

TEAL – Minutes OF 1ST WORKSHOP



13th December 2013

OLDER LEARNERS DURING TRANSITIONS: IDENTIFYING AND TACKLING BARRIERS AND POSITIVE INTERVENTIONS FOR ENGAGING OLDER LEARNERS - SPANISH PERSPECTIVE



[Hotel Maciá Condor](#)

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1. INTRODUCTION AND AGENDA

Life transitions are challenging because they force us to let go of the familiar and face the future with a feeling of vulnerability. Most life transitions begin with a string of losses: The loss of a role; person; place or sense of where you 'fit' in the world.

TEAL (Transitions into Enterprise for Adult Learners) responds to these challenges which all partners (UK, Spain, Germany) face by providing adult learners with new pathways to re-engage with learning and improve their knowledge and competences to consider making a transition into enterprise e.g. from unemployment or redundancy.

Our first Workshop: "Identifying & tackling barriers: Older Learners during Transitions. Positive Interventions for Engaging Older Learners" has taken place on 13 December 2013 in Granada (Spain).

Date: 13/12/2013

10.00 – 10.15 Welcome

10.15 – 10.30 Ice-breaking session (speed networking)

10.30- 11.00 Presentation of TEAL and all the participants to the workshop

11.00 - 11.30 Self-reflection exercise about transitions for all participants

11.30 – 11.45 Short presentation of the context in Spain

11.45 -12.15 Coffee break and networking session

12.15 – 13.45 Debate: 3 learning "rotating" cafes of 30 minutes each:

1. *Older Learners during transitions: Analysis of the current situation*
2. *Older Learners during transitions: Identifying and tackling barriers*
3. *Older Learners during transitions: Positive Interventions for Engaging Older Learners*

13.45 - 14.30 Networking Lunch

14.30 – 15.00 Presentations of results of the workshops (10 minutes each)

15.30 – 16.30 2 presentations from local organizations about engaging 45+/50+ learners

16.30 Close of workshop

20.00 – Brainstorming ideas and social dinner at local restaurant

2. PARTICIPANTS

NAME	COUNTRY	Learner/Staff
1. Walter F. Kugemann	Germany	Staff
2. Thomas Fischer	Germany	Staff
3. Ulrike Mangwa	Germany	Learner (Online Tutor, University Lecturer, Journalist, E-Learning Expert)
4. Anja Henkel	Germany	Learner ("BEST AGER"- Coordination of the Job Club Dortmund in the Framework of the Federal Programme 'Perspective 50 Plus – Employment Alliances for Older Persons in the Regions')
5. Helen Pearson	UK	Staff
6. Sandra Baerens	UK	Staff
7. Carolyn Usher	UK	Staff
8. Eric Wijmenga	UK	Staff
9. Elizabeth Birks	UK	Learner (Freelance Language Professional, Associate lecturer at the the Open University)
10. Ruth Pitman Jones	UK	Learner (Arts administrator, Self-Employed director of Music à la Carte)
11. Shelia Quairney	UK	Learner (Head of Enterprise at Sheffield Hallam University, Vice Chair of Enterprise Educators UK)
12. M. Begoña Arenas	Spain	Staff
13. José Javier Castro	Spain	Staff
14. Teresa Navarro	Spain	Staff
15. Belén Espino	Spain	Learner/Staff
16. Andrea Santamaria Sanz	Spain	Learner
17. Lupe Prieto	Spain	Learner (Area Training and Employment Dept. from the Chamber of Commerce of Granada)
18. Estela Albea Alberto	Spain	Learner (Andalucia Emprende Foundation: Supporting Centre for Business Development in Granada District of Santa Fé)

NAME – CONT.	COUNTRY	Learner/Staff
19. José Luis Hernández	Spain	Learner (SECOT: School for Entrepreneurs and Senior Volunteer counselor on Entrepreneurship)
20. Ignacio Martos Riquelme	Spain	Learner (:SECOT: School for Entrepreneurs and Senior Volunteer counselor on Entrepreneurship)
21. Fernando Alex Guzmán	Spain	Learner (SECOT: School for Entrepreneurs and Senior Volunteer counselor on Entrepreneurship)
22. Carmen Osuna López	Spain	Learner (University Enterprise Foundation of the University of Granada)

See signatures list in Annex 1.

3. SUMMARY OF RESULTS



After a short ice-breaking session and a round of short presentations of the participants (both in EN and ES to facilitate interaction) there was a short self-reflection exercise about “life transitions” in which all participants were requested to identify their three key transitional moments in life. Two volunteers agreed to present their insights about it.

This exercise was regarded by some of the participants as “enlightening”

and a good starting point to better understand learners aged 50+ in their transitional challenge.

This was followed by the rotating Knowledge Café, in which participants were requested to debate, for 30 minutes about the following aspects:

- Analysis of the current situation;
- Identification and tackling of barriers;
- Collecting positive interventions for engaging older learners.

In the following pages we hereby present a summary of the results of the three Knowledge Cafés.

3.1 FIRST KNOWLEDGE CAFÉ: ANALYSIS OF THE CURRENT SITUATION – FACILITATED BY BEGOÑA ARENAS



The articles included in the first newsletter illustrating the situation in the three partner countries, Spain, UK and Germany, were used for motivating the participants. We have included here below a summary of the articles and have underlined the sentences that have served as inspiration for the debate:

UK: The number of unemployed people older than 50 has increased since the economic crisis began. This makes sense if we take into account that during every economic crisis the level of unemployment is proportionate to the depth of difficulty the country is in. Today high unemployment is not the only issue; it is much more disturbing that the highest rates of unemployment are for young people and those over 50 years old.

However, the situation of the 50 + group could be considered more worrying. They often have higher family responsibilities that do not allow them simply to pack up and move elsewhere to find work; they also cannot count on economic support from family which often softens the situation in the case of young people. A report published by the Age and Employment Network, reveals that at the moment, around 177,000 people aged over 50 have been unemployed for more than 12 months, much worse compared to the year 2008 with 93,000.

One of the main reasons those over 50 suffer most from unemployment is that their salaries tend to be higher than those of younger workers; therefore, when companies want to tighten their belts those older workers are definitely in the spotlight to reduce costs.

Advances in technology also do not help the situation; older people are frequently seen as being behind the times when it comes to IT and companies do not want to invest their resources when a younger person is willing to step in for less.

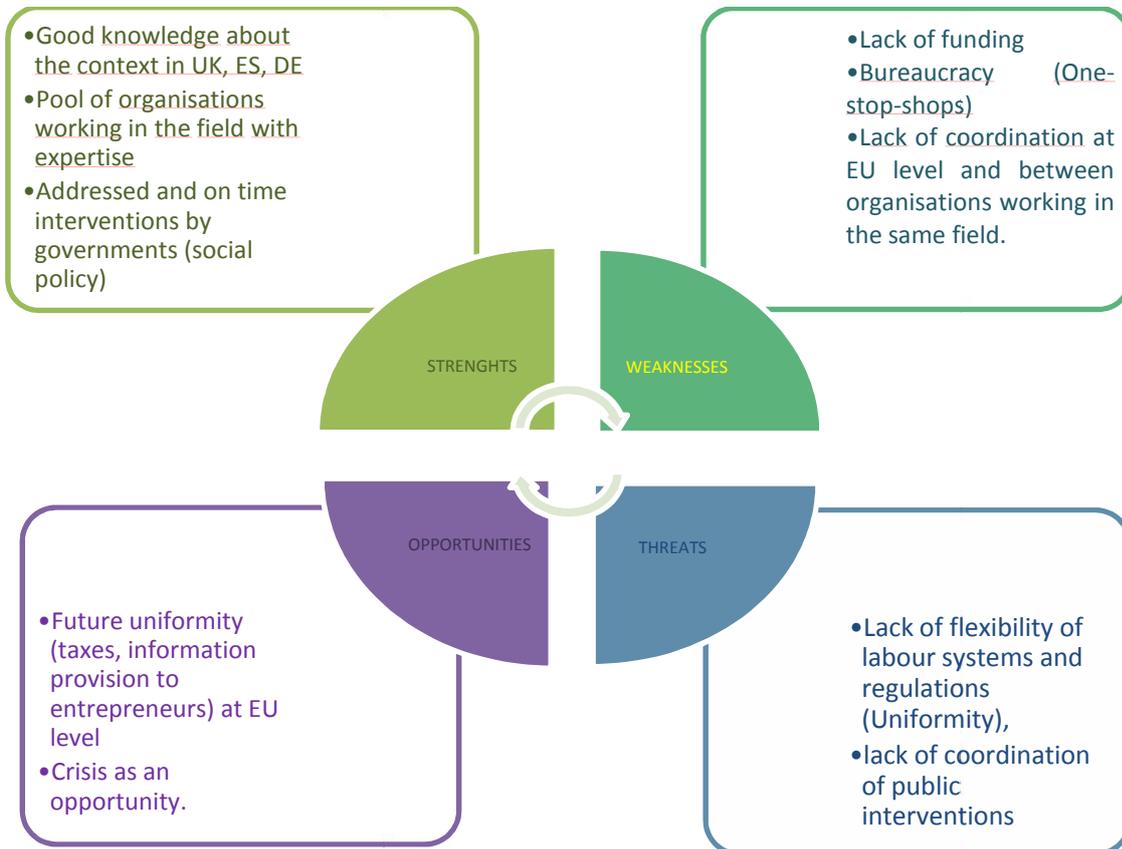
According to official statistics, in 2020 33% of the working population will be 50+. This means that due to the lack of job vacancies a large number of people of this age will have to live on benefits unless they find their own way through self-employment.

SPAIN: According to the data published by the Spanish National Statistics Institute (INE) for the second quarter of 2013 there are more than 6.8 million workers over 45 in Spain. This group ranks as one of the pillars of productivity and labour, contributing to over 40% of Spain's employed workers, while in a wider age range, from 16 to 44 years, this percentage was 59.3%. However, according to a recent study, Spanish workers over 45 years old have lower expectations of finding another job when compared to neighboring countries. Only one in four believes they could find another job, which is the lowest rate since early 2010. Low expectations of finding a job leads to a decrease in active job searches by workers over the age of 45. Currently, the percentage of this type of search is at 7%, which is 4% less than in the same period under review in 2012.

With regards to employment status satisfaction, seven out of ten workers over 45 are satisfied with their current job, although there are differences between genders. The percentage of men who are happy in their jobs stood at 76%, whereas for women this was only 63%. However, Spanish confidence in their ability to maintain their current job position has already declined nine percentage points from the first quarter of 2013. At the beginning of the year this stood at 76% for workers over 45 years whereas it currently only reaches 67%.

GERMANY: Demographic change is increasingly becoming an issue in German companies; nevertheless many employers are not yet prepared to accommodate an ageing work force. Reaching the official retirement age in employment is still an exception. Only 10% of all retired Germans can look back on a direct transition from employment to retirement. According to the Federal Employment Agency 59.6% of the population aged 55 to 64 was in employment in 2011. These statistics consist of jobs subject to social insurance contributions in addition to those of self-employed people and civil servants. When only looking at employment paying social security contributions, from which certain types of employees are exempt, the figures actually show a strong decrease in employment rates for those between the ages of 50 and 64. Although 58.5% of the population between 50 and 54 years of age are in employment, and there still being 51.0% of people employed aged 55 to 59, the proportion drops to only 27.5% in the 60 to 64 age category. Although a steady increase in employment amongst the older work force can be observed during more recent years, a substantial amount of employment is covered by marginal employment – either so-called 'One-Euro-Jobs' (supplementing unemployment benefits) or so called 'Mini-' or '400-Euro-Jobs' (low-paid or short term employment). As Germany is pumping more money into start-up companies, encouraging experienced older people into enterprise seems like a good way to help combat this problem.

We present here below a summary of the exchange of ideas and debates which emerged during the 3 rotating rounds:



3.2 SECOND KNOWLEDGE CAFÉ: IDENTIFYING AND TACKLING BARRIERS – FACILITATED BY HELEN PEARSON

We present here below a summary of the exchange of ideas and debate emerged during the three rotating “café” rounds regarding identifying and tackling barriers:



Regarding the identification of barriers:

- Stereotypes: “old vs. young” and all its connotations
- Technology: older people are frequently seen as being behind the times when it comes to IT and companies do not want to invest their resources when a younger person is willing to step in for less.
- ➔ *Intergenerational learning as positive intervention to overcome this barrier (see results of next café)*
- Gender barriers: women often have to take care of older members of the family and have greater barriers regarding mobility
- Barriers as a double meaning. Something that stops us from achieving something; instead they should be called ‘hurdles’ which represent more of a challenge to be overcome.
- Motivation: creating a business as last option after trying all the other options

Quotes from the café:

“Do not allow barriers to stop your potential”

“Those who fight, loose; but those who do not fight, have already lost”

3.3 THIRD KNOWLEDGE CAFÉ: POSITIVE INTERVENTIONS FOR ENGAGING OLDER LEARNERS – FACILITATED BY THOMAS FISCHER



Concrete interventions:

- Legal regulations, incentives e.g. reward systems, tax reductions;
- Create conditions that mean a return to the labour market is 'financially' attractive: e.g. through financial incentives like minimum wages actually being higher than unemployment benefits;
- Learn from others e.g. reference persons, role models, 'idols', 'champions' e.g. ES: Entrepreneurship Centre for Women as a meeting and planning space ("Business Links");
- Intergenerational support mechanisms (→ see also below on mentoring);
- (Intergenerational) Mentoring e.g. UK: '*Mentoring Circles*': i) meeting point participants for with similar experiences/problems/interests; ii) collective and individual problem analysis and goal setting; iii) internal peer support; iv) external specialist support;
- Coaching;
- Building on past resources e.g. skills, competences etc.;
- Flexible working conditions in the labour market;
- Flexible time management, part time employment/work, time banks, tandem of employees (→ matching of employees as a new task; depending of type of work i.e. manual, knowledge);
- Technology support e.g. tele-working;
- Changes in the physical workspace (e.g. desks etc.) and workflow re-organisation;
- Health and well-being;
- Support to 'carers' e.g. for employees providing care for an older relative;
- Corporate Social Responsibility (CSR) e.g. in DE '*Companies with Visions*' / '*Unternehmen mit Weitblick*'

Unstable Policies:

- Elections change policy priorities → short-sightedness of policy ("fashion of policies");
- Policy measures are often not aligned to / disconnected from personal/professional needs;
- Sustainable funding of measures and programmes often not guaranteed e.g. DE: Entrepreneurship Support Programme made much more difficult although it is one of the most successful employment programmes over the last years; Perspective50 plus programme will end in 2014 although positive evaluations and the society is still ageing;

Sectoral Tensions:

- Trade-off between i) responsibility of the state and ii) responsibility of the individual;
- Trade-off between i) public intervention and ii) volunteerism (third sector).

The café facilitators, Begoña Arenas (Scienter), Helen Pearson (Inova) and Thomas Fischer (NTL) then presented the cafes to the rest of the participants.

The cafes were followed by a presentation from **Estela Albea Alberto**, representative from CADE (Support Centre for Entrepreneurial Development, from the Spanish Acronym) at Santa Fe (Granada)



She presented all the activities implemented by the “[Andalucia Emprende](#)” public foundation of the regional andalusian government, making a special emphasis on those implemented at the Centre in Santa Fé (Granada) where they provide interdisciplinary support to entrepreneurs who implement a specific idea.

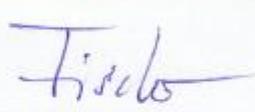
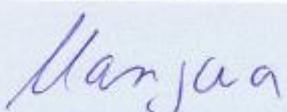
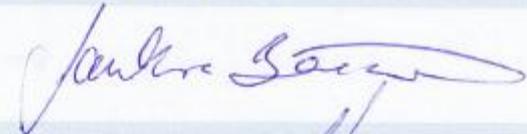
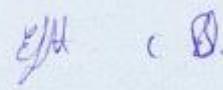
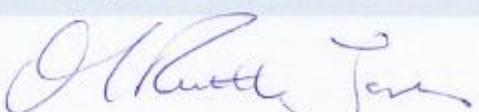
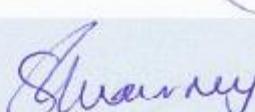
In order to focus on the workshop’s main theme, she presented the SENIOR project, whose main objectives are:

- Provide mentoring services to young companies through older business men and women.
- To ensure that older entrepreneurs living in Granada, who have a successful professional and business career, can contribute their knowledge, skills and experience to support young companies in the province.
- Enhance business projects from young companies in Granada with the expertise, experience, contacts and knowledge of the seniors involved.

The seniors may receive up to 3000€ support for their service during 6 months.

Online information about this project can be found at:
<http://www.andaluciaemprende.es/es/2006-06-28-20.22.28.188/2011-02-24-10.27.53.498/2009-12-21-12.26.36.766>.

ANNEX: SCANNED SIGNATURES

NAME	COUNTRY	SIGNATURE
Walter F. Kugemann	Germany	
Thomas Fischer	Germany	
Ulrike Mangwa	Germany	
Anja Henkel	Germany	
Helen Pearson	UK	
Sandra Baerens	UK	
Carolyn Usher	UK	
Eric Wijmenga	UK	
Elizabeth Birks	UK	
Ruth Pitman Jones	UK	
Shelia Quairney	UK	

NAME	COUNTRY	SIGNATURE
D. José Javier Castro	Spain	
D ^a Teresa Navarro	Spain	
D ^a Belén Espino	Spain	
D ^a Andrea Santamaria Sanz	Spain	
José Antonio Ivars	Spain	
D ^a Lupe Prieto ^{Martinez}	Spain	
D ^a Estela Albea Alberto	Spain	
D. José Luis Hernández	Spain	
D. Ignacio Martos Riquelme	Spain	
D. Fernando Alex Guzmán	Spain	
D ^a . Bernardette Gudíño Gual	Spain	
D ^a Pilar Prats Ardila	Spain	
N. Begoña Arenas ES		
Carmen Osuna López ES		

LINK TO MULTIMEDIA MATERIALS FROM THE WORKSHOP:

http://www.teal-project.eu/teal/?page_id=9 and
<https://www.dropbox.com/sh/pv8mjf2sglvukb4/bXkO6qrFek>