

## **AGE MANAGEMENT - VALUING SKILLS IN THE CARE SECTOR**

**Focusing on people working in the Care Sector, the DP is developing a toolkit to help identify the skills people have acquired through their experience of working in the sector (their prior learning). The toolkit produces a profile of the skills, both formal and informal, which will act as a motivational tool for workers. This is an important project, mainly because of the general low-level of qualifications in the care sector and the high degree of migrant workers without recognised qualifications.**

The main challenge for the DP is addressing the situation for people working in the care sector and those caring for the elderly. Often, these people do not have formal qualifications even though they have considerable skills and experience. In addition, the work is often low paid, with long working hours and few benefits. There has been recognition of the problems faced by employees in this sector, and it is now a focus for action. The image of the sector is quite negative, and young people are not generally attracted to it, resulting in an ageing workforce.

Activities being undertaken by the DP include language training for employees within the sector for which French is not a first language, workshops for people employed in care and also for job seekers interested in working in the sector, validation of skills through the on line technical self assessment package, and mentoring and buddying of job seekers with people working in the care sector.

These activities contribute towards the DP aims of improving the quality of service to the elderly, addressing the low levels of qualifications amongst employees in the sector, and increasing support for workers in the sector. These will contribute to improving the image of the sector and increasing the motivation of those working within it.

The innovative aspect of this project stems from the fact that software is being used in this sector, in a completely new way to this group of employees. There have previously been no technical recruitment and assessment tools available to the care sector, nor facilities for skills profiling. The use of ICTs will help to update the image of the sector, and bring some elements of professionalism to the care sector.

This is the only French project looking specifically at this sector, and more importantly, older people.

### **DP information**

Member State: France

DP Identifier: FR-NAT-2001-10820

Link to [DP website](#)

Link to [EQUAL database description](#)

All comments and information should be emailed to [empl-equal-etg3@ec.europa.eu](mailto:empl-equal-etg3@ec.europa.eu)