

## Conclusions of Workshop 'Future meets experience' (Brussels, 19/3/2014)

*The Confederation of European Senior Expert Services (CESES) is an international not-for-profit entity incorporated under the Belgian law, which combines the resources of Senior Expert Organizations based in the EU. CESES is at the centre of active networks of Civil Society Organizations (CSOs) and decision makers in the EU Commission and Parliament. Encompassing the skills and life-time experience of over 20.000 Senior Experts from all sectors of business CESES AND ITS MEMBER ASSOCIATIONS offer voluntary assistance to the implementation of the EU programs.*

Following the CESES Workshop '*Future meets experience*' (Brussels, 19/3/2014) which gave the opportunity for experienced stakeholders to contribute thoughts, ideas and perspectives, CESES AND ITS MEMBER ASSOCIATIONS have declared themselves available to launch an **intergenerational dialogue initiative**

- to help matching youth unemployment and unfilled job offers
- to reduce the lack of training and of professional practice
- to diminish difficulties in schools
- to lessen difficulties of immigrant job seekers
- in general, to ensure the social inclusion of all people not in employment, education or training.

The objective of the innovative initiative is to address both directions:

- Towards the young and unexperienced unemployed population: the proper orientation, the skills adequacy, the employability, the lack of resources
- Towards the companies and other entities: the jobs content clarification, the potential environment issues, their image « selling ».

This initiative is a project

- with multiple purposes
- in line with the current priorities of the social politics
- participating to the social cost reduction
- complementary to the other local initiatives creating links between several public actors : companies, state, associations, politics, labour unions, etc.

Subsequently there are some aspects CESES AND ITS MEMBER ASSOCIATIONS can tackle:

**A)** Take for instance one of the most common stumbling blocks for people who decide to create a new business: lack of training. CESES AND ITS MEMBER ASSOCIATIONS intend to reduce this deficit to support the entrepreneurial training and helping potential entrepreneurs improve their skills and abilities.

The goal of the project is to transmit to people with low economic capacity a broad concept of training of entrepreneurial skills, as well as the understanding of basic economic concepts, designed for:

- inexperienced entrepreneurs
- entrepreneurs in their early years
- high school and college students interested in entrepreneurship

CESES AND ITS MEMBER ASSOCIATIONS senior volunteers provide not only their knowledge but also their extensive business experience gained during their careers.



The crucial point of this particular project would be the exchange of experiences between former executives, members of CESES AND ITS MEMBER ASSOCIATIONS, whose expertise and experience of many years of work can be used as an aid to potential entrepreneurs, thus promoting the momentum for entrepreneurship.

**B)** Another project could be intended to meet main difficulties of immigrant job seekers:

- job discrimination
- inequalities at school
- school drop-out
- absence of social and professional network
- non-recognition of diplomas
- insecure jobs

What could be pursued:

- favour the employability of young job seekers from immigration origin
- recreate social bonds and solidarity of proximity
- encourage active aging
- favour intercultural and intergenerational meetings

CESES AND ITS MEMBER ASSOCIATIONS can carry out a several months mentoring period by putting in contact young immigrant job seekers and experienced professionals on retirement, in order to support them in their job search. A professional project is defined. Job skills are transmitted. Cultural and language practice abilities are implemented. New networks access are ensured.

**C)** CESES AND ITS MEMBER ASSOCIATIONS provide assistance to young people with their education and are thus available to all those who meet difficulties during their vocational training and are tempted to give up prematurely. CESES AND ITS MEMBER ASSOCIATIONS offer these young professionally unexperienced people the support of professional and experienced Senior Experts who they can trust and give them strength and guidance as mentors.

CESES AND ITS MEMBER ASSOCIATIONS volunteers understand the difficulties of young people and give a personalised help: they answer technical questions, provide exercises for professional practice, prepare them for the hardship they could encounter during the examinations, take care of the language deficits, help them develop social skills and learning motivation and keep alive the trusting relationship between trainees and instructors.

This entails 'courses' which last in principle a few months, but can be extended until the vocational training is completed.

**D)** The case of schools' organisation is well known. It has become a very complex task.

-principals of schools have to obtain parents approval and have to make documentations in special files.

-classes, especially classes with a higher percentage of foreign language speaking children have to be fit for the additional needs of those pupils. i.e. special language support, religious requirements as well as sometimes also special medical requirements.

-due to the fact that both parents have to work and are not available during the early afternoon (this applies also to the so called «single parent»), in most cases even grand parents are still working, schools have to organize the afternoon support

All those mentioned jobs have to be organized by one person only, the school principal. This incredibly difficult task is almost unbearable for one person. What can be done from the side of civil society?

The requirement for additional support is obvious; the school budgets however are limited. As organizations grow, schools can see an increase in their volume of administrative tasks, and require more than just one administrative professional. There is a double effect of such a program.

- People, joining such a program would be of tremendous help to school managements (directors and teachers). After a very short training for school organisation and legal requirements, they could take over certain administrative tasks, where in many cases they have better professional education and experience for administrative jobs anyway.
- And another effect would make this program even more beneficial to the society - Volunteer experts would gain self-esteem and so definitely improve their physical and mental health.

In all these aspects, CESES AND ITS MEMBER ASSOCIATIONS provide:

✓ **a general promotion to potentially available resources**

General lectures and customized assistance (writing CV, job interviews, presentation skills, « in-situ mock hiring process »)

Assistance in creation of new companies (business plan, coaching)

Sponsoring and coaching of young unemployed people, or young prisoners for their re-insertion

Sponsoring and coaching managers in search of jobs, particularly in international business

✓ **a support to training and education activities:**

Assisting apprenticeships

Animating proficiency courses and training sessions

Setting up of training programs on quality, on advance technology

Participation of board of examiners, jury, etc...

CESES AND ITS MEMBER ASSOCIATIONS volunteer experts are persons with the credibility of their proven record with whom unexperienced young people, potential entrepreneurs, job seekers, companies in difficult managers, school principals enjoy arguing or debating, connect and understand in order to improve their performances. This partnership implies a relationship with someone all these searching help persons become one with and feel fully and completely supported by.

In fact, CESES AND ITS MEMBER ASSOCIATIONS experts are real partners who understand the complex position of an interlocutor in that peculiar and difficult position and are able to transfer their know-how. They are thus important elements in enabling enterprises (and potential enterprises) to realize growth and offer employment, income and opportunities.

At limited cost of local board, lodging and reimbursement of CESES AND ITS MEMBER ASSOCIATIONS administrative costs (much lower, than the typical arrangement with temporary employment agencies) the help seekers are assured of a knowledgeable and experienced support, leading consistently to impressive improvements.