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# Empower Active Ageing - EmpAct

Local and Consolidated Report  
"Empower Active Seniors"

**Intellectual Output 1**

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<b>Developed by</b>	Enoros Consulting Ltd
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## List of Abbreviations

<b>ACRONYM</b>	<b>FULL TITLE</b>
<b>EmpAct</b>	Empower Active Ageing project
<b>MOOC</b>	Massive Open Online Course
<b>WHO</b>	World Health Organization
<b>UDEMY</b>	Udemy Online Courses - Learn Anything, On Your Schedule
<b>OEDb</b>	Open Education Database



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## Executive Summary

**Empower Active Aging (EmpAct)** is a project aiming to fill the gap in participation, social inclusion and education of adults over 50 years old through the establishment of an EU-level network of European stakeholders committing themselves in an ongoing cooperation and development of new concerted activities to raise awareness of the importance of the active ageing, in order to increase competencies of national and regional organizations in addressing the issue. In order to meet those aims, an online **One Stop Shop Portal** will be developed and training programs for adults over 50 years old will be implemented. Direct target group of the project are adults 50 years old or older who have low social, soft, ICT and entrepreneurship skills, indirect target group are adult trainers who will have the chance to get access to the developed material.

The current report (Intellectual Output 1) was developed after conducting desk and field research. During the desk research the partners collected good practices which had to do with the improvement of skills of adults over 50 years old, analyzed them and indicated success factors and weaknesses which will be taken in consideration in the further development of the project. Field research was consisted from two parts. The first part involved adults over 50 years old. Beneficiaries had the chance to indicate gaps in the educational and entrepreneurial system which excludes them from social inclusion and labour market, moreover they proposed training courses they would like to follow in order to improve themselves and skills. The second part was conducted with the participation of adults' trainers, aim of this part was the collection of data about gaps trainers identify and good training practices they propose.

The first part of the field research shown that adults over 50 from **Bulgaria, Cyprus, Greece, Italy** and **Portugal** have high level of social and soft skills while their ICT and entrepreneurship skills are low leveled. Even though part of the participants is interested in entrepreneurship; the skills missing step them back from developing a new business. The majority of adults over 50 years old who participate in the survey believe that the entrepreneurship market is need of new businesses and organizations yet the economic situation is not giving the opportunity of investing in the development of an enterprise from scratch. The second part of the field research where adults' trainers were interviewed gave valuable information about the gaps adults over 50 have which are among others low ICT skills, resistance to change, low risk management and human resource management. Gaps of the seniors training system were also identified, the majority of the trainers was not aware of any training or courses specifically designed for adults over 50 years old which indicates the need of development of courses which fulfill the needs of this target group. Trainers also proposed good practices that can be used for the training of adults over 50, including non formal education, use of examples and case studies, coaching and interactive sessions.

Through the desk research several good practices were identified as well as their success factors and weaknesses. In every partner country at least two good practices which had to do with the development of adults 50 years or older and their inclusion in the society were identified. Most common success factors of the good practices were the selection of a very specific target group and focus on how to satisfy its needs, use of technology to simplify



procedures and translation of material produced in many languages. Most common weaknesses were no renewal of the material developed during the projects' period, short duration of the project and material available only in English. What is positive is that every good practice can be transferred to another country with limited resources.



## 1. Introduction

### 1.1. Project objectives

The need of implementing the “Empower Active Ageing” (**EmpAct**) project rose when the gap in participation, social inclusion and education of adults over 50 years old identified. According to WHO, the percentage of people over 60 is increasing faster than any other age group (Bronswijk, 2003), obligating every state and the European Union as a whole to give initiatives and develop those peoples’ skills to enhance their social inclusion.

Aim of the project is the establishment of an EU-level network of European stakeholders committing themselves in an ongoing cooperation and development of new concerted activities to raise awareness of the importance of the active ageing, in order to increase competencies of national and regional organizations in addressing the issue.

Specific aims of **EmpAct** are to improve low-skilled adults through formal and informal learning, i.e. courses for covering the basic theoretical needed knowledge of a subject and online learning via a special designed **One Stop Shop Portal**. To validate skills and competencies by issuing certifications for the acquired skills, competencies and knowledge. Reduction of the number of low skilled adults over 50 years old and promotion of active citizenship through training on subjects they request.

More specifically, through the training new work skills will be provided to the target group in order to increase their competitiveness and employability chances. Finally, social cohesion and entrepreneurship will be promoted among the participants, who will be people from any background, including those in disadvantaged rural areas and people from different socioeconomic backgrounds including immigrant groups.

The following objectives were set for the achievement of the aims discussed above. Development of an on-line portal where the beneficiaries will have the chance to explore their occupational interests in relation to other candidates and promote on line **One Stop Shop Portal** for the extraction of information on formal and non-formal training courses, group workshops and mentoring. The online portal will give the chance to participants to get access to material on specific subjects which they will request via the questionnaire which will be answered from the target group. Moreover, they will have access to counseling services from the professionals of the platform.

Develop and implement an adults’ (50+) training program, which enables them to understand, support and increase their skills in order to be competitive and productive. Through innovative activities, adults will be encouraged to remain active and learn to develop new forms of activity in an interactive atmosphere.

### 1.2. Target groups

The primary target group of the project is adults aged 50 years old or more who have low skill profiles and are looking to improve their competencies in order to get better employability opportunities, start their own business and become active citizens. According to Paccagnella



M. the population is steadily ageing and by 2050 the share of adults above 65 years old will almost double worldwide (Paccagnella, M. 2016), development of skills and competencies is very important for each of those individuals and for the society as a whole.

Another target group of the project is trainers, who will be requested to state the needs of adults aged 50 plus in terms of entrepreneurial, ICT, social and soft skills, they can identify through their professional activity. Moreover, trainers will be requested to implement training course for adults over 50, aiming to enhance the skills and competencies of the primary target group. Trainers will have the chance to get access to material which will be developed from the projects' group, get advantage of them and use them in their professional life.

### 1.3. Scope of this document

With this document, the **EmpAct** team aims to outline the current theory and practices in the field and explain how this particular project incorporates elements of existing practices in the designing and execution of learning and support related actions, which new innovative approaches need to be introduced and comment on the effectiveness and good practices of the program. The report will conclude on concrete suggestions for stakeholders interested in adult learning, mentoring and support, older people entrepreneurship etc.

Specifically, results of the "Entrepreneurial Needs" questionnaire which distributed to adults over 50 from the participating countries will be presented, the main outcomes and the steps which need to be made to cover the needs adults over 50 have. Through the project, trainers will be interviewed to share their knowledge and experience on adult training. Analysis of the interviews will be presented in this document, with emphasis to the skill gaps that could be identified in adults over 50 years old; and good teaching and training practices trainers propose/recommend/suggest.

Scope of the document is also the gather of good practices that already exist, critical analysis of their success factors and weaknesses. Aim of this part is to avoid creation of duplicates which will not offer added value to the already existing material. The analysis of the success factors will give valuable information about methodologies which can be followed to create a successful outcome. Finally, analysis of the weaknesses of other good practices aims to the identification of things to avoid or try to improve where possible.

After the analysis of the questionnaires, interviews and good practices, recommendations and suggestions will be made to the stakeholders interested in adult inclusion, support, learning and entrepreneurship.



## **2. Practical Engagement with the stakeholders: Current situation and Needs**

### **2.1. Adults 50+**

In order to identify the needs of adults over 50 years old, a questionnaire was distributed to them, aiming to gather their opinion and identify their needs in terms of social, soft, ICT and entrepreneurial skills and competencies. The questionnaire was answered from 277 adults 50+ from Bulgaria (50), Cyprus (55), Italy (59), Portugal (59) and Greece (50) from different backgrounds. A presentation of the results follows.

#### **2.1.1. Demographics**

Demographic data were collected aiming to have a holistic perception of the participants' profile. Gender balance was sufficiently kept as amount of male and female participants were almost equal (135 and 134 respectively). Target group was aged above 50 years old, 44% of the participants were aged between 50-54, 41% 55-64 and 14% 65 or older. The academic level of the responders was mainly High school graduates (47%) then University graduates (28%), Primary or lower secondary education (13,5%) and Post-secondary education (11%).

The current status of the participants in the labour market was: employees 41,3% unemployed 25,5% retired 21,4% self-employed 7% and employers 4,8%. Most of the participants have at least 25 years of general professional experience (37,8% up to 30, 17,8% up to 35 and 15,6% up to 25 years). More than 35 years of professional experience has the 12% of the participants, up to 20 the 8%, up to 15 the 5,5%, up to 10 years the 1,8% and less than 10 years the 1,5%.

#### **2.1.2. Soft, Social ICT and Entrepreneurship skills, attitude towards entrepreneurship, gaps and opportunities**

The first part of the questionnaire was aiming to gather information about the current knowledge and skills of the participants. Responders were requested to rate their level of knowledge and confidence for different skills using a scale from 1 to 5. The skills evaluated are shown in the following figure:

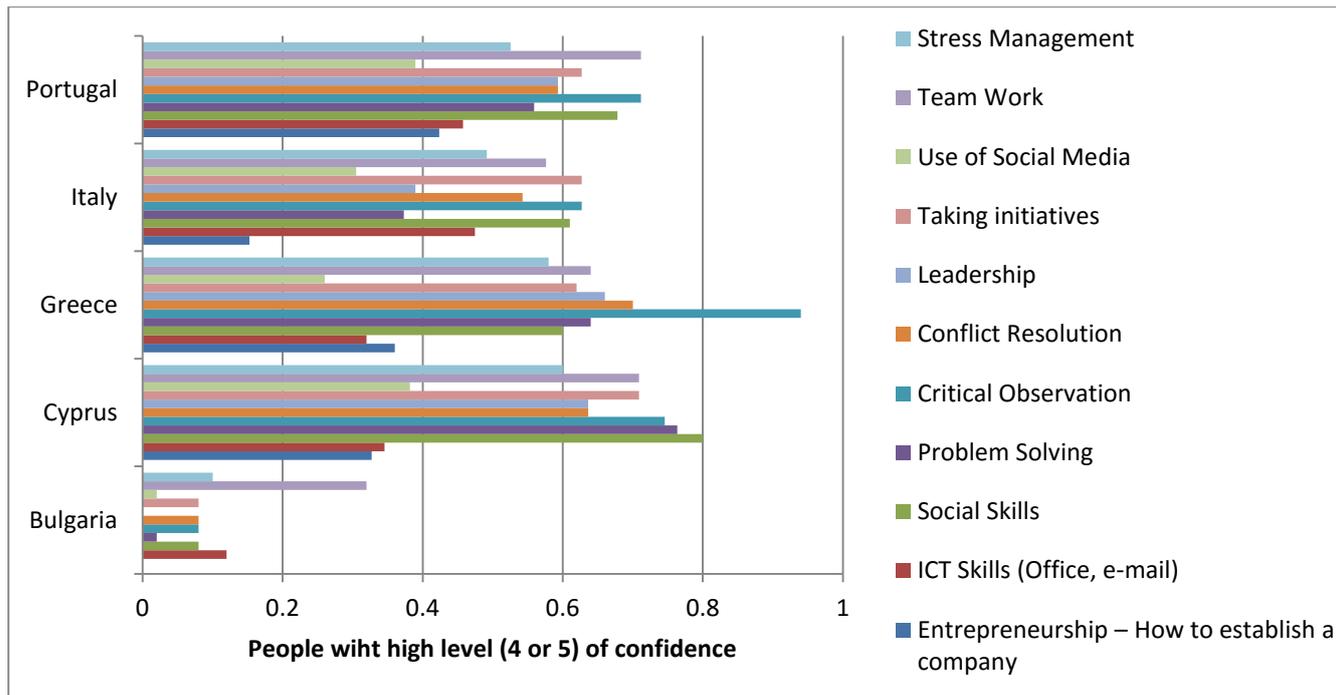


Figure 1: Skill Level and Confidence Average

Figure 1 shows the skills as rated per country. It is perceived that Bulgarian participants have the lowest level of skills compared to other countries. Cypriots have the highest level of Social skills, Greeks of Critical observation, and Portuguese of Team work. Taking Initiatives and Conflict resolution were rated high by the majority of participants from all the countries except Bulgaria. Entrepreneurship skills were rated low from all the countries except Portugal, similarly ICT skills were rated low for participants from every country except Portugal and Italy.

Through the questionnaire adults answered five questions using a scale from one to five. Questions were aiming to gather information about their attitude towards entrepreneurship, average and country analysis of the answers follows.

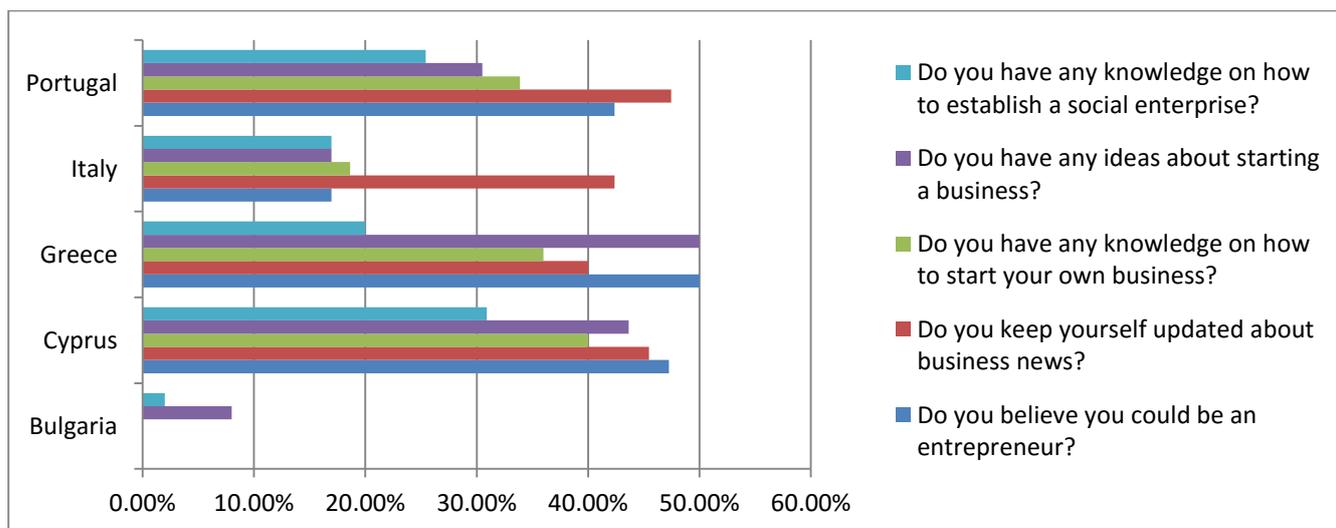


Figure 2: Attitude towards entrepreneurship Total

Greece had the biggest percentage of participants who believe they could be entrepreneurs and have ideas about starting their own business. The biggest percentage of people who keep themselves updated about business news is coming from Portugal.

Participants of the survey were asked few questions aiming to evaluate their perception on the enterprise market and available entrepreneurship opportunities in their countries. The scale used was similar to the previous, 1-5.

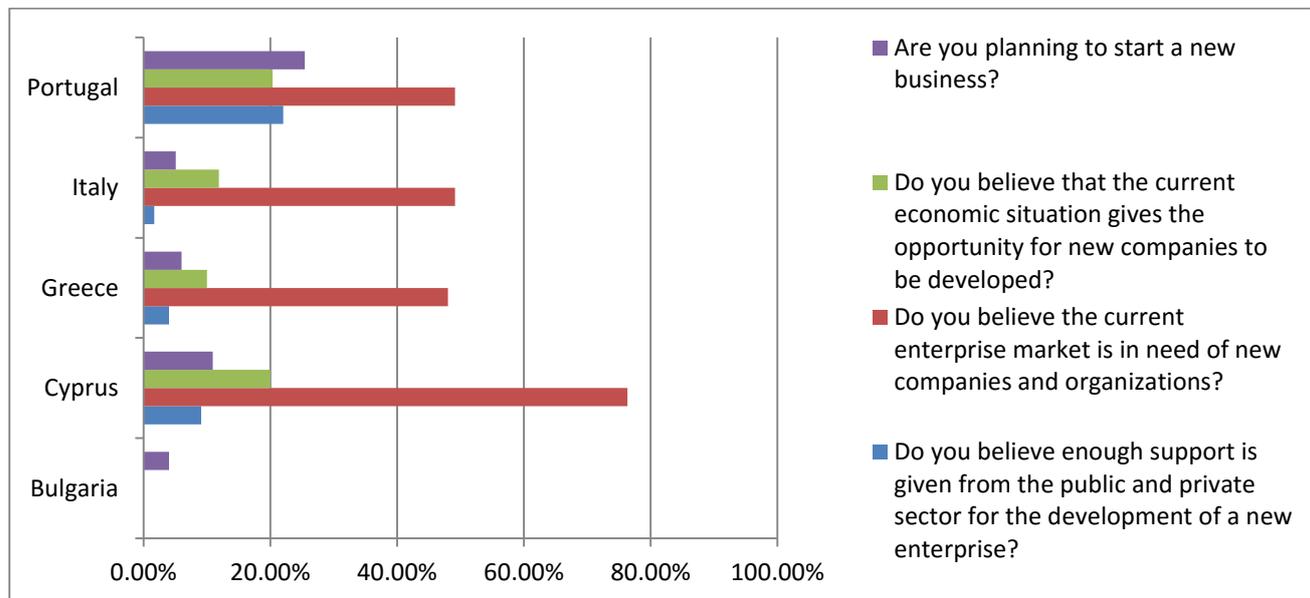


Figure 3: Perception on the enterprise market and the available opportunities Total

The majority of the responders in every country except Bulgaria believe that the current enterprise market is in need of new companies and organizations. The highest percentage of people who are planning to start a new business is from Portugal. A minority of the participants believes that the current economic situation gives the opportunity for new companies to be developed and lower percentage has the opinion that enough support is given from the public and private sector for the development of a new enterprise.

### 2.1.3. Finding gaps and investigating the reasons that lead adults to start a new business or change career path

Aim of the next part of the questionnaire was to gather information about what adults over 50 want and need to re-enter the labour market or start a new enterprise. Question 4 was asking participants what they believe it should be made to promote entrepreneurship among people like them; responders could choose as many answers as they wanted from 10 options provided or write something else. The majority of the participants mentioned Development of funding programs (70%), Entrepreneurship training (58%) and Digital – ICT skills training (51%).

The next question had the same form and was asking the adults over 50 which knowledge, skills and abilities an entrepreneur should have. More than the 80% of the participants answered Creativity and innovativeness, Taking initiatives and Problem solving were also popular answers. Following, participants stated the biggest obstacles someone faces when starting a business. Lack of capital turned to be the most popular answer among the



responders of all the countries (77%), then lack of knowledge with 57%, fear of failure and policies and legislation with 46% follow.

Through the questionnaire information about which reasons lead an adult over 50 years old to start a business were gathered. It should be mentioned that the majority and almost the half of the participants (44%) answered that Unemployment is a reason to start a new business. The second answer as chosen by the participants is to generate more money with 33% and the third option to open new job opportunities with 25%.

Another important output of the questionnaire was which sector and economic activity adults over 50 are interested to enter. Tertiary sector was the most preferred (40%), then primary (30%) and finally secondary (29.3%).

Participants stated specific economic activity they would like to enter, the most popular answers on average and for each country are shown below:

**Table 1: Question no.9: Which economic activity would you like to enter?**

Total	Bulgaria	Cyprus	Greece	Italy	Portugal
<b>18% Hotels and restaurants</b>	26% Transport, storage and communication	18% Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	35% Hotels and restaurants	32% Other community, social and personal service activities	18% Hotels and restaurants
<b>13% Other community, social and personal service activities</b>	22% Health and social work	13% Hotels and restaurants	25% Agriculture, hunting and forestry	8% Agriculture, hunting and forestry	13% Agriculture, hunting and forestry
<b>13% Agriculture, hunting and forestry</b>	18% Hotels and restaurants	11% Agriculture, hunting and forestry	20% Other community, social and personal service activities	5% Hotels and restaurants	13% Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods

The next question was asking participants which reasons would lead them to change career path or re-enter the labour market, similarly to previous questions ten options were available plus other and adults over 50 years old could choose as many options as they wanted. Unemployment was the most popular answer among the participants (45%) and to generate more money follows (34%).



#### 2.1.4. Gathering the opinions about training, courses and platform services

The final part of the questionnaire was aiming to gather information about the demand on training, courses and services that would be available in the **One Stop Shop Portal** which will be created through the **EmpAct** project. As in previous questions 10 options were given and the ability to enter a different one, participants were able to choose up to five options.

Adults over 50 years old were asked which training or courses would be useful for them for starting their own business. Even though the most common answer on average was business plan with 66%, in some countries business plan was not so popular. Marketing plan was also highly demanded from the participants as well as Strategic plan which were selected by the 50% of the participants.

The next question was about Digital and ICT skills adults over 50 years old would like to improve. Spreadsheets (51%), Word processing (49%) and Presentations (43%) were the most common answers which indicate the low level of ICT skills of the target group, which are essential for nowadays labour market.

Training and courses on soft skills will also be organized under the terms of **EmpAct** project, adults over 50 years old were given the opportunity to request training they prefer. The top three answers given from the participants are “Being creative and innovative” (46%), “Taking initiatives” (44%) and “Solving problems” (42%).

Another group of training and courses that will be implemented through **EmpAct** project is Social skills. Participants were given the chance to choose which skills they would like to improve, “Compromise and negotiation” was the skill with the higher demand on average as 45% of the participants selected it, “Active listening” follows with 44% and “Stress management” with 33%.

Scope of the **EmpAct** project is the creation of an effective **One Stop Shop Portal** easily accessible and useful for adults over 50 years old. The portal will be interactive and would include material and information about entrepreneurship, social, soft and ICT skills development. In order to create a useful tool for the considered target group, opinions and recommendations from adults over 50 years old, about what should the portal include were gathered. Material from training and courses were demanded from the 57% of the participants, Tool kits from the 56%, Video tutorials from the 54% and Provision of a database with useful links for further information from the 40%.

## 2.2. Trainers

In total 45 adults’ trainers from Bulgaria, Cyprus, Italy, Portugal and Greece were interviewed in a try to gather information about adult training needs from the experience of the professionals. A brief analysis of the results of the interviews follows.

The first question trainers requested to elaborate was which is in their opinion the role of education and training in the developing of entrepreneurial, social, soft and ICT skills. The answers between the countries were varying while some similarities could be identified. The majority of the trainers believe that education and training are essential and need to be concentrated to the needs of the individuals rather than being general and the same for each



training group. Moreover the majority believe that social and soft skills are not easily taught and change in the ages over 50 years old.

Continuing, trainers commented on the extent of the gap between education/training and practice of the knowledge and experience gained. Mainly four reasons were elaborated among the trainers, the good willing and self-motivation form the part of the trainee, the transmissibility of the trainer, practice after the training and use of examples during the training with the majority of the interviewees believing that self-motivation is the most important. The next question was about the most important principles a future entrepreneur should be aware of, aiming to gather information about future training and courses. On average, the most common principles that trainers from all the participated countries mentioned were human resource management, marketing, taking advantage of opportunities and team work.

Following, trainers were requested to share their opinion for the best practices to teach entrepreneurial competences, ICT and social skills. The most common answers were use of examples, workshops and team work, coaching and use of non-formal education methods. Trainers were then requested to identify any open education resources or methodologies which deal with attitudes towards entrepreneurship and social skills. Most of the trainers are not aware of any resources and methodologies, something that indicates a gap between teaching and evaluation of the knowledge gained. The platforms mentioned from the adult's trainers were: W3School, Lynda, FututreLearn, Cultural Intelligence, UDEMY, Open Tapestry, OEDb and general MOOC courses offered from different platforms.

The next question was if the trainers believe that there is a lack of knowledge among the general population and the meaning of entrepreneurial competences. The majority of the interviewees from all the participating countries agreed that the gap exists. They also commented that this could be due to funding programs that encourage people without the knowledge and skills to start an enterprise and because of unwillingness to learn.

The interview is then concentrated more on the training courses developed especially for adults over 50 and ways to be improved as well as gaps identified by the trainers. The majority of the participants were not aware of any special tools designed. Some comments made were that during the training more than the basic knowledge should be taught, that when training adults with lot of experience you use the knowledge and examples to pass knowledge and that the traditional lecturing method is not effective.

Then trainers were requested to indicate the biggest challenges of training this target group. Most of the interviewees mentioned low motivation, resistance to change, lack of ICT skills and use of English terminology with which most of the adults over 50 are not familiar with. Following trainers were asked to mention any needs adults over 50 have in terms of entrepreneurial, ICT, social and soft skills they have identified. Training in modern entrepreneurship was mentioned by the majority of the trainers, as well as general ICT skills, human resources management and creativity.



In the next question trainers were asked if they believe that adults over 50 years old would take advantages of training and courses to develop new or improve their skills to change career path or start an enterprise. Almost every trainer from every country agreed that adults would take advantage of courses to improve their personal and professional life. A few participants stated that many adults would be interested but not the majority of the target group.

Following trainers were requested to recommend ways of promotion of entrepreneurship among adults over 50 years old. The most common recommendations made were advertising to channels which adults over 50 use like television and newspapers, implementation of workshops, creation of special programs and courses.

The last thing trainers requested to indicate was if they know any Open Education Resources which deal with entrepreneurship competences, ICT, social and soft skills. Most of the trainers did not know any while the minority mentioned some which are: Lynda, FutureLand, British Open University, MIT online courses, EFER, EFMD small business conference, GEM Global social venture competition, All the start-up creation, Babson College in USA, Open Lear, Academic Earth, Udemy, CANVAS, Coursera and W3School. Some participants stated that numerous of sources are available online and many MOOCs are concentrated in entrepreneurial, ICT, social and soft skills.

### 3. Good practices in adult training and development from the participating countries

#### 3.1. Practice Number 1: SiGold: Turning the silver challenge into the golden opportunity

SiGold<sup>1</sup> is a project developed by partners from Austria, Slovakia, United Kingdom, **Greece** and **Cyprus**. The projects' objectives were to increase the knowledge, skills, competence and understanding of 50+ workers through newly developed eLearning courses and face-to-face training. Through the project many adults aged 50 and over upgraded their competences, knowledge and skills via initially developed courses. Moreover, human resource managers learned new techniques to take advantage of 50 plus workers and trainers learned new teaching methodologies addressing to adults over 50 years old.

#### 3.2. Practice Number 2: Strengthening the "soft skills" of the 50+ generation

The project "Strengthening the "soft skills" of the 50+ generation"<sup>2</sup> was developed via a partnership with partners from Austria, Denmark, Poland, United Kingdom, **Italy**, **Greece**, **Cyprus** and Hungary. Main objectives were the development of learning tools and environments for strengthening 'soft skills' and models supporting learning and training while connecting generations. A toolkit for soft skills was developed for the adults aged 50 plus.

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<sup>1</sup> <http://ec.europa.eu/archives/ey2012/ey2012mainaea7.html> , <http://www.sigold.net/>

<sup>2</sup> <http://www.gainingsoftskills.eu/>



The toolkit has plenty of information about basic soft skills and 60 simple exercises an individual can follow to help him/her find a job without the need of a mentor.

### 3.3. Practice Number 3: DeTALES - Digital Education Through Adult Learners EU-Enlargement Stories

DeTALES<sup>3</sup> is a project organized and implemented by organizations from Germany, Lithuania, United Kingdom, **Italy**, Hungary and **Bulgaria**, aiming to create training materials to support the rapprochement of adults of the other EU countries. More specifically, through the project adults improved their digital and civic competencies, encouraged to use training material on their own and involved in intercultural dialogue. Training courses in nine languages were created enabling adults from different countries to get access and make use of the material.

### 3.4. Practice Number 4: S4S - Smartphones for Seniors

Smartphones for Seniors<sup>4</sup> is a project developed in **Portugal** aiming to help seniors to adapt new technology and more specifically smartphones. Through this initiative, several smartphone applications were developed which helped seniors understand how smartphones function and at the same time, applications helped them organize their activities and daily life.

### 3.5. Practice Number 5: Funding program for the employment of 15,000 unemployed people over the age of 50 with fewer opportunities<sup>5</sup>

This project will be implemented during 2016-2019 in **Greece**, by the Manpower Employment Organization (OAED). The program will co-fund (50% co-funding) 15,000 job openings for people over the age of 50 with fewer opportunities, in order to be employed for total duration 9 months and with the possibility of a 9-month extension. This is a recently established practice which will continue until 2019. Since the beginning of the project thousands of adults over 50 years old were recorded to an accessible from the employers' database. Employers will be able to search and find candidates that meet the needs of available positions in their companies and recruit them.

### 3.6. Practice Number 6: New Opportunities

New Opportunities Initiative<sup>6</sup> implemented during 2006-2010 by the government of **Portugal** aiming to massively upgrade the qualifications of the Portuguese population. Moreover, it formally recognized informal and non-formal qualifications through the education system of Portugal. From the beginning of the project 456 New Opportunity Centers were created. The good practice was appreciated from the Portuguese population as up to 1,6 million enrollments were reached and by March 2010, 430 000 participants were certified.

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<sup>3</sup> <http://www.detales.net/>

<sup>4</sup> <http://www.smartphones4seniors.org/>

<sup>5</sup> <http://www.oaed.gr/-/programma-epichoregeses-epicheireseon-gia-ten-apascholese-15-000-anergon-elikias-ano-ton-50-eton-pou-briskontai-se-idiaitera-meionektike-these?inheritRedirect=true>

<sup>6</sup> [http://www.unevoc.unesco.org/fileadmin/user\\_upload/pubs/New%20Opportunities%20-%20Portugal.pdf](http://www.unevoc.unesco.org/fileadmin/user_upload/pubs/New%20Opportunities%20-%20Portugal.pdf)



### 3.7. Practice Number 7: Electronic Registration for Unemployed

**Bulgarian** Employment Agency introduced electronic registration aiming to address the lack of sufficient time to consult unemployed people. With the introduction of the system, unemployed individuals could fill out an online form through the official website of Bulgarian Employment Agency saving time by not visiting the offices or the employers. The personnel of the Employment Agency would then match applications with possible employers helping the unemployed people to find a job and the employers to find suitable candidates. Moreover, the service is available for employment offices also as the possibility of declaring vacant positions without visiting Agencies' offices has raised. Only few weeks after the launch of the service many individuals have implicated and more than 200 employment offices have used the services.

### 3.8. Practice Number 8: Scheme providing incentives for hiring disadvantaged individuals<sup>7</sup>

Scope of this good practice was the inclusion of people from vulnerable social groups, including seniors, in the labour market of **Cyprus**. Republic of Cyprus was subsidizing the salaries of employers from vulnerable groups to increase their possibilities of being recruited. The project lasted for one year and through it thousands of people from vulnerable social groups were employed and kept their job after the finish of the subsidy. The success factor of this project was that the group of people who could get benefit from the project was very specific, helping people who were in need of employment and had limited opportunities.

### 3.9. Practice Number 9: Long term unemployed training through placement in enterprises/organizations

Scope of the project was the re-involvement of long term unemployed individuals up to 60 years old to the labour market. The project has recently launched in **Cyprus** and will last six months, through the project several long term unemployed (at least six months unemployed) individuals will get the chance to be trained in an enterprise and enhance their chances of entering and remaining in the labour market.

### 3.10. Practice Number 10: Equal Frame

Equal Frame is a project implemented in **Italy** and co-funded by European Union under the European Social Funds grants. Through the project approaches and policies which helped the inclusion and development in the labour market of people over 45 (women) and over 50 (men) were promoted. Aim of the Equal Frame project was to offer effective support, training and assistance services for the unemployed (reintegration) and employed (within the logic of prevention) individuals. Several employed individuals had the chance to test and improve their skills through a device skills assessment which acted as a platform to make explicit the role of skills possessed, professional expectations, development paths, and improving skills.

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<sup>7</sup> <http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/all/CAE048C9DEA48FD0C2257639003A3A87?opendocument>



## 4. Conclusions and Recommendations

From the analysis of the questionnaire it was perceived that the majority of the participants have high level of social and soft skills while their ICT and entrepreneurial skills are not highly developed. Even though the majority of adults over 50 years old who participated in the survey have low entrepreneurial skills, a part of them has an idea which could lead to a business and can imagine themselves as entrepreneurs. Thus is important to develop training and courses which will improve the skills of those adults and help them enter the business market. According to them, training courses on Spreadsheets, Word processing, Presentations, Databases, Business Plan, Marketing plan, Strategic plan, Funds raising, Creativity and Innovativeness, compromise and negotiation, taking initiatives and active listening should be made. Moreover, they find useful features of a **One Stop Shop Portal** the material for training courses, tool kits, video tutorials and provision of a database with useful links for further information.

From the interviews needs of the adults over 50 were collected, with the most common being ICT skills, human resources management, risk management and identifying opportunities. The biggest challenges when training this target group according to the trainers are the lack of ICT skills, motivation of the individuals, modification of the methodologies and flexibility and change of ways of thinking. Some good practices used to train adults over 50 indicated are: interactive sessions, use of examples and cases studies, peer to peer learning, non-formal education, coaching and team work activities-workshops.

The **good practices** collected are very good examples of initiatives that can be transferred to any country with limited needs in resources. The most common success factor of the good practices were the selection of a specific target group, use of technology to simplify procedures and translation of the material produced in many languages. The most common weaknesses were limited time of implementation of the project, inclusion of limited amount of beneficiaries, having the produced material only in English and not updating the material after the end of a project.

Through this report valuable information was collected through a variety of ways (directly from the beneficiaries, from trainers and from already existing good practices), the combination of the information from the three sources will lead to a holistic approach of the empower active ageing in Europe.