



IO3 C-STEP 3 'Demographic change' Fact sheet for participants: Unit 2 "Retraining in later life"

Objectives and learning contents

The content for this C-STEP deals with the challenge of demographic change on the labour market; in particular the impact of an ageing population and how the labour market will need to adapt to better incorporate these workers as people live longer, retire later and the number of older workers increases. Currently employment amongst older workers is quite low, and there are large differences in their employment rate across the European countries. As a result there is a lot of work to do across Europe to increase the employment rate of older workers and change attitudes held amongst the general population in relation to older workers. Careers guidance professionals are integral to this process as they can help older workers realise and receive training, as well as market the value of older employees. This course unit will focus on retraining, in particular the benefits of retraining in later life, both for individuals as well as companies, and how to promote and find retraining options suitable for each client.

Overview of the learning contents in Unit 2:

1. challenges arising from skills mismatches and a reluctance to retrain
2. how to make training attractive for older people
3. work-based learning for the older generation
4. mentor training
5. digital training (the digital divide)

By focusing on the above mentioned contents Unit 2 aims to meet the following **learning outcomes**:

- learn about employability as a challenge in times of demographic change
- learn about participation rates in training for older adults – age as risk for exclusion from training and employment?
- share and discuss examples for current policies – national and European perspectives
- present strategies to support employability
- discuss how older employees can be supported near the workplace and identify challenges and chances
- awareness about the challenge of activating older employees
- describe factors for “successful qualification” of older employees and counselling and mentoring as an instrument for good qualification
- discuss and compare needed knowledge and competence, counsellors and mentors should have
- summarise implications for practice and policy
- debunk myths about “Old Dogs Don’t Learn New Tricks?”
- learn about advantageous learning conditions and design – with particular attention to workplace learning
- draw a checklist for use by counsellors to support the choice of learning opportunities in age- and experience adequate
- conclude consequences for counselling practice: finding adequate learning solutions respecting and utilising individual biographies and trajectories in the realm of the possible.
- learn about reorientation and retraining on health grounds – a frequent issue in counselling older workers










- derive the aspects from societal problem to individual experience: biographical disruption and contradictory social expectations. Rebuilding careers and the role of counselling and the limits of individualistic approaches.
- discuss the role for career counsellors: Identifying alternatives within and beyond the company, dealing with biographic disruption, reconstructing life continuities through accommodation and re-training.
- case studies and role playing to deepen the knowledge
- discuss lessons learnt from vocational rehabilitation for the general theme of retraining in middle and old age?

Material for use






List of learning material and resources (all materials can be found on Academia+ Moodle platform)

-  [>>> AGENDA 12th May, 2021](#)

Speaker 1

-  [1. Presentation: "Retraining in later life. Perspectives from training and guidance for older employees"](#)
-  [2. Results of the working groups: Flinga and Mentimeter results](#)
-  [3. Reading \(session 2\): "Designing Effective Training for Older Workers"](#)
-  [4. Reading \(session 3\): "Promoting an Age-Inclusive Workforce: Living, Learning and Earning Longer"](#)

Speaker 2

-  [1. Presentation \(session 4\): "Late-Career Learning for Work \(and Life\)"](#)
-  [2. Results of the working group: Mentimeter results u2 s4 "Thinking about older workers as learners"](#)
-  [3. Presentation \(sessions 5&6\): "When retraining in later life is the only option: chronic illness, disability and vocational rehabilitation"](#)
-  [4. Readings \(session 5\): Reading groups](#)
-  [5. Practices \(session 6\): Case studies/tasks](#)

Additional material

