



Importance of HR Health Management for older workers

As our European society and workforce is ageing, there is a need for more attention on age management in organisations. HR Management needs to tackle the health problems that come with an older workforce. 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.

Project aim

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.

Project objectives

The project aims at the following objectives:

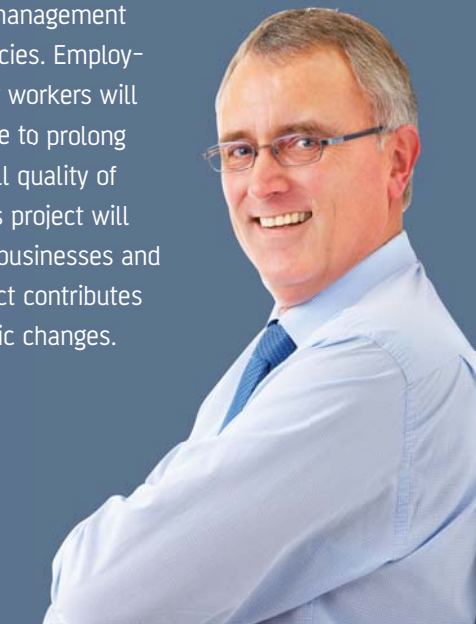
- Enhance the skills and knowledge of human resources managers regarding health management focusing on older workers. These skills and knowledge will facilitate the development of human resources management adapted to demographic change.
- Contribute to the employability of older workers; the introduction of health management at the workplace will reduce the health problems of older workers. The health status of older workers will improve which will allow them to stay longer active and to improve their quality of life.
- Transfer existing concepts of health management and training to different countries and to a different target group.

Target audience

The training developed within the framework of this project is aimed at two target groups:

- Our primary target group addresses the human resources professionals from all businesses (all branches, public or private).
- Our secondary target group consists of other people who are related to HR Management in their organisation. We include OSH professionals, owner management, trade unionists, and educationalists/training managers.

➤ Potential users: The training will promote the integration of health management into human resources policies. Employees and in particular older workers will benefit as they will be able to prolong their career and the overall quality of their life will improve. This project will also bring advantages for businesses and for society since the project contributes to coping with demographic changes.



Project products

Training

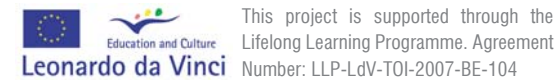
The training developed will use a blended approach with a face-to-face component and an e-learning component, supported by a web portal. The training will be tested with field trials in Poland, the Netherlands and Belgium. The results will be disseminated through a European network.

Final workshop

In this workshop the results of the project will be discussed, as well as implications, good practices, and other information relating to the ageing at work-project.

Website

www.ageingatwork.eu with relevant literature, information on the project, interesting links, etc.



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