

AGE MANAGEMENT - TRANSFER OF KNOWLEDGE IN THE RHONE-ALPES

The DP is regionally-based, working in the Rhone-Alpes region of France. The main objectives are the improvement of working conditions in terms of training and support for older workers, the transfer of knowledge between older and younger workers, and the changing of cultures amongst employers and workers, with regard to training for older people, to encourage them to learn rather than wait for retirement.

The main target groups are the older workers and SMEs in the agriculture/foodstuffs sector based in the Rhone-Alpes region. However, there is also a focus on younger workers who would benefit from the knowledge and experience held by the older generation of workforce. Specifically, the project seeks to improve conditions for older workers in the agri-food production sector, by encouraging employers to provide training opportunities, and motivating employees to take advantage of them.



The main tools being used by the DP are research and reporting on this subject, which is key in the developing of diagnostic tools for validation of learning, and the establishing of Part@ge platforms within business to support transfer of knowledge. The project is also addressing the problem of the ICTs divide between older workers and younger workers, and the access to and use of technology which tends to be uneven between the two groups.

There are developmental aims behind the DP activity, including the changing of perceptions such as: changing the culture in SMEs to encourage more training opportunities to be made available to older workers, changing the older workers' perception of learning, and recognising the value of transfer of knowledge from older workers to younger and vice versa (specifically with regard to ICTs).

The expected results of the practices are an increase in older people participating in training, with more courses being offered to employees, underpinned by the transfer of knowledge between older and younger workers.

DP information

Member State: France

DP Identifier: FR-RAL-2001-10033

Link to [DP website](#)

Link to [EQUAL database description](#)

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