



Unione europea
Fondo sociale europeo



*Ministero del Lavoro
e delle Politiche Sociali*
DIREZIONE GENERALE PER LE POLITICHE
ATTIVE E PASSIVE DEL LAVORO



ISFOL

Transnational
Cooperation
Unit

Isfol for Age management: The *EsfAge Network*

Isfol, 21 marzo 2014



ESF AGE LEARNING NETWORK

*supporting a long and healthy
working life
for all*

Learning networks under the ESF 2007-2013



Objective

- Improving the quality and efficiency of Structural Funds programmes and their impact on employment, social inclusion and training across the whole Union
- Contributing to policy development at EU level

Expected results

- Developing synergies and complementarities at OP level
- Setting up networks of stakeholders that can contribute to, and use the results of, these networks
- Professional development of individual members of networks
- Capacity building at the level of institutions and organisations

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what and when?



The Network was funded by the European Commission.

Activities: from February 2010 to February 2013

Purpose: make the best use of opportunities for age management programmes, both those generated in ESF programmes and others.

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who?



The ESF-Age Network consisted of public authorities from **16 EU-member states**

Austria, Czech Republic, Estonia, France, Germany, Italy-**ISFOL**, Netherlands, Poland, Spain, Sweden **and regions** Andalusia, Belgium/Nl, Belgium/Fr, England and Gibraltar, Thuringia and Trento autonomous province.

The centres of excellence helping the network to reach its goals were:

- ILC Netherlands (content management)
- EIPA (training of public administrations in Europe)

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which aim?



- To link the world of ESF funding in member states and regions to knowledge of best practice in age management
- to make recommendations for the next ESF programming period (2014-2020)

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which aim?



To identify, validate and disseminate high-level strategies to manage the ageing workforce in Europe effectively.

We focused on getting Age Management concerns taken into account in the design and implementation of programmes (mainstreaming) and on raising awareness.

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how?



By working together and pooling partners' knowledge

Face to face events of the network such as **learning seminars** and **study visits** were organised in such a way that the formula (a 'learning curriculum' or 'good practice guide') could be adopted by others, thus creating learning opportunities all over Europe.

Two working groups were set up on:

- Sustainable employability and work ability
- Transitions from (un)employment to work

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how?



A website for sharing knowledge

- **enhance networking activities** between partners, stakeholders, experts, representatives from public institutions or from other networks to cooperate with the thematic groups.
- **establish a community of people** who work and/or are **interested in the theme of Age Management** whose profile is available online and easy to access.
- **share the planning processes and the development**, co production of documents as well as a repository of all contents organised by categories and easily searchable by context criteria.
- **contribute to implement the e learning programme of the network** providing the possibility of embedding multimedia contents

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products



- The **Good Practice Guide** providing examples of major publicly funded programmes reviewed by the Network. The aim of these programmes was to support older people find work, improve their employment prospects or help them to extend their working lives either directly or by promoting age management policies and practices amongst employers.
- A **baseline study** to assist understanding of the key issues associated with the impact of demographic ageing, ways to tackle it and age management. This study presents in a systematic and structured format the existing but fragmented knowledge of effective age management approaches. It provides a detailed snapshot of the most topical developments in the field. It reviews the existing framework approaches at EU and national level and assesses the need for further improvement in line with the aims of the Network.

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products



- An **inventory of projects, programmes and tools** related to age management and searchable by country or by the following themes: supporting the unemployed to find work; job to job transitions; HRM policies; health management; education and training; work life balance; phased retirement; self employment.
- The fast-paced **video: Did You Know?** which underlines the urgent need for action in the EU to tackle issues posed by demographic change.
- A **training curriculum** providing key elements for effective ESF programming in the field of healthy and productive ageing at work. It is targeted at ministries and ESF Managing Authorities involved in the process of ESF programme design and implementation and at intermediary and implementing bodies such as social partners, organisations in the field of health management, career management, employment services, etc....

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Useful links

Esf Age website

<http://www.esfage.eu>

European Commission, Employment, Social Affairs and Inclusion

www.ec.europa.eu/social/home

Age Platform Europe

www.age-platform.org

EIPA - European Institute of Public Administration

www.eipa.eu

FIOH

www.ttl.fi/en

