



CONTEXT

The ageing of societies has major implications worldwide. Today in Europe, the ageing workforce is clearly evident and this emphasises the need for appropriate age management structures and interventions. There is increasing need to maintain and promote employee health and to encourage motivation, competence and productivity in the workplace. Often, Human Resource Management is directed at the employability of workers, with a focus on their skills and knowledge. Health, wellbeing and lifestyle behaviour tend to receive less attention from HR professionals. AGEING AT WORK addresses this problem and promotes the integration of age-related physical, psychological and social health issues into a strategic HRM perspective.

I-WHAM

AGEING AT WORK was developed through collaboration with six European expert institutions, with the aim to transfer expertise and knowledge in age and health management. The project has been funded by the Leonardo da Vinci programme of the European Commission, and has led to the development, testing and promotion of a training concept for HR professionals. The concept is built around the approach of Integrated Work, Health and Age Management (I-WHAM). All employees, but in particular older workers, will benefit from this I-WHAM approach, as workers will be able to prolong their career and improve the overall quality of their working life.

SERVICES

AGEING AT WORK offers tailored training courses targeted at HR professionals and occupational health professionals from all business enterprises (all sectors, public or private). An AGEING AT WORK training course consists of a well-balanced mix between theory and practice: participants will be equipped with practical knowledge and tools, and will be guided through the implementation steps to launch a process in their own organisation. Specific homework assignments - supported by an e-learning platform - stimulate trainees between the sessions to apply and test the knowledge which they have acquired. Participants will be able to design a business case, through which they could initiate a real-life, small-scale intervention.

The AGEING AT WORK service offer:

- **Introductory courses on integrated work, health and age management** – short courses introducing the topic; why is age management important, what are the benefits, the elements of integrated work, health and age management
- **Tailored training on integrated work, health and age management** – training needs analysis; flexible training content; systematic knowledge evaluation
- **Comprehensive training package** – 6 day training course including face to face and e-learning elements; practical assignments applying acquired knowledge and skills; assessment of knowledge and skills
- **An experienced multinational team** – trainers from leading institutes in 4 countries; training available in Dutch, English and Polish; ongoing support provided
- **Training on demand** – training available to suit your schedules



TESTIMONIALS

From participants in the AGEING AT WORK training:

“Thanks to the clear structure and stepwise approach of the training, I was able to put the age issue on the management’s agenda.”

“The training has helped me to actually introduce some small but effective changes in our company; I think we’ve taken the first steps in a good direction.”

“The possibility to exchange information and experiences with other trainees was very interesting and helpful.”

“The homework assignments gave me the opportunity to really apply some age- and health-specific tools in my organisational environment.”

“The e-learning platform on the website provided a nice overview of the course modules and the structure of the training course.”



WEBSITE

www.ageingatwork.eu

CONTACT

info@ageingatwork.eu
ageingatwork@prevent.be

PARTNERS:



Prevent - Institute for
Occupational Safety and
Health



Netherlands Organisation
for Applied Research - TNO



Hogeschool Utrecht



Work Research Centre



EWORX S.A.



Nofer Institute of
Occupational Medicine