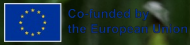




# Ambassadors for Mobility in Later-life Fliers



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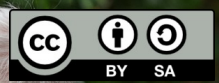
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The Ambassadors for mobility in later-life fliers are a collection of 15 resources that can be shared as handouts with older workers interested in participating in mobility experiences. The fliers can be printed out or shared electronically. They include:

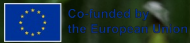
1. **The Benefits of Learning Mobilities**
2. **Internships**
3. **Job Shadowing**
4. **Job Rotation**
5. **Swapping**
6. **Sabbaticals**
7. **Long-term Job Rotation & Swapping**
8. **Secondments**
9. **Project-based Work**
10. **Volunteering**
11. **Creating Your Perfect Mobility Experience**
12. **Questions for Finding the Right Mobility Scheme**
13. **Questions for Debriefing**
14. **Benefits of Self-directed Learning**
15. **6 steps of self-directed learning**

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# 1. The Benefits of Learning Mobilities



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## The most often occurring cases of improved competences among participants in mobilities include:

- knowledge of the host country's culture and society
- ability to adapt and act in new situations
- ability to work with people from other cultures
- foreign language skills
- intercultural competences
- communication skills
- planning and organisational skills

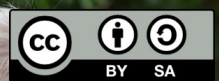
## Other regularly occurring outcomes of mobilities include:

- decision making skills
- sector-specific skills
- team working skills
- innovative potential and entrepreneurial skills
- analytical and problem-solving skills
- computer skills

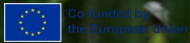
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## 2. Internships



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Internships are opportunities offered by an employer to potential employees, called interns, to work at a firm for a fixed period of time. They are typically undertaken by people looking to gain relevant skills and experience in a particular field. Employers benefit from these placements because they often recruit employees from their best interns, who have known capabilities, thus saving time and money in the long run.

One to four weeks can be sufficient to change perspective, taste a different kind of work and get new impulses.

### Pros:

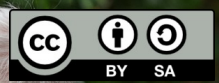
- Personal growth and fulfilment
- New perspectives
- Discover/learn new skills
- Widen employees' professional network
- Get to know new areas and organisations
- Boost motivation of employees
- Prevent burn-out
- Explore a new career path

### Cons:

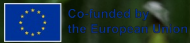
- Not easy to find for older people
- Unknown outcome
- May not match the individual or sending company goal
- Having to overcome the ageist prejudices of some hiring managers
- Your financial obligations are likely to be greater and many people don't have the resources to quit their jobs to work for free (if unpaid)

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### 3. Job shadowing



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Job shadowing is an effective form of job training for specific jobs. Job shadowing enables an employee to acquire a comprehensive knowledge of what an employee who has a particular job does every day. This type of learning is usually used to onboard new employees into an organization or into a new role. Job shadowing may also be used as a learning opportunity for interns or students (but why not older workers too?) to gain an understanding of the role requirements and the job tasks.

#### Pros:

- Get an insight in a specific job inside/outside the company
- Get out of your comfort zone
- Gain new ideas & perspectives
- Practically apply new skills
- May be easier to find
- Learn new skills
- Try out a new career without making a long-term commitment
- Widen professional network
- Chance to connect with potential cooperation partners

#### Cons:

- May not match the individual or sending company's goal
- Having to overcome the ageist prejudices of some hiring managers
- Your financial obligations are likely to be greater and many people don't have the resources to quit their jobs to work for free (if unpaid)

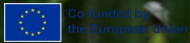


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## 4. Job Rotation



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Job rotation is a strategy where employees rotate between jobs in the same company. Employees take on new tasks at a different job for a period of time before rotating back to their original position. With a job rotation system, employees gain experience and skills by taking on new responsibilities.

### Pros:

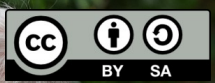
- Allows to interrupt the routine and try something new without changing the company
- Allows for identifying where employees work best
- Develop skills
- Get insight into what colleagues do
- Promote flexibility
- Employee stays “in the house” and can easily be contacted if needed

### Cons:

- Needs training and time to do the new job effectively
- May create stress and confusion among employees
- Not feasible in some industries (e.g. highly narrow-skilled professions)
- Processes do not work as smoothly as one is used to

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## 5. Swapping



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Swapping work is a type of job rotation. A role change takes place in which the employees take over each other's tasks. Swapping can take place within one company, but also between different (non-competitive) companies. It is limited in time. The exchange can also take place between companies in different countries.

### Pros:

- Allows to interrupt the routine and try something new without changing the company
- Allows for identifying where employees work best
- Develop skills
- Get insight into what colleagues do
- Promote flexibility

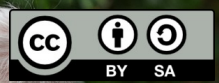
### Cons:

- Allows to interrupt the routine and try something new without changing the company
- Allows for identifying where employees work best
- Develop skills
- Get insight into what colleagues do
- Promote flexibility

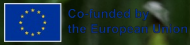
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## 6. Sabbaticals



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Traditionally, a sabbatical is a period of paid or unpaid leave that is granted to an employee so that they may study or travel. This type of time off is common in higher education settings and in larger organisations, and is usually granted after a defined number of years of service. A conventional sabbatical is year long, even though they can be shorter or longer depending on the reason for taking a professional break.

### Pros:

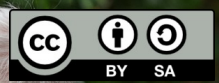
- Personal growth and fulfilment
- Pursue personal and professional aims
- Helps mental health
- Make new contacts
- Discover new talents/passions
- Financially feasible in certain circumstances
- Recreational time for employees who can be more efficient and motivated after their return

### Cons:

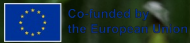
- Needs immense preparation time from the company
- Harder for companies to see the benefit in these costs (if paid)
- Unknown outcome in terms of job relevance and further career development

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## 7. Long-term Job Rotation & Swapping



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Job rotation is a strategy where employees rotate between jobs in the same company. Employees take on new tasks at a different job for a period of time before rotating back to their original position.

Swapping work is a type of job rotation. A role change takes place in which the employees take over each other's tasks. Swapping can take place within one company, but also between different (non-competitive) companies. It is limited in time. The exchange can also take place between companies in different countries.

### Pros:

- Allows to interrupt the routine and try something new without changing the company
- Allows for identifying where employees work best
- Develop skills
- Get insight into what colleagues do
- Promote flexibility
- Employee stays "in the house" and can easily be contacted if needed (in the case of job rotation)

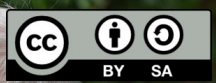
### Cons:

- Needs training and time to do the new job effectively
- May create stress and confusion among employees
- Not feasible in some industries (e.g. highly narrow-skilled professions)
- Processes do not work as smoothly as one is used to

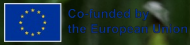
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## 8. Secondments



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A secondment (sometimes referred to as a “job rotation”) is a chance for an employee to temporarily work on a different team within their organization, or in some cases, for a different organization entirely (possibly in a different country too). Think of secondments as the on-the-job equivalent of exchange student programs. Secondment programs benefit individuals, teams, and companies by leveling up employee skills, boosting engagement, and increasing retention.

### Pros:

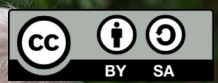
- Level up skills of employees
- Boost engagement of employees
- Increase retention
- Give you the chance to form new connections with people across the company
- Get insight into what colleagues do and understand the business better
- Promote flexibility

### Cons:

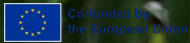
- Needs training and time to do the new job effectively
- May create stress and confusion among employees
- Processes do not work as smoothly as one is used to
- It’s possible that in your absence, a teammate takes over a part of your role that you love and falls in love with it as well – which can make for an awkward transition when you return

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## 9. Project-based Work



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Project work is a type of job rotation. In this process, employees are assigned other tasks on a specific project for a defined period of time (coinciding with the duration of the project – usually up to 2 years).

### Pros:

- Can increase the employee's efficiency and skills development as they diversify their activities.
- Allows to interrupt the routine
- Allows for identifying where employees work best
- Develop skills and competences
- Allows for working in new diverse teams Can create new working structures
- Enlarges/enriches the job
- Creates new experience
- Promotes flexibility
- Employee stays “in the house” and can easily be contacted if need be

### Cons:

- Can create stress and confusion among employees
- Not feasible in some non-project-based industries

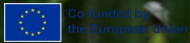
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## 10. Volunteering



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Volunteering is generally considered an altruistic activity where an individual or a group provides services for no financial or social gain "to benefit another person, group or organisation". Volunteering benefits also the volunteer and can be means to discover new (social) interests.

### Pros:

- Personal growth
- Provide a sense of purpose & encourages empathy
- May be easier to find than a work experience in a company
- Helping others can reduce stress
- Discover/learn new skills
- Feel happier and healthier
- Make new contacts
- Try out a new career without making a long-term commitment
- CSR potential for the employer, when working time of employees is offered for volunteering

### Cons:

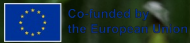
- Could put strain on employee's emotional, mental and physical health
- Exposure to situations that can create feelings of stress and frustration
- Dealing with ageism and related stereotypes
- Not so well promoted in Europe – less opportunities
- No money

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# 11. Creating Your Perfect Mobility Experience



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You will only need 3-4 minutes for this visualisation

Find a Quiet Space, where you can sit in a relaxed position. Close your eyes and take a few deep, calming breaths.

**Set the Scene:** Imagine that it's the first day of your mobility. Consider the time of year, the weather, and any events or activities you'd like to include. Choose the location and imagine it as vividly as possible.

**Use Your Senses:** Visualize the scene as vividly as possible:

- **Activities:** Envision the activities you're engaging in throughout the mobility.
- **Emotions:** As you visualize your mobility experience unfolding, focus on the emotions you're feeling - the joy, contentment, and satisfaction of this perfect mobility.
- **Overcome Challenges:** If any challenges arise during your perfect mobility, visualize yourself handling them with grace and confidence. This can help you develop a resilient mindset.
- **Express Gratitude:** As you conclude the visualization, take a moment to feel gratitude for the positive experiences and emotions you've imagined during your future mobility.
- **Open Your Eyes:** Slowly open your eyes and take a few more deep breaths. Reflect on the positive feelings and imagery you experienced during the exercise

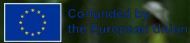
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## 12. Questions for Finding the Right Mobility Scheme



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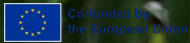
1. What are your personal **expectations** from the mobility?
2. What are your **long-term plans** or career prospects after completing the mobility experience?
3. What are your expectations in terms of **work responsibilities**, schedule and workload during the mobility?
4. Do you want to refresh certain **skills** or competences or learn something new?
5. How much **time** are you willing and able to commit to the mobility experience?
6. What is your **financial situation** and budget for the mobility experience?
7. How flexible are you in terms of living temporarily in another **place or country**?
8. How comfortable are you with adapting to **new environments** and potentially being in a different culture or work setting?
9. What is your **English** level of proficiency? Are you willing to or interested in learning a new language?

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## 13. Questions for Debriefing



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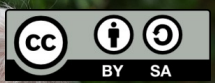
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1. Could you share the **mobility programme** you participated in?
2. Could you describe a **highlight** of your mobility experience?
3. What are the main **challenges** you had to deal with?
4. What **skills** or competences did you acquire?
5. How will the mobility experience shape your **career path** moving forward?
6. How did the mobility experience influence your perspective on different **work cultures** or practices?
7. How did the mobility experience influence your perspective on your **working life**?
8. What **advice** would you give to other people of your age considering mobility?
9. If you could **sum up** your mobility experience in a few words, what would it be?

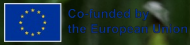
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## 14. Benefits of Self-directed Learning



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### 1. You can begin immediately

As a self-directed learner, you get to choose when the learning project starts. With the resources at hand, the timing is totally up to you.

### 2. You learn at your own pace

You can choose what to study based on your learning style and learning needs. This means you have control over the material and how it impacts you.

### 3. You collaborate with others

Learning something requires you to do a bit of research. That may include calling a friend or colleague, downloading an app, or reaching out to a group or former teacher. This is known as collaborative learning.

### 4. You grow in confidence

Once you have chosen a field of learning, you embark on a learning journey that is yours and that helps you develop a growth mindset.

### 5. You promote well-being

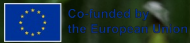
As you realize your potential and cope with the challenge of active learning, you experience what is possible when you apply yourself. As your sense of meaning and purpose grows, consider creating a personal mission statement to help you stay aligned with your goals.

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# 15. 6 steps of self-directed learning



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## 1. Identify what you want to learn

Visualize what you want to achieve by being very clear about what you want to learn.

## 2. Pinpoint the problem you want to solve

Sometimes, your motivation may be to solve a problem instead of learning a new skill. In this case, learning will still happen, but solving the problem is your focus.

## 3. Set a goal for your learning process

How will you measure your achievements? Charting your progress will give you motivation along the way.

## 4. Create something from what you will have learned

This could be a blog, a new product or a service. With this creation, you integrate what you've learned.

## 5. Manage your time

Prioritize your self-directed learning. When will this happen?

## 6. Network with like-minded learners

Connecting with a learning community in person or online inspires you to keep doing what you love doing. Example: volunteer!

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