

TNS-FICHE

ESF-Flanders

Name of institution:
Type of institution (click the right answer):	<input type="checkbox"/> Public <input checked="" type="checkbox"/> Private <input type="checkbox"/> Institutional training providers <input type="checkbox"/> Other (please specify).....
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website
Stage of implementation: (click the right answer):	<input checked="" type="checkbox"/> Preliminary project Idea (projects in preparation phase without grant awarded) <input type="checkbox"/> Project under implementation
Title of the Project:
Approximate budget of the project:	...Max. 250 000 euro.....
Budget for transnational activities:
Duration of the project – starting date (in months):	From.....july 2012.....till.....july 2014.....(period of two years)....
Duration of the transnational activities within the project – starting date:	From.....july , 10 transnational meetings in a period of two years.....
Thematic scope of the project (click the right answer – maximum 2):	<input type="checkbox"/> <u>Access to the labour market/employment and social inclusion, e.g.:</u> <ul style="list-style-type: none"> <input type="checkbox"/> Pathways to integration and reintegration of disadvantaged groups <input type="checkbox"/> Fighting discrimination when entering the labour market <input type="checkbox"/> Progress in promoting acceptance of diversity in the workplace <input type="checkbox"/> Customised programs for specific targeted groups <input type="checkbox"/> Stimulating and acknowledgment of working skills <input type="checkbox"/> A better flow from social economy towards the regular labour market <input checked="" type="checkbox"/> <u>Workers and new skills within the context of a “New Economic Environment” and social economy, e.g.:</u> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> <i>Developing systems & strategies for lifelong learning within organisations and services for enterprises</i> <ul style="list-style-type: none"> <input type="checkbox"/> Training & services for workers to increase their adaptability <input type="checkbox"/> Strengthen an HR-competency policy in enterprises <input type="checkbox"/> <u>Business undergoing changes, e.g:</u> <ul style="list-style-type: none"> <input type="checkbox"/> Support labour organisations to adjust to rapidly changing economic & organisation standards <input type="checkbox"/> “Corporate Social Responsibility” <input type="checkbox"/> Social economy

	<ul style="list-style-type: none"> ✓ <u>Education and training, e.g:</u> <ul style="list-style-type: none"> □ Increasing the participation in education and training at all time in one's life □ Increase the transition from school towards work/labour market ✓ <i>Facilitate the access to education for 45+</i> □ <u>Women and job, e.g:</u> <ul style="list-style-type: none"> □ Measures to gain better access to jobs and achieve a more sustainable labour market participation □ Measures to decrease the gender gap & have more women in the labour market □ Actions to improve the balance private-working life □ <u>Fighting inactivity and discrimination at high age, e.g:</u> <ul style="list-style-type: none"> Measures for more and easy access to employability Measures to keep elderly people working □ <u>Stimulating entrepreneurship for target groups, e.g :</u> <ul style="list-style-type: none"> □ Measures to increase the participation of migrants/ethnic minorities in the labour market and to stimulate social integration □ Innovative actions □ <u>Innovative actions</u> □ <u>Other themes</u> (please specify) <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
<p>Target group for transnational cooperation (final beneficiaries)</p>	<ul style="list-style-type: none"> Long term Unemployed □ Persons not actively at work – e.g. Young people under 25 years old (Incl. school or high school/university) Employed self Employed ✓ Elderly persons (+ 50) □ Specific target groups: <ul style="list-style-type: none"> ○ Disadvantaged groups (Ethnic / national minorities) ○ Immigrants ○ Ex-offenders Women ○ Persons with mental or physical disabilities ○ Employees in Social enterprises

Brief description of the Transnational cooperation:

1. Problems to be solved (justify the need of the transnational cooperation)

a) Problem:

In 2030, the number of employees between 56 and 64 will be increased with 24 million.

In about ten years, the majority of the European people will be older than 40 years.

Between now and 2030 the EU will be confronted with a shortage of 20.8 million persons at the working age.

- Loose of competences.
- Demotivation.

Results of a brainstorming session at CEVORA with 10 Managers (HR- and Training/Development or other managers) of different Belgium companies about generation management:

- *“the young ones want more feedback and more framing, and development of competences*
- *both (young and old employees) want a work-life balance and a good career coaching*
- *a good work climate is important for all generations/ages.*
- *project work is an excellent way of cross-fertilization.*
- *importance of talent management, let people do what they are good in.*
- *mixed teams (old and young)*
- *positive recognition.*
- *clear objectives and coaching.*
- *sharing of knowledge and experience.”*

b) Challenge:

45 plus, “old” does not mean “out”.

How to realize “working longer “? (but differently and motivated)

- Importance of a company culture that stimulates learning and improving (for all ages)
- Importance of career discussions, end-of-career discussions
- Importance of motivation and possibilities to learn
- Importance of respect for the experience of older people.
- Importance of transfer of knowledge and experience.
- Importance of the use of competences of everybody
- Importance of the work-life balance

2. Objectives to be achieved

1. Strengthen the company culture (development as necessary part of company culture, for all employees)
2. Increase job satisfaction, increase motivation (for older people f.i. it is important for their motivation to be a recognized expert)
3. Anticipate on the loose of competences by more training and development, with different learning activities for older people (f.i. workplace learning, networking, intervision, (e-)mentoring, coaching, interactive learning, web learning, teaching, workshops, projects with mix of young and older employees.....)
 - For older people is it important to start the development activities from their work experience and gained competences. Showing respect for what they already know, then broaden these competences.
 - They want to share their knowledge/experience
 - They want a role where they can have an added value for their environment
 - They want to give advise/coach/mentor others (in soft skills development)
 - They want to share their network with others
 - They want to talk to others, looking for synthesis and synergy
 - Passion and engagement are very important for them
 - Use of Appreciative Inquiry method.

3. Main transnational activities (as provisionally planned, to be confirmed with partners)

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With a group of transnational partners: exchange of experiences, creation of a new ideas, testing out of existing tools to meet these challenges. We think it is very useful to broaden our horizon, look over the frontiers to compare, exchange ideas, create new ideas with international partners and test out new tools not know here in Belgium..

.....
.....f.i. exchange ideas, create new ideas, exchange experiences, exchange/develop new innovative tools and testing out tools on:

- on a companywide learning culture/development policy (for all employees)
- motivation of older employees
- different learning activities for older people: workplace leaning, learning networks, projects, (e)mentoring , Appreciative Inquiry method, web learning.....

.....
.JONAC has developed some tools, is willing to export them, and also wants to import tools and test them out, especially at a target group of 45+ employees.
.....

4. Planned outputs, deliverables, results of TNC; expected outcomes (effects)

.....Prepare an overview of the ideas/existing experiences/existing tools, needed new tools to meet the challenge.

Present the ideas, experiences, tools to the other partners.

Make up an action plan: who will develop, import, translate and test and or export and translate ‘what’? ‘when’?

Writing of a report of the findings after each international meeting.

.....Final publication of findings and new developed tools.:

- How to create a company wide learning culture/development policy (for all ages)
- How to motivate older employees to work longer/develop their competences
- What are appropriate learning activities for 45+ people?

5. Useful and additional remarks:

.....
JONAC nv had a lot of experience in all of these fields and as a project manager. We could act as a promotor.

Or we would like to be a partner in a transnational project.

We have experience in PM-activities, as we did already in the past (ESF-projects Effectiever leren op de werkplek, Indicatoren voor kwaliteitsvol werkplekieren., ESF-Ambassador in 2005, ESF-project Talent@Werkplek)

.....
We are also partner/WP-leader in an international Leonardo Da Vinci projects (see www.hisstoolbox.eu)

.....Helga Gielen from JONAC nv has published different books on these topics. (see CV)
.....

Helga Gielen, JONAC nv

Geboren te Bree op 2/11/58

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Huidige activiteiten:

- Afg. Bestuurder JONAC nv (HRM-consultancy bureau, sinds 1989)
- Trekker van de VOV-werkgroep 'Leren op de werkplek', sinds 1998.
- Lid van de Vereniging van Opleidingsverantwoordelijken, PMBelgium en enkele culturele netwerken (lid van de Vrienden van de Koninklijke Musea voor Schone Kunsten van België en van de Vrienden van de Leuvense Musea, lid van het Davidsfonds)
- Partner/WP verantwoordelijke in het Europees Leonardo Da Vinci Project 'Ontwikkeling van soft skills', 2009-2011, samen met GO! en VDAB.
- Mentor bij SOFIA Management (netwerk en mentorprogramma voor vrouwelijke leidinggevendenden van de Universiteit Hasselt) en bij Markant.
- Auteur sinds 2000:

Auteur bij Kluwer P&O praktijkblad sinds 2004.

Auteur van het boek 'Opleiden met resultaat', samen met Jo Cobbaut. Verschenen in 2002 bij Cevora.

Auteur van het boek 'Rendement van leeractiviteiten-Effectmeting en ROI-meting van leeracties', samen met Luk Indesteege. Verschenen in 2004 bij Acco.

Auteur van het boek 'Peterschap in ondernemingen. Een praktische handleiding voor de begeleider van het leren op de werkplek', dit boek verscheen in nov. 2005 bij Acco.

Mede-auteur van het nieuwe HRM-basisboek, Kluwer Uitgevers, nov. 2006.

Mede-auteur van het boek 'Leren van en met elkaar op de werkplek', samen met Prof. H. Baert en B. Lauwers, Kluwer Uitgevers, 2007.

Mede-auteur van het boek 'Werk maken van competentieontwikkeling', samen met Hans van Stiphout, Kluwer 2008.

Hoofdauteur van het boek: Invoeren of uitbouwen van mentorschap in uw organisatie, in

samenwerking met de Universiteit Hasselt, dat uitkwam in juni 2009 bij Kluwer.

- Trainer in het volwassenenonderwijs en consultant sinds 1995, rond de volgende onderwerpen:
Presentatietechnieken

Opleidingsmanagement (Behoeftedetectie, maken van een opleidingsplan, organisatie van leeracties, evaluatie van opleidingen, ROI-meting)

Praktisch Competentiemanagement

Train The Trainer

Didactische werkvormen

Opleiden en begeleiden op de werkplek, Invoeren van peterschap/mentorschap
Projectmanagement

Voor de organisatie van deze opleidingen en consultancy-activiteiten wordt er vooral samengewerkt met Cevora, Vibam, Kluwer opleidingen, Kamer van Koophandel, Federatie van de Bouw, Hogescholen/universiteiten.....

Student "Museumgids" bij de Oranjerie in Diest (2011-2012):

Stage in het Gallo-Romeins museum in Tongeren, i.v.m. de tijdelijke tentoonstelling over Sagalassos, Turkije.

Beroepservaring:

- ESF-Ambassadeur 2005.
- Projectmanager van het ESF-project 'Effectiever leren op de werkplek' 2002-2004.
- Projectmanager van het ESF-project 'Indicatoren voor kwaliteitsvol werkplekleren' 2005-2007.
- Projectmanager in het ESF-project [Talent@werkplek](#), 2008-2010.
- Praktijkdocent aan de Katholieke Hogeschool Mechelen (Projectmanagement-IT)
- 10 jaar ervaring (1985-1995) als
 - o Training Manager bij BIM Engineering (KMO)
 - o European Training Manager bij J.D. Edwards
 - o Training coördinator en projectmanager bij Rank Xerox
 - o Office Automation consultant bij Siemens
 - o Trainer bij Digital.

Studies:

- Twee universitaire studies (Oudheidkunde en Kunstgeschiedenis en Oosterse Filologie) aan de KUL, afgestudeerd in 1982

- Dagopleiding 'Personeelsbeleid' in Centrum voor Informatica en Bedrijfsbeheer 1983
- Versnelde opleiding (post-universitair) 'Informatica' (RVA-UFSIA) 1984
- Gecertificeerde reisleader, Syntra Brussel /CVO de oranjerie Diest (2008-2010)
- Gecertificeerde stadsgids Leuven (CVO de oranjerie Diest (2010-2011)
- Franse zomercursussen aan de universiteiten van Rennes en Nice
- Intensieve opleiding Duits bij Siemens
- Arabisch aan het Bourguiba-instituut in Tunis
- Intensief Spaans aan het ILT, zomer 2009 , zomer 2010, zomer 2011
- Helper Rode Kruis, Leuven, 2010
- Zomercursus filosofie aan K.U.Leuven, 2011