Multiplier Event

Vienna, September 2022

Expertplus | House of social innovation

Vision of ExpertPlus

ExpertPlus is convinced that full use of the working power, wisdom and experience of older people leads to better functioning organisations.
We want to reduce wastage of older workers' talent and contribute to a more sustainable society.

Mission of ExpertPlus

We prevent wastage of talent by supporting organisations and individuals to:
achieving a fully-fledged external advisory role by senior professionals in organisations.

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Erasmus+

Erasmus+ supports transnational partnerships among Education, Training and Youth institutions and organisations to foster cooperation and bridge the worlds of Education and work in order to tackle the skills gaps we are facing in Europe.

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The project partners:

Future Learn

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BLENDERS
INNOVATION BY ALL, FOR ALL

ASEP
Kompetenz durch Erfahrung

topcoach
unlock your potential

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Two ErasmusPlus projects

55+ take control of your own career

Goal both projects:

Search for and use of opportunities to strengthen the sustainable employability of (lower-skilled) 55+ in different European countries.

- Field labs/Pilots/trajectories in 4 partner countries
- Developing interventions to improve 21st century skills
- Exchange of results: experiences of pilots/trajectories in one country provide added value for other partners / countries.

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Questions

How important is it to keep people over 55 on the labour market?

If it's important. How do we deal with this?

Do we know the target group?

Having interventions available is important but is it compatible with the needs? / is it being used?

What triggers companies: which problem can we solve for them?

How do we make things happen within companies?

If employees have competencies, how can they be deployed? (does the working environment / context also need to be adapted?

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Complementarity between the two Erasmus+ projects

Existing interventions/ trainings opportunities

phases of modelbuild your own job

Mindmap sessions

Baseline measure

Design/think of inter-ventions

Execute interven-tions

Evaluate and learn

courses 21st century skills

55+ take control of your own career

We address this problem:

- declining workability rate
- non-equal accessibility rate of learning opportunities at the work place
- low employment rate of older employees

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(1) **online the train-the-trainer courses** + **guidelines** + accessibility on Future Learn platform

(2) online learning material for **5 intensive courses**

(3) an **impact measurement tool**

(4) **translation** of all gathered material in the inspiration toolbox

(5) course: **jobcrafting, an introduction**

(6) an **inspiration toolbox**

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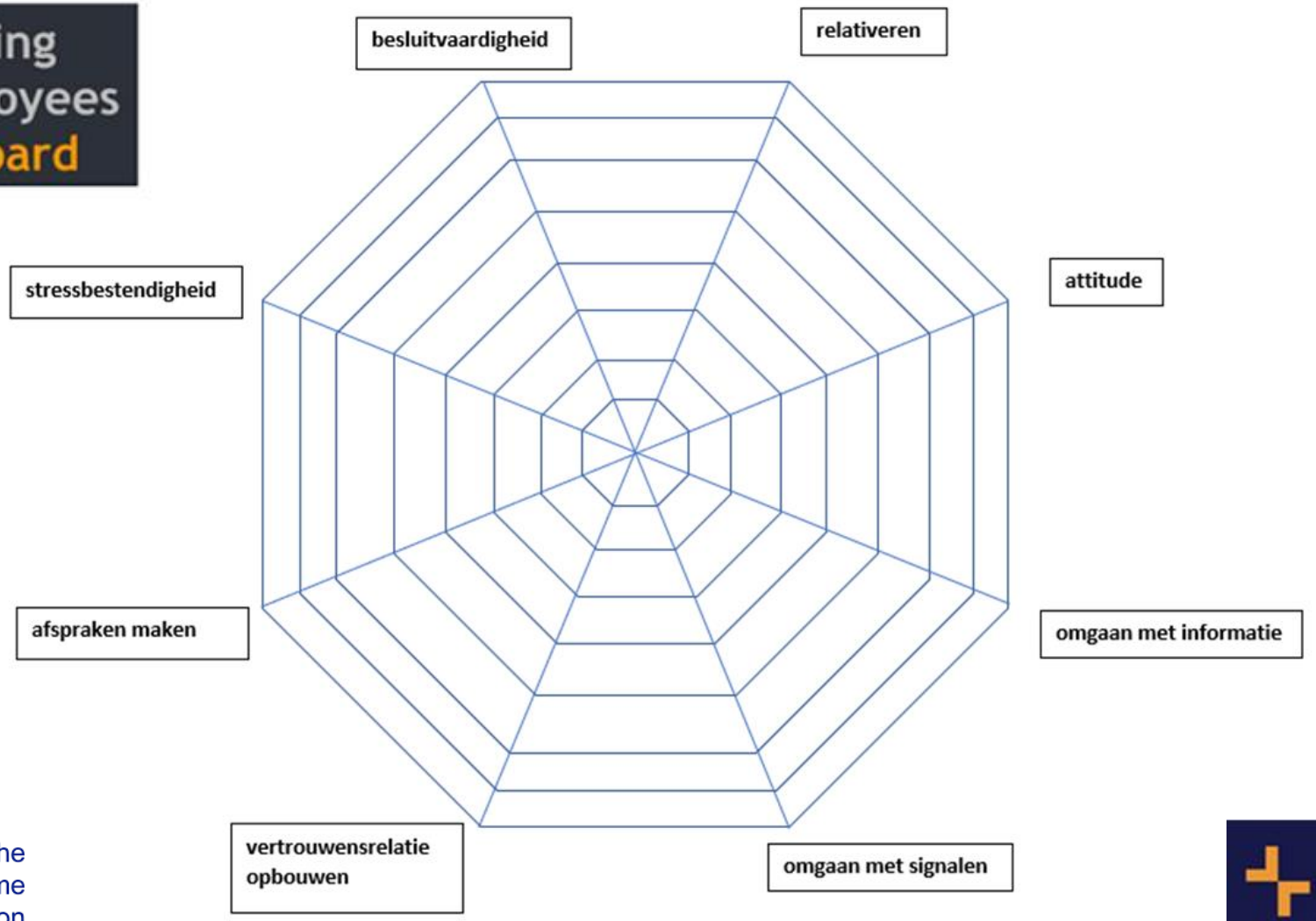
Competence web: which skills are you good at?

keeping employees on board



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55+ take control of your own career

Activities:

- Identifying and sharing experiences in Europe in terms of: motivating (lower-skilled) older employees for training for sustainable employability
- Promoting their self-management
- Reducing low self-efficacy
- Set up Living labs: Implementing, evaluating and conceptualisation an approach (co-creation and design thinking)

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55+ take control of your own career

Structure of an in company trajectory

1. Problem identification and data analysis;
2. Roundtable discussions and kick-off;
3. Awareness and support (mindmap meetings)
4. Diagnosis/ 0-measurement
5. Choice of intervention
6. Interventions *
7. Evaluation Project evaluation and storytelling
8. Train the trainer
9. Platform Working Longer (more years)

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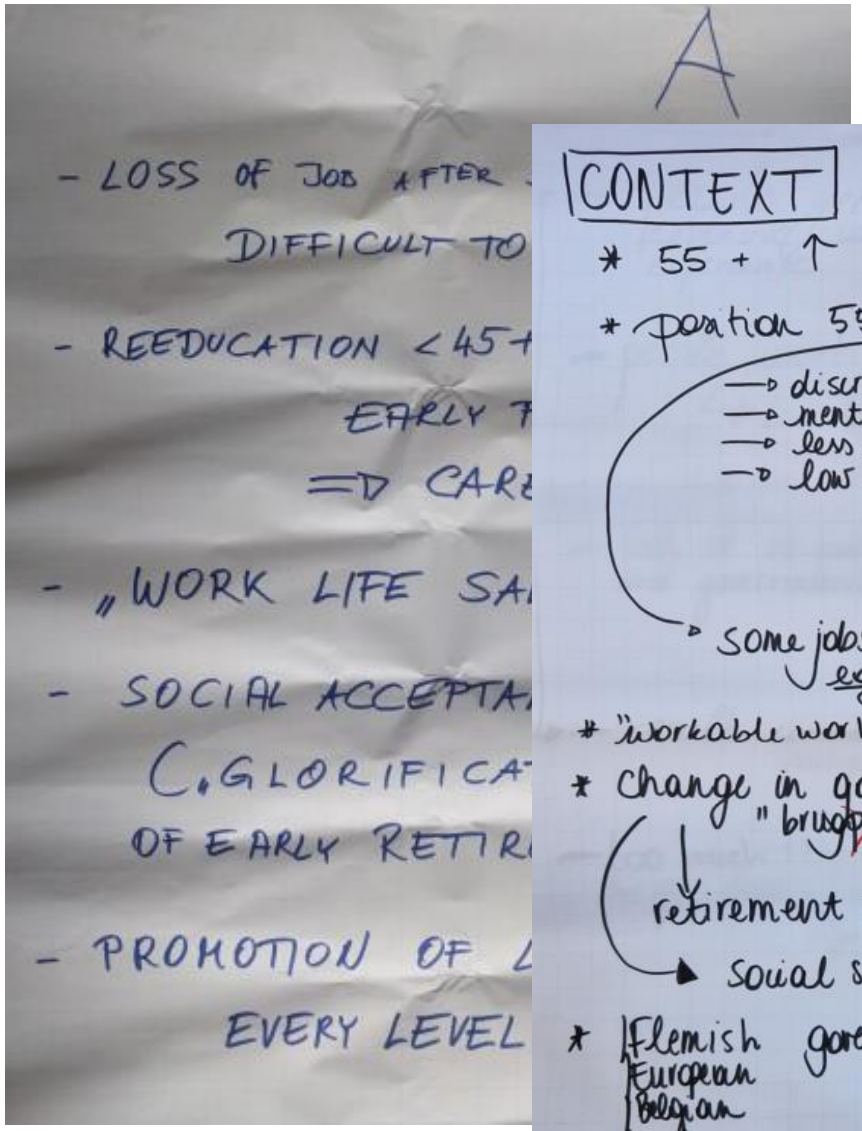
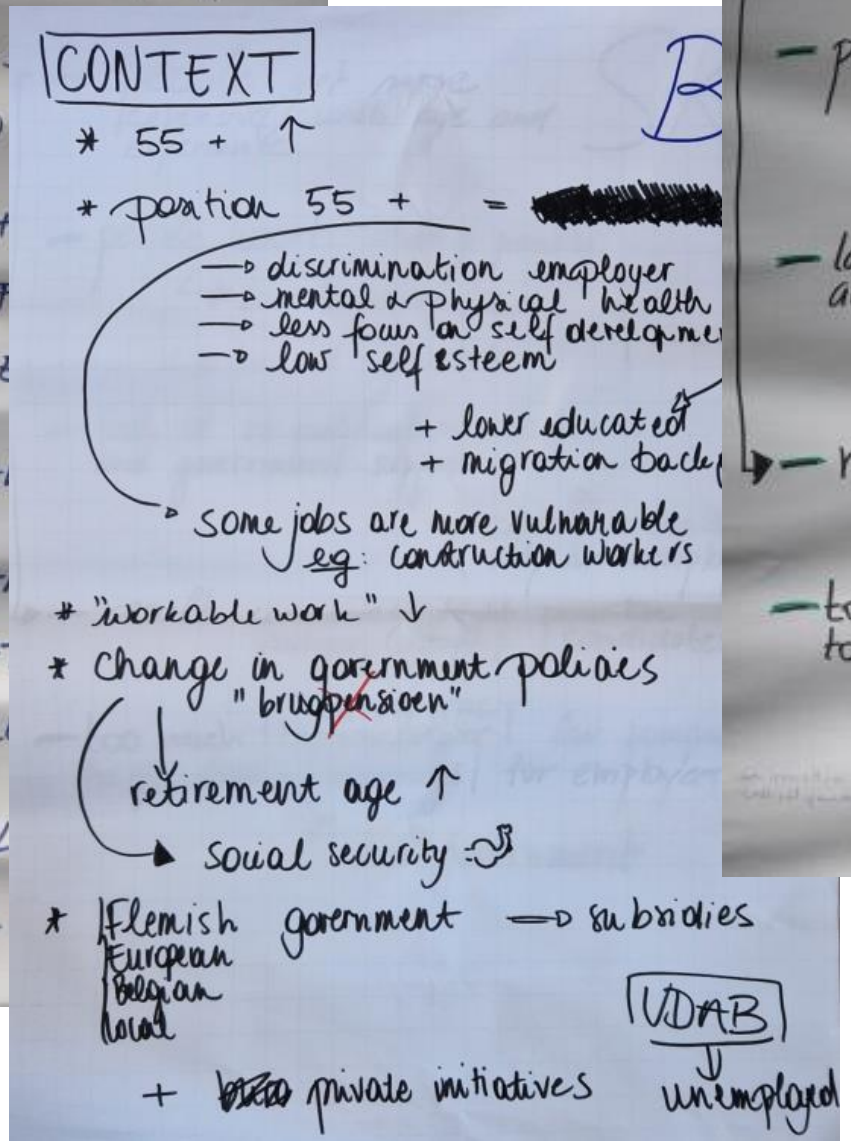
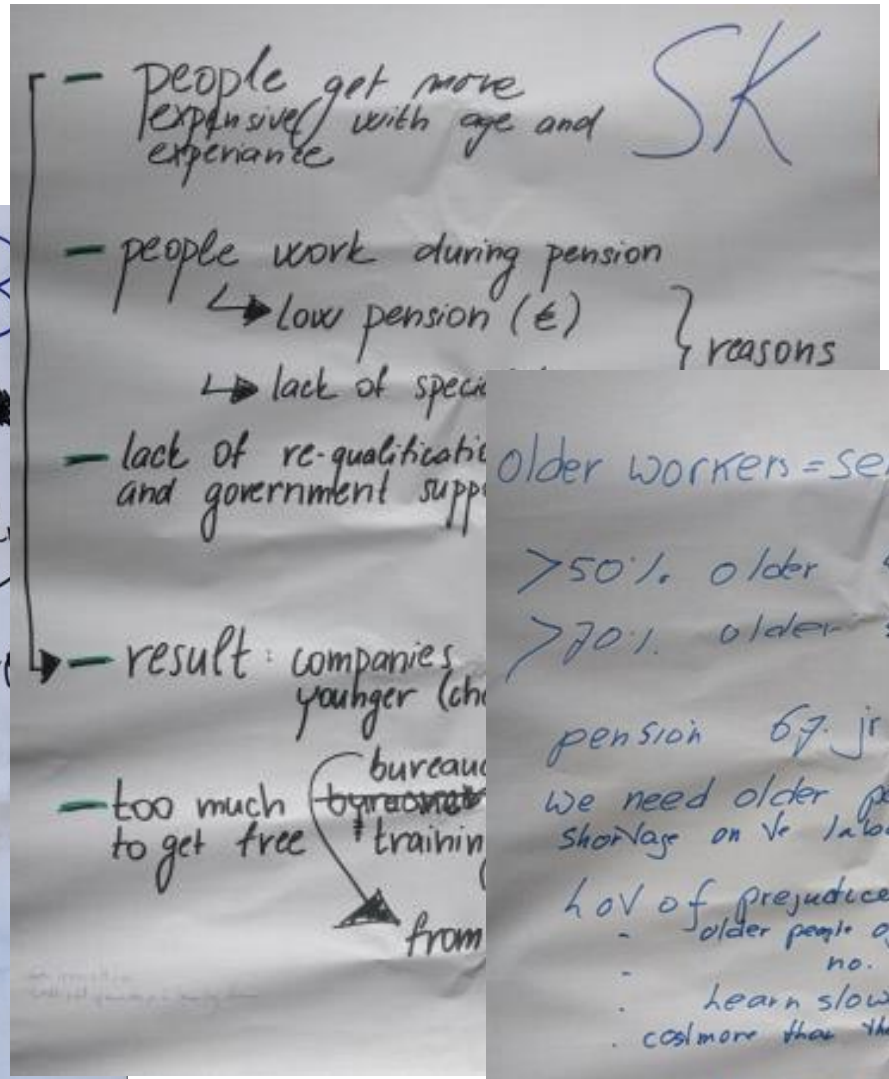
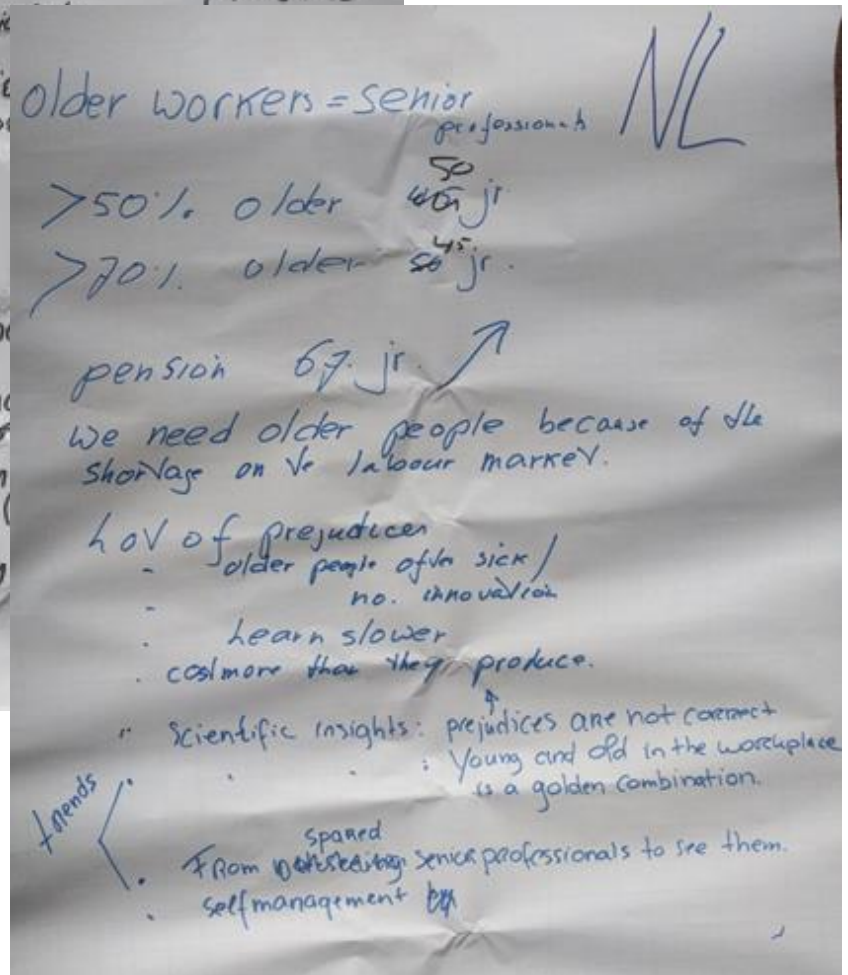
Context each country









PREDICTORS
SELF ASTEEM
loves what he/she/them is doing
OWNER OF YOUR JOB
EXCHANGE OF IDEAS
SOFT SKILLS
focus work
TEAM PLAYER
feels trusted & safe in working space
GOOD TEAMWORK ATHOSPHERE
GOAL ORIENTED
engaged in new projects
WILL LEARN NEW THINGS
MOTIVATES THE YOUNG
POSITIVE MINDSET
CURIOUS
positive energy
Positive feedback
POWERFUL PROFESSIONAL
Positive energy
INNOVATION
PROMOTION
FLOURISHING ORGANISATION
BETTER IDEAS
gives energy to workfloor
Communi-cate multi-generation.
LEARN FROM THE YOUNG
EFFECTS
INCREASED HEALTH
making suggestions
DO LEARN NEW THINGS
more result
BURN-OUT

PREDICTORS
NOT OPEN FOR PERSONAL NEEDS
Working along the roles
NO CREATIVITY ALLOWED IN JOB
NOT ENOUGH WORK
Can not deal with problems
no attention to development
not result oriented
sick when needed
BURN-OUT
LOSS OF MOTIVATION
no Personal attention
no autonomy
no energy
FEW EXPECTATIONS
TO MUCH WORK & STRESS
no Positive feedback
no energy
'RETIRED' MOTIVATION
NO COMMUNI-CATION
little satisfaction
NO PRODUCTIVI-TY
no fun at work
LOSS OF ATTENTION
EFFECTS
often sick
GETTING ILL
others must finish the work
no (good) results

Living lab at Dutch police

1. problem identification & data analysis

2. Wishes / needs of workfloor

4. Scaling up & broadening

5. Platform Extending working life

6. Overall evaluation

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What is a Living Lab?

"A **Living Lab** is an orchestrator of open innovation processes focusing on co-creation of innovations in real-world contexts by involving multiple stakeholders with the objective to generate sustainable value for all stakeholders focusing in particular on the end-users".

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Lego Serious Play

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