

O3- Training programme for HR Managers, Directors, Coordinators, Directors of Organizations/Institutions

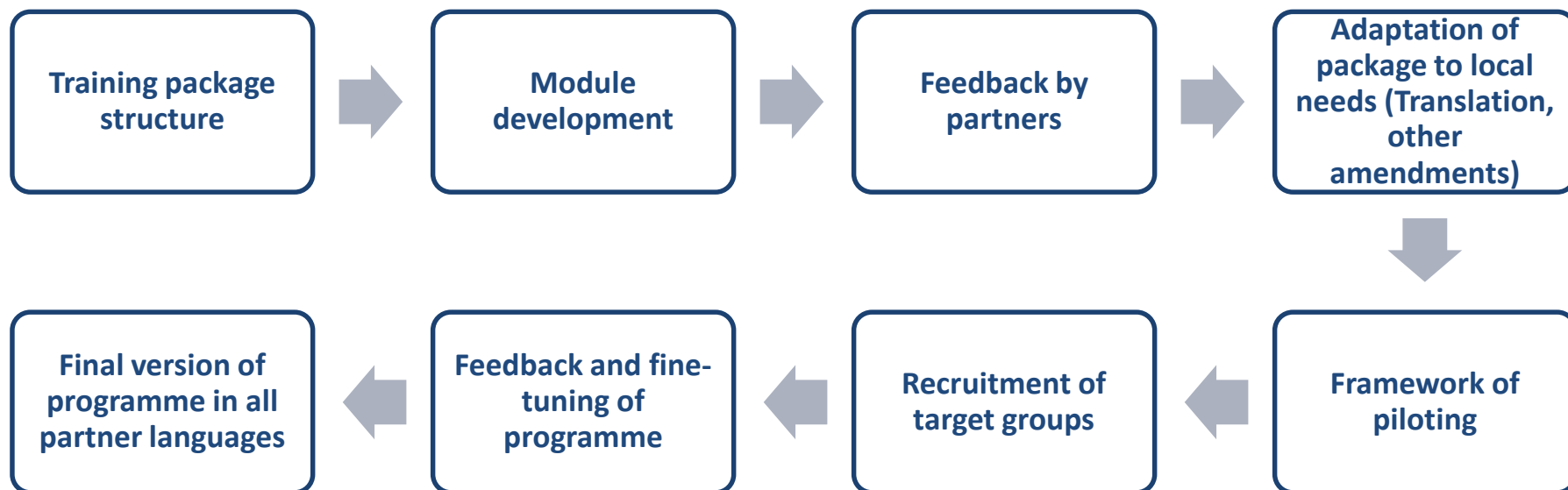
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CARDET

Aim of Output 3

- A training package targeting HR managers, managers, coordinators, directors of organizations / institutions employing a multi-generational staff.
- Aim of the training is to offer learners resources to **adapt the organizational environment** to all generations, **eliminating stereotypes** regarding older workers, **combating ageism** and **facilitating mentoring** of young workers.
- The innovative aspect of this training program consists in the inter-generational approach, bringing older and younger generations together, enhancing mutual learning and also the value recognized and enhanced for older workers' skills and experience to mentor the younger workers.

Methodological framework



Modules

1.Young / Old - how to work with labels?

2.Intergenerational activities and mentoring - how to benefit from older workers' competences (E-LEARNING)

3.Age management in organizations (E-LEARNING)

4.Work environment and its adaptation for older workers

Target groups

- Human resources managers
- Managers
- Coordinators
- Directors of organizations
- Institutions

→ 10 per country





Module 1

Young/Old: How to work with labels?

Module 1: Structure

Unit 1	What is a “Label”?
Unit 2	Ageism: Stereotypical Behaviours and Beliefs at Work.
Unit 3	How to fight Ageism Stereotypes in the Workplace.

Aims of Module 1

- Examine labels and stereotypes connected with Old Age and Older Workers.
- Focus on portraying specific stereotypes and characteristics that are usually presented through media.
- Examine how these representations alter the way younger people perceive older people and how it changes the way older people see themselves.
- Emphasize on the need of a strong advocate to lead and sustain an Age Management approach.

Aims of Module 1

- The **Human Resources Department** could establish an Age-Friendly working environment and eliminate any age discriminations in the workplace.
- **Help Team Leaders (HR Managers / Supervisors / CEOs)** to banish any stereotypes that might hold themselves about Older Workers, so they can impart the same age-positive attitude with the rest of the personnel.

Aims of Module 1

- Allow managers to question their beliefs, values and attitudes towards older workers.
- Inform them on how to fight stereotypes in organisations.
- Inform them how to create age-friendly working environment.





Module 2

Inter-Generational Activities and Mentoring – How to Benefit from Older Workers (E-LEARNING)

Module 2: Structure

Unit 1	What is a “Mentoring”?
Unit 2	Examples of Inter-Generational Activities Proposed
Unit 3	Benefits of Mentoring and Inter-Generational Activities

Aims of Module 2

- Sharing useful information with Participants regards the modalities of creating an inter-generation work environment (e.g. *activities/opportunities in which young and old generations can interact, work together and learn from each other*)
- Suggest mentoring activities, structure and potential results.





Module 3

Age Management in Organisations (E-LEARNING)

Module 3: Structure

Unit 1	The Age / Employment Paradox
Unit 2	EU Policies Regards Age Management
Unit 3	Human Resources Management and Older Workers

Aims of Module 3

- Inform Managers about different strategies at EU level for Age Management in organisations such as: Training Programmes for Older Workers, Incentives, Exit Strategies, Retention Strategies.

Module 4

Work Environment and Its Adaptation for Older Workers

Module 4: Structure

Unit 1	Work Environment Adaptations for Older Workers
Unit 2	Challenges and Concerns
Unit 3	Prerequisites

Aims of Module 4

- Informing Managers about work environment adaptations for Older Workers
 - (e.g. flexible timetables, fewer hours spent at work, alternating tasks, shifts adaptation, short breaks at work, etc.)
- Ask Managers to design a set of measures for adapting work environment in order to support older workers.

Video

- <https://www.youtube.com/watch?v=IYdNjrUs4NM&feature=youtu.be>



Thank you!

