Intellectual output 3
Demographic change

Counsellors Study and Training Exchange Programme (C-STEP)

Recommendation for selection of content, material and resources for the media centre (O4)

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Links

- Adult Skills Gap Report, Social Mobility Commission 2019 (page 44 age):

  https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/774085/Adult_skills_report_2019.pdf

- Ageing in the nursing workforce – a global challenge in an Irish context:

  https://onlinelibrary.wiley.com/doi/full/10.1111/inr.12482

- Aging Workforce Challenges: Trends, Statistics and Impact: 5 Aging Workforce Challenges and their solutions:

  https://www.digitalhrtech.com/aging-workforce-challenges/

- A new vision for older workers: Retain, Retrain, Recruit:

  https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/411420/a-new-vision-for-older-workers.pdf (also a good chapter for Unit 1: Findings and Observations-The barriers to later life working)

- Best practices for Retraining Older Workers: What do we Know?:

  https://www.researchgate.net/publication/275656047_Best_Practices_for_Retaining_Older_Workers_What_do_we_Know

- Challenges and practices in promoting (ageing) employees working career in the health care sector – case studies from Germany, Finland and the UK:

  https://link.springer.com/article/10.1186/s12913-019-4655-3

- Considerations for physical employment standards in the ageing workforce:

  https://content.iospress.com/articles/work/wor192962

- Eurofund: Company attitudes towards employing older workers:

  https://www.eurofound.europa.eu/publications/article/2009/company-attitudes-towards-employing-older-workers

- Extending working life and the management of change. Is the workplace ready for the ageing worker?:

  https://www.cambridge.org/core/journals/ageing-and-society/article/extending-working-life-and-the-management-of-change-is-the-workplace-ready-for-the-ageing-worker/FFB91DDFBEC29AA2684E61AAC2DFE35A

- Glassdoor, The Benefits of Hiring a Multigenerational Workforce, November 2015:

  https://www.glassdoor.com/employers/blog/the-benefits-of-hiring-a-multigenerational-workforce/

- Harvard Business Review: The Case for Hiring Older Workers:

  https://hbr.org/2019/09/the-case-for-hiring-older-workers

- "InCouselling 50+ Training Handbook":

  https://www.in50plus.com/upload/files/IO3_TRAINING_HANDBOOK_EN.pdf

- Institute for Employment Studies (IES) Centre for Ageing Better, what do Older Workers Value about their work and why, February 2017(page 6 workplace adjustments, page 16 mentoring of younger staff):

  https://www.ageing-better.org.uk/sites/default/files/2017-12/What-do-older-workers-value.pdf

- Is training effective for older workers?:

  https://wol.iza.org/articles/is-training-effective-for-older-workers/long

- Managing training and development of a multi- generational team. Accesible at:

  https://www.peoplematters.in/blog/training/managing-training-and-development-of-a-multi-generational-team-21602

- Mid-life Skills review project:

  https://www.unionlearn.org.uk/sites/default/files/2019-11/UK%20National%20level%20report.pdf

- Older People and Employment, House of Commons July 2018:

  https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/359/359.pdf

- Older workforces: re-imagining later life learning:

  https://books.google.co.uk/books?hl=en&lr=&id=kSiFDwAAQBAJ&oi=fnd&pg=PA1965&dq=retraining+

ageing+workforce+UK&ots=OkJM4RN3NA&sig=jGqRLRE0GLsUpG9bcjMIwVTg1hI#v=onepage&q=retraining%20ageing%20workforce%20UK&f=false

- Older workes' motivation: against the myth of general decline:
  https://www.emerald.com/insight/content/doi/10.1108/00251741011053451/full/html (Shibboleth, Open Athens or Emerald Access necessary)

- Older workers' motivation to continue to work: five meanings of age:
  https://www.emerald.com/insight/content/doi/10.1108/02683940810869015/full/html (Shibboleth, Open Athens or Emerald Access necessary)

- Organizational strategies for attracting, utilizing, and retraining older workers:
  https://psycnet.apa.org/buy/2005-11559-007

- Personnel Today, How Employers can Support the Growing Band of Older Workers, 2018:
  https://hbr.org/2019/09/the-case-for-hiring-older-workers

- The Adult Skills Gap: Is Falling Investment in UK Adults Stalling Social Mobility?:
  https://strathprints.strath.ac.uk/69715/

- The Case for Hiring Older Workers, Harvard Business Review 2019:
  https://hbr.org/2019/09/the-case-for-hiring-older-workers

- The impact of an ageing population on the economy:
  https://www.economicshelp.org/blog/8950/society/impact-ageing-population-economy/

- Trend reversal of old-age labour force participation in Germany:
  https://voxeu.org/article/trend-reversal-old-age-labour-force-participation-germany

- Responses to an ageing workforce: Germany, Spain and the United Kingdom:
  https://content.sciendo.com/view/journals/bsrj/10/1/article-p120.xml

- Retraining for older workers?:
  https://www.learningandwork.org.uk/wp-content/uploads/2019/06/2019-NOLG-report-FINAL.pdf

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- Retraining not retiring:

  https://www.jobsite.co.uk/worklife/retraining-not-retiring-6233/

- Sheffield Hallam University, Office Design for the Multi-generational Knowledge Workforce 2011:

  https://shura.shu.ac.uk/7506/1/Haynes_Office_design_multigenerational_workforce_2011.pdf

- Vasconcelos, A.F. (2018): Older workers as a source of wisdom capital: Broadening perspectives:

  https://www.emerald.com/insight/content/doi/10.1108/REGE-11-2017-002/full/html

- World employment and social outlook:

  https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/--publ/documents/publication/wcms_615594.pdf

Websites

- Age Stereotypes in the Workplace:

  https://www.researchgate.net/publication/313125210_Age_Stereotypes_in_the_Workplace

- Coping With Negative Stereotypes Toward Older Workers: Organizational and Work-Related Outcomes
  https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6439334/

- Health and safety for older workers:

  https://www.hse.gov.uk/vulnerable-workers/older-workers.htm

- Health and Safety Need of older workers:

  https://www.ncbi.nlm.nih.gov/books/NBK207702/

- Health- related Work Limitations Among Older Workers- The Role of Flexible Work Arrangements and Organizational Climate:

   https://academic.oup.com/gerontologist/article/60/3/450/5509617

- InCounselling50+. Innovative Counselling to Promote the Participation of People 50+ in the Labour Market and Societal life:

  Start • InCounselling (in50plus.com)

academiaplus.eu

- InCounselling50+ EU Project. Intellectual Outputs:

  https://www.in50plus.com/public/intellectual-outputs/

- Training Older Workers for technology-based Employment:

  https://www.researchgate.net/publication/42639649_Training_Older_Workers_for_Technology-Based_Employment

Youtube

- Can Your Ageing Workforce become a competitive advantage?:
  https://www.youtube.com/watch?v=1IVSTLcNZ2U

- CHCOC Academy Session on HR Strategies for a multi-generational Workforce:
  https://www.youtube.com/watch?v=chzAJtBL_SM

- Health and safety issues in the ageing workforce:

  https://www.youtube.com/watch?v=NujnD1tykkY; https://www.youtube.com/watch?v=socs0e4LcRw

- Lifelong Learning for Lifetime Employment: Supporting an Ageing Workforce:
  https://www.youtube.com/watch?v=0h1-sdeYYCE

- Maximizing the Strengths of a multi-generational Workplace:
  https://www.youtube.com/watch?v=crVvc6giACA

- Older Workers face new Challenges in Tough Job Market:
  https://www.youtube.com/watch?v=E3VldSXs2FQ

- The Aging Workforce: Challenges and Benefits for the Public's Health:
  https://www.youtube.com/watch?v=sMmK9AeCWj0

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Additional material (from Moodle e-learning platform)

(More information see: www.academiaplus.eu/moodle/)

- o **Unit 2: "Retraining in later life"**

Literature: Indicative Reading List (see the reference list accessible on Moodle: https://www.academiaplus.eu/moodle/mod/folder/view.php?id=357)

- Bohlinger, S. & van Loo, Jasper (2010). Lifelong learning for ageing workers to sustain employability and develop personality. In: Working and Ageing: Emerging Theories and Empirical Perspectives (edited by the European Centre for the Development of Vocational Training – cedefop), Luxemburg: Publications Office of the European Union, pp.28-57

- Davies, E. M. M., Hanley, K., Jenkins, A. K., Chan, C. (2017). Learning and training for older workers. In Managing the Ageing Workforce in the East and the West (ed. By M. Flynn, Y. Li & A. Chiva) . Bingley: Emerald Publishing, pp.185-206

- Kraiger, K. (2017). Designing effective training for older workers. In The Palgrave handbook of age diversity and work (pp. 639-667). Palgrave Macmillan, London.

- NICE (2016): European Competence Standards for the Academic Training of Career Practitioners. NICE Handbook Vol. II, hrsg. von C. Schiersmann, S. Einarsdóttir, J. Katsarov, J. Lerkkanen, R. Mulvey, J. Pouyaud, K. Pukelis, und P. Weber. Opladen: Verlag Barbara Budrich.

- OECD (2020). Promoting an age-inclusive workforce: living, learning and earning longer, OECD Publishing, Paris. https://www.oecd-ilibrary.org/docserver/59752153-en.pdf?expires=1619727718&id=id&accname=guest&checksum=5B4BB8CD7FFA7ACBAA9527EC525CDD82Thomsen, R. (2017). Career guidance in communities: A model for reflexive practice. University of Derby. https://derby.openrepository.com/bitstream/handle/10545/621596/Career%20guidance%20in%20communities%20final_02052017%20.pdf?sequence=1&isAllowed=y (2021-04-29).

- OECD (2021): Continuing Education and Training in Germany, Getting Skills Right, OECD Publishing,

- Paris, https://doi.org/10.1787/1f552468-en. https://www.oecd-ilibrary.org/fr/employment/continuing-education-and-training-in-germany_1f552468-en (2021-04-29).

- Patrini, V., Ahrendt, D. (2021). Disability and labour market integration: Policy trends and support in EU member states. Eurofound Research Report, Luxembourg: Publications Office of the European Union. https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef20013en.pdf

- Wynne, R., MacAnaney (2004). Employment and disability: Back to work strategies. Report for the European Foundation for the Improvement of Lifing and Working Conditions, Luxembourg: Office for Official Publications of the European Communities. https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef04115en.pdf

  o **Unit 4: "Multigenerational collaboration: focus on different target groups and generations"**

Indicative Reading List (see the reference list accessible on Moodle:

https://www.academiaplus.eu/moodle/mod/folder/view.php?id=356)

- Work4Psy Toolkit chapters 2.5. (Career Interventions – Germany) and 3 & 3a (Networking for Employers)

- Robertson, P. (2011) Clients with mental health conditions: opportunities and challenges for career guidance. In: L.Barham & B.A. Irving (Eds) Constructing the future: diversity, inclusion and social justice. Stourbridge: Institute of Career Guidance, pp131-146

- Henry, Alexis D./Lucca, Anna M. (2004). Facilitators and barriers to employment: The perspectives of people with psychiatric disabilities and employment service providers. In: Work 22: 169-182.

- Rothuizen, J. J., Klausen, B. & Hesselbjerg, J. S. (eds). Elder people learning to be mentors for young people: A guide for developing senior mentor courses in the context of youth-mentoring projects, based on an innovative project in five countries: HEAR ME. Aarhus: VIA University College (pp. 25-32).