

People over 50

ON THE LABOUR MARKET



Developing a Model for supporting the Over 50s back into the workplace and into active citizenship

www.peopleover50plus.eu

What's it all about?

Partners are sharing experiences and comparing good practice in order to develop a framework for other stakeholders to use across Europe.



Introduction.

This is a Grundtvig Partnership project, part of the European Lifelong Learning Programme. This project started in August 2013 and continues to July 2015. It seeks to develop a model for supporting people over 50 back into the workplace and into active citizenship.

The project partners aim to raise the competences of their staff and motivate them to find new solutions for solving problems of low employability and participation in citizenship by People over 50. This is motivated by one of the priorities noted in the document Europe 2020: “Smart growth” - the development of an economy based on knowledge and innovation. The Commission proposes the following EU headline targets: – 75 % of the population aged 20-64 should be employed and 20 million less people should be at risk of poverty.

The project is led by the Voivodeship Labour Office in Katowice, Poland, with partners from Finland (Edupoli), Spain (Foundation University Enterprise of the Region of Murcia) and the UK (The MRS Consultancy Ltd).

Results can be found on the project website.

What is happening in partner countries?



Desk Research.

The purpose of the Desk Research has been to ascertain the current status of People over 50 in partner countries in relation to their situation in the labour market.

Each national team has collated and presented statistical data which relevantly defines the situation of People over 50. The findings demonstrate that People over 50 people are subject to less favourable labour market conditions than many other groups and are more threatened with social exclusion.

Two significant findings were identified in all partner countries:

- ◆ Unemployment rates were found to be higher in this age group
- ◆ Although there are common and agreed definitions of key competences there is limited data available for adults and especially for People over 50. The project recognises that more work is needed in this area.

Glossary



The Glossary.

The glossary contains key words used within the project. Many will be familiar to professionals working with the target groups but this facility offers the scope to broaden perceptions across participating countries and is able to introduce new concepts.

The Glossary is available in all partner languages.

Key Competences are important mechanisms in order to be active in work and life.

Motivational



Key Competences Initial Assessment



Key Competences.

The motivational questionnaire has been designed as a tool to promote extensive discussions between a person over the age of 50 and a counsellor / advisor. It aims to stimulate the Over 50 person to consider their motivation to learn and any barriers they might face in undertaking that learning. This questionnaire is more than just a checklist but acts as a stimulant.

The other questionnaire focuses on Key Competences and is divided into the following sections:

- ◆ communication in the mother tongue
- ◆ communication in foreign languages
- ◆ mathematical competence and basic competences in science and technology
- ◆ digital competence
- ◆ learning to learn
- ◆ social and civic competences
- ◆ sense of initiative and entrepreneurship
- ◆ cultural awareness and expression.

Tools



Toolkits

Partners have been investigating and sourcing appropriate tools in their countries but have not found it easy to identify ones specifically designed for the Over 50s. Therefore, more general tools have been identified which support the assessment of some key competences. In addition key competences assessment is often integrated into professional/ personal development provision and not as a “stand-alone” tool.

Stakeholders



Local Stakeholders.

In project meetings, local organisations as well as partners have made presentations about their own institutions and shared good practice of how they work with people over the age of 50.

The Partnership



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