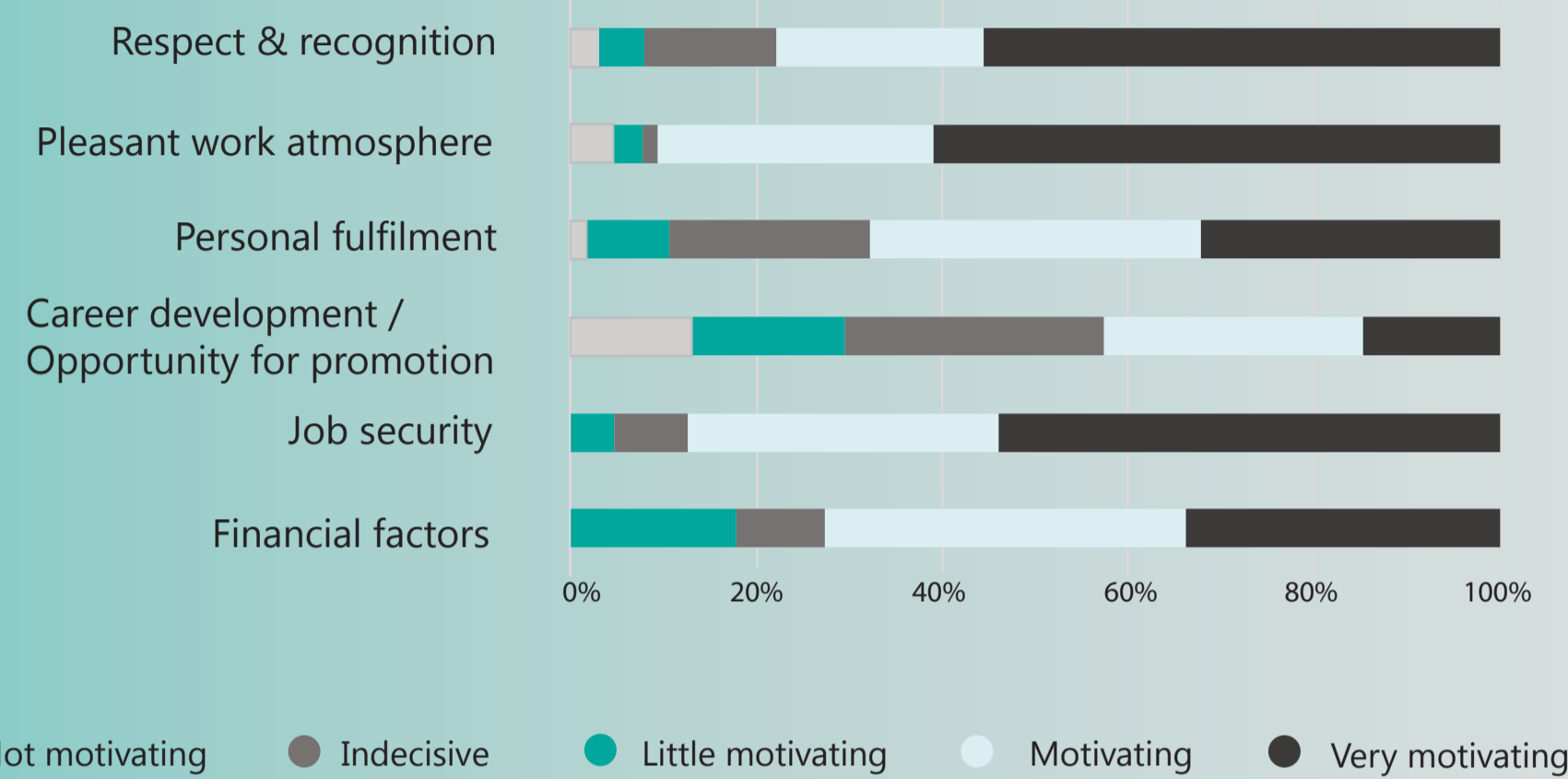


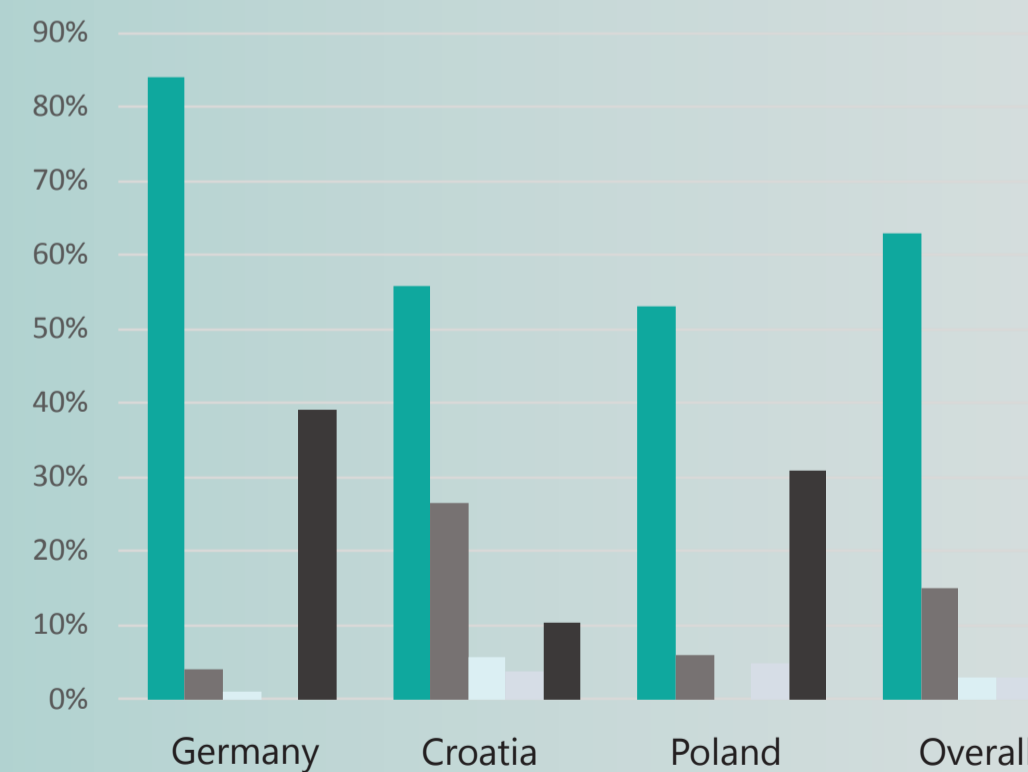
Results of surveys and interviews

Motivational factors of employees 50+



Future job plans of employees 50+

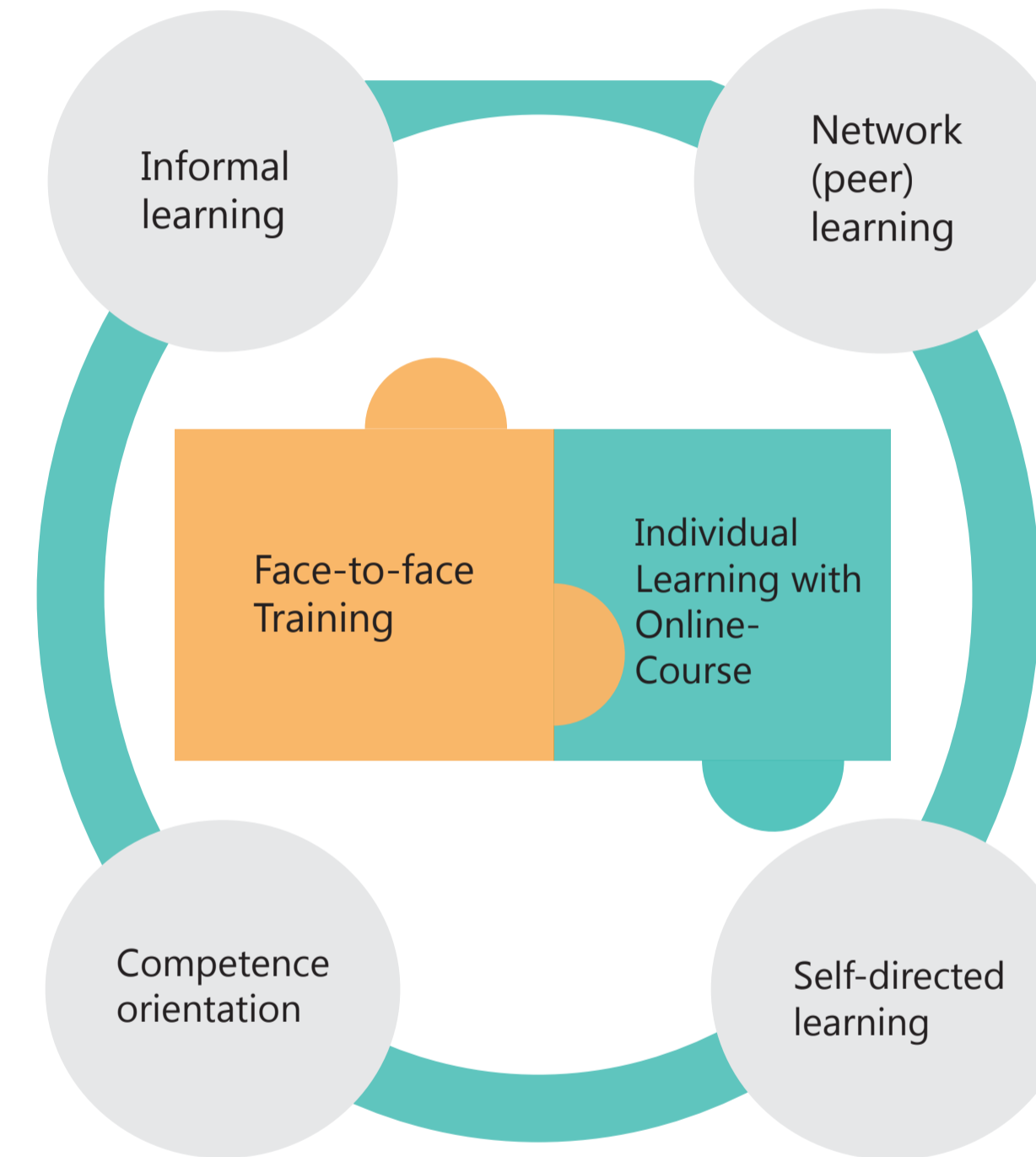
- Keeping their current job until retirement
- Promotion
- Changing position internally
- Work for a different company
- Change workplace conditions



Training needs for counsellors and HR Managers

- Module 1:** Labour Market 50+
- Module 2:** Employer Duties 50+
- Module 3:** Vocational Psychology
- Module 4:** Organisational Behaviour 50+
- Module 5:** Information and Knowledge Management
- Module 6:** Introduction to Counselling 50+
- Module 7:** Peer Counselling Network Exchange Transfer into practice

Training concept for Counsellors and HR Managers



in50plus.com

Feedback for and Recommendation of the training

Participants and experts rated...

- ... that the training corresponds with practical demands with 3,52 / 4,00
- ... usability of the content in practice with 3,48 and 3,33 / 4,00
- Experts appreciated the information content but emphasized the importance of exercises and case studies to ensure transferability into practice
- The training set a strong focus on participants' demands and the exchange of best-practices
- For practical usability, participants defined own goals (action plan) what to transfer into practice
- Participants were very satisfied with the training and found the follow-up day highly useful

What we recommend for our training's future use:

- Pick single modules, don't do the entire training
- Pick specific topics in the module (according to demands)
- More content can be done in an additional unit or with the online course for those who are interested
- Prioritize exchange over information input
- Calculate enough time for the action planning
- The follow-up day promotes the usability or the practice (due to a more conscious exchange)
- The training overall raises awareness for the generation 50+ and ongoing demographic change