

Interreg
Danube Region



Co-funded by
the European Union



HOME



CONTENT

Overview

COMPANY

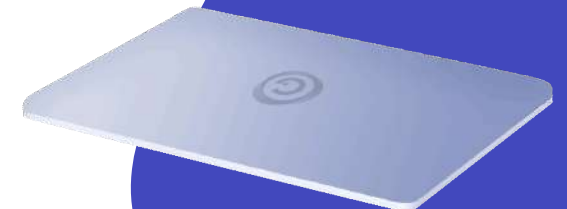
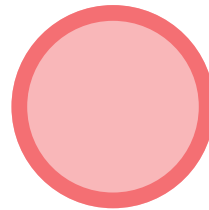
Adaptation

Additional
RESOURCES

SPONSORS

AGE MANAGEMENT TOOLBOX

For Companies



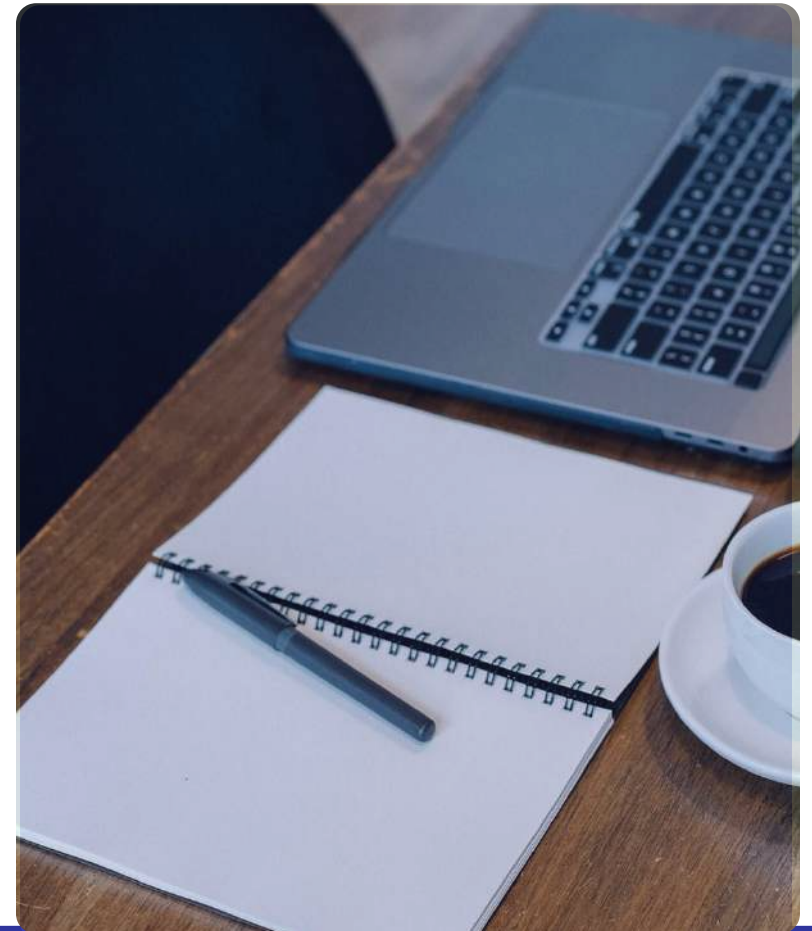
INTRODUCTION

[HOME](#)

The IntegrAGE Age Management Toolbox is composed of different open-source tools, which have been divided in four main categories.

These tools are not specifically designed for older age groups, but they can be adapted within a company internal strategy to promote the integration of employees over 55 years old.

In the last chapter "In-Company adaptation", we offer suggestions on how to integrate them in your company´s day-to-day processes.



INDEX

Tools Overview



Assessment Tools



Learning & Development Tools



Collaboration & Communication Tools



Work-Life Balance Tools



In-Company adaptation



Contact



**Interreg
Danube Region**



Co-funded by
the European Union


IntegrAGE

TOOLS OVERVIEW

CHALLENGES

- C1 Lack of knowledge on employee's needs
- C2 Skill gaps between generations
- C3 Lack of internal collaboration
- C4 Stressful working conditions

SOLUTIONS

- S1 Self Assessment Tools
- S2 Learning & Development Tools
- S3 Collaboration & Communication Tools
- S4 Work-life Balance Tools

[Go back to INDEX](#)

ASSESSMENT TOOLS

Self-assessment tools can help companies evaluate and improve their strategies for supporting an age-diverse workforce.

These tools identify strengths, gaps, and opportunities for fostering inclusion, productivity, and retention of employees across all age groups.

TOOL 1. Skills base



TOOL 2. Lifetick



TOOL 3. OECD Assessment



TOOL 4. Age Management Company Radar







TOOL 5. UK National Career Service







TOOL 6. IntegrAGE Assessment







SKILLS BASE

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

LIFETICK

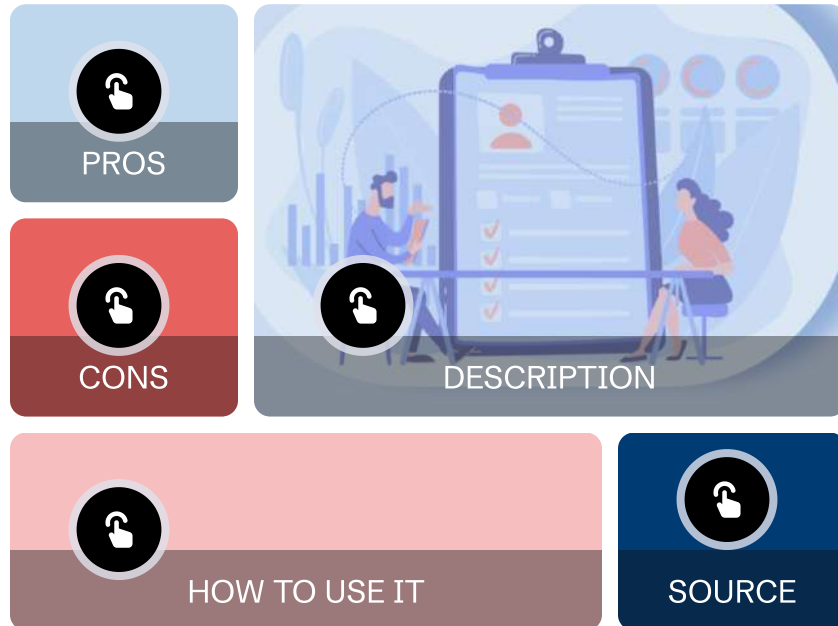
 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

OECD ASSESSMENT

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

[Go back to INDEX](#)

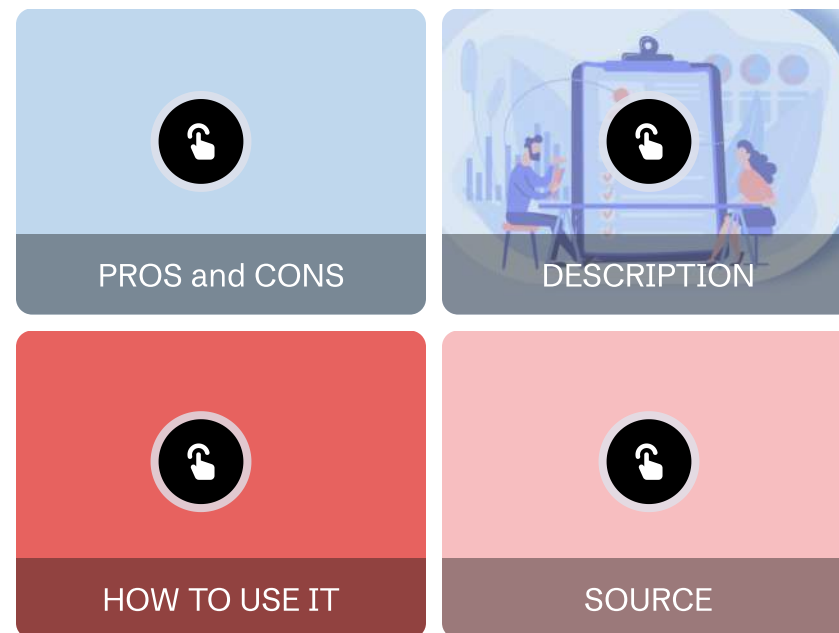
AGE MANAGEMENT COMPANY RADAR



The navigation menu for the 'Age Management Company Radar' consists of five buttons, each featuring a hand cursor icon. The buttons are arranged as follows: 'PROS' (light blue), 'CONS' (red), 'DESCRIPTION' (light blue with a background illustration of a man and woman at a table), 'HOW TO USE IT' (pink), and 'SOURCE' (dark blue).

- PROS
- CONS
- DESCRIPTION
- HOW TO USE IT
- SOURCE

UK NATIONAL CAREER SERVICE



The navigation menu for the 'UK National Career Service' consists of five buttons, each featuring a hand cursor icon. The buttons are arranged in a 2x3 grid: 'PROS and CONS' (light blue), 'DESCRIPTION' (light blue with a background illustration of a man and woman at a table), 'HOW TO USE IT' (red), and 'SOURCE' (pink). The bottom-right cell in the grid is empty.

- PROS and CONS
- DESCRIPTION
- HOW TO USE IT
- SOURCE






Co-funded by
the European Union

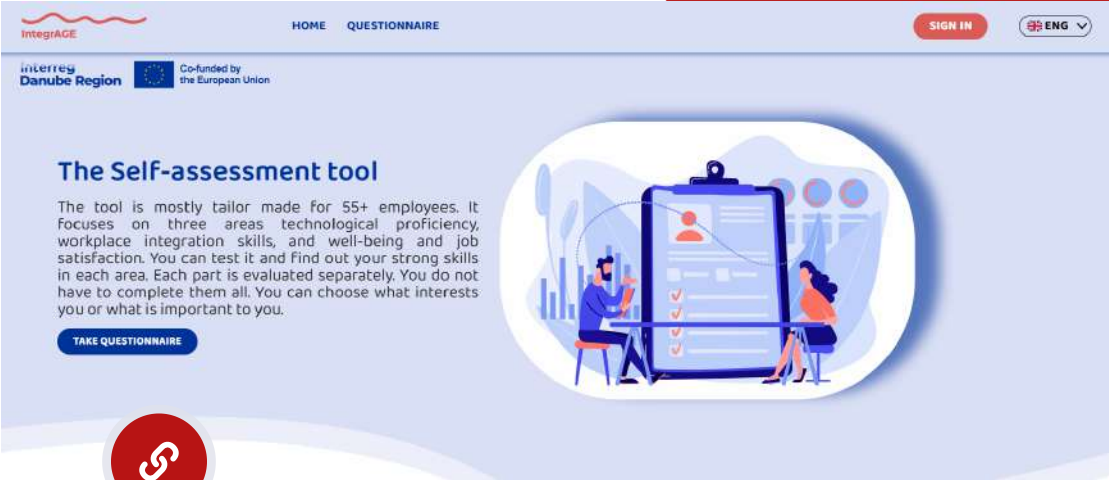


Interreg
Danube Region

IntegrAGE

INTEGRAGE SELF ASSESSMENT TOOL

- 
PROS
- 
CONS
- 
DESCRIPTION
- 
HOW TO USE IT
- 
SOURCE



[Go back to INDEX](#)

LEARNING & DEVELOPMENT TOOLS

Learning and development tools enable companies to upskill and reskill employees, fostering personal and professional growth.

These tools include e-learning platforms, mentoring programs, and workshops tailored to enhance digital, soft, and leadership skills across generations.

TOOL 1. Moodle



TOOL 2. Age Friendly Institute



TOOL 3. Project Silver Skills



TOOL 4. Project Inspirer







TOOL 5. Faces - Points of You







TOOL 6. IntegrAGE Curriculum on Age Management







MOODLE LMS

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

AGE FRIENDLY INSTITUTE

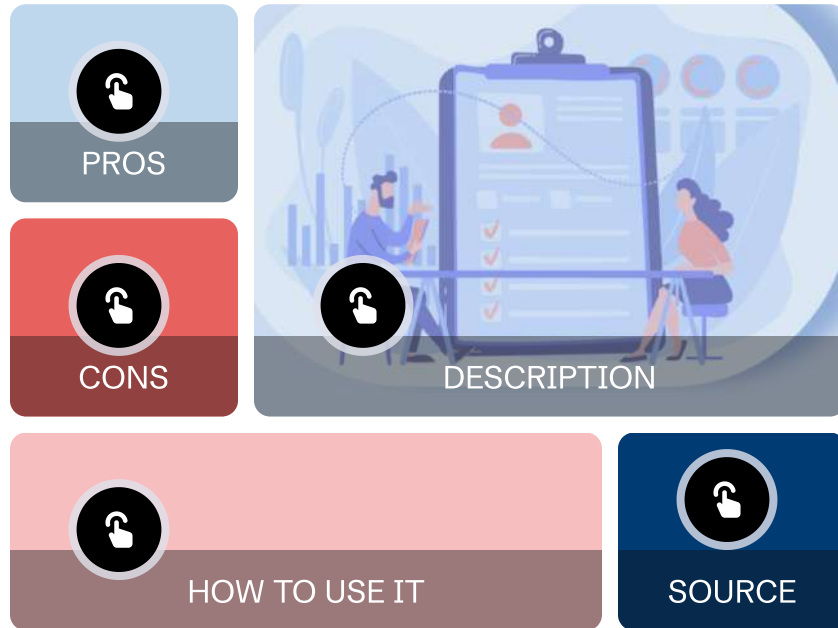
 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

PROJECT SILVER SKILLS

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

[Go back to INDEX](#)

PROJECT INSPIRER



The navigation menu for 'PROJECT INSPIRER' consists of five buttons, each featuring a hand cursor icon. The buttons are arranged as follows: 'PROS' (light blue), 'CONS' (red), 'DESCRIPTION' (light blue, positioned over a large illustration of a man and a woman reviewing a project plan on a screen), 'HOW TO USE IT' (pink), and 'SOURCE' (dark blue).

- PROS
- CONS
- DESCRIPTION
- HOW TO USE IT
- SOURCE

FACES POINTS OF YOU



The navigation menu for 'FACES POINTS OF YOU' consists of five buttons, each featuring a hand cursor icon. The buttons are arranged in a 2x2 grid with a fifth button centered below the first two: 'DESCRIPTION' (light blue), 'GAMES OVERVIEW' (light blue, positioned over a large illustration of a man and a woman reviewing a project plan on a screen), 'HOW TO USE IT' (red), 'SOURCE' (pink), and an unlabeled button (light blue) positioned below 'DESCRIPTION' and 'GAMES OVERVIEW'.

- DESCRIPTION
- GAMES OVERVIEW
- HOW TO USE IT
- SOURCE
- (Unlabeled)

Co-funded by
the European Union




Interreg
Danube Region

IntegrAGE

[Go back to INDEX](#)

INTEGRAGE

CURRICULUM ON AGE MANAGEMENT



PROS

CONS

DESCRIPTION

HOW TO USE IT

SOURCE



PDF



MOODLE

Interreg
Danube Region



Co-funded by
the European Union


IntegrAGE

[Go back to INDEX](#)

COLLABORATION & COMMUNICATION TOOLS

Collaboration and communication tools streamline teamwork and knowledge sharing in the workplace.

These tools enhance transparency, foster intergenerational collaboration, and ensure efficient coordination, leading to improved productivity and a positive work culture.

TOOL 1. [Mentorange](#)



TOOL 2. [Mentimeter](#)



TOOL 3. [Slack](#)



TOOL 4. [Chronus](#)







TOOL 5. [Workshop template](#)







TOOL 6. [IntegrAGE Mentoring Program](#)







MENTORAGE

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

MENTIMETER


 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

SLACK

 DESCRIPTION	 PROS and CONS
 HOW TO USE IT	 SOURCE

[Go back to INDEX](#)


CHRONUS MENTORING



Thumbnail illustration showing a man and a woman sitting at a table, looking at a large clipboard with a checklist and a person icon. The man is pointing at the clipboard.

PROS	DESCRIPTION
CONS	
HOW TO USE IT	SOURCE

WORKSHOP TEMPLATE



Thumbnail illustration showing a man and a woman sitting at a table, looking at a large clipboard with a checklist and a person icon. The man is pointing at the clipboard.

PROS and CONS	DESCRIPTION
HOW TO USE IT	SOURCE

Co-funded by
the European Union



Interreg
Danube Region

IntegrAGE

[Go back to INDEX](#)

INTEGRAGE MENTORING PROGRAM

PROS	
CONS	
DESCRIPTION	
HOW TO USE IT	SOURCE



PDF

[Go back to INDEX](#)

WORK-LIFE BALANCE TOOLS

Work-life balance tools help employees manage their professional and personal lives effectively.

These tools include wellness programs, time management resources, and employee assistance platforms.

TOOL 1. Weekly planner



TOOL 2. Headspace



TOOL 3. Lyra health



TOOL 4. Wysa







TOOL 5. Udemy courses







TOOL 6. IntegrAGE Work-life Balance App







WEEKLY PLANNER

	
DESCRIPTION	PROS and CONS
	
HOW TO USE IT	SOURCE

HEADSPACE

	
DESCRIPTION	PROS and CONS
	
HOW TO USE IT	SOURCE

LYRA HEALTH

	
DESCRIPTION	PROS and CONS
	
HOW TO USE IT	SOURCE

WYSA

MENTAL HEALTH

A navigation menu for WYSA Mental Health. It consists of five buttons, each with a hand cursor icon. The buttons are: 'PROS' (light blue), 'CONS' (red), 'DESCRIPTION' (light blue with a background illustration of a man and woman at a table with a clipboard), 'HOW TO USE IT' (light pink), and 'SOURCE' (dark blue).

PROS

CONS

DESCRIPTION

HOW TO USE IT

SOURCE

[Go back to INDEX](#)

UDEMY

COURSES

A navigation menu for Udemy Courses. It consists of four buttons, each with a hand cursor icon. The buttons are: 'PROS and CONS' (light blue), 'DESCRIPTION' (light blue with a background illustration of a man and woman at a table with a clipboard), 'HOW TO USE IT' (red), and 'SOURCE' (light pink).

PROS and CONS

DESCRIPTION

HOW TO USE IT

SOURCE

Co-funded by
the European Union



Interreg
Danube Region

IntegrAGE

[Go back to INDEX](#)

INTEGRAGE

WORK LIFE BALANCE APP

PROS

CONS

DESCRIPTION

HOW TO USE IT

SOURCE



**DOWNLOAD
APP**

Interreg
Danube Region



Co-funded by
the European Union

IntegrAGE



IN-COMPANY ADAPTATION

In this last section, we will share some advice on how to integrate the presented tools in your day to day company processes. Integrating age management tools into your company's internal strategy is essential for fostering an inclusive and productive work environment for employees aged 55 and above.

Start



HOW TO START?

What is your commitment level as an employer or manager to make your company more age-friendly?

You can select more than one answer

Very high - It is my main priority

High - It is a important topic

Normal - I would like to learn more about it

Low - It is not a enough relevant topic

Very low - I do not want to change anything

Send

STEP BY STEP

1

ASSESS ORGANIZATIONAL NEEDS

Use tools from category 1
to identify challenges



2

SELECT APPROPRIATE TOOLS

Review available tools
under categories C2-C4.
If not suitable, conduct
further research.



3

ALIGN WITH COMPANY GOALS

Develop an
implementation plan to
incorporate the selected
tools



STEP BY STEP

4

TRAIN & ENCOURAGE PARTICIPATION

Foster an inclusive environment for timely adoption and be clear with expected outcomes.



5

MONITOR & EVALUATE

Collect Feedback and measure the impact on the areas you want to improve.



6

ADJUST & IMPROVE

Summarize learnings and refine the strategy. If necessary, look for new tools.



CALENDAR DAYS

Conducting a **Workshop to raise awareness** about age management topics is highly recommended, as it is a more personal and efficient way to promote change within the company. You could use any of these relevant days to put in place the use of some tools.

January



February



March



April



May



June



July



August



September



October



November



ADDITIONAL RESOURCES

As a company with increasing interest on age management, there are many interesting reports to build knowledge on this topic.



**Ageing
Workforce**
By Eurofound



**Age-inclusive
Workforce**
By OECD



**Roadmap for
age-inclusiveness**
By Open Research EU



**Age-friendly
work in EU**
By CEDEFOP



**BRIDGE
Project**



**Work Ability
Management
Project**

TED TALKS

About age **MANAGEMENT**

The tech we need to fight workplace ageism

▶ Play

What baby boomers can learn from millennials at work and vice versa

▶ Play

INTEGRAGE PROJECT PARTNERS



Interreg
Danube Region



Co-funded by
the European Union



IntegrAGE

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the Interreg Danube Region Program. Neither the European Union nor DRP can be held responsible for them.

Thank you!



**Interreg
Danube Region**



Co-funded by
the European Union


IntegrAGE

