



Newsletter - Autumn 2013

Welcome to TEAL's first Newsletter!

➤ TEAL: Transitions into Enterprise for Adult Learners

Life transitions are challenging because they force us to let go of the familiar and face the future with a feeling of vulnerability. Most life transitions begin with a string of losses: The loss of a role; person; place or sense of where you 'fit' in the world. TEAL (Transitions into Enterprise for Adult Learners) responds to these challenges which all partners (UK, Spain, Germany) face by providing adult learners with new pathways to re-engage with learning and improve their knowledge and competences to consider making a transition into enterprise e.g. from unemployment or redundancy.



Learning how to manage transitions are useful skills for life. TEAL brings together organisations engaged in informal adult learning to share best practice and experiences as well as 50+ learners to share their experiences and needs. The aim is to help them to re-engage with a love of learning, with a view to make the decision to learn about starting up in

business. TEAL focuses on learner participation in addition to teaching methods in adult education; with partners sharing their expertise in teaching older learners, for instance through mentoring, coaching and E-Inclusion tools.

Three interactive workshops will take place throughout the project focusing on topics related to thinking and learning about enterprise as an option for older people across Europe as well as positive interventions to encourage this.

Workshops will cover:

1. Identifying and tackling barriers: Older learners during transitions
2. Mentoring and coaching to support older learners through transitions into enterprise
3. E-inclusion for older learners and enterprise: Crossing the digital divide

Furthermore, an online guide will be developed to support trainers in adult learning and 50+ to develop competences and tools to support older learners through transitions, focusing on a transition to enterprise education.

50+ in the UK: Too old for companies but too young to retire

The number of unemployed people older than 50 has increased since the economic crisis began. This makes sense if we take into account that during every economic crisis the level of unemployment is proportionate to the depth of difficulty the country is in. Today high unemployment is not the only issue; it is much more disturbing that the highest rates of unemployment are for young people and those over 50 years old.

However, the situation of the 50 + group could be considered more worrying. They often have higher family responsibilities that do not allow them simply to pack up and move elsewhere to find work; they also cannot count on economic support from family which often softens the situation in the case of young people. A [report](#) published by the Age and Employment Network, reveals that at the moment, around 177,000 people aged over 50 have been unemployed for more than 12 months, much worse compared to the year 2008 with 93,000.



One of the main reasons those over 50 suffer most from unemployment is that their salaries tend to be higher than those of younger workers; therefore, when companies want to tighten their belts those older workers are definitely in the spotlight to reduce costs. Advances in technology also do not help the situation; older people are frequently seen as being behind the times when it comes to IT and companies do not want to invest their resources when a younger person is willing to step in for less.

Is their professional life over? What can be done to change this situation? Many of them have decided to improve their computer skills or to network but this is still a worrying situation for the UK's economy and indicates more needs to be done.

According to official statistics, in 2020 33% of the working population will be 50+. This means that due to the lack of job vacancies a large number of people of this age will have to live on benefits unless they find their own way through self-employment.

▶ Spanish 45+ have low expectations of finding another job

According to the data published by the Spanish National Statistics Institute (INE) for the second quarter of 2013 there are more than 6.8 million workers over 45 in Spain. This group ranks as one of the pillars of productivity and labour, contributing to over 40% of Spain's employed workers, while in a wider age range , from 16 to 44 years, this percentage was 59.3%.

However, according to a recent study, Spanish workers over 45 years old have lower expectations of finding another job when compared to neighbouring countries. Only one in four believes they could find another job, which is the lowest rate since early 2010.

Low expectations of finding a job leads to a decrease in active job searches by workers over the age of 45. Currently, the percentage of this type of search is at 7%, which is 4% less than in the same period under review in 2012.

With regards to employment status satisfaction, seven out of ten workers over 45 are satisfied with their current job, although there are differences between genders. The percentage of men who are happy in their jobs stood at 76%, whereas for women this was only 63%.

However, Spanish confidence in their ability to maintain their current job position has already declined nine percentage points from the first quarter of 2013. At the beginning of the year this stood at 76% for workers over 45 years whereas it currently only reaches 67%.

Through participating in the TEAL project Scinter hopes to encourage older workers to develop their self-confidence and give a greater understanding of other options open to them.

▶ The Labour Market: A Challenge for Older People in Germany

Demographic change is increasingly becoming an issue in German companies; nevertheless many employers are not yet prepared to accommodate an ageing work force.

Reaching the official retirement age in employment is still an exception. Only 10% of all retired Germans can look back on a direct transition from employment to retirement.

According to the Federal Employment Agency 59.6% of the population aged 55 to 64 was in employment in 2011. These statistics consist of jobs subject to social insurance contributions in addition to those of self-employed people and civil servants.



When only looking at employment paying social security contributions, from which certain types of employees are exempt, the figures actually show a strong decrease in employment rates for those between the ages of 50 and 64. Although 58.5% of the population between 50 and 54 years of age are in employment, and there still being 51.0% of people employed aged 55 to 59, the proportion drops to only 27.5% in the 60 to 64 age category.

Although a steady increase in employment amongst the older work force can be observed during more recent years, a substantial amount of employment is covered by marginal employment - either so-called 'One-Euro-Jobs' (supplementing unemployment benefits) or so called 'Mini-' or '400-Euro-Jobs' (low-paid or short term employment). As Germany is pumping more money into start-up companies, encouraging experienced older people into enterprise seems like a good way to help combat this problem.

Our first Workshop: "Identifying & tackling barriers: Older Learners during Transitions. Positive Interventions for Engaging Older Learners" will take place in October 2013.

Stay tuned and visit the TEAL website at www.teal-project.eu for the latest developments!



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