



Age Management Masterclass

Newsletter 3

Training activity in Finland, October 2019

We have planned three training activities in our project; one in Italy, one in Finland and one in Austria. The hosting partners prepared for us several visits to the organizations dealing with age management or where the age management has been implemented. Our team of teachers and researchers had opportunity to discuss their way towards the functioning age management with the company managers and counsellors.



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Saarioinen Ltd.

Huittinen Factory

Age Management in Saarioinen Ltd.

From 2005 - till present day

Minna Sarsama, Paula Kopola

Saarioinen is a privately owned Finnish food industry company and one of Finland's leading food manufacturers. Saarioinen produces a selection of convenience food products, meat products and preserved foods. Saarioinen is the Finnish market leader in many of its business areas.

Senior program is an age management and work ability program running in the company. It was introduced in 2004 and 2005 and got rewarded with a National prize in 2010. In 2019 the program was renewed and is functioning again.



Objectives of the program:

- to increase productivity;
- to increase appreciation of mature workers;
- to create a positive and responsible employee image.

Participants to the program are employees 55+ that have worked in the company for at least 3 years and must have undergone a health examination under occupational health services.



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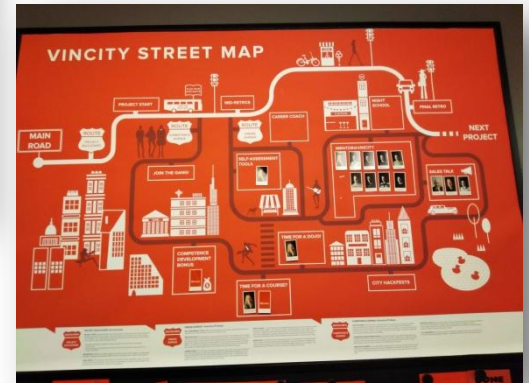
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Vincit

Software Design & Development, Emerging Technologies, and Digital Platform Services

Three-time winner of the best place to work in Finland and also the winner in Great Place to Work in Europe in 2015



Vincit LaaS - Ready-made platform for modern leadership

What does [Johanna Pystynen](#) say about the LaaS?

After growing fast as a company, we grew tired of trying to guess how to best support our employees. So we decided to ask them. At the same time, our team leaders grew exhausted trying to filter all the available support for their team members. So we decided to help them out.

Instead of producing anonymous statistics for the HR and management, we flipped the system on its head by creating a genuinely employee-oriented model. Vincit LaaS started out as an internal webshop for leadership services for our own staff. Everyone gets the support they need when they need it, and from whom they want. Employees have the possibility to track and take back control of their work and wellbeing. Instant feedback helps us to continuously improve the service selection, and focus on things that create true value for our employees.



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Sastamalan kaupunki

Heidi Kaartokallio

Age Institute Finland provides a course for 58-62 years old employees that includes:

- coaching sessions on 9 different topics in different places in town;
- individual work on tasks & working together;
- homework;
- using the summer break as a useful time out;

This course is an example of public service for helping people close to their retirement by education.



See you soon in Austria!!

Facebook: <https://www.facebook.com/ammerasmusplus/>

Web: <https://www.amm-project.eu>

Email: info@amm-project.eu



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