

**GOLD - GOOD PRACTICES FOR OLD PEOPLE**

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# **GOLD PRACTICES**

## **FROM GREECE, FRANCE, GERMANY, BULGARIA**





# GOLD PRACTICES FROM GREECE





# BRIDGE GAME JAM



Greece



Organization

CHALLEDU



**Main Scope:**

Social inclusion of  
3rd age people and  
people with  
dementia

**Place:**

Chalkida and Athens

**Participants**

140 participants in Chalkida  
300 participants in Athens

**Frequency:**

3 days events

**Type:**

Intergenerational event,  
Co-creation living lab  
Game jam for creating game  
for 3rd age people





## Detailed Description:

Bridge Game Jam is a unique event in Greece where 3rd age people, people with dementia, game designers, psychologists, neurologists, occupational therapists, patient caregivers and students work together to create innovative games that enhance the skills of 3rd age people. The event developed as a combination of the idea of Game Jams with the living labs and Science generated by society.

The goals of Bridge Game Jam are:

- Information of participants about issues related to 3rd age people, dementia, care, communication and the role of games in all these
- 3rd age people, patients with dementia, their caregivers and professionals to live a unique experience of creative interaction. To analyze their needs and make games-tools in an intergenerational environment
- young people, students, game designers, game developers, artists to interact professionals, 3rd age people, patients and caregivers, discovering new fields of work and creating social impact
- Development of intergenerational environment that empowers the different generations to bridge the gap between them through playing.

The 1st Bridge Game Jam was organized in 2018, for first time worldwide in Chalkida (Evia, Greece) from CHALLEDU and Hellenic Society for Alzheimer's Disease and Related Disorders of Chalkida with the support of Regional Unit of Sterea Hellas- Evia. The festival was attended by over 140 participants.





The 2nd Bridge Game Jam took place in Athens and was organized by the General Secretariat for Information and Communication, the Hellenic Society for Alzheimer's Disease and Related Disorders of Chalkida and CHALLEDU. The festival was attended by over 300 people of different ages and specialties who had fun, played, talked, laughed and exchanged experiences.

The duration of the festivals is 3 days.

- The first day professionals working with 3rd age people and people with dementia inform all young people, volunteers, game designers, carers of people with dementia and local participant on how to treat elderly people, how to create effective activities for them and which are their main needs and interests.
- The second day all the participants in small groups play games. After playing, discussing and enjoying all together the groups create ideas or even prototypes of games based on the needs and interests of 3rd age people. Game designers lead the groups to create real games and not only activities.
- The third day the participants playtest the prototypes of games and make improvements. Each team also presents the game to the other teams in order to exchange ideas.

The warm atmosphere and the bridging of the different generations as well as the creation of 21 new ideas of games for the elderly-patients with dementia were the most important results of the events. The smiles of the participants and especially of elderly people are the evidences of the success of the festivals.

All participants evaluated the events very good or perfect and asked for the repetition of them each year in order to reach more people, in more areas and empower intergenerational relationships.





Extra resources can be found in the following links:

- [Challedu- inclusion |\\_games|\\_education](#)
- [Bridge Game Jam Facebook page](#)
- [The presentations of the games of Chalkida Bridge game Jam](#)
- [The presentations of the games of Athens Bridge game Jam](#)
- [Video](#)
- [Report on the results of the Bridge game Jam](#)





# MYSTERY IN NURSING HOMES FOR ELDERLY



Greece



Organization

CHALLEDU



Main Scope:

Social inclusion of  
3rd age people and  
people with  
dementia

Place:

4 Caring homes for elders:  
Kalos Samaritis  
Panagia Eleousa  
Koinoniki Merimna Mosxatou  
Meropion Foundation

Participants

138 elder people in caring homes  
1586 students  
106 educators

Frequency:

1 day of the week in each caring  
home for 1 year

Type:

Intergenerational program  
Mystery game-escape room



## Detailed Description:

The main goals of the "Mystery in the Nursing Home" program were the intergenerational interaction of students and 3rd age people living in nursing homes, the awareness of young people about the needs of 3rd age people, the change of negative attitude towards 3rd age and nursing homes, the reduction of social exclusion of the elderly and the empowerment of mental, physical and social health of 3rd age people which is necessary to improve their overall quality of life

During the 1 year program we implemented the following actions:

- Design of 11 workshops for the collection of memories of the elderly people
- Implementation of 11 workshops per nursing home (88hours in total) with the participation of 138 3rd age people living in 4 nursing homes
- Design of 4 mystery games- escape rooms
- Training of facilitators of Challedu, 3rd age people and professionals in nursing homes for the implementation of the games (4 workshops per nursing home)
- Organization of schools visits for playing the games (1 visit per nursing home per week). In total 59 Schools visited the 4 nursing homes, 138 played with 1586 students (age 8-18 years old) and 106 educators
- Development of promotion videos and results videos
- Development of a Guide on how to implement the program (in Greek)

Due to COVID-19 pandemic the program stopped because visits of schools in nursing homes for elders were prohibited. However the program continued in a digital form with the production of 11 videos for activities in the house and the transformation of one of the games in digital visits from schools.





The main results of the program were:

- entertainment of the elderly living in nursing homes through a unique experience that empowers them to share their stories and personal experiences with students of all ages
- activation, emotional support and inclusion of 3rd age people
- empowerment of intergenerational relationships between elderly people and young students
- entertainment and information of students and educators on the needs of 3rd age people
- change of negative attitudes of students and educators towards 3rd age and nursing homes
- empowerment of professionals through the participation in a playful activity
- motivation to the elderly, professionals working in nursing homes, students and educators to redefine the nursing home as a place of life, creativity and joy

Below you can see some testimonials from 3rd age people, students and educators.

"We had a wonderful time! The students became aware of the needs of elderly people and communicated with them effectively. They also had a creative time trying to solve the riddles and collaborated with each other in a nice way".

EDUCATOR

"It was the best school visit I ever had!"

STUDENT

"The game proved to be very interesting for our students. It involved them intensely and empowered the contact with the elderly. Well done for the effort and the innovative idea".

EDUCATOR

"I liked the mystery game!"

STUDENT

"We love all the people living here!"

STUDENT

"Please, continue to give us joy and life!"

ELDER

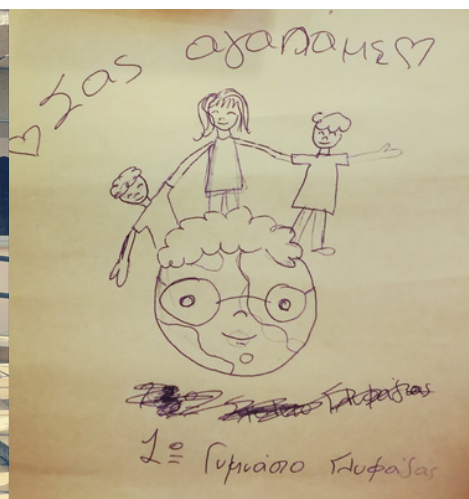
"I wait every week to meet those kids that makes us happy"

ELDER



Extra resources can be found in the following links:

- [Challedu- inclusion |\\_games |\\_education](#)
- [Mystery in Nursing homes Facebook page](#)
- [Video](#)
- [Guide of the implementation of the program \(In Greek\).](#)







### Partnership

KA2 Erasmus+ project  
Project number:  
2018-1-EL01-KA204-047892  
Coordinator: Panhellenic  
Federation of Alzheimer's  
Disease and Relative Disorders  
Partners: CHALLEDU  
Anziani e Non Solo  
HABILITAS Association  
University of Western Macedonia



### Main Scope:

Social inclusion of people with  
dementia and empowerment of  
their cognitive and behavioral  
skills

### Countries:

Greece  
Italy  
Romania

### Participants

people with dementia  
caregivers  
professionals  
young people- volunteers  
game-designers

### Duration:

3 years

### Type:

Innovation Erasmus+ project



## Detailed Description:

Over the past decades, life expectancy is increasing in years, resulting not only in an increased number of adults over 65 and 80 years old, but also in an increased number of older adults with age-related impairments on physical or cognitive levels. In 2015, 46.8 million people worldwide had dementia (Alzheimer's Disease International; ADI 2015). These numbers are expected to increase 281% by 2050 and people living with dementia (pwD) will reach 131.5 millions (ADI,2015). People with dementia are often excluded from intergenerational social activities due to stigmatization. Young people could play a significant role to fight against the stigma and the consequent loneliness and social exclusion of pwD, especially if they are engaged as volunteers in projects which challenge them too.

Serious games are a well known non pharmaceutical practice for treating cognitive symptoms of dementia with Mild and Moderate Symptoms through stimulating cognitive abilities of patients with dementia . These are also called “training games” since they're designed for a specific purpose. Relevant literature review has identified a lack of similar approaches in behavioral symptoms of dementia.

The main aim of the BRIDGE project was the development of 8 serious games treating cognitive and behavioral symptoms of dementia through various workshops engaging younger and older people.



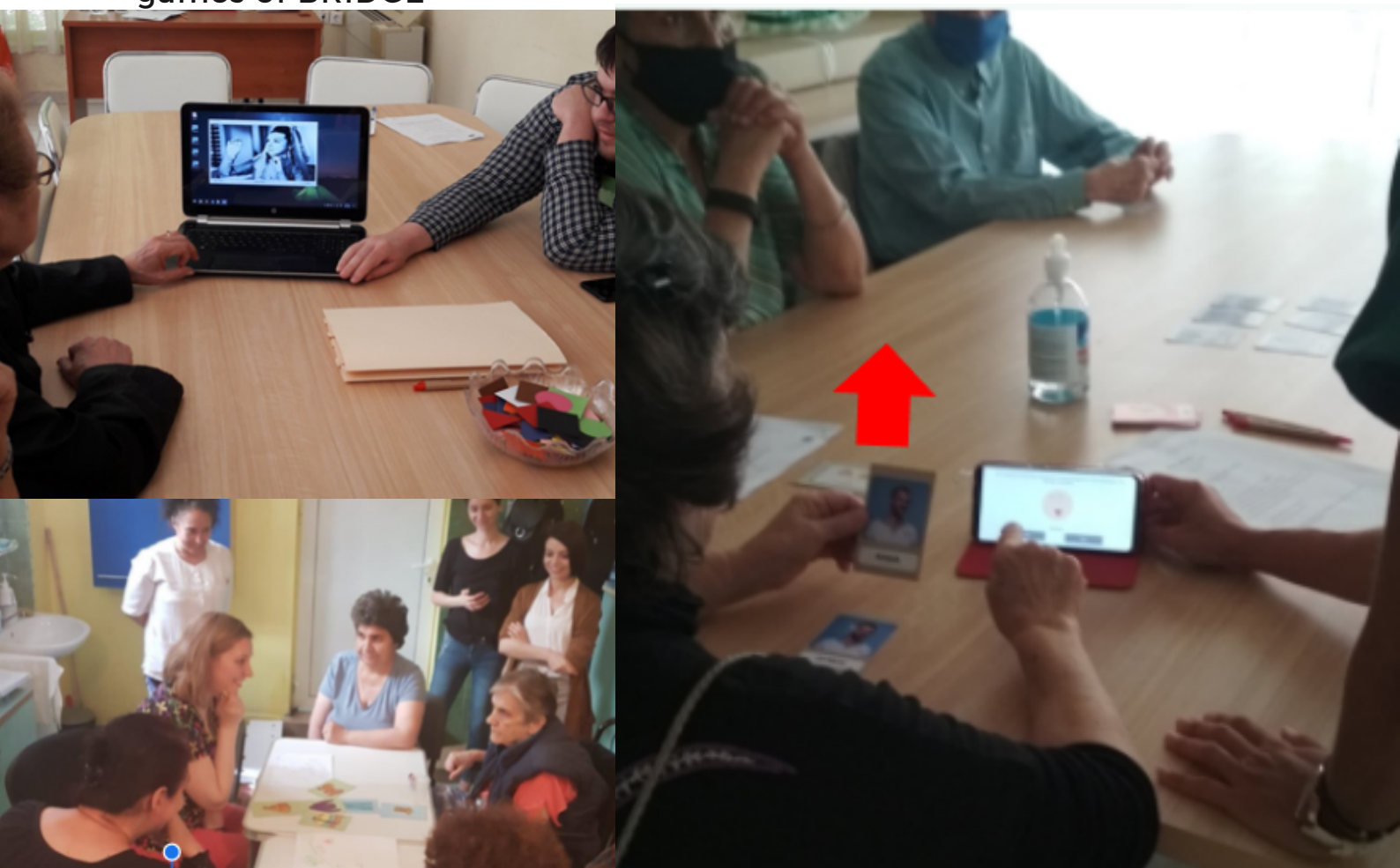


The project had the following main outcomes:

- Increase of the awareness of young adults about dementia.
- Creation of awareness and motivation about the importance and possibilities of games as a tool for improving the quality of life of people with dementia
- Engagement of young people in volunteering for 3rd age people
- Empowerment of intergenerational bonds through playful intergenerational activities and game creation workshops.
- Involvement of professionals, caregivers, volunteers and people with dementia in the creation process of serious games.

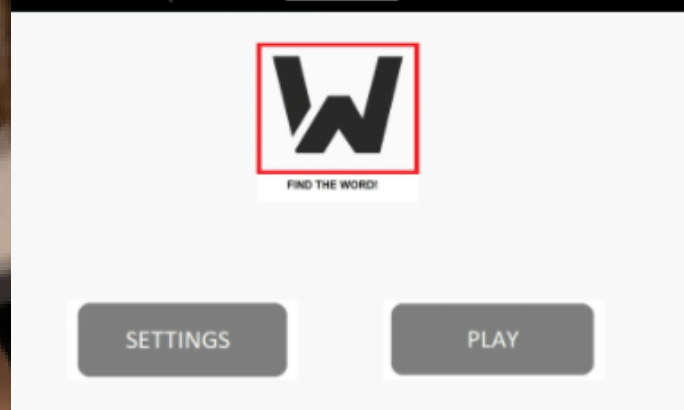
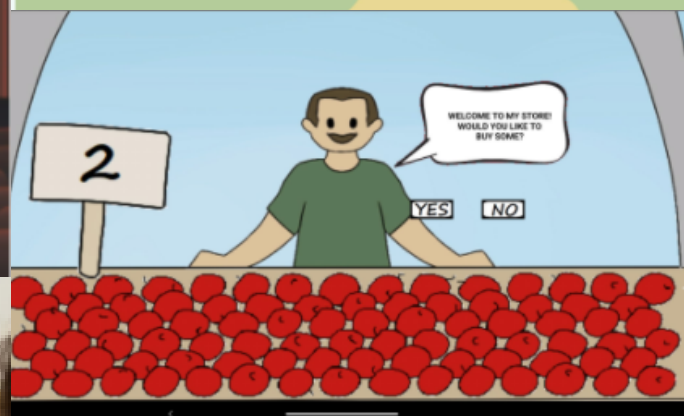
The main outputs of the project are:

- A methodological guide concerning the creation of intergenerational game co-creation workshops and events, the needs and specifications of games focusing on training on people with dementia and best practices on such interventions. This guide will allow the multiplication of the results of the project to other organizations or countries
- 8 serious games developed as ideas through the pilot game co-creation workshops in Greece, Italy and Romania and tested by the partnership with people with dementia and young volunteers.
- A training E-course for professionals, caregivers and volunteers that includes training material about dementia, instructions on the implementation of game co-creation workshops and how to play the games of BRIDGE



Extra resources can be found in the following links:

- [Challedu- inclusion |\\_games |\\_education](#)
- [BRIDGE PROJECT WEBSITE](#)
- [Intellectual output 1- Methodological guide of BRIDGE](#)
- [Intellectual output 2- Serious games of BRIDGE](#)
- [Intellectual output 3- Ecourse](#)





# THERAPEUTIC REAL TIME READINGS TO THE ELDERLY PEOPLE WHO LIVE IN NURSING OR CARE HOMES OR TO ELDERLY PEOPLE WHO CANNOT READ ON THEIR OWN, AT HOSPITALS OR AT THEIR HOMES



Greece



## Organization

Reading for Others



## Main Scope:

Recording Audio  
Books for Blind  
People

## Place:

25 retirement homes in Athens, 4 in Chania (Crete), 5 in Herakleon (Crete)

## Participants

3.562 old people  
510 volunteers

## Frequency:

1 day of the week in each caring home for 5 years

## Type:

Therapeutic readings especially to the elderly from educated volunteers of Reading For Others



## Detailed Description:

Reading for Others has a lot of expertise in planning, developing and implementing therapeutic reading to different social groups while being more specialized in therapeutic readings for the elderly. All of the Organisation's activities are repetitive (at least weekly) and they aim at specific psychotherapeutic outcomes, measured through specially designed questionnaires that complement both our volunteers and the beneficiaries of the actions.

In addition, all of the Organisation's activities are designed to be implemented by volunteers who are always trained in advance by actors, social workers, psychologists and gerontologists, depending on the type of seminar and the type of volunteer participation as well.

Reading for Others has a lot of expertise in therapeutic readings especially to the elderly because it was one of the first activities to run in 2015.

The action of therapeutic reading to the elderly is held by the same persons/volunteers, at the same place every week, same day and hour at the collaborating retirement homes.





## Detailed Description:

During these 5 years of continuous running of real-time therapeutic readings we have collaborated with: 25 retirement homes in Athens, 4 in Chania (Crete), 5 in Herakleon (Crete). These are mainly retirement homes of the public sector, though we have replied positively to private care homes as well.

On each retirement home 2-3 volunteers are occupied and in order for them to be prepared about their role, they are trained beforehand on a seminar offered every two months from September to May, so as any new volunteers can be trained and also the existed to have the opportunity to follow-up and exchange experience and knowledge. The organization from 2015-2019, has collaborated with 375 volunteers in Athens, 60 in Chania, 75 in Herakleon, counting 510 in total.

While it has helped and kept company through therapeutic reading to approximately 2.500 old people in Athens, 400 in Chania, 500 in Herakleion, counting 3.400 in total.

The total number of therapeutic reading hours these 5 years of our work at the three towns we are offering voluntary service amounts to 6.800 hours.





Extra resources can be found in the following links:

- <https://www.giatousallous.org/>
- <https://www.youtube.com/watch?v=wCrkse9i4Ws>
- <https://www.facebook.com/giatousallous>



# INTER-GENERATIONAL FOLK TALE NARRATION BY CHILDREN TO THE ELDERLY



Greece



## Organization

Reading for  
Others



## Main Scope:

Recording Audio  
Books for Blind  
People

## Place:

22 retirement homes in Athens  
7 retirement homes in Crete

## Participants

550 old people  
230 volunteers-students  
-

## Frequency:

1 day of the week in each caring  
home for 5 years

## Type:

Students narrate folk tales to elderly  
people

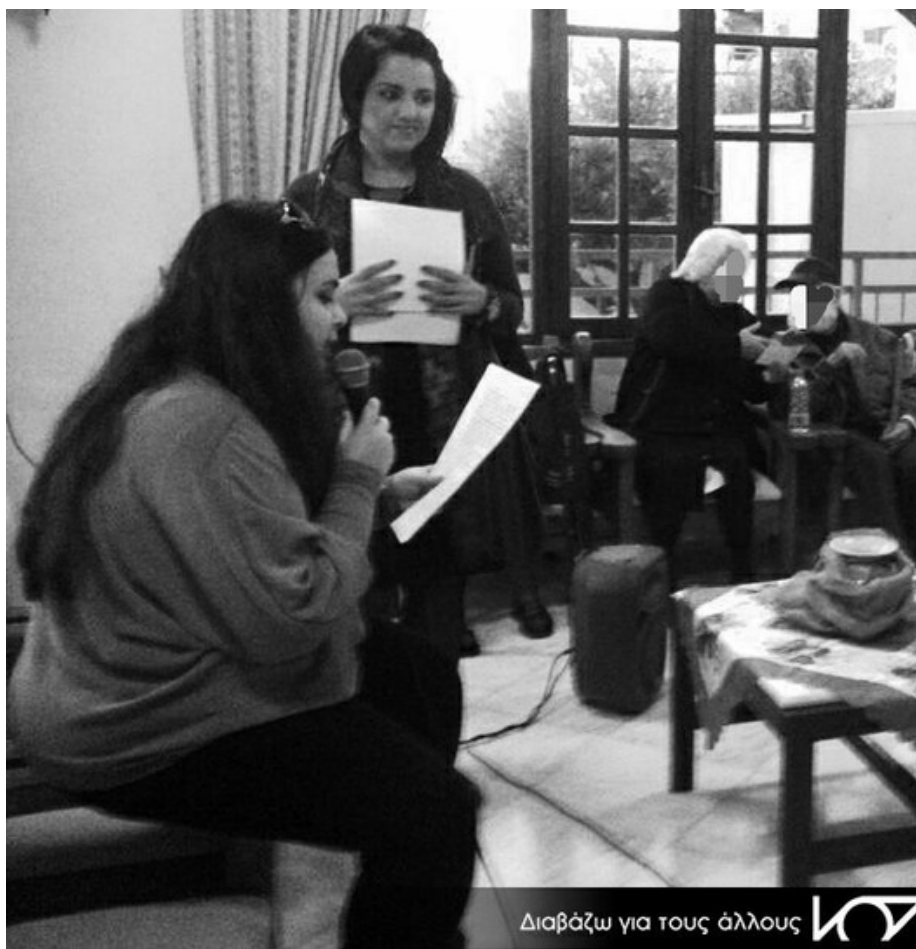




## Detailed Description:

The tales are a universal need of people to express in a symbolic way their desires, fears, hopes, passions, dreams, concerns about their lives. Tale is an attempt to negotiate all those things that are concerned about and to share it with the community. It helps man to mature, to get prepared for the big or small changes of his life and provide solutions while at the same time it is able to amuse him.

For once in a month this action is held in retirement homes, where youths (from junior high school and high school) are narrating folk tales to seniors. The children after they are trained in two 5-hour seminars by storytellers and animator-actors, they are becoming storytellers themselves by narrating one story each to the elderly at the homes they are going each time.



## Detailed Description:

Storytelling of folk tales by youths to elder people is an innovative action that is aiming to:

1. Bring kids closer to the world of folk tales. Kids are identifying themselves with the heroes and they learn how to manage symbolically, through role adoption and in distance of their own passions, anxiety, fears and lack of self-confidence.
2. Bridge the gap between the generations. Through tales kids approach and interact with the elders as tales become a means for communication between them.

The benefits are various for both age groups. The acquaintance of the elders with the youths who represent also the role of their “grandchild” age-wise speaking, it offers them joy, psychological uplift and contact with the modern everyday life and way of living. The adolescents on the other hand, grow respect, love and caring feelings about the third age and also cultivate the idea of voluntarism and social offering.

Youths – students – volunteers are trained by storytellers – actors in three 5-hour seminars in storytelling of folk stories.





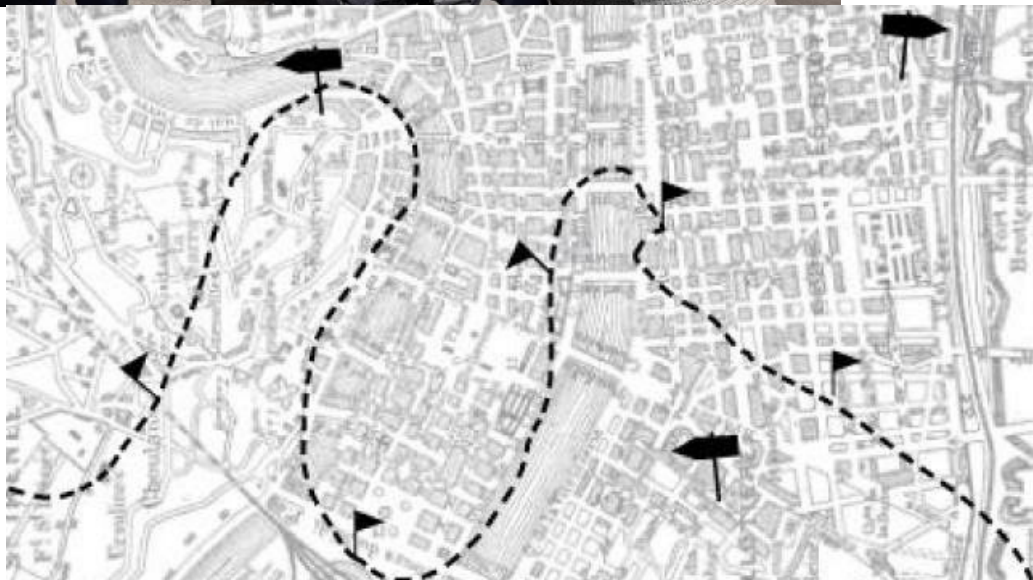
Extra resources can be found in the following links:

- <https://www.giatousallous.org/>
- <https://www.youtube.com/watch?v=wCrxe9i4Ws>
- <https://www.facebook.com/giatousallous>





# GOLD PRACTICES FROM FRANCE





# DIGITAL TREASURE HUNTING



France



## Organization

E-SENIORS



## Main Scope:

Digital inclusion  
for seniors and  
discovery of the  
city of Paris

## Place:

Paris

## Participants

Seniors (60+) who are interested about new technologies. Ideal number of participants from 5 to 15. Groups of 3 or 4 seniors per monitor.

## Frequency:

1 day event

## Type:

Day of games and treasure hunt for seniors



## Detailed Description:

The Digital treasure hunt is a new activity initiated by the E-Seniors association. As part of an active retirement, the association invites seniors from the Paris region to take part in a digital walk in a pre-selected Parisian quarter. The objective is to discover famous or lesser-known places in the French capital with the help of today's technologies for orientation. (Tablets, QR codes, geolocation...). The idea is to encourage seniors to move and have fun during this two-hour walk.

Active retirement allows seniors to become "actors of their lives" thanks to digital technologies. This activity combines the amusing side of a treasure hunt with riddles, the digital side with modern technological tools and finally the stimulating and energetic side of walking.

The E-Seniors team is actively involved in the creation and execution of the treasure hunt. During this activity, the participants (about 8 people) have to follow a circuit of about 6 to 8 steps indicated by riddles placed in Paris in the form of QR codes. In order to solve these riddles, they will have to use the Internet, Google Maps or voice search etc.





To carry out the creation of a treasure hunt, the association mobilises the following human resources:

- **Two action managers**, whose role will be mainly to do the initial scouting, create the riddles and incorporate them into the tablets and digital applications made available to the participants. They will also ensure that the walk runs properly and help to orientate the participants.
- **A volunteer**, whose role is to provide quick assistance in the running of the walk and possibly assist the managers in the preparation of the trail game.
- **A subcontractor**, who helps with the creation of the puzzles.

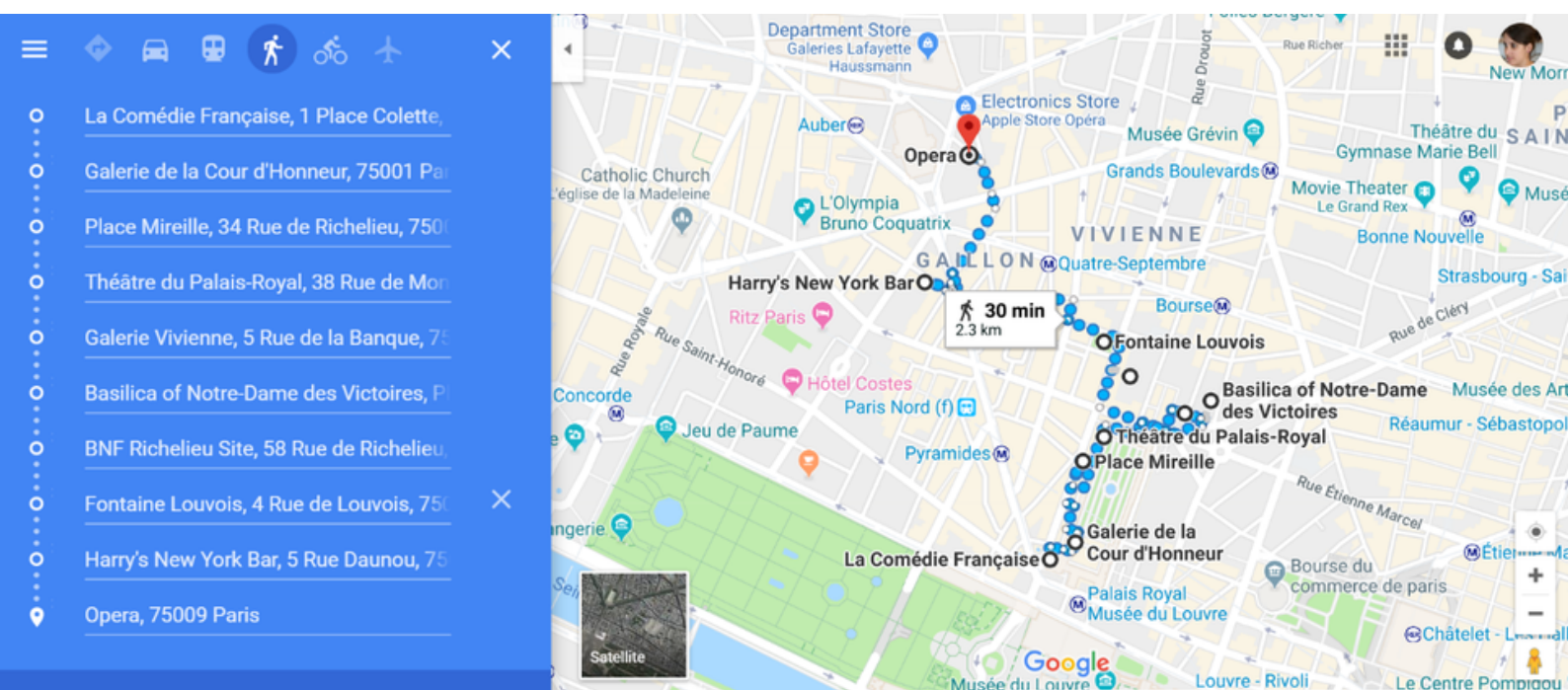
**Material:** Tablet, paper, scotch, QR code clue, internet connexion

**Application for QR code generator:** <https://www.qr-code-generator.com/>

**Application for QR code scanning:** see on google apps or apple store

## Results

Seniors were satisfied. 3 courses were developed. One in the neighbourhood of the Marais that was tested with the seniors and new ones in Père Lachaise cemetery and Louvre neighbourhood.



# FUN WALKING FOR GOLDEN AGEING



France



Organization

E-SENIORS



**Main Scope:**

Physical and emotional well-being for seniors.

Place:

Paris

Participants

Senior groups

Frequency:

1 day event

Type:

Walking following a gps in group





## Detailed Description:

**E-Seniors** organised a walk in the Buttes Chaumont park and the Belleville district in Paris. This walk was organised as part of the **FunWalking MOOC**. This is an online course open to all, also created by E-Seniors.

The aim of the course is **to encourage participants to walk more**, to organise themselves for group walks and to implement the knowledge gained in the course. It is a three-hour course, accompanied by three hours of practice

The purpose is **to get people moving**. The ultimate goal is to walk **10,000 steps a day**, that is 8 kilometres, or 2 hours, but without thinking about the effort and fatigue because the **mind is occupied with the steps and the goal of the excursion**. There is also a social purpose, among other things by creating tours that are offered to other MOOC walkers.

The MOOC exists in four languages (French, English, Spanish, German).

**The lessons teach you how to :**

- How to measure your steps with an App
- How to make a circuit on OpenStreetMap
- Choose a pedometer
- Choosing a connected bracelet
- How to dress for walking
- Choosing your shoes
- The hiker's survival kit

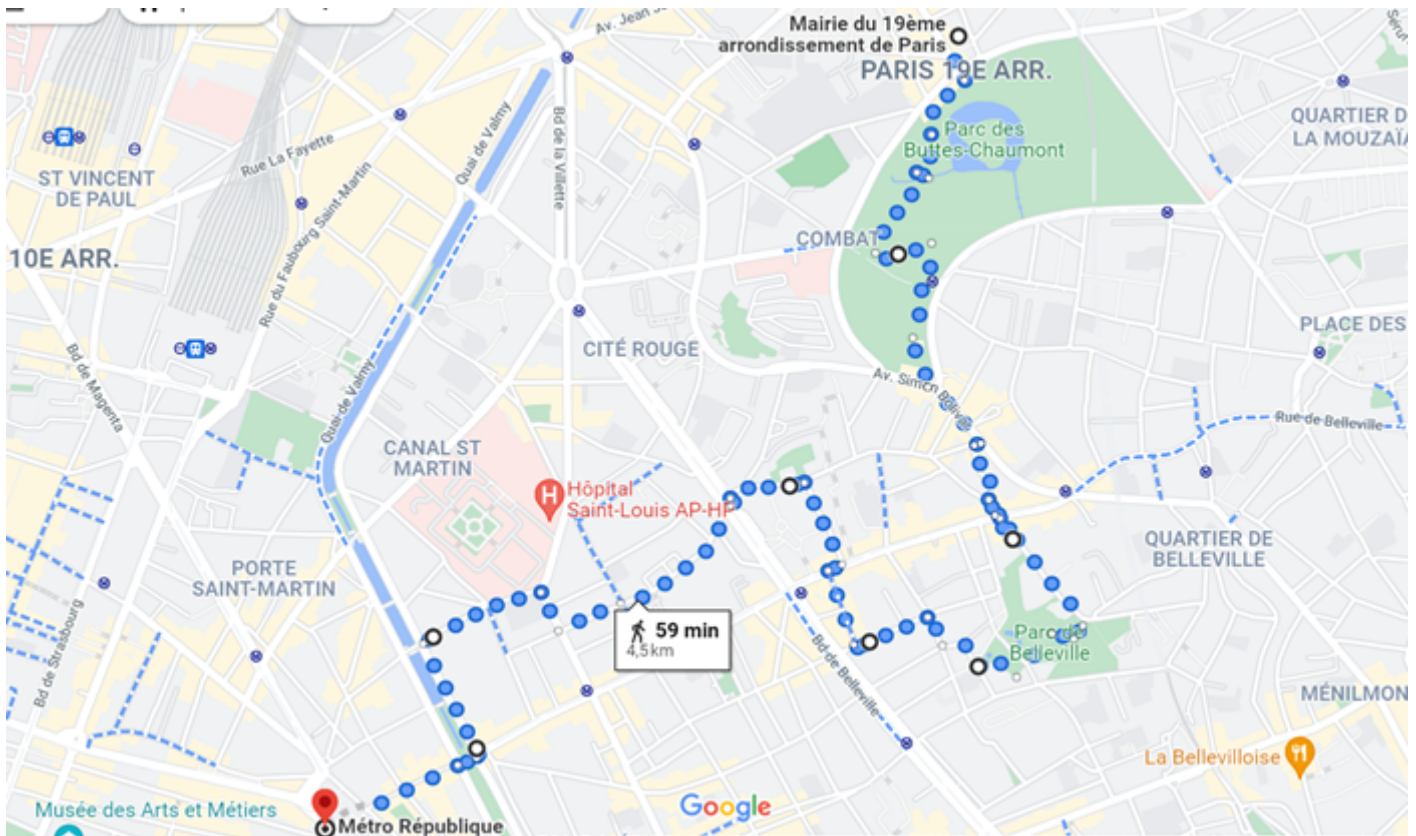


## **An example of an activity: Hiking in the Buttes Chaumont:**

Our team organised a **hike in Paris in a friendly atmosphere**. The hikers crossed the districts of Buttes-Chaumont and Belleville. The start was in front of the Town Hall in the 19th arrondissement and the finish at the Place de la République in the 10th arrondissement.

It lasted 2.5 hours and covered a distance of 6km, with 80 meters of positive difference in altitude and 90 meters of negative difference in altitude.

The aim of the walk was **to encourage participants to walk more, to organise themselves** for group walks and **to apply the knowledge acquired in the course**.



*According to the World Health Organisation (WHO), taking the equivalent of 10,000 steps a day is the minimum effort required to keep fit, maintain health and control weight. This daily activity is not only essential to prevent the risk of developing certain serious diseases: cancer, diabetes, stroke, etc., but it also improves our quality of life (better sleep, less stress, etc.), whatever our age.*



# HOME INTERVENTION



COUNTRY



Organization

FRODIZO



**Main Scope:**

Home  
Interventions for  
people with  
dementia and their  
family caregivers

Place:

Patras

Participants

200 participants

7000 home visits

Frequency:

3 visits every week per  
particant for 6 monts

Type:

Home program

Non-pharmaceutical Intervetion



## Detailed Description:

The home dementia intervention program provides comprehensive services to people with dementia and their families. The program is implemented in 6-month cycles where each participant in the intervention receives services on a weekly basis from the professionals of the association. Mental and physical empowerment is provided to people with dementia, education, and counseling to their caregivers on managing the reality of dementia and ways to relieve the burden of care. Nursing services are also provided to caregivers with the aim of educating them on issues such as patient safety, hygiene, prevention of falls, and more. Integration into the program is based on an evaluation of socio-economic criteria and in order of priority.

**The intervention has** individualized kai holistic/multidomain and intervening character in patients and an educational character for carers so that they can continue to offer appropriate care to patients and apply interventions such as mental empowerment, gymnastics etc





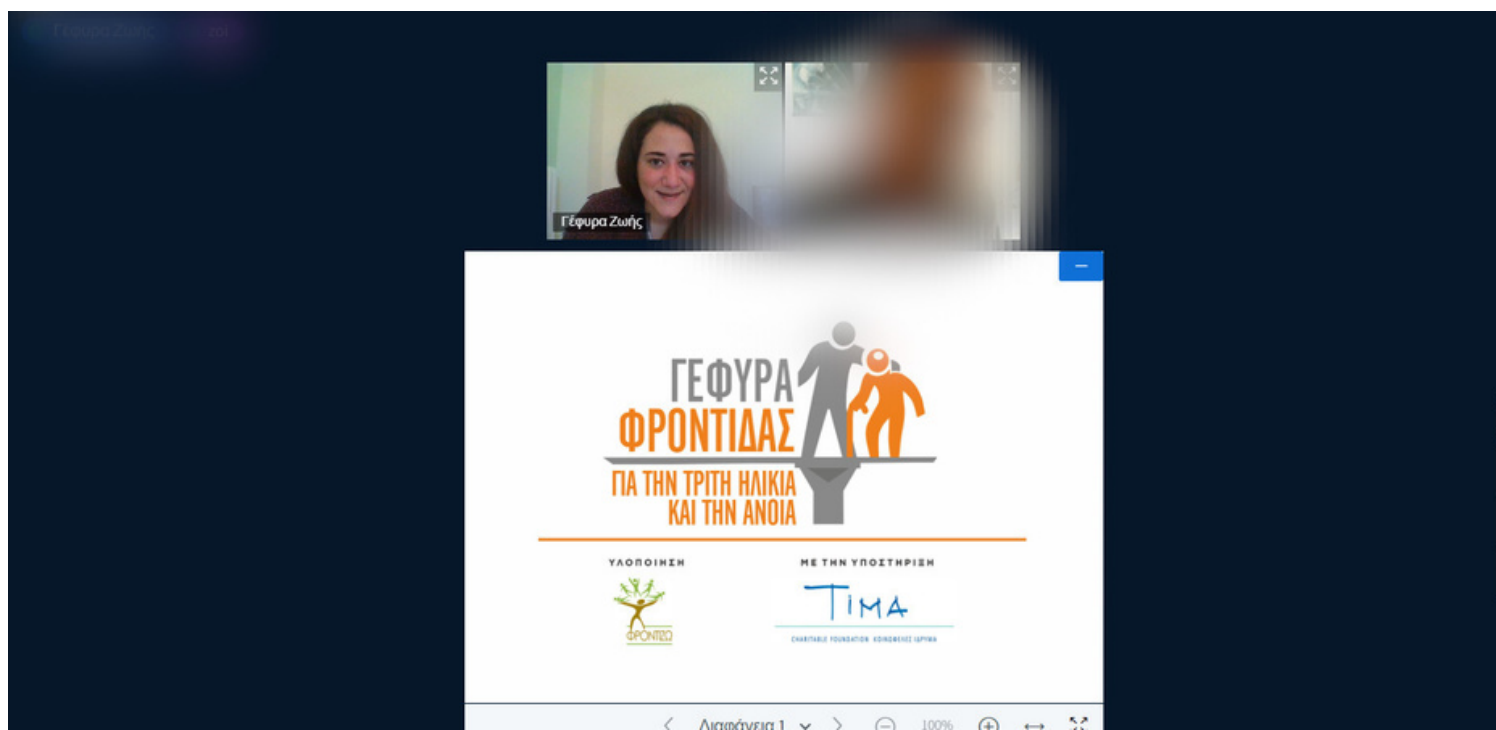
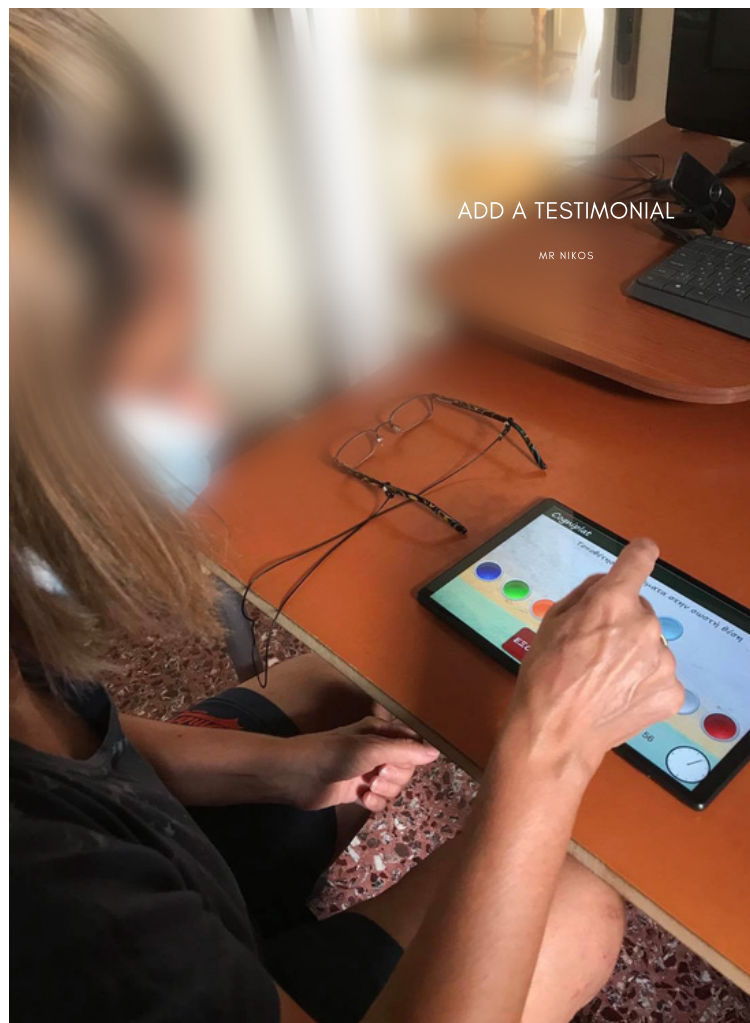
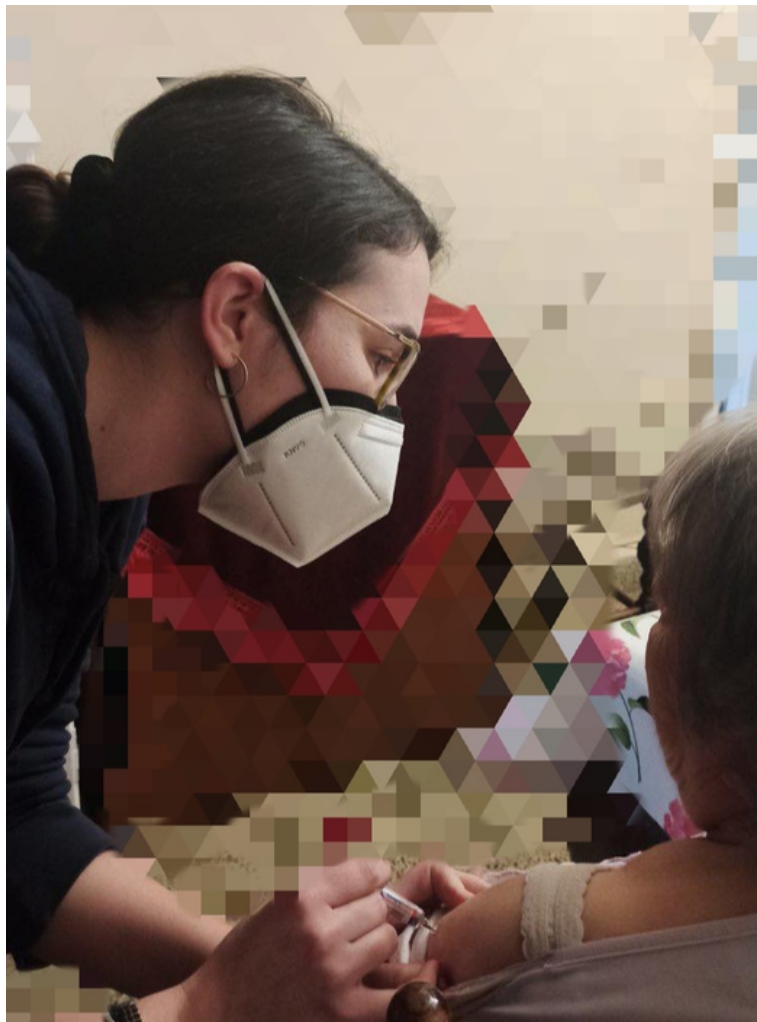
From the period 2015-2021 have taken place:

- 7,000 home visits by health care professionals.
- 200 families have received education and counseling services for home intervention.
- 292 caregivers participated in training seminars for dementia



Extra resources can be found in the following links:

- [Project "Care my Memory at Home"](#)
- [Offering Home Care to People with Dementia](#)
- [Nursing Home Care for Dementia \(Video\)](#)
- [Physical exercise at home for dementia patients](#)





# DAY CARE CENTER



COUNTRY



Organization

FRODIZO



Main Scope:

Day Care Center  
for Patients with  
Dementia in  
Patras

Place:

Patras

Participants

100 dementia patients

120 caregivers

150 people over 60 years

Frequency:

2 visits every week per  
particant for 1 year

Type:

Community Servise



## Detailed Description:

The purpose of the Day Center is the implementation of treatment programs for people diagnosed with dementia, who are in the initial, intermediate, or more advanced stages of the disease. Therapeutic programs are implemented in the groups aimed at the mental and physical empowerment of people with dementia, their mobilization, and the maintenance of their skills and communication skills for as long as possible, along with medication (for those who receive). Particular emphasis is also placed on the prevention, information, education, and psychological support of relatives of people with dementia as well as on raising community awareness on dementia issues.

**Day Center Interconnection Program with Local Government Structures:** The Program connects the Day Center for patients with dementia with Local Government Units for the elderly such as KAPI, KIFI with the aim of interconnecting the above structures (through training actions and on the job training) and the provision of prevention and care services by the professionals of the social services of the local authorities. The action concerns the information and education of the population on the methods of prevention of dementia. At the same time, through the professionals of the program, neurocognitive tests are performed on the beneficiaries of the collaborating local authorities and then relevant intervention programs are designed and implemented.

**Staff:** Scientific Officer, Psychologist, Psychiatrist, Social Worker, Nurse, Physiotherapist, Speech Therapist, Administrative





Extra resources can be found in the following links:

- [Overview of Day Care Centre of Dementia in Patras](#)
- [Day Care Centre- Alzheimer Day 2019 \(Video\)](#)
- [Campaign for Alzheimer Day 2021 \(Video\)](#)





# GOLD PRACTICES FROM BULGARIA





# AMBIENT ASSISTED LIVING



Bulgaria



Organization

GENERATIONS



**Main Scope:**

European Training Guidelines in AAL professions for VET providers

Place:

Sofia

Participants

it targets all interested to follow the course

Frequency:

regular certification courses

Type:

European curriculum based on the principles of ECVET for the job roles of an Ambient Assisted Living (AAL)-specialists



Насоки за разработване на курсове по професионално обучение, предназначени за доставчици на образователни услуги / работодатели / работещи в областта на AAL професиите

## Detailed Description:

### Ambient Assisted Living

As we age, our homes for example can become dangerous places, especially if we live alone or have health problems. Fear of falling or being unable to carry out daily routines safely are often driving factors behind a decision to move out of a much-loved home and into an assisted living facility.

**AAL concept** - is not only an issue of technological research and development, but it is also a rapidly growing economic sector creating new jobs

- The demographic change,
- demand for geriatric care, as well as the increasing
- individualization of society

are facts that influenced the development of the concept of Ambient Assisted Living (AAL) in Europe.

The idea behind - to extend the time people can live in their preferred environment by increasing their autonomy, self-confidence, mobility, and security

AAL is a growing economic sector creating new jobs.

AAL professionals are needed - practitioners who know how to incorporate, install, serve, and use those devices; how to develop systems that help seniors and people with special care needs to live more independent and safer lives.





The partnership carried out extensive research in order to define the key competencies, skills, and knowledge that will be demanded in the near future on the AAL job market.

On this basis, a **compendium of 5 AAL European Specialist Profiles** has been defined:

- AAL Community Manager,
- AAL Consultant,
- AAL Maintenance Specialist,
- AAL Solutions and System Developer, and
- AAL System Architect

Trying to draw the picture of a potential AAL labor market, we indicated several job sectors along with the AAL professions. The core job sectors are considered to be the AAL Caregiving that is responsible for medical issues, the AAL solutions/ service developing/ providing, that is in charge of developing AAL products and supplying the market with them and the AAL Network Providing that offers and maintains the communication infrastructure - it might be interesting for those, who are working in the field of the VET, the formal education.

AAL helps elderly individuals to remain healthy and to sustain their functional capability, helps for a better and healthier lifestyle for individuals at risk, but also to prevent social isolation and maintain the multifunctional network around the individuals,

The job profiles in the AAL sector are important because they support also caregivers, families and care organizations, aging societies to increase the efficiency and productivity of their members, by using the resources of the old generation.



# DIVERSITY MANAGEMENT



Bulgaria



Organization

GENERATIONS



**Main Scope:**

Generational  
diversity  
management

**Place:**

Sofia

**Participants**

15 Trainers attended the TTT pilot course; it also targets all interested to follow the course

**Frequency:**

regular certification courses

**Type:**

Certified Intergenerational  
online course





## Detailed Description:

### COURSE UNITS

#### Module: Intergenerational Learning (IGL)

Theme 1: What is intergenerational learning and why is it important?

- What is a generation? How are generations different?
- What is intergenerational learning?
- Why is intergenerational learning important and what are the benefits for the different stakeholders.

Theme 2: Challenges to intergenerational learning and how to overcome them?

- Challenges to intergenerational learning, problems, and conflicts that may arise.
- How can we address the challenges of intergenerational learning?

#### Module: Learning in the workplace. Mentoring

Theme 1: Learning in the workplace

- Overview of the learning in the workplace

Theme 2: Mentoring and coaching

- Characteristics of Mentoring and Coaching
- Stages of Mentoring
- Building a training cycle in mentoring and coaching
- Asking questions versus giving information or solutions
- Giving constructive feedback
- Overcoming the constraints of the trainee



### Theme 3: Critical Situations in training and conflict resolution

Innovative training on-line course Intergenerational learning on:

- how intergenerational practice can be relevant to a range of social contexts and settings;
- how to meet challenges and overcome barriers when bringing generations together;
- approaches which aim to make intergenerational activities accessible and inclusive;
- planning and evaluating intergenerational practices etc.

The course could also be part of any management curriculum, and could equally be enriching any management VET training as the course is delivered to respond to problem solving approaches.

The course is tailor-made for Managers, Companies, and Organizations, which work in teams with age significant differences within the team members: from 20 to 65 - the result is differences in thinking, education, knowledge, and skills - all this can cause conflicts, can lead to low work efficiency, to poor communication and poor working environment.

Thus these intergenerational issues are very important in the light of the demographic changes and authorities and employers are interested in implementing diversity management in the daily work.





# SENIOR SOCIAL ENTREPRENEURING



Bulgaria



Organization

GENERATIONS



**Main Scope:**

Building capacity among seniors to serve as social change brokers in communities

Countries:

Danmark

France

Spain

UK

Italy

Participants

local seniors acting as social change brokers in their communities

Duration:

2 years

Type:

Erasmus+ project



## Detailed Description:

Social innovations do not happen by themselves. Throughout their life cycle, they need to be supported and nurtured if they are to make an impact on society and the economy.

We implemented an ERASMUS+ project - Senior Social Entrepreneurship answering a key message from Commission policy - Empowering people, driving change - social innovation in the European Union,

It is about the active involvement of older people in pre-retirement or retirement age in the social and economic life of the community in different ways.

The idea of project Senior Social Entrepreneurship - BUILDING CAPACITY AMONG SENIORS TO SERVE AS SOCIAL CHANGE BROKERS IN COMMUNITIES is to exchange experiences among people aged 55+, motivating them to participate actively in social and economic life and the creation of entrepreneurial skills among them to become entrepreneurs - to run social enterprises.

It is about how to mobilize teams of seniors to develop small scale community projects and beyond to build capacity among them to serve as social change brokers in these communities, spotting social change needs, bringing together relevant stakeholders and citizens, and facilitate or drive the social change process, and to exploit the social change processes to sustain their activity through creating appropriate organizational frameworks, be it as volunteers, association members, employees, consultants or social service providers.





The project brings together 3 top priorities in Europe 2020 policy:

1. The need to retain or re-engage the increasing number of European seniors as active social and economic contributors
  2. The need to bring about social innovation as an alternative to traditional public services
  3. The need to promote entrepreneurial mind-sets and initiative-taking in the communities
- The project brings together those policy needs in a strong, systematic, and sustainable, yet practical and realistic way: it mobilizes groups of seniors in European communities to build capacity to act as **SOCIAL CHANGE BROKERS** in the communities, identifying social change needs and facilitating the change process by bringing together relevant stakeholders across relevant sectors, including activating citizens as co-drivers of social change. A senior social entrepreneur can be a **CATALYST** of social change.

## PERSPECTIVES

The project's European network, developed along with the project, will serve as a platform for further European initiatives, as social innovation driven by citizens (in this case seniors) will need time to fully unfold. New initiatives can build on the lessons learned from the Senior Social Entrepreneurship project and from similar projects and might address a variety of European funding measures.



# GOLD PRACTICES FROM GERMANY





# WHOLE - WELLBEING AND HEALTHY CHOICES FOR OLDER ADULTS AND THEIR CARERS



COUNTRY



Organization

University Münster



Main Scope:

Improving health and wellbeing of both care recipients and their carers

Place:

Anywhere

Participants

1N/A

Frequency:

Recommended 3x per week

Type:

E-learning platform about physical activity



# WHOLE

Wellbeing and Healthy Choices  
for Older Adults and their Carers



The Institute of  
Sports Science at the  
University of Münster  
(Germany),  
Coordinator



BFI Oberösterreich  
(Austria)



Association  
Generations  
(Bulgaria)



The Zinman College  
of Physical Education  
and Sport Sciences at  
the Wingate Institute  
(Israel)



PLinEU (Poland)



Interactive 4D (France)



Wohlfahrtswerk für Baden-  
Württemberg (Germany)



OPONTIZO (Greece)



Egropa - European Group  
for Research into Elderly and  
Physical Activity

## Detailed Description:

- The project WHOLE “Wellbeing and Healthy Choices for Older Adults and their Carers” is a project funded by the European Union that aims to improve the health and wellbeing of both care recipients and their carers. Being physically active and eating healthy can have a positive effect on our health and wellbeing at any age. Both carers and care recipients can benefit from simple changes in routine that introduce physical activity and healthy eating choices. Such changes can also diversify the everyday routine and improve the quality of the time spent together. With this in mind, the project partners of WHOLE, which comprises experts in the field from Germany, Austria, Greece, Bulgaria, Ireland and Israel set about creating a comprehensive e-learning platform to introduce physical activity and healthy nutrition into the daily routine of carers and care recipients. The e-learning platform comprises two modules about physical activity and nutrition. Important background information are also provided, e.g. why WHOLE should be used, who can take part and additional tips. Moreover, you can have access to the project results, contact information and an overview of all involved partners. The platform is available in different languages, namely English, German, Greek, Bulgarian and Hebrew.





- Within the physical activity module, there are provided information about the benefits of physical activity, an instruction how to use the module, safety guidelines, the exercises themselves and the tracking progress. The exercises are categorized into a warm up, aerobic exercises, upper body exercises, lower body exercises, balance and coordination and partner exercises. Every category offers different options depending on the used equipment. For example, there are exercises without any equipment, with a ball, with an elastic band or with dumbbells. There is a great variety of exercises so that you can chose freely which exercises you want to integrate into your training session. A specific tool helps you to tick your chosen exercises and summarizes them into a pdf-document. All exercises are accompanied by videos and short verbal/written instructions so that the execution of the exercises is facilitated.
- <https://www.uni-muenster.de/ProjectWhole/>



# ACTIMENTIA



COUNTRY



Organization

University Münster



Main Scope:

Incorporating  
physical activity  
into daily living

Place:

N/A

Participants

N/A

Frequency:

N/A

Type:

online physical activity platform





## Detailed Description:

- What is Actimentia about?
  - The number of people living with dementia worldwide is constantly growing. Dementia is a major cause of disability and dependency among older people worldwide, and often underlies a social exclusion process. It has a significant impact not only on individuals but also on their carers, families and communities. Dementia is a disease that gradually develops and an appropriate exercise program can improve the condition of dementia patients. Exercise may also improve the patient quality of life and delay dementia progression. That's where the Actimentia Project steps in! Actimentia is designed to develop basic skills on physical exercising and activity for formal/informal caregivers, so that they can use them regularly during their care giving tasks for maintaining the wellbeing of the dementia patients, as well as for themselves, for preventing excessive stress and burnout. The primary target group of the project is formal/informal caregivers and relevant professionals (social workers, physical education instructors). They will supervise or care elderly persons diagnosed with MCI (mild cognitive impairment) or dementia either in the early, middle or later stage of the disease. The secondary target group is, of course, dementia patients.



- The Erasmus+ Project Actimentia is funded by the European Union and managed by the University of Münster (Germany) and seven other partners from seven countries. The aim is to incorporate physical activity into daily routines, thus contributing to an improvement in quality of life. Actimentia offers three sections: dances, exergames and physical activity lessons.
  - There are three dances offered in the dance section. Each dance can be performed as long as wanted and with different levels of difficulty. There are dances that you can do individually but also as a group or in pairs.
  - An Exergame is a combination of exercising and gaming. You will imitate easy movements shown by an avatar while finding yourself on a ski slope. You will start with an easy warm-up. If you like, you can challenge yourself with additional cognitive tasks.
  - There are 8 lessons offered in the physical activity section – each lasting approximately 30 minutes. Each lesson includes a variety of exercises: Aerobic exercises, Upper body exercises, Lower body exercises, Balance & coordination and Working together in pairs. It is recommended to start with 1-2 lesson a week until you reach 5-7 times a week. In addition, there is a video called “warm up”. This video lasts approximately 11 minutes and it is recommended to do it every day – possibly as you get up in the morning. The videos are taken from the WHOLE-project.
- The effects of the training promote the autonomy and health of patients and caregivers and contribute to the prevention and **retardation of dementia and MCI.**





# ACTIVE I - HEALTHY ACTIVE LIVING FOR SENIORS



COUNTRY



Organization

University Münster



Main Scope:

Improving healthy living

Place:

Changing

Participants

More than 2000

Frequency:

Irregular

Type:

Courses, Online planner and events for elderly



## Detailed Description:

- European society is ageing very fast. There is a challenge to educate older people about steps which they should undertake to keep a healthy and active life. Participation in regular, moderate physical activity can delay functional declines. However, a high proportion of older people in most countries lead sedentary lives. The project consortium proposes solutions to make seniors aware of healthy living guidelines, to teach them about proper nutrition, to help them to design their own personal healthy living plans and to advise them about safe and effective exercise.
- To achieve these objectives the partners will produce a research report describing the needs of seniors for the key components of a healthy active living programme; will provide the content of a healthy living course; create an on-line personal healthy living planner available for thousands of seniors that will include graphical representations of goals, progress and achievements; will offer innovative healthy living educational courses for elderly people; will train instructors working with seniors; will provide a manual for setting up active ageing centres; will start active ageing campaign and will organize a major seniors sports event combined with a valorization event for 500 seniors and decision makers.





- The project will make an impact on more than 2000 people. From the main target group 50+ seniors, 100 will receive face-to-face Healthy Active Living training and an additional 500 through a personal on-line planner. Over 60 instructors will receive training during and after the project duration. Other groups which will be reached during and after the project duration are active ageing organizations, seniors instructors, staff working in partners' organizations, other consortiums working on activate ageing projects, universities conducting research on active ageing, general practitioners working with seniors, publishers of sport and nutrition periodicals related to active ageing and decision makers.
- The EU-funded project "Active I - Healthy Active Living for Seniors" aims to promote behaviour change to a more healthy and active lifestyle for older adults. To reach this goal, the international project consortium consisting of eight partners from Ireland, Italy, Poland, Spain, Germany and Israel as well as the European Group of Research into Elderly and Physical Activity (EGREPA) as an associated partner, produced three key project outcomes:
  - The Healthy Active Living Course for seniors
  - An Online Planner, Plan50+
  - A major sports event called, Sport 50+
  - <https://active-i.info/active-i.html>



# PROCARE4LIFE



COUNTRY



Organization

University Münster



Main Scope:

Improving health care

Place:

N/A

Participants

14 partners, 400 participants in pilot 1, 500 in pilot 2 and 1500 in pilot 3

Frequency:

Ongoing

Type:

Integrated, scalable and interactive care ecosystem



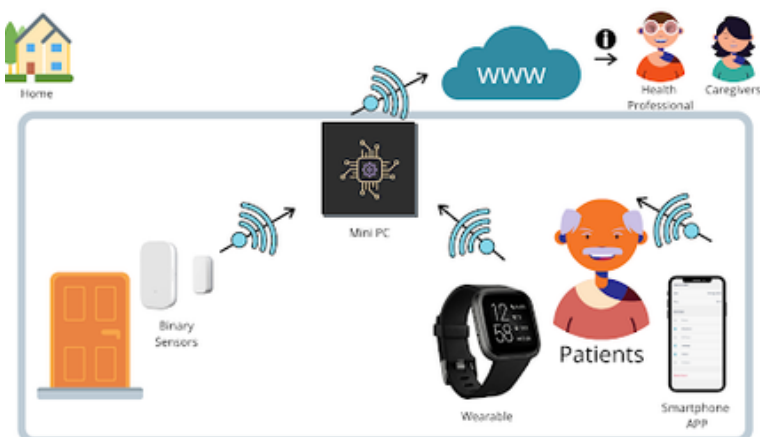
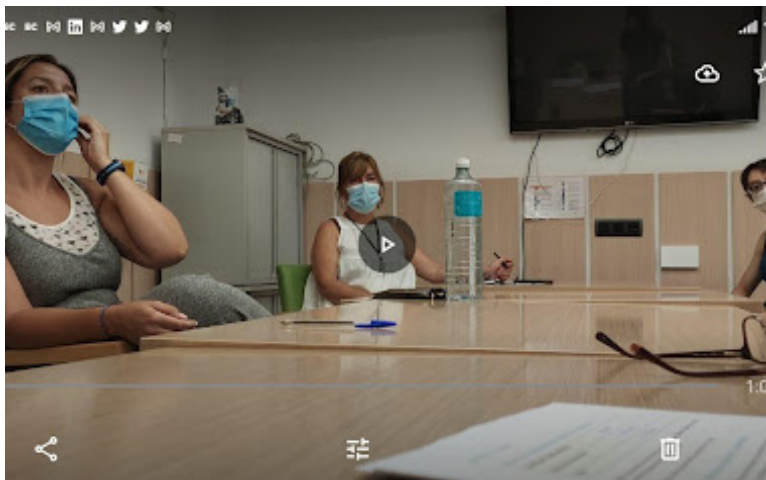
**PRO**Care4Life





## Detailed Description:

- PROCare4Life is an EU funded project proposing an integrated scalable and interactive care ecosystem, easily adapted to several chronic diseases, care institutions and end-user needs, benefiting individuals, families and health professionals.
- The main objectives are:
- Enable communication between all stakeholders, improve time management for social and health professionals and help to achieve an efficient, flexible and adaptable solution
- Facilitate and improve care management for older adults living with neurodegenerative and other chronic conditions.
- An interactive, personalised model, developed to meet users' needs, to adopt healthy habits, maintain a daily routine and follow advice from care teams.
- Enabling communication across sectors and disciplines to improve time and cost-efficiency, and communication with and across users to strengthen support.



- What are project results?
- Project results are any tangible or intangible output of the action, such as data, knowledge and information whatever their form or nature, whether or not they can be protected.
- Key exploitable results are the outputs generated during the PROCare4Life project which can be used and create impact, either by the project partners or by other stakeholders.
- Project results can be reusable and exploitable (e.g. inventions, prototypes, services) as such, or elements (knowledge, technology, processes, networks) that have potential to contribute for further work on research or innovation.
- Maria is a persona who travel with the users throughout the life of the PROCare4Life project. In a series of animations you can follow Maria and her informal caregivers as she begins to use the PROCare4Life app as advised by health and care professionals. The PROCare4Life system is recommended to Maria's group of friends of the same age who have other neurological and chronic diseases. Maria is a 67-year-old retired teacher who lives alone, is very independent and connected to her family.
- <https://procare4life.eu/>



**MARIA**



# OUR TEAM



<https://challedu.com/>



[uni-muenster.de](http://uni-muenster.de)



[eseniors.eu](http://eseniors.eu)



[frodizo.gr](http://frodizo.gr)



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