

# The Age Alliance Network Working for Older Workers

## The Polish Experience



# THE AGE ALLIANCE NETWORK

## The Transnational Experience:

- Exchange of experiences (different / similar or modified approach towards people 45+ on the labour market in each country)
- Team work and network building (common goals vs different approaches)
- Good practices transfer
- Innovative approaches



# THE AGE ALLIANCE NETWORK

All national projects have contributed to the network

Sojusz dla pracy (Alliance for work) has in particular formalised and developed the job-coaching for people 45+ concept via:

- Practical Application & Modification (based on application)
- Cooperation with trade unions and NGOs
- Adjustment to the employers requirements



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Sojusz dla pracy (Alliance for work) mainstreamed an integrated system of sustaining people 45 + on the labour market, based on job coaching:

- training programmes (vocational training + psychological assistance)
- Inclusion via post graduate studies,
- manual for employers (Employees 45+ in Your company, available at [www.zarządzaniem.wiekem.pl/en](http://www.zarządzaniem.wiekem.pl/en))
- Manual for labour market institutions



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## The key mainstreaming results within the Network:

- good practices in the area of age management - transfer and dissemination (seminars for employers in Poland, dissemination of the Good Practice Guide)
- common tools – improvement of existing ones and/or adjusting to the local market requirements (eg. jobcoaching + patch working)
- Common research and data exchange
- Partners (eg trade unions) and experts (eg Univeristy of Łodź & University of Klagenfurt) cooperation



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## Challenges and Successes in the Policy Arena:

- Training for labour market institutions + recommendations (how to motivate people 45+ to participation in the training and active approach towards professional career) for participants (planned training for Polish Ministry of Labour incl. age management good practices)
- Jobcoaching implementation by trade unions as a tool of social dialogue (40 trade unions members trained to disseminate methodology)
- Establishing the national network focused on people 45+ on the labour market
- Participation in EAMN (see attachment)



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Challenges for the future lie in development of thematic networks via working groups:

- Age management working group (European campaign on the age management - EAMN)
- Career management (jobcoaching / mentoring for employees and unemployed people 45+ as a Polish – German project financed from ESF)
- People 45+ capacity assessment (common research)
- Trainings (exchange of ideas E-learning / blended learning for people 45+ as a transnational part of Polish ESF project, focused on approx. 2000 trade unions members )



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Thank you for your attention!

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