

## **Professional training in the aging workforce**

### **An interdisciplinary workshop**

#### *Organizers*

Matthias Kliegel, Dominique Kern & Martine Ruchat

A joint workshop by the Center for the Interdisciplinary Study of Gerontology and Vulnerability (CIGEV), the Faculty of Psychology and Educational Sciences of the University of Geneva and the Inter-university Laboratory of Education and Communication Sciences (LISEC) of the University of Upper Alsace.

#### **Program Overview**

Thursday, November 30, 2017

Conference room – CIGEV (54 rte des Acacias, 1227 Carouge)

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| 09:15 | Dominique Kern & Martine Ruchat: <i>Introduction to the topic: Formation of older working adults: An educational science perspective</i>   |
| 11:00 | Bernhard Schmidt-Hertha, Professor in Education Science, University of Tübingen: Recent developments in the formation of older adults – the academic perspective – part 1: Recent developments in the formation of older adults  |
| 12:00 | Emmanuelle Savoie, Head of Human Resources ,Fédération des entreprises romandes Genève (FER Genève), Genève : The field perspective - part 1 : Managing 50+: what you need to know in the field  |
| 13:00 | Lunch  |
| 14:00 | Jürgen Wegge, Professor in Work and Organizational Psychology, Technische Universität Dresden: Promoting motivation and work ability of older & silver worker: Age-differentiated work design and age-differentiated leadership as key factors   |
| 15:00 | Theres Kuratli, Scientific advisor, State Secretariat for Education, Research and Innovation SERI (Federal Department of Economic Affairs, Education and Research EAER)<br><br>The field perspective – part 2: What do we know about training participation and competencies of the older workforce? |
| 16:00 | Matthias Kliegel and invited speakers: Round Table   |

## Short abstracts of presentations

- Bernhard Schmidt-Hertha**     *Recent developments in the formation of older adults*  
Learning of people in their second half of life is discussed differently from the perspective of continuing vocational training (addressing older workers) and adult education (addressing also retirees). In both areas different results related to motivation and barriers of older learners and different educational concepts for this group can be found. Looking more closely on the transition into retirement a recent research project delivers some insights on the interrelationship of educational activities and this transition, which show the necessity of new concepts and arrangements to bridge the gap between vocational and non-vocational adult education.
- Emmanuelle Savoie**     *Managing 50+: what you need to know in the field.* Examples of 3 types of positioning at mid-life in the work area and the ability to change.
- Jürgen Wegge**     *Promoting motivation and work ability of older & silver worker: Age-differentiated work design and age-differentiated leadership as key factors*  
This presentation examines the question how work (and learning-) motivation and work ability of older employees and silver workers (working though retired) can be preserved and promoted. It will be argued and illustrated that age-differentiated work design and age-differentiated leadership are two important key factors to achieve this goal. A brief summary of other approaches from the perspective of Work & Organizational Psychology as well as Human Resource Management is also presented.
- Theres Kuratli**     *What do we know about training participation and competencies of the older workforce?*  
The presentation deals with recent statistical findings and the question, what policy issues could be addressed to improve training participation in order to hold older workers in the workforce.