



Age Management Masterclass

Newsletter 4

Training activity in Stoob, February 2020

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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WEIBERWIRTSCHAFT

Nina Piniel has presented the key aspects of this socio-economic projects.

In 2019, the socio-economic project WEIBERWIRTSCHAFT was opened after a long preparatory phase. WEIBERWIRTSCHAFT ("women's economy") is a social enterprise funded by the Government of Burgenland with EU funds and offers temporary jobs and training places in a coffee house, bakery/kitchen, cleaning and offices. The core tasks of the project are the production of tarts and cakes, breakfast, sandwiches and other small dishes. The products are sold in-house in the café or delivered to the customers. After six to nine months of training at the workplace, the trainees leave and are to be placed in the first job market.



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FBZ - FRAUENBERUFSZENTRUM OBERPULLENDORF

Prezentation about the way towards age management in the women's vocational centre by

Doris Horvath

FBZ obviously has very high demands on job satisfaction. The management provides many resources to keep the employees healthy and fit for work. It turns out that in the social area, especially in counseling institutions, a different obligation towards employees is perceived. The entire team has an above-average level of qualification and is treated differently than in an average production company, for example. It is up to each individual employee to take responsibility for themselves. Structures were created to support the individual employee, now they have to make use of them. Especially further education and educational leave could help to develop a personal career path. All of these measures were tailored to the specific needs of the employees of FBZ as a vocational center.



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AGE MANAGEMENT ON SITE – the elder trainees at WEIBERWIRTSCHAFT teach us to make the typical Austrian food... we work together in the kitchen and the café.



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