

Changes in age-productivity

T. KALLAI, R. GRUNDER. *Changes in age-productivity over an ICT-based future workspace. Gerontechnology 2016;15(suppl):129s; doi:10.4017/gt.2016.15.s.956.00* **Purpose** The population is ageing: the average age of the workforce is rising and an increasing share of the population is 55 and over. PEARL AAL project¹ stress the importance of identifying and investigating the causes of productivity variation across individuals that can allow a better understanding of how age relates to work performance². The following characteristics may vary by age group: communication skills, information-processing speed, strength and endurance, health, self-discipline, flexibility, administrative and strategic capacity, proficiency and motivation in participation and co-creation of educational courses, motivation to restart new businesses as ‘second chance’, energy, and job experience³. The AAL project measured the user acceptance of the variable modules and self-developed content, during the experiments by employed, self-employed or freelancer seniors. **Method** Rotations of older workers in physically demanding tasks and training programs request effective use of new ICT technologies. The personalised digital content compensates the missing skills. Learning about technology is one of the ‘hot’ topics what PEARL tested through the lab trials period. A free mobile based authoring tool, SkillCatch with new MOOC curricula have been used. The seniors (average age around 55, 36 males, 17 females from Romania, Greece, Netherlands, Switzerland) filled up four oral and online surveys. Large scale pilots in the same four countries were repeated by field-trials during August-September 2016. **Results & Discussion** The PEARL LMCS system contains attractive rapid/mini-learning courses. This content meets the needs of individual workers, allowing them to compensate their age-related productivity disadvantage and support their self-autonomy and life at home or office environments⁴. Learning has two missions: (i) a big intellectual driver for skills and knowledge improvement in the silver economy, and (ii) an offering of a second chance for active seniors and start-up dot-com entrepreneurs.(Figure 1⁵) The online-delivered learning is considered strategic because it keeps the workforce appraised of their job functions’ developing requirements. The remaining question is how the large national seniors associations, like Pro Senectute or NESTA, large companies (NESTLE, Novartis, ATOS) or newly created for-profit spin-off ventures as well as big and small universities will be capable to play an active role in the Ageing–Innovation–Workforce future challenge.

References

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Keywords: ICT workspace, informal & social learning, personalised content, age-productivity

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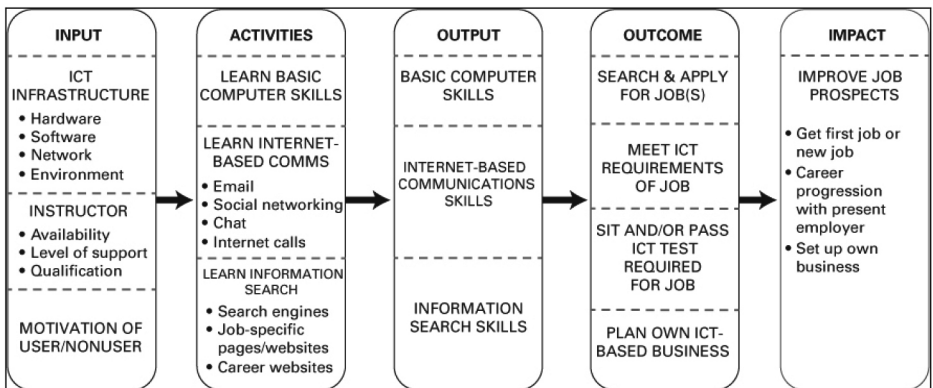


Figure 1. Improving job prospects by ICT⁵