D. Doru Vlad Popovici - Head of Special Education Department, Associated Professor Ph.D. Chraif Mihaela, Coordinator of the Laboratory of Psychology of Labour, Transport and Services – Psychology Department.

E-BOOK TRANSNATIONAL REPORT

GENERATIONS @ WORK – BARRIERS AND RESOURCES OF DIFFERENT GENERATIONS AT WORK



In April 2018, the BeOld consortium launched its first output: the E-BOOK - TRANSNATIONAL REPORT: GENERATIONS @ WORK – Barriers and resources of different generations at work.

The publication identifies the framework of older workers' employment in the five EU member states involved in the project (Cyprus, Greece, Italy, Romania and Spain). In all five countries, a desk and a field research have been

conducted and more specifically literature review, current policies and good practices identification and interviews with older workers and Human Resources managers. In all case studies, retirement age limit and employment rates of workers over 55 have been increased. However, there is a lack of formal policies and good practices to support older workers at a national and organizational level. The main findings from the interviews were the identification of the barriers and resources of older workers. Fatigue, physical condition and digital skills were reported as the main barriers, while knowledge and experience as the main advantages. The common theme from the participants' answers was that barriers could be overcome and resources could be used at full potential, as long as specific reformations occur. Specifically, a more flexible working schedule could tackle physical condition, while life-long learning activities could enhance workers' digital skills. Moreover, the experience of older workers could be used in a mentoring process, in the form of intergenerational interaction. In this context, the policy recommendations of our report are the following:

- 1) Amendment of working conditions according to the employees' needs
- 2) Lifelong learning as a compulsory process
- 3) Mentoring as a standard procedure

Overall, people aged 55+, actually cannot be considered "old" nowadays, as our study aims to highlight, and they are full of potential to contribute greatly in the current and future labour market, as long as specific policies and incentives will be implemented.

[Download the ebook](#)

THE MEETINGS OF THE BEOLD PROJECT



The partners of the BeOld Project are meeting every six months to monitor the project's activities:

1st Transnational Meeting in Greece: On 30 November – 1 December 2017, the BeOld partners met in Athens to kick off the project. The meeting was the occasion for the consortium to know each other and further discuss about the objectives of BeOld which aims:

- to propose an integrated approach for enhancing older persons participation at workplace
- to promote social inclusion of older persons through their better integration at work

- to combat ageism
- to foster intergenerational learning and mentorate activities in the workplace
- to develop educators' competences in this area
- to propose a model of policy for supporting older workers

2nd Transnational Meeting in Cyprus: On 4-5 May 2018, the Consortium met in Nicosia to discuss about the project's interim results and the next steps. The exchange focused on the results of the report 'Generations at work – Barriers and resources of different generations at work' (the Intellectual Output 1) and the preparation of the BeOld training for older workers (the Intellectual Output 2). For more information, please read the articles above.

3rd Transnational Meeting in Spain: The next Transnational Meeting of the consortium will be in Santander on 6-7 September 2018. More information will be available in the next newsletter.

DO YOU WANT TO GET MORE INFORMATION ON THE PROJECT?

Take a look at the [project's leaflet](#) which is available in English, Greek, Italian, Romanian, and Spanish. You can also like the [BeOld facebook page](#) or check the [BeOld website](#). On the website, you can also find the [list of the partners of the project](#) and their contact details should you wish to get more information on the BeOld activities in specific countries.