

**CEDEFOP**European Centre for the Development
of Vocational Training

Education and Culture DG

INTERNATIONAL SEMINAR

Learning later in life – Uncovering the potential of investing in an ageing workforce

*Programme**21-22 September – 2011, Brussels**Wednesday, 21 September 2011*

09:15 – 09:45	Registration
09:45 – 10:00	Welcome and opening <i>Hélène Clark, Director lifelong learning: policies and programme, DG EAC</i> <i>Christian Lettmayr, Acting Director of Cedefop</i> <i>Ute Haller-Block, Executive Agency Education, Audiovisual and Culture</i>
10:00 – 10:10	Introduction to the workshop <i>Alexandra Dehmel and Jasper van Loo, Cedefop</i>
10:10 – 10:45 Policy forum	From demographic time bomb to valuable human resource <i>Chair: Aviana Bulgarelli, Director of ISFOL</i> Discussions on the implications of ageing societies have led to reform in EU member States, but there are many challenges to making longer and satisfactory careers a reality. Research consistently shows that most enterprises and the public sector recognise ageing as a megatrend in our societies, but only a minority adapts its human resource practices to cater to the needs of ageing workers, including their possible post-retirement contribution. Despite encouraging results from initiatives that show the value of investing in ageing workers, better access to and more participation in lifelong learning remains a core challenge. In the context of the upcoming European year for active ageing and solidarity between generations, this forum discusses what policy makers can do to encourage stakeholders at all levels to take action. Participants Brenda Gietema, Co-ordinator of the ESF- Age Network Cristina Martinez, OECD Liliane Volozinskis, UEAPME
10:45 – 11:00	Coffee/tea break
11:00 – 12:15 Session 1	Assessing the benefits of investing in ageing workers <i>Chair: Jasper van Loo, Cedefop</i>
Andrew Jenkins	Active ageing, wellbeing and learning in later life: some quantitative estimates
Kurt Schmid	Barriers to and benefits of further vocational training for older employees
Thomas Zwick	Training older employees: what is effective?
12:15 – 13:30	Lunch
13:30 – 15:00	Older workers' learning: removing the barriers

Session 2	Chair: Aline Juerges, DG EAC	
Alessandra Lazazzara and Kene Henkens	Training for older workers: which factors do influence desirability? A factorial study of Italian HR professionals' attitudes	
Birgit Luger and Regina Mulder	Informal learning activities of older trainers in the work context	
Shari De Baets and Veronique Warmoes	Training and education of the older workforce	
15:00 – 15:30	Coffee/tea break	
15:30 – 17:00 Session 3	Learning in context: intergenerational and socio-cultural perspectives Chair: Martina NI-Cheallaigh, DG EAC	
Donald Ropes and Antonia Ypsilanti	Factors influencing intergenerational learning: towards a model for organisations to ensure successful learning among older employees	
Teresa Almeida Pinto	No entrepreneurial skills for old men: a call for Intergenerational Learning	
Maria-Cristina Migliore	Learning as older workers in industrial activities: a socio-cultural approach	

Thursday, 22 September 2011

09:15 – 10:45 Session 4	Emerging models of age-awareness in organisations Chair: Alexandra Dehmel, Cedefop
Mirko Sporket	Demographic literacy – a future organisational key competence
Verena Leve, Sandra Mortsiefer and Anja Kurfürst	The impact of lifelong learning for coping with the challenges of demographic change in the logistics sector – good practices from Germany
Knut Tullius	Enabling and constraining factors for establishing “age-sensitive” work organizations – empirical evidence from the German metalworking and electrical industry, from the chemical industry and from retailing
10:45 – 11:15	Coffee/tea break
11:15 – 12:15 Policy forum	Learning later in life: On the right track or time to change how we move forward? Chair: Jim Soulsby, Association for education & ageing Demographic change confronts Europe with new challenges, but also with new opportunities. In recent years, active ageing policies have been emerging in many EU Member States. But, are we on the right track? Do the current policy measures fit our vision of inclusive learning societies? Are all the relevant stakeholders being involved in developing integrated and comprehensive active ageing policies? How can EU and national policy makers design and implement the approaches to adult learning and continuing training that work best? What are the obstacles to ageing workers engaging in learning and how can we eliminate them? How can their smooth transition to active retirement be assisted through learning? This forum discusses these issues and proposes innovative ways forward. Participants Raymond Montizaan, Maastricht University, Researcher Wolfgang Mueller, Director, German Federal Employment Agency European Representation Anne-Sophie Parent, Secretary General of the Age Platform Nicola Robinson, European Political Adviser, Age UK Alan Smith, European Commission Head of Unit DG EAC
12:15 – 12:30	Conclusions Chair: Alexandra Dehmel and Jasper van Loo, Cedefop
12:30	End of workshop