

## 3<sup>rd</sup> NEWSLETTER May 2022



# INSPIRER

Inclusive workplaces for senior workers

### LATEST PROJECT UPDATES

After a year and a half of collaborating to the realisation of INSPIRER, the consortium has successfully reached important milestones. Here are some major updates:

- Project Partners had the chance of meeting for the first time in person during the LTTA in Piraeus (Greece) in November 2021.
- Each Partner has kept on disseminating project's results far and wide on social media, at conferences, in magazines, during webinars, on EPALE, even on the radio, and more.
- The consortium has now almost finished developing all three Intellectual Outputs!

As to IO1 – the training course on multigenerational workplace culture – the Synthesis Report on the multigenerational workplace culture training needs is uploaded to the project website, together with the Training Curriculum of the course. Partners are now implementing the feedback received by the Quality Assurance Committee on the five learning modules, therefore almost all training material is ready to be translated into Partners' languages, which will allow the beginning of the national piloting of the course. You can find more details on the INSPIRER e-learning course below.

Concerning IO2 – the 360° assessment tool for multigenerational workplace culture – the assessment questions are ready and already translated into Partners' languages, the tool is under development and will soon be ready for the beta testing, then it will be translated into national languages so that its piloting phase can start as well.

With regard to IO3 – cross-generational / reverse-age mentorships in digital technologies – Partners have already developed the mentoring guide and the practical assignments, and both have been translated into their national languages, the online mentorship space is ready and operating, and it will soon be online, so that the piloting of IO3 can shortly start as well.

So, what's next? Stay tuned to learn more about the next Transnational Project Meeting, which will be held in Budapest (Hungary) on 30<sup>th</sup> June - 1<sup>st</sup> July, the piloting of the three Intellectual Outputs ([contact us](#) if you would like to be part of it), which will take place from June to August 2022, and the national Multiplier Events, which will be held in Slovakia, Greece, Hungary, Germany, and Luxembourg in September 2022.

### INSPIRER E-LEARNING COURSE

In the previous newsletter we informed you that the works on the training curriculum of the course had been in progress. We are happy to tell you that the syllabus is now ready, and you can dive right

into it on the project [website](#). It is based upon the desktop and field research gained with the preceding focus groups, surveys, and reports from all project countries.

Welcome to INSPIRER course!



The MOOC (Massive Open Online Course) consists of 40 hours of self-directed learning on the MOODLE platform. During this 5-week-long course, you can enjoy various activities, such as readings, videos, different interactive exercises, case studies, best practices, and of course some quizzes.

#### **There are five modules developed:**

- Module 1: Diversity & Inclusion
- Module 2: Managing Multigenerational Teams
- Module 3: Generation Matters
- Module 4: Engagement of Multigenerational Workforce through Learning and Development
- Module 5: Bridge the Gap: Communicating with a Multigenerational Workforce

#### **Learning Outcomes:**

By completing the full training course, you will increase your knowledge, skills, and competencies regarding the multigenerational workplace culture. You will be able to analyse the concrete working environment in a company, develop new approaches towards a multigenerational workplace culture as well as implement innovative tailor-made policies to increase the understanding and commitment for a multigenerational workplace culture among management and workforce. Interested? We will be piloting the national versions of the course from June to August 2022, let us know if you want to be a part of it.

#### **INSPIRER PROJECT OUTPUTS: INSPIRATION FOR SMART COMMUNITIES BUILDING**

The project INSPIRER is focused on multigenerational workplace culture, which has become the hot topic for all companies regardless of the sector or country. Work culture is the essence of the infrastructure of an organization. Nowadays it becomes even more important as a new characteristic has become a reality: with five different generations, we are working in the multigenerational workplace. Naturally, such a topic has to be communicated, presented, explained and discussed in context.

In October 2021, the 4<sup>th</sup> smart communities' academy for researchers and practitioners, BUILDING SMART COMMUNITIES FOR THE FUTURE, an international conference of the project Smart Communities 2.0 SKHU/1902/4.1/027 (for more information, check the project website <http://www.smartcommunities.eu/en>) was held in the premises of the University science park TECHNICOM, Technical University of Kosice, in Slovakia.

ASTRA and TU Kosice, two members of the project consortium, took a chance and presented INSPIRER to the wide international audience.



On the 8<sup>th</sup> October, the second day of the Conference, as a part of the Thematic Session 5: Smart education and HRD, the project INSPIRER was presented by Iveta Orbanova from ASTRA and Nina Hadidomova from TUKE. The presentation was divided into 2 parts, both interconnected by the main idea: inclusive workplaces for senior workers can be perceived as one of the main building blocks for the smart communities building. The INSPIRER project with all its outputs (course on multigenerational workplace culture, 360° assessment tool for multigenerational workplace culture assessment, and model for reverse mentorship) brings some very good inspirations.

Both contributions were published in the Conference Proceedings, ISBN 978-80-553-4008-1

## THE INSPIRER CONSORTIUM IS A PARTNERSHIP OF SEVEN EUROPEAN ORGANIZATIONS

The project is implemented by seven partners from five different EU countries in order to create outputs that will have European-wide applicability and impact. Partners come from Slovakia, Greece, Germany, Hungary, and Luxembourg.

- **TUKE** (Slovakia) – Technical University of Kosice (Leader)
- **ASTRA** (Slovakia) – Zdruzenie pre Inovacie a Rozvoj
- **IDEC** (Greece) – Aintek Symvouloi Epicheiriseon Efarmoges Ypsilis Technologias Ekpaidefsi Anonymi Etaireia
- **TREBAG** (Hungary) – TREBAG Intellectual Property-and Project Manager LTD
- **VHS CHAM** (Germany) – Volkshochschule im Landkreis Cham e.V.
- **OBES** (Greece) – Omospondia Viomichanikon Ergatoupallilikon Somateion
- **CCIL** (Luxembourg) – Camera di Commercio Italo-Lussemburghese

## ABOUT ERASMUS+

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Co-funded by the  
Erasmus+ Programme  
of the European Union