



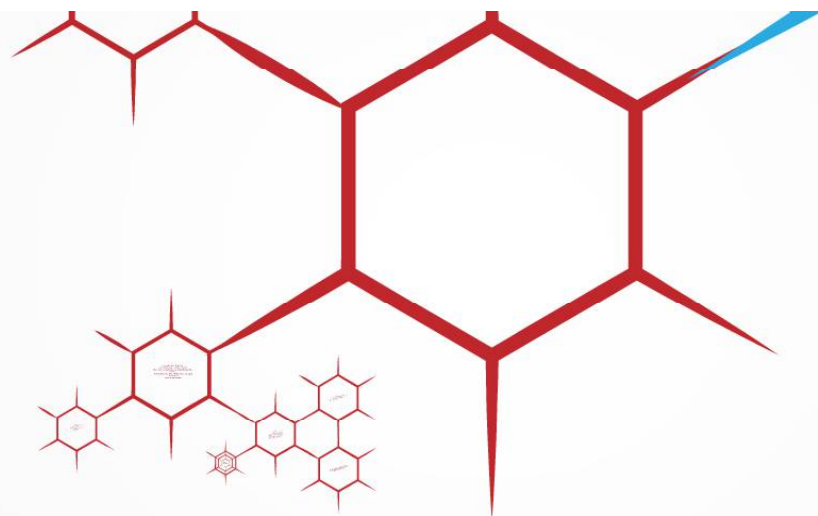
IGTrain

Training to Train- Intergenerational Transfer of Knowledge on the workplace

Project N°. 539475-LLP-1-2013-1-BG-GRUNDTVIG-GMP

www.igtrain.eu





Lifelong
Learning
Programme

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Background of the project

The workforce in the EU is ageing
The people aged 50+ need to remain in business life
**The young workers need to be stimulated to utilize
their capacity in their career**
**Employers need to implement programs to improve
effectiveness in the work place**

About the Project

The main objective of IGTrain project is to promote Intergenerational Learning on the work place and enhance the transfer of intergenerational knowledge through train the trainer course and on the job training.

Project partners

IGTrain project brought together 6 partners, which have experience with the issue of Intergenerational Learning.

Verein Multikulturell (Austria)
COOSS MARCHE (Italy)
BIMEC (Bulgaria)
PARTENALIA (Belgium)
MOZAIK (Turkey)
WATERPOLIS (Portugal)

Project results

Trainings Guide in 8 languages
(BG, DE, EN, FR, IT, PT, SP, TR)



Survey results in 8 languages
(BG, DE, EN, FR, IT, PT, SP, TR)



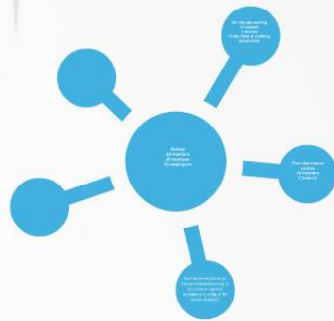
**Handbook of the On-the-job
Trainer/Mentor in 8 languages**
(BG, DE, EN, FR, IT, PT, SP, TR)



**Good Practices Presentations
in 8 languages**
(BG, DE, EN, FR, IT, PT, SP, TR)



For more informations
www.igtrain.eu



Statistics or Bimec, Bulgaria

Survey
30 mentors
30 mentees
10 employers

**Train the trainer
course
14 mentors
2 trainers**

On the job training
6 trainees
1 mentor
In the field of clothing
production



**Good practice name: Competitiveness via
Intergenerational Training On-the-workplace**

On the job Training process



- Contemporary sewing companies have to be very flexible and competent by:
- good theoretical knowledge about sewing production from all the staff, to be able to take over more responsibilities and
 - every worker be able to perform qualitatively more operations for flexibility

On the job training

6 mentees

1 mentor

In the field of sowing production

Success stories



Mentor:

„Before the train-the-trainer training, I felt some nervousness but the willingness to gain new knowledge took advantage. For the on-the-job training I felt more confident about the practical aspects of the training but had some doubts about transferring the theoretical knowledge.”

She shared that she gained:

- new competence (as trainer/mentor)
- much more detailed understanding of the specifics of the job
- improved understanding with the young colleagues from the team
 - sense of appreciation

Mentees:

Perceived benefits:

- easier for them to do the job after the training
- gained theoretical knowledge and practical skills
 - more confidence
 - better communication
- better motivation, because they feel supported within the team

Employer:

- Building internal capacity for constant upgrading of staff competencies is a very good step towards competitiveness of the SME
- Implementing on-the-job training with an internal mentor is very motivating both for the mentor and the mentees.
- The Trainer's Guide from IGTrain project is a very good tool for achieving this

Next implementations on intergenerational learning in local area in regional workplaces by using of the results of project