



ageing at work
HR Health Management for Older Workers



Education and Culture
Lifelong learning programme
LEONARDO DA VINCI
THIS PROJECT IS SUPPORTED
THROUGH THE LIFELONG
LEARNING PROGRAMME.
AGREEMENT NUMBER:
LLP-LDV-T01-2007-BE-104

AGEING AT WORK

HR Health Management for Older Workers

Marthe Verjans, Prevent

prevent

Institute for occupational
safety and health

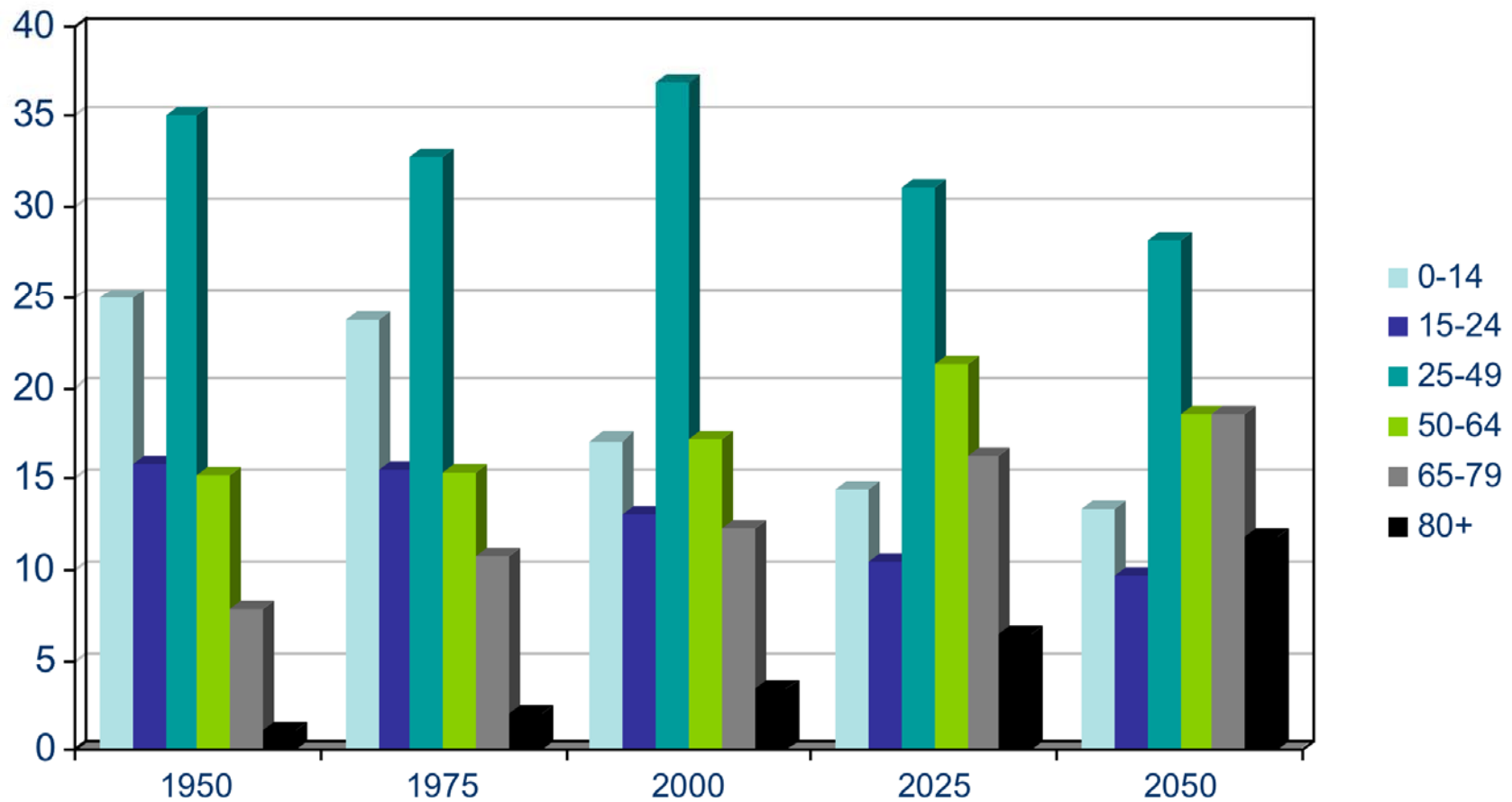


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The ageing population (Eurostat, EU-27, 1950-2050)

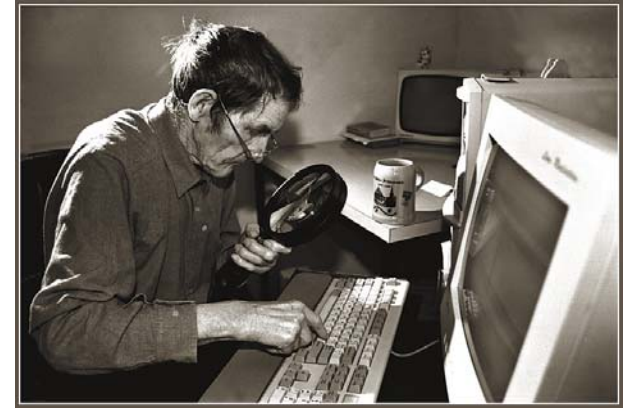


Age management interventions

- Human Resources Management:
 - Focus on skills and knowledge
 - Less attention to health, wellbeing and lifestyle behaviour



- **AGEING AT WORK:**
 - To transfer expertise and knowledge in age and health management
 - To promote the integration of age-related physical, psychological and social health issues into a strategic HRM perspective





Project structure

- Two years project (2008-2009)
- 6 Partners:
 - Prevent (Belgium; project coordinator), TNO (Netherlands), Hogeschool Utrecht (Netherlands), WRC (Ireland), NIOM (Poland), EWORX (Greece)
- Funded by the Leonardo da Vinci Lifelong Learning Programme (LLP) 2007-2013 of the European Commission
- Contract with LdV Agency of Flanders: EPOS



Project activities and outputs

- 2008:
 - Literature review
 - Needs analysis (questionnaire survey among HR professionals in BE, NL, IE and PL)
 - Website (www.ageingatwork.eu)
 - Development of training course (face-to-face + e-learning) for HR professionals
- 2009:
 - Pilot trainings: field testing of training in BE, NL and PL (\pm 10 trainees per country)
 - Dissemination activities



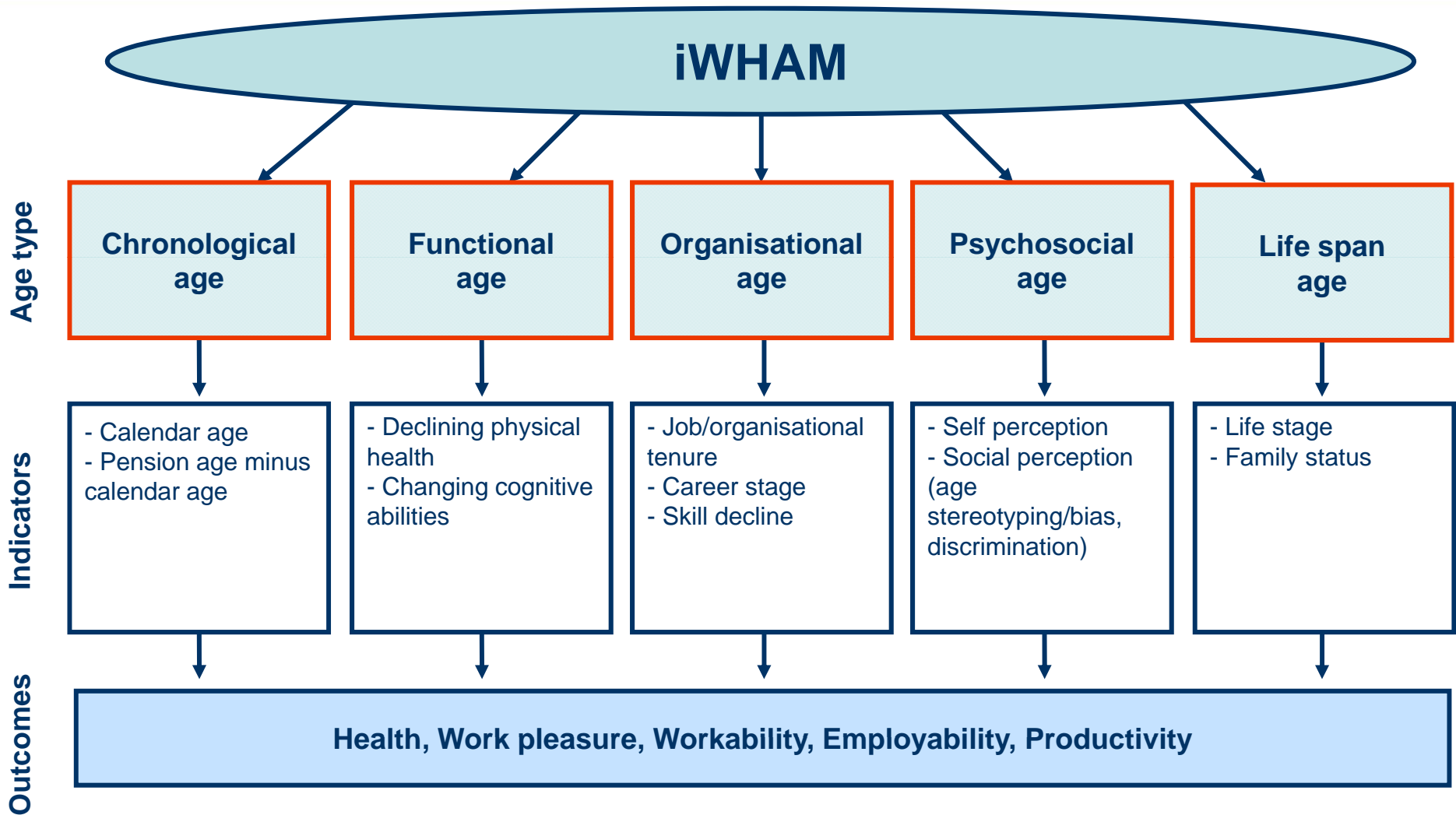
Training outline

Recognise	Analyse	Design	Implement	Consolidate
Session 1	Session 2	Session 3	Small scale Intervention	Session 4
1 day	½ day	½ day		½ day
Theory & Problem analysis	Analysis of organisational support (stakeholder, cost-benefit)	Intervention design		Evaluation & Consolidation



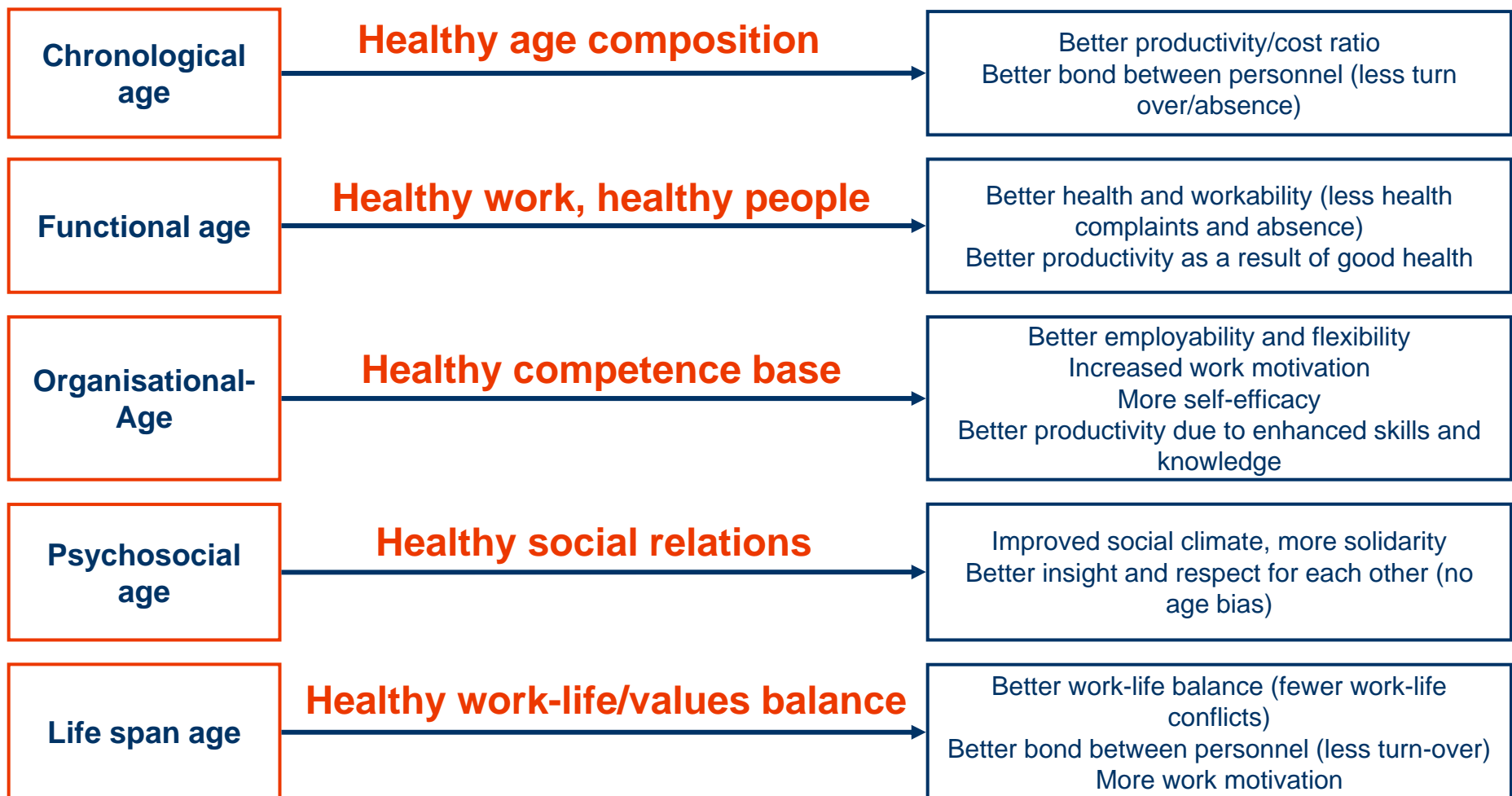
iWHAM - Integral Work Health Age Management

- Integrates concepts and models from **workplace health management** with concepts and models of **age management**
- Integrates age-related physical, psychological and social health issues of employees into a strategic HR perspective
- Aims to sustain employee health, work satisfaction, productivity and employability throughout the employee's entire working life
- HR outcomes:
 - Stability in workforce planning
 - Reduced absenteeism & associated costs
 - Improved productivity
 - Retention of experienced & knowledgeable workers
 - Improved workforce morale





iWHAM: Different issues - different outcomes





Services

- Introductory courses on integrated work, health and age management
 - Short courses introducing the topic; why is age management important, what are the benefits, the elements of integrated work, health and age management
- Tailored training on integrated work, health and age management
 - Training needs analysis; flexible training content; systematic knowledge evaluation
- Comprehensive training package
 - 6 day training course including face to face and e-learning elements; practical assignments applying acquired knowledge and skills; assessment of knowledge and skills
- Training on demand
 - Training available to suit your schedules



Website: www.ageingatwork.eu



The screenshot shows the website's layout. At the top, there is a search bar and the project logo. Below the logo is a navigation menu with links: About, News, Integral Workplace Health Age Management, Resources Centre, E-Learning, and Contact. The main content area features a large image of a man in a hard hat and a woman, with the text 'HR Health Management for Older Workers'. To the left is a 'Members Area' with links for 'My Profile', 'Change My Password', 'Search Members', 'View All', and 'Alphabetical Search', along with a 'Logout' button. The central text reads 'Welcome to the Ageing at Work Website' and provides a brief overview of the project's goals and funding. On the right, there is a 'News' section with a headline: 'How can the European Union lessen the impact of the recession on older workers : an assessment and recommendations from AGE' dated 13/05/2009. The text discusses the economic situation and demographic changes affecting older workers.



Further contact

- Project coordinator:
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- Project website
 - www.ageingatwork.eu