

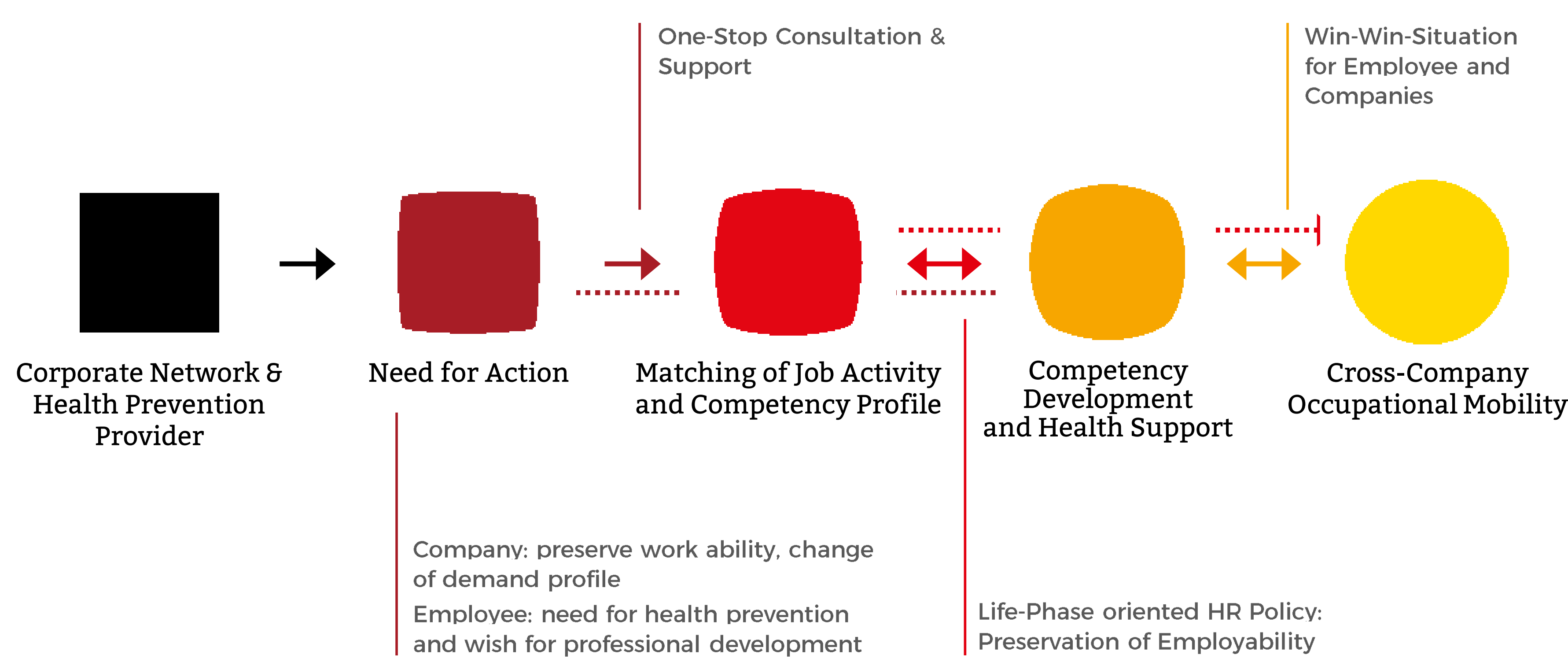
Background

Facing the demographic changes in German society, innovative age and aging management concepts are becoming increasingly important for companies. The decline in activity-related performance potentials, due to higher age, is often associated with health-stressing working conditions and the lack of opportunities to develop professionally and personally. Mobility between workplaces or occupations between companies can counteract the process by creating new employment alternatives for employees. ■

Aim of the Project

The aim of the seven project partners from the business, educational and research sector is to develop and test models of cross-company occupational changes in regional corporate networks. The project "Terra" is funded by the Federal Ministry of Education and Research from 2016 to 2019. Initially, framework conditions and tools for Cross-Company occupational mobility will be developed in a model region and transferred to other regional corporate networks in Germany, subsequently. ●

The Process



Initial Results

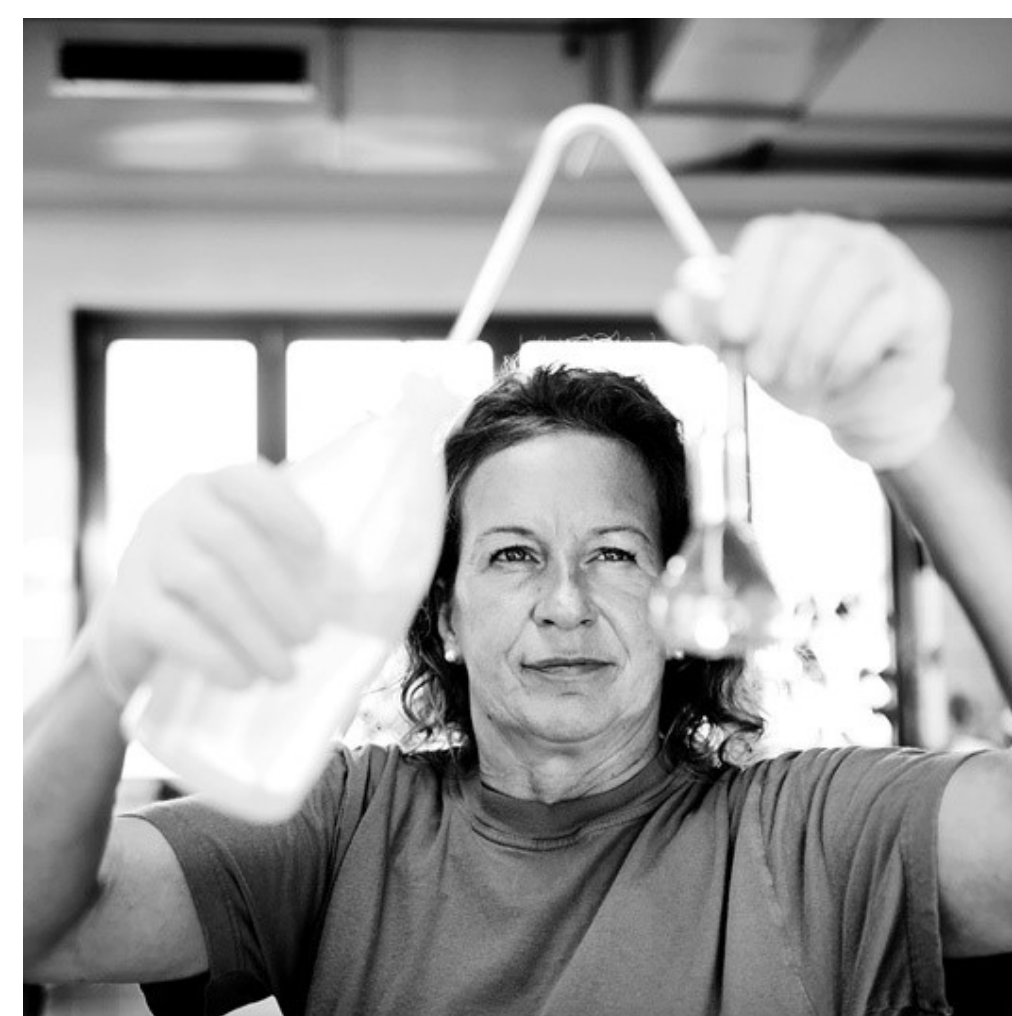
- Definition of typologies of occupational mobility
- Compilation of existing HR-Tools
- Identification of framework conditions (e.g. employment law and cost models)
- Outlining of case management pathways and modules

Guiding Principle: From Disability- to Ability-Management



Prevention

Different HR development tools are applied in this Work-Place Prevention Model to preserve employability thus shaping professional biographies in a foresighted way.



Health

Employees with existing or imminent health problems are specifically prepared for jobs suitable for them in another company.



Qualification

Individual competency development enables employees to change their job activities within existing corporate networks.



Motivation

Concrete perspectives for one's professional development create the basis for a satisfied and motivated work life.

Source: Fotos: Dominik Asbach/EDG Entsorgung Dortmund GmbH

Project Partners

Contact: Susanne Bartel | s.bartel@bv-bfw.de

