

AGE MANAGEMENT - SUPPORTING INTEGRATION INTO THE LABOUR MARKET

In terms of a sectoral focus, the DP concentrates upon the aviation industry, which was chosen because of the availability of older workers with requisite skills. The DP involves older people in the schooling of disadvantaged younger people, providing work-related skills and pathways to employment. In this way, the two target groups are involved in developing methods for creating more relevant schooling by combining education and entertainment and creating jobs for people aged 55 and over who are unable to enter the formal labour market, or who have retired but still wish to contribute.

There are two key target groups for the DP:

Older people who are outside the labour market but who want to re-enter work after retirement and feel they have something to contribute to benefit society. This group often find it hard to get back into the labour market beyond a certain age (around 50). They are sometimes perceived as being slower to re-learn and regarded as less of a priority for retraining in companies. They do however have life experience and possess the softer work-related skills that young people generally lack. School@Work is using older people in conjunction with the education system to impart these softer skills and to show the practical, work-related application of school-work. The DP is also investigating wider issues such as rethinking the place and meaning of work within an ageing society.

Disadvantaged young people interested in the hotel and restaurant trade, theatre and drama, construction and design, and media and film. Many are young offenders and are out of school, others are in school but may lack self-esteem and are at risk of underachieving or of dropping out. This group may also find schoolwork too abstract and do not see the relevance it has to life and work. Using maths, physics and English to build planes shows a clear link between theory (school) and practice (employment). Part of the learning emerging from the DP will concern the question: how can schools be organised to be more relevant to this group? School@Work also aims to provide a route into employment and equips young people with the ability to demonstrate work-ready skills to employers, such as timekeeping, teamwork and social skills.

The DP is also developing work around lifelong learning. Principle lessons learnt so far relate to the need to make learning suitable to a person's needs at a particular time of their life cycle, and the need to ensure that provision is as flexible and individualised as possible.

DP information

Member State: Sweden

DP Identifier: SE-32

Link to [DP website](#)

Link to [EQUAL database description](#)

All comments and information should be emailed to empl-equal-etg3@ec.europa.eu