



## CALL FOR INTEREST

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

**TAKE PART IN THE BEOLD TRAINING PROGRAM FOR HUMAN RESOURCES MANAGERS, MANAGERS,  
COORDINATORS, DIRECTORS OF ORGANIZATIONS / INSTITUTIONS!**

TRAININGS WILL BE ORGANIZED BY THE BEOLD PROJECT PARTNERSHIP in 2019.  
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](http://www.beold.eu/partner-e-contatti)

# THE BEOLD CONSORTIUM DELIVERED THE TRAININGS FOR WORKERS 55+!

Prepared by the University of Bucharest - Faculty of Psychology and Educational Sciences, the training aims to help older workers set their goals, face life/age transitions, improve self-esteem and develop new skills. It focuses 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



Participant of the BeOld training in Romania

# BEOLD TRAINING FOR WORKERS AGED 55+ IN ROMANIA



Workers 55+ need a quiet work environment, recognition of their value and opportunities to become mentors for the young generations at workplace.

These are the conclusions of our piloting of the vocational counselling methodology for workers 55+ developed within the BEOLD project in Bucharest, Romania, between 21st and 23rd November 2018, organized by Asociația Habilitas CRFP, with support from the National Trade Union Cartel Alfa.

Romanian workers 55+ developed and improved their skills for a better integration on the labor market and for mentoring younger generations, and also approached retirement in an entrepreneurial view. The training program was highly appreciated by participants as being innovative, useful and interesting for this age group.

# BEOLD TRAINING FOR WORKERS AGED 55+ IN GREECE AND CYPRUS

The BeOld training was delivered in Greek in two countries: Greece and Cyprus.

On the 14th and 15th of December 2018 the vocational counseling methodology for older workers "Better work at all age" was piloted in Greece. More specifically, KMOP organised and implemented a two-days training in Athens, where 15 people over 55 years of age had the opportunity to follow the vocational counseling methodology that was developed by the University of Bucharest and adapted for the national context by the KMOP team. In Cyprus, the training also took place in December and it involved 15 participants. It was organized by the BeOld partner Cardet, Centre For Advancement Of Research And Development In Educational Technology.

Through various learning activities and interactive communication, participants were able to learn about the benefits and the barriers of getting older in work, reflect on their personal experiences and share their views with the instructor and the other participants. The feedback from all participants was very positive for the training and for the BeOld project in general.

# BEOLD TRAINING FOR WORKERS AGED 55+ IN SPAIN

The Spanish edition of the BeOld training took place on 23 and 31 January in Santander. The course was attended by 15 participants and organized by the project partner Documenta.

Attendees belonged to different organizations and companies from Cantabria, mainly from Santander but also from other surrounding towns. Among the participants there was a majority of women.

The attendants actively participated in the course all the time and showed great interest during all activities, wanting to go further. In addition, there was a great interaction between them. The great majority ended up showing also their worries to face this new stage that supposes the retirement, having consensus in all the aspects that were mentioned.



# BEOLD TRAINING FOR WORKERS AGED 55+ IN ITALY

Anziani e Non Solo (ANS), the Italian partner of the project, organised two editions of the training for older workers. The first one took place in Correggio (Reggio Emilia) on 4 and 11 October 2018, as well as on 29 November 2018. The second one took place in Rovolon (Padova) on 11-12 December 2018. ANS involved 8 participants from Reggio Emilia and 9 participants from Padova. The first group was mainly recruited through ANS network of contacts, in particular the informal carers who take part in other ANS trainings. The second group in Rovolon, instead, was recruited thanks to the collaboration with a local steering committee of entrepreneurs.

With the first group, ANS focused on the first 3 modules, in particular the one on communication, while with the second group on the intergenerational aspects of the workshops. The second group, indeed, felt more the need to cope with the intergenerational transfer of competencies in their companies, mainly SMEs. Participants actively participated in all the discussions and took part in all the proposed activities. Thanks to the atmosphere and the exercises, it was easy for participants to open up during the workshops and share their experience. The size of the groups also allowed a good discussion and a good exchange.



# THE MEETINGS OF THE BEOLD PROJECT

The partners of the BeOld Project meet every six months to monitor the project's activities. The last meeting took place in Santander, Spain, on 6-7 September 2018. The meeting aimed to prepare the team to deliver the BeOld trainings for workers aged 55+.

The next meeting will take place in Carpi, Italy, in April 2019. It will be the occasion to take stock of the results of the BeOld trainings for older workers and to plan the HR managers training courses. 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.