



AGEING AT WORK

Leeftijd en gezondheid op het werk



Het project AGEING AT WORK

- Duur: 2 jaar (2008-2009)
- 6 Partners:
 - Prevent (België; projectcoördinatie), TNO (Nederland), Hogeschool Utrecht (Nederland), WRC (Ierland), NIOM (Polen), EWORX (Griekenland)
- Gesteund door het Leonardo da Vinci-programma 'Een Leven Lang Leren' (Lifelong Learning Programme) van de Europese Commissie
 - 'Transfer of Innovation'
 - Contract met het Vlaams LdV-agentschap EPOS



Doelen

- Uitvoeren **literatuurstudie** en **behoefteanalyse** (bevraging van HR-professionals in België, Nederland, Polen en Ierland)
- Lanceren **website** (www.ageingatwork.eu)
- Ontwikkelen **opleiding** en organiseren van piloottrainingen ('pilots') in België, Nederland en Polen
 - Voor HR-professionals
 - Focus op leeftijd én gezondheid
 - Aanzet tot implementatie van kennis in de praktijk

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Structuur piloottraining

Herkenning	Analyse	Ontwerp	Implementatie	Consolidatie
Donderdag 12 maart 2009 9.30-16.30	Donderdag 26 maart 2009 9.30-16.30	Donderdag 30 april 2009 9.30-16.30	Mei	Donderdag 11 juni 2009 9.30-16.30
Sessie 1	Sessie 2	Sessie 3	Kleine interventie- oefening in eigen organisatie	Sessie 4
Probleemstelling en achtergrond- informatie	Business Case	Ontwerp van een interventie		Nabespreking en afronding

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Huiswerkopdrachten via e-learningplatform

- Huiswerkopdrachten
 - Verzamelen organisatiecijfers rond leeftijd en gezondheid
 - Uitwerken 'probleemdefinitie'
 - HR-scan leeftijd
 - Uitvoeren draagvlakanalyse
 - Interventie-oefening en presentatie bevindingen

- E-learningplatform
 - Up-/downloaden huiswerkopdrachten en cursusmateriaal
 - Extra literatuur en tools
 - Forum



Website: www.ageingatwork.eu



The screenshot shows the homepage of the 'ageing at work' website. At the top, there is a search bar and navigation links for 'About', 'News', 'Integral Workplace Health Age Management', 'Resource Centre', 'E-Learning', and 'Contact'. The main content area features a large banner with the text 'HR Health Management for Older Workers' and a 'Members Area' sidebar with links like 'My Profile', 'Change My Password', 'Search Members', 'View All', 'Alphabetical Search', and 'Logout'. A central welcome message reads: 'Welcome to the Ageing at Work Website. Welcome to the website of the AGEING AT WORK project. AGEING AT WORK is funded by the Leonardo da Vinci programme of the European Commission and aims to develop, test and promote a training concept for HR professionals on age management, with a particular focus on health. As our European society and workforce is aging, there is an emerging need for attention on age management in organisations. More specifically, HR Management needs to tackle the health problems that come along with a workforce growing older. AGEING AT WORK puts "integrated workplace health management" forward as a solution: this approach provides strategies that HR professionals can apply in order to retain older workers in the workforce for longer. This website provides:'. On the right, there is a 'News' section with a headline: 'How can the European Union lessen the impact of the recession on older workers? an assessment and recommendations from ACE 11/03/2009'. The text below discusses the deteriorating economic situation, demographic changes, and the need for policy impact on employment and the growth potential of Europe's labour markets and financial systems. A recent OECD study is mentioned, indicating that older workers, in particular older women, will be among those most affected by the deepening economic crisis and the particular difficulties which these workers face in different work sectors and occupations must be...



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HR Health Management for Older Workers



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About News Integral Workplace Health Age Management Resources Centre E-Learning Contact

You are at: [Home](#) / [E-Learning](#) / BE - Course Material and Documents - Pre Course Homework

BE - Course Material and Documents - Pre Course Homework

Aim

- To describe the HR and organisational strategy
- To think of the organisational situation in 5 years without changes in the HR policy
- To collect HR facts & figures in your own company

Background and Instructions

In preparation for your participation in the training, we would like to ask you to take the first steps in creating your own business case. Throughout the course you will learn to create a business plan in order to be able to determine at the end of the course the right direction for doing an intervention.

We will ask you a few open-ended questions in order to gather the information needed to formulate your business plan. In order to answer these questions, take one specific organisational unit (e.g. a department, division, business establishment, etc.) that you want to focus on throughout the whole training.

By answering the questions, you will get a first assessment of the situation in your organisational unit with regard to its age composition and the organisational strategy on age and health at work. We ask you to thoroughly prepare these questions and upload the answers on the extranet by 6 March 2008 at the latest. The results of all participants will be discussed during the first class.

The tools you will need to complete this assignment are the:

Related Pages:

- Material & Assignment Page
- Forum

Download(s)

- [Routebeschrijving Prevent](#) - 513 KB
- [Tool 1a: Pre-Course Facts and Figures \[BE\]](#) - 743 KB
- [Tool 1b: Demographic Profile \[BE\]](#) - 584 KB

In "BE - Course Material and Documents - Pre Course Homework" section:

- NL - Course Material and Documents
- NL - Course Material and Documents - Day 1
- NL - Course Material and Documents - Between Day 1 & Day 2
- NL - Course Material Day 2
- NL - Course Material Between Day 2 & 3
- NL - Course and Documents Day 3
- NL course material and documents day 4
- BE - Course Material and Documents - Pre Course Homework**
- BE-Course Material Day 1
- BE - Course Material and Documents Between Day 1 & Day 2
- BE - Course Material Day 2



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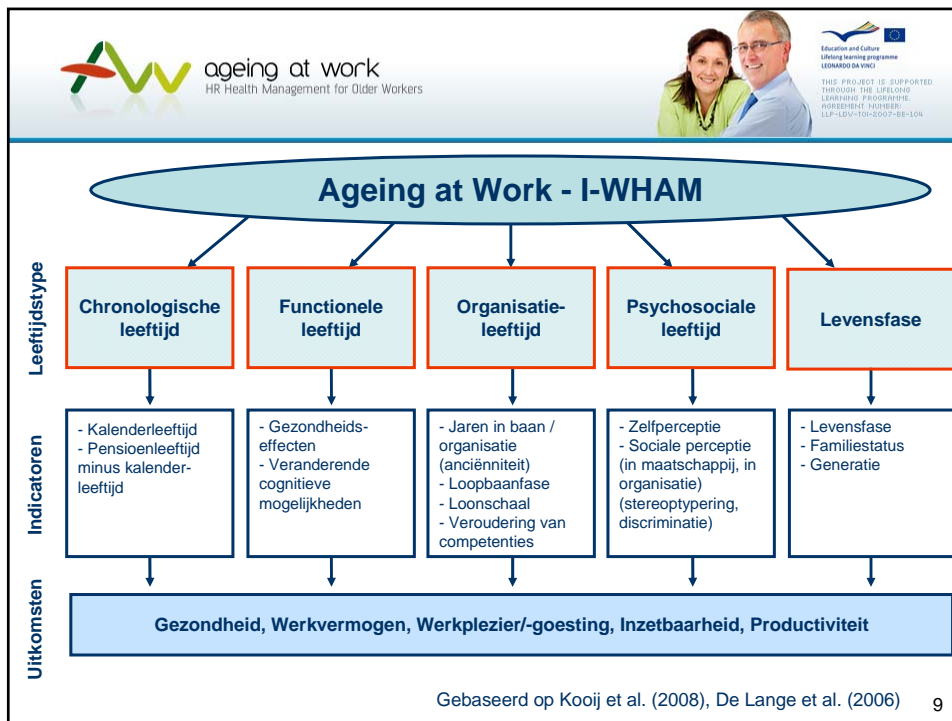
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iWHAM - Integral Work Health Age Management

- Integreert concepten en modellen gericht op **gezondheidsmanagement en leeftijd**
- Integreert leeftijdsgerelateerde fysieke, psychologische en sociale gezondheidsfactoren in een strategisch HRM-perspectief
- Richt zich op het bewaren en bevorderen van gezondheid, welzijn, werkplezier, vitaliteit, werkvermogen, inzetbaarheid en productiviteit, door alle leeftijdsfases heen

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Aanvullende topics in Belgische training

- Disability Management
 - Systematische aanpak van re-integratie van werknemers met gezondheidsprobleem en/of functionele beperking
- Subsidiëring van leeftijds- en gezondheidsgerelateerde projecten
 - Ervaringsfonds
 - Diversiteitsplannen



Bevindingen

- Duidelijk traject
 - Stapsgewijze aanpak
 - Praktische opdrachten tussen sessies
 - Aanzet tot implementatie
- Interactie tussen deelnemers
 - Mix van sectoren
 - Uitwisseling van informatie en ervaring



Vervolg

- Opleidingen
 - Vaste opleidingen
 - Op vraag/maat van een organisatie
- Meer informatie
 - info@ageingatwork.eu
 - www.ageingatwork.eu