

## Workshop An ageing Europe and the role of ULLL

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### Managing ages in the firm: transferring competences between generations at work

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#### Abstract

A steadily ageing population in the European Union is a problem for society in general and also for companies: they will be confronted more and more not only with the situation of older workers but also with a lack of new young workers on the labour market. The project called "Generation +", supported by the European Social Fund and led by the HEC-Management School of the University of Liège and the Walloon Agency for Employment and Training (FOREM), proposes information to companies on the management of ages and provides support to some of them who want to work further on these questions:

- how to manage ages through the existing HRM policies;
- how to manage ages through lifelong learning activities;
- how to transfer competences between generations of workers;
- how to prepare workers for tutoring other workers.

The contribution will present tools for the management of ages and several case studies.