ASPIRE

Active ageing through Social Partnership
and Industrial Relations in Europe

WP7/WP8 Learning module & online tool

Transnational meeting in Granada, 12th April 2018, Granada

Workpackage 7	Months 18-21	Lead C2		
Pilot education and training drafted in outline and discussed in the project		All	Drawing from the qualitative data, training module to be developed in order to maximise impact. To ensure the training is relevant, we have integrated piloting and evaluation phases of the project	Training modules developed and tested
Pilot education and training materials developed, edited, translated and ready for use with employers and social partners		All	Material to be tested with at least two social partners per country	Pilot Training materials ready to be tested for their effectiveness
Piloting education and training materials with two employers and two social partners		All	Materials developed will be focused on stakeholder interests.	Education and training workshops with employers and social partners
Evaluation of the pilot education and training materials to identify areas for improvement in content, style, language, or illustrations (case studies) all visuals.			Collaborating social partners will be asked to complete feedback on the training material in relation to content and delivery	Written and verbal feedback to be collected in all four countries

Workpackage 8	Months 21-24	Lead C2			
Revision of education and training materials			Revision of material to be based on feedback from social partners participating in workpackage 7	Material to be revised and developed	
Implementation of the education and training programmes		All	Engaging the employers and social partners should be in line with the project dissemination processes..	With collaborating social partners we will develop a plan to disseminate education material in each country.	
Evaluation of effectiveness			Development of evaluation form		
Publishing materials and making available.				Published Education and training materials concerning negotiation, bargaining available to network and others	Designed Printing of training materials

From application:

"The project team will develop active ageing training modules for social partners. A one-day module will be developed covering **active ageing concepts and interventions**, **examples of good practice**, and **processes for embedding age inclusive intergenerational approaches to human resource management**. Further, a web-based resource will be developed in order to **share good practice** (e.g. collective agreements and joint programmes) on social partnership and active ageing as well as **a social network "community of practice"** for social partners interested in promoting active ageing in the workplace."

From application:

"A one-day learning module will be developed for workplace level managers and employee representatives **to develop, pilot and implement workplace level initiatives on active ageing HRM interventions such as improving support for people with activity limiting health problems or supporting training opportunities for older learners, especially older women.**

The learning module will be complemented by an **online tool** which will support communication between social partners in different workplaces and countries to draw good practice from one another on active ageing and build a community of practice on the subject."

Lodz meeting (Chris' notes):

We are developing **one day training module** and **a web based tool** to support promotion of active ageing and **a social network plus an online community of practitioners** or a community of practice. Exchanging information and being very self-help in outlook.

LEARNING MODULE + ONLINE TOOL (toolkit + communication between partners)

Milestones:
- Gathering the material
- How to structure the on-line material
- How to engage with the stakeholders
- Where is the platform going to be
- What resources have we got to put it together
- Getting feedback on what we produce - proto-typing phase (using the workshops for this purpose)
- Time table for launching it and publicising
- Pilot the draft training.

ONE-DAY LEARNING MODULE + ONLINE TOOL (from discussion in Lodz):

- 4-5 hours long
- Self-help approach
- Unions + HRM / Unions - HRM
- Interactive
- Case studies
- Videos
- Handouts
- List of tips
- Good practices [from other projects]
- Successful long-term strategies

WP7

Development of training module + online tool [version 1]

Pilot [8 partners]

Pilot's evaluation

June-July

September

September

October

Milestones:
- Gathering the material
- How to structure the on-line material
- **Drafting and formatting module's content**
- How to engage with the stakeholders
- Where is the platform going to be
- What resources have we got to put it together
- Getting feedback on what we produce - proto-typing phase (using the workshops for this purpose)
- Time table for launching it and publicising
- Pilot the draft training.

WP8

Development of training module + online tool [version 2]

Dissemination plan

Implementation

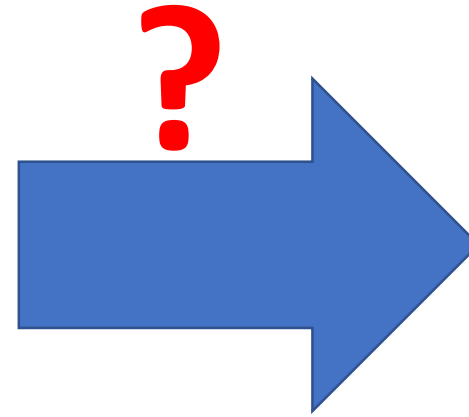Evaluation of effectiveness

Publication

November

December

Milestones:
- **Final module fully drafted and formatted**
- **Development of evaluation form**
- Time table for launching it and publicising
- **Roadshows**
- **Final event in Brussels (+ panel in Bergamo)**

Our research questions:

1. How do different industrial relations (IR) structures facilitate and/or inhibit the dissemination and implementation of collective agreements on active ageing?

2. How are age and employment perceived in workplace contexts within different IR systems?

3. How do employers and trade unions respond to EU and national social activation policies in creating sustainable work opportunities for older workers?

4. How are the interests of older and younger workers negotiated and reconciled through workplace level mechanisms?

5. How are good practice and innovations in the dissemination of active ageing approaches shared between and within different national contexts and in Europe?

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ONE-DAY LEARNING MODULE
+
ONLINE TOOL