

TErrA

Tätigkeitswechsel zum
Erhalt der Arbeitsfähigkeit



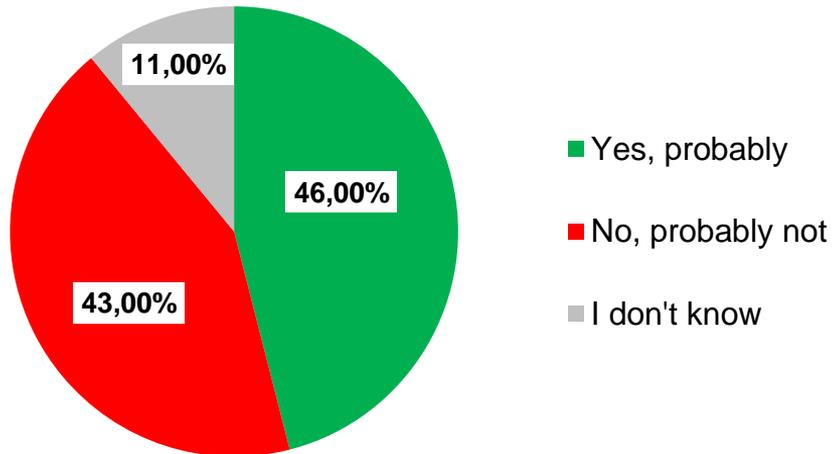
Job-rotation between companies in regional networks as a tool to maintain employability

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Athens, 11 June 2017



Background

Regarding your current job requirements: Do you think that you can do your job until retirement age without any limitations?



Source: DGB-Index Gute Arbeit 2014



Background

Knowledge society

- work 4.0, digitalization, knowledge and competence as key competitive factors
- securing and development of competencies and motivation across the whole working life

Demographic change

- extended working life, ageing employees
- preservation of the employability



What to do?

- job rotation can help to increase/maintain one's employability

Health

- decrease of physical and mental stress
 - regarding the work environment
 - regarding the job design

Qualification

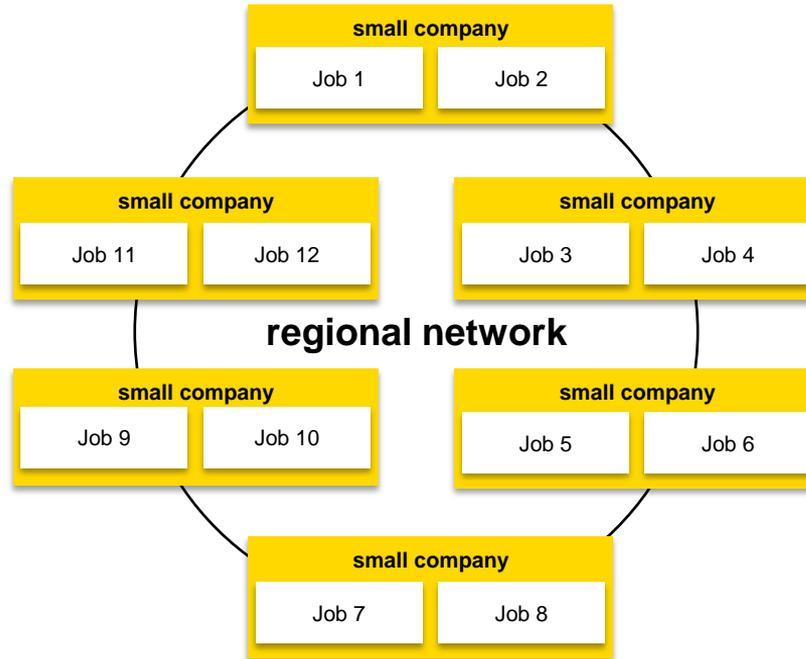
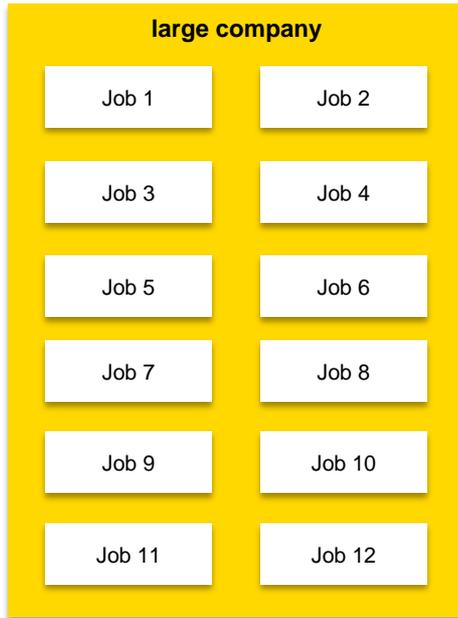
- in consideration of one's individual performance
- higher continuing education rates
- facilitation of lifelong learning

Motivation

- no loss of appreciation
- creation of new task fields
- establishment of a age-friendly culture

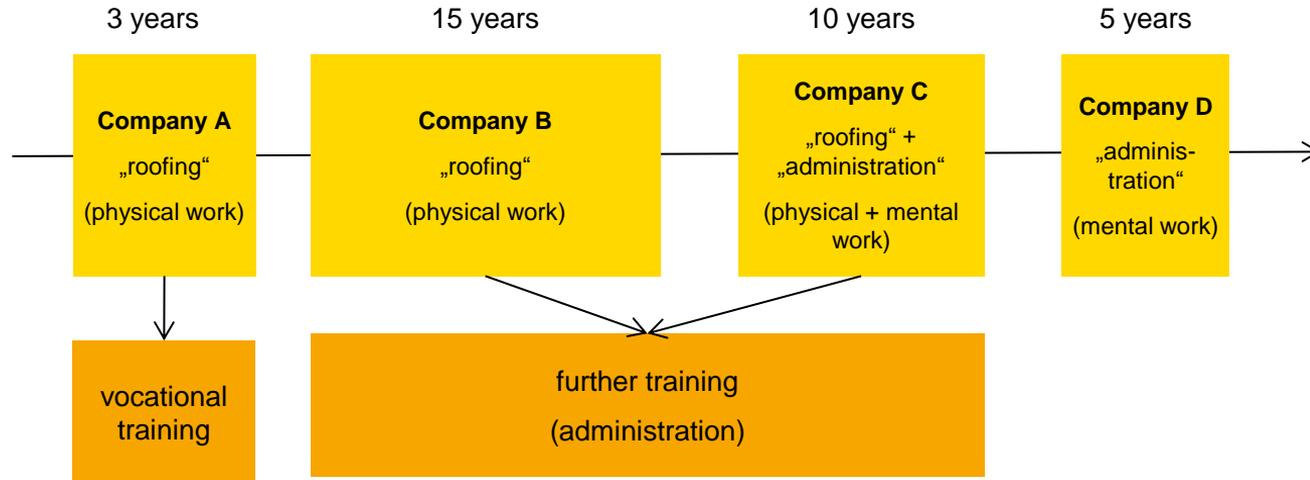


What to do?



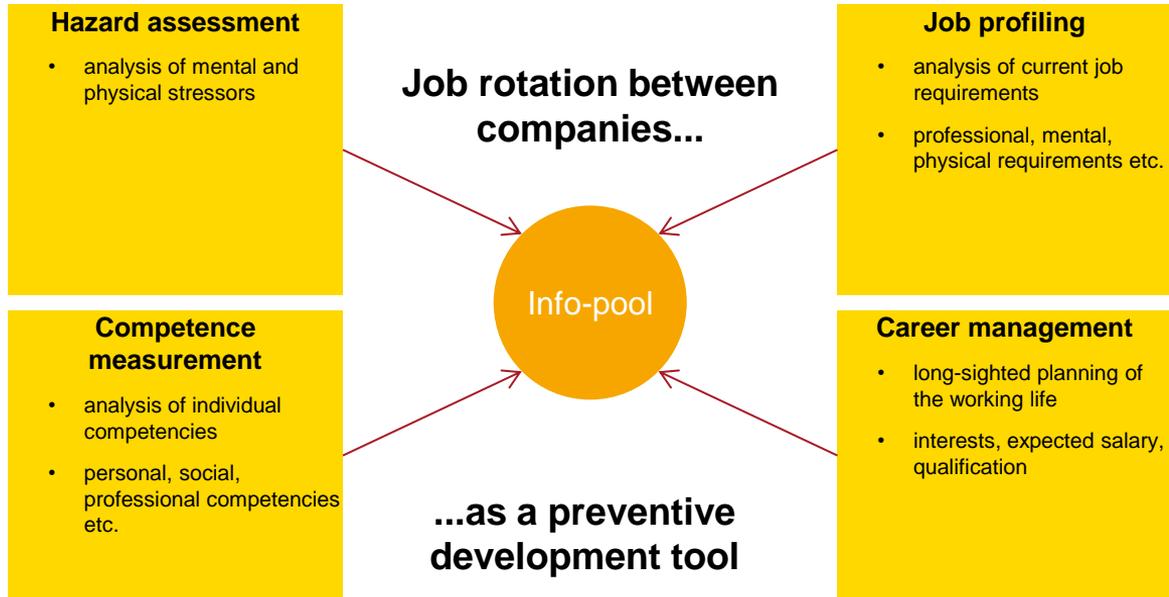
What to do?

Job-rotation in regional networks



What to do?

Regional company networks



Project goals

To organise job-rotations between companies as a preventive tool to maintain employability

- to identify current job-rotation models
- to gather legal, economic and political conditions of preventive job-rotations
- to establish regional (company) networks
- to develop preventive tools (to support job-rotations)
- to generate real cases

Together with...

- ...companies
- ...employees
- ...social partners
- ...social security agencies
- ...regional stakeholders
- ...regional networks

**From Disability-Management to
Ability-Management!**



Work packages

Analysis status quo

- expert interviews
- interviews with employees
- job analyses
- employee surveys

(Legal) framework

- possibilities of financing
- actors (social security agencies, trade unions...)
- cost-benefit analysis

Network building

- acquisition of companies
- information events
- supervising the networks

Case management

- support of individual employees
- designing qualification measures
- evaluation



Legal framework (initial results)

Research interest

- How to finance preventive qualification measures?

Assumption

- German social security agencies (accident insurance, pension insurance, health insurance, unemployment insurance): stronger focus on preventive scenarios
- they may finance preventive qualification measures

Research methods

- expert interviews
- expert workshops

Results

- German security agencies do not finance preventive qualifications measures
- they become active, when employability is at stake (e.g. in case of accidents, diseases)
- other instruments must be considered: qualification funds, Employer's Alliances, work time accounts...



Employment biographies (initial results)

Research interest

- What prevents the employees from job-rotations? What motivates them?

Research methods

- interviews with employees
- job analyses

Results

- employees with jobs, that do not support learning processes and/or personal development, reject job-rotations (usually physical demanding and low-skilled jobs)
- dilemma: these jobs affect the employability in particular
- companies with low-skilled jobs must also create a work structure, that has positive effects on learning and/or personal development (e.g. considering communication/cooperation, responsibility, feedback...)



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Thank you for your attention!

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung

BETREUT VOM



PTKA
Projektträger Karlsruhe
Karlsruher Institut für Technologie



Förderschwerpunkt
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Arbeit von morgen



BACK-UP



What to do?

Regional company networks

Cooperatively support

- networking, low-cost-consulting, emotional support

Companies can learn from each other

- knowledge transfer: best practices, expert opinions, experience exchange

Regional networking

- knowledge-sharing through trust and crossing system boundaries

Plattform bieten

- dialogue with policy makers, associations and public

Multidisciplinary design

- cooperation between employees, entrepreneurs, scientists, policy makers, social security etc.

