



European Union
European Social Fund
Article 6 - Innovative Actions



Senior competence

Final Conference, 20 & 21 November 2008

▶ **20 November 2008**
Paris City Hall

▶ **21 November 2008**
Palais Brongniart (Bourse)

▶ **Informations & Registration**
www.senior-competence.eu

DEPARTEMENT DE PARIS



20 November 2008 - Paris City Hall

Draft programme

Older people with managerial experience form a specific group among job seekers, and often face discrimination at time of hire. The European "Senior Competence" project was launched in November 2006 with the goal of experimenting, evaluating, modelling and disseminating innovative practices to help older managers return to work. It is built on a partnership among 3 European cities: Paris, Frankfurt and Stockholm. The project ends in November 2008 with an evaluation and overview.

The Senior Competence final conference, which will be held on 20 and 21 November at the Paris City Hall and at the Palais Brongniart, marks the completion of this European project and provides an opportunity to understand the issues related to employment and age diversity. Thematic presentations and workshops will review two years of experimentation with the goal of proposing measures that could be implemented on a European level in order to help older managers return to employment.

8.30 a.m. Participant reception - coffee

9.30 a.m. Official conference opening

Christian Sautter, special advisor of Paris in charge of employment, economic development and international attractiveness.

In the presence of the Mayor of Frankfurt, the Mayor of Stockholm, and a representative of the European Commission in charge of employment.

10.30 a.m. Presentations

- ▶ Presentation of the demographic situation in European Union countries.
- ▶ Presentation of employment of older people and age diversity in Germany, Sweden and France.
- ▶ Spotlight on the situation in France, presented by the ANPE national employment agency.
- ▶ The point of view of the MEDEF (employers union) on age diversity
- ▶ Is age management included among the social responsibility indicators used to evaluate businesses?
- ▶ The point of view of the CFDT (trade union) at the level of the confederation.

12.30 p.m. Morning closing session

Pierre-Henri TAVOILLOT, philosopher, lecturer in philosophy at the University of Paris IV (Paris-Sorbonne)

1 p.m. Lunch break (unscheduled)

2.30 p.m. Workshops

Workshop 1: Business creation by older people

This workshop will focus on the obstacles that need to be removed, based on four or five "typical" business creation situations such as the use of portage salarial (administrative management companies), part-time or shared-time approaches, older people creating businesses, etc. The workshop will also discuss what it means to "facilitate" this process. With Astrolabe conseil, Paris Pionnières and Kompass (Frankfort).

Workshop 2: Innovative approaches used by SME-SMIs to hire older workers

What needs to be done to develop these initiatives?

- ▶ How the GFFB (Frankfurt) mobilised small and medium enterprises.
- ▶ The CGPME will present accounts of SME-SMI directors who used innovative recruiting processes: an employers group in the Seine-et-Marne Department, the example of professional conversion to insurance expertise.

Workshop 3: Various approaches to develop

- ▶ Local social dialogue and the role it plays in helping older people find (or stay in) employment. Some concrete examples. With the CFDT-UD Paris, the CFDT Cadres, and accounts from Swedish and Italian trade union members.
- ▶ Training for job seekers led by an organisation, OPCALIA, run by both employer and employee representatives.
- ▶ A network to mobilise enterprises: Oudinot.

8.30 a.m. Participant reception - coffee

9.30 a.m. Conference "Senior Competence: Its Success Stories"

A series of joint presentations of the Senior Competence project will be organised around specific themes.

- ▶ Methods for mobilising job seekers implemented in Stockholm, Frankfurt (GFFB) and Paris (S Network experiment).
- ▶ Specific training to adapt to changes in the employment market: training led in Frankfurt (SWA), new technology training, well-being support (Stockholm), coaching and project leadership and team management training (Paris).
- ▶ The opportunities that exist for older managers in the non-profit sector, notably within the Emmaus Movement.
- ▶ Various forms of business creation and transfer: accounts from Kompass, Paris-Pionnières, Astrolabe Conseil, ANPE (Groupe d'Action à Temps Partagé), UGEF, CFDT Paris and CGPME Paris.
- ▶ Mobilisation of employment professionals regarding recruitment of older managers: experimental operation with employment professionals in Paris led by the City of Paris, Arbeitsagentur in Frankfurt, Job Centres in Stockholm, and an Older Manager Job Forum in Paris.
- ▶ Closing presentation by the Council of European Municipalities and Regions (CEMR): disseminating and spreading practices in Europe.

1 p.m. Lunch cocktail

2.30 p.m. Four participants in workshops and in the Friday morning conference will present the difficulties encountered and leads for making progress that could strengthen age diversity within businesses, particularly in favour of older workers.

3.15 p.m. The Centre des Jeunes Dirigeants (CJD-Centre for Young Directors), the Confédération générale des Petites et Moyennes entreprises (CGPME-General Confederation of Small and Medium Enterprises), the Association Nationale des Directeurs des Ressources Humaines (ANDRH-National Association of Human Resource Managers) and the Paris Chamber of Commerce and Industry respond.

4 p.m. Closing speeches

The Mayor of Stockholm
The Mayor of Frankfurt
Liliane Capelle, Deputy Mayor of Paris

The final conference will be moderated by Sabine Germain, an independent journalist with Liaisons sociales and Les Echos



Final conference location 20 November 2008

Paris City Hall

Entrance: 5 Rue Lobau 75004 Paris

Metro: Lines 1 & 7

Station: Hôtel-de-Ville

(Exit : rue Lobau)

or Station: Châtelet - Line 1, 4, 11
& 14 - RER A



How to get there

online registration and programme
<http://www.senior-competence.eu>

Registration

Ingrid Hubert - Ptolémée

Tél.: 33 (0)1 47 70 45 80 - Fax: 33 (0)1 47 70 46 10

E-mail: seniorcompetence@ptolemee.com



How to get there

Final Conference location 21 November 2008

Palais Brongniart - Bourse

Entrance: Place de la Bourse

75002 Paris

Metro: Line 3

Station : Bourse

(Exit : place de la Bourse)



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