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European Network 'Career & AGE'

The European network on 'Career & AGE (Age, Generations, Experience)' has been established within the framework of the ESF Learning Networks, granted by the European Commission. The transnational network, led by the ESF-Agency Flanders and coled by the Autonomous province of Trento, consists of 10 partners, both countries and regions, across Europe. It's oriented towards people of all ages. Sustainable employability should be assured for all citizens, regardless of their age.

The working population is a very relevant and challenging issue across the whole of Europe! The quality of work and working conditions need to be adapted to ensure that workers enter and stay motivated in the labour market for a longer period of time.

Why a transnational network?

The network wants to help in building a European labour market of tomorrow and therefore wants to explore beyond the more traditional policies which aim at curing the various problems (older) workers are facing. It wants to put forward a proactive approach towards all individuals and to pursue sustainable employability for all. A 'lifecycle' or 'life course' framework/pathway will be established, which will take into account the different needs and wishes people have during their entire working lives, especially in times of transition. This instrument will contain hands-on solutions and good practices and will incorporate three different dimensions, namely the life phase, the career phase and the generation to which an individual belongs.



What could this network mean for you?

The approach, adopted by the network, offers many advantages:

Employers and intermediate organisations can become sensitised to the advantages and benefits of conducting a life course management system and the added value in regards to sustainable careers. Learning and job opportunities, training and coaching and a whole range of other services can be fine-tuned to the life stage and career phase which individuals find themselves in.

The target groups of employees, job seekers and self-employed people can receive proper guidance in order to stay more productive, healthy, motivated and involved for a longer period. Because of the tailor-made approach they will always get exactly what they need.

On the basis of the results of this network, ESF Managing Authorities will be able to take up the focus of the life course approach in their ESF calls. This approach will also be made available to intermediate organisations as well as companies and organizations in the different Member States and regions.

The network is definitely a learning network. The learning aspect will be achieved because of how the seminars will be set up. National and regional experts have a role in Advisory Boards and these boards will in turn guarantee a continuous interaction between the network members and the stakeholders of the Member States. Up to three learning seminars will be organized. In January 2014, the first seminar will tackle 'the system level', which contains policy measures and -initiatives regarding career management in times of transition. The second and third seminars (in summer and fall 2014) will deal with sustainable career management at the crossroads between the organization and the individual.

Contact information

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LIFE COURSE PATHWAY

Everyone has the same right to a different approach

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