

Improving professional seniors



El Mundo Necesita a los Seniors de Hoy

Mentoría en

-  Cohousing
-  Apoyo profesional
-  Finanzas y economía
-  Tecnología y Comunicación

OBJECTIVES

This project is a mentoring initiative to help employees and independent professional seniors.

It consists of a 6 months training course and follow up supervision until the beneficiary is able to operate independently and also provide similar assistance for other seniors by disseminating the results of the project.

This project is therefore characterised by the seniors' self-improvement within a framework of mentoring support in order to succeed in their professional life and provide additional support to other seniors on a continuous basis.

The project is currently in contact with enterprise associations to develop new solutions for seniors in order to increase their possibilities of continuing within a firm or, when it is no longer possible, to develop an external solution like a new career opportunity.

SUCCESS

The project's success has been based on a number of factors including adequate targeting of beneficiaries, the selection and qualification of mentors, the project's duration, and the ability to match the seniors to a job that is in line with their particular skills. It is measured by assessing the survival rate and measuring the increased revenue of the project beneficiaries' companies.

The project was promoted via online means such as posting news and information on the organisation's webpages, social media and newsletters, as well as through the organisation of information sessions.

CHALLENGES

The challenges faced included a lack of understanding of the value of mentoring on the part of beneficiaries, a lack of competent mentors, a lack of a mentoring competence framework and training or assessment, and a lack of funding to hire or train mentors.

The benefits and impacts of the project would also benefit from additional public attention and general awareness.

The project has shown that the best way to support the people needs to be based on a holistic approach and taking into account the individual's specific interests and background in order to achieve the necessary results.

EVALUATION

It is also important to evaluate the individuals' circumstances in order to assess whether they need to adapt to their current position or to move into new opportunities. Where there is a gap between a senior's needs and the circumstances of their current position, a holistic approach is required to adapt beliefs, attitudes and skills in order to implement a change in circumstances or retrofit these elements for other jobs within the company. In cases where a senior has already left a position, he/she often needs to be supported with an offer of a dignified and perhaps better career, and an opportunity to develop their natural vocation.

The project's tactic of providing initial support in the professional field and using a more holistic approach is a readily transferable one. On the basis of this core concept, the necessary business factors, economic aspects, human resources, management and promotional alliances, etc. applicable for the local context can be integrated into the project design.

WEBSITE

<http://www.vidasostenible.info/tu-profesion/>

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