



# BENEFITS OF LEARNING IN LATER LIFE AND TRAIN THE TRAINER

Jumbo Klercq



## Paradigm shift

Learn to know

Learn to do

Learn to be

Learn to live together

No attention

25-year

# Illusion of Attention

65-year

Much more attention

Volkshogeschool Ons Erf, 1978

Several Dutch education & training organisations

BILDUNG &  
ANDRAGOGIC

*Let me introduce myself*



SEVERAL  
EUROPEAN  
PROJECTS

THE ELEPHANT LEARNING IN DIVERSITY, 2008

Learning in later life  
Intergenerational learning  
Living in a digital world  
Integration and social inclusion  
Entrepreneurship and self-employment

Learn for Life, 2010

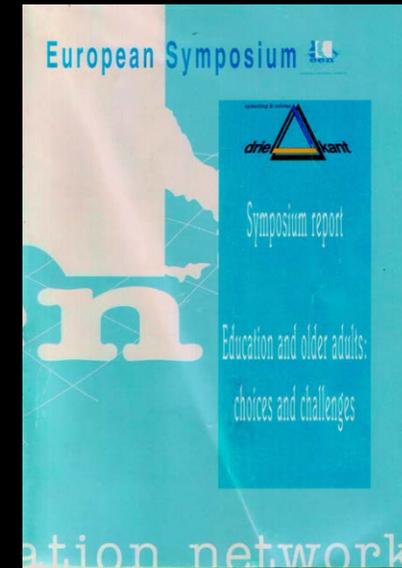
Participatie in Diversiteit, 2011

**EPALE, 2014**

## 1993 European Year of the Elderly



Over  
generaties  
gesproken,  
1995



## 1999 UN Year of Older Persons and Intergenerational Solidarity



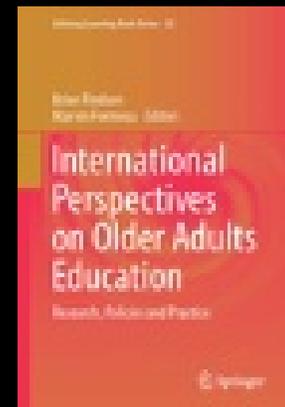
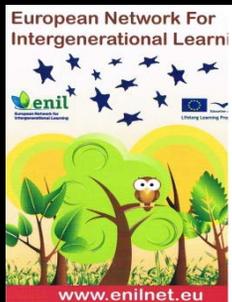
PIONEERING  
PHASE

2003 Grundtvig network



2012 European Year of Active Ageing

Grundtvig network



2015 Further multiplication

# International train the trainer seminar Learning in Later Life, in Cyprus



<https://sites.google.com/view/learning-in-later-life/homepage>

# EXPERIENCES

NETHER-  
LANDS

Several  
initiatives  
of  
self-  
organisa-  
tions  
(‘80s)

East- Germany:  
Verein von  
Vorruehständler

Slovenia:  
U3A and active  
local communities

Hungary,  
Tsjech Republic,  
Slovakia:  
U3A

Romania,  
Bulgaria:  
less interest

Poland and Baltic  
States:  
no provisions

USA:  
intergenerational  
learning

Russia:  
mixed  
community  
initiatives

Ukrain, Georgie,  
Armenia, Turkye:  
new initiatives



# STARTING POINTS



## West-Europe

- Elderly inactive
- Elderly separated and less integrated
- Elderly isolated
- Elderly seen as inproductive
- Care by the state

## Common

- Respect
- Dignity
- Privileges
- Unfulfilled dreams and ambitions

## East-Europe

- Elderly still active
- Elderly not separated and more integrated
- Elderly part of society
- Elderly seen as veterans, seniors
- Care by family

Elderly active and self-reliable as long as possible – participating in society – living in supportive communities

# Good practices



Fitness



Home visitor



Study circles 50+



Nature guides



City gardening



Senior adviser



Language buddy



Guildproject



Seniorweb



Museum guides

# Succes factors

1. Self initiatives of elderly
2. Professional support
3. No institutional colonisation
4. Cooperation between organisations
5. Involvement and support from local authorities



Remember the child  
in yourself and be aware of  
the older person  
that you can become



Getting older and  
the benefits of  
learning

An adventure



# When are you old?

WHAT DOES THIS WORD MEANS TO US?



# WHAT IMAGES CAN SAY



www.alamy.com - EY85B6



*FRAIL AND VULNERABLE????*



later life



Inloggen

Alle Afbeeldingen Nieuws Video's Shopping Meer Instellingen Tools

Stel Google in als standaard zoekmachine en zoek sneller.

 Ja, graag



LaterLife™  
Make the most of yours!

later life  
ambitions



A Guide to keeping healthy and happy in later life



services education health money support

sure start to later life




Later Life Matters



Planning For Later Life

More than 50% of people say they feel financially prepared for the future. Planning now could mean you can get the life you want, without having to worry about a range of matters that come down the line.

about surveys of 1000 people. All constructive life.



CHANCERY

later life planning




Dementia Awareness Week 2016

People worry about dementia and losing mental capacity and although it can be a difficult conversation to have, discussing the future with loved ones and having a solid plan in place can help ensure your wishes are still being met later in life.




#laterlifematters

Loving rather than fearing later life





HE SAT OUTSIDE ON A BENCH OR  
IN FRONT OF THE WINDOW  
STARING IN THE DISTANCE



## Focus for tutors:

- Respect
- Dignity
- Privileges
- Unfulfilled dreams and ambitions



What can we learn out of this?

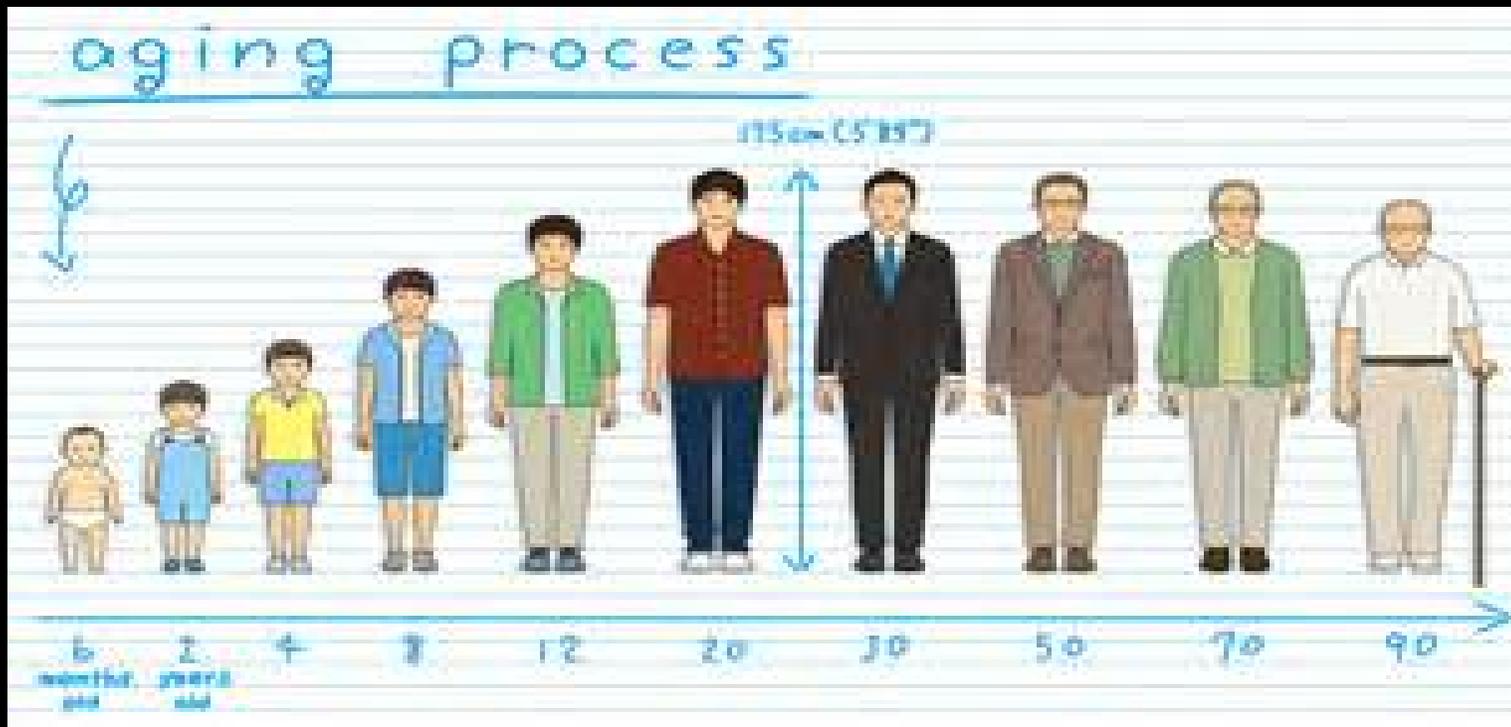


# End of the tree boxes of life



- To learn =  
for children
- To work =  
for adults
- To leisure =  
for retired people
- Lifelong learning
- Lifelong working
- Lifelong leisuring





LEARNING IN LATER LIFE IN AN INTERGENERATIONAL CONTEXT



# MULTIGENERATIONAL SOCIETY

GENERATIONS ARE  
COMING AND GOING

# Talkin' 'bout my generation



- What makes you a generation?
- What are characteristics from your generation?

## ENGAGE 4 GENERATIONS IN THE WORKPLACE WITH DIGITAL SIGNAGE



**VETERANS –**  
Born before 1945,  
currently in their  
70s or older

**BABY BOOMERS –**  
Born 1946-1965,  
currently in their  
50s to 70s



**GENERATION X –**  
Born 1966-1985,  
currently in their  
30s to 50s



**MILLENNIALS –**  
Born 1986-2005,  
currently around  
30 or under



# DEFINITION OF GENERATIONS

- Limited in time and space
- Mostly a cohort, born in a certain decade
- Sharing a certain history, certain life circumstances, lifestyles (fashion, music), feelings and ideals
- Distinct differences with the earlier and the following generation
- Generation specific learning: crystalized intelligence



# other questionS?



What does it mean for you to live in a society with so many generations?

Who do you meet, who do you rarely meet?

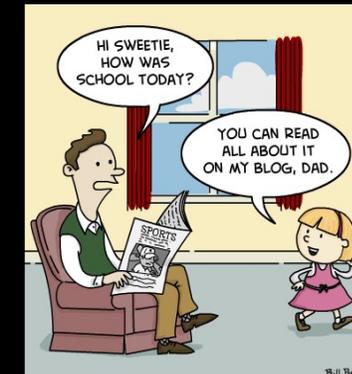
What is your reference?



Family life as reference?



Media as reference?



Shared experience As reference?

# Linking together?



## Youngsters

- Need attention and care
- Are seen as too young to
- Looking to the future without knowledge of the past
- Want to know
- Want to show
- Are curious and ambitious
- “Big” self esteem



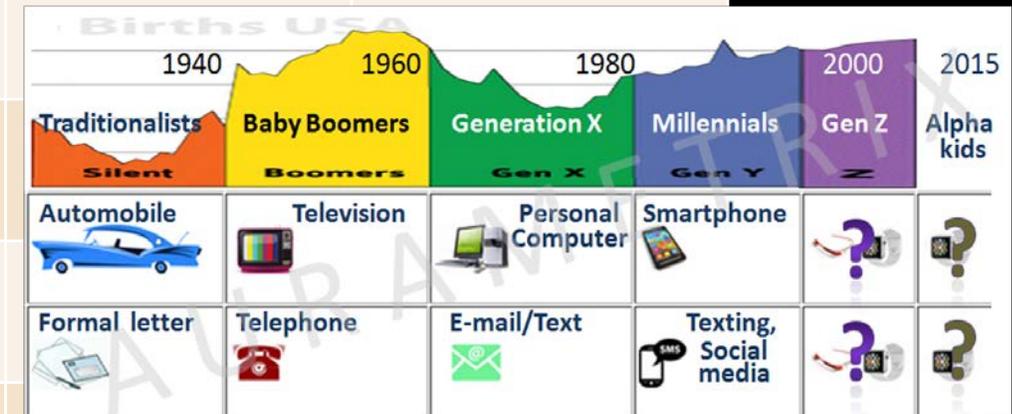
## Elderly

- Need attention and care
- Are seen as too old for
- Look to the future from the past
- Want to tell
- Want to look at
- Are cautious and careful
- “Small” self esteem

# Generations & developments in society



GENERATION	ECONOMY	INNOVATIONs	SOCIAL	POLITICS
1930-1940		Telephone		
1940-1955		Car		
1955-1970		Television		
1970-1985		Computer		
1985-2000		Internet		
2000 -2015		Social Media		



# ~~TEACHING SENIORS~~

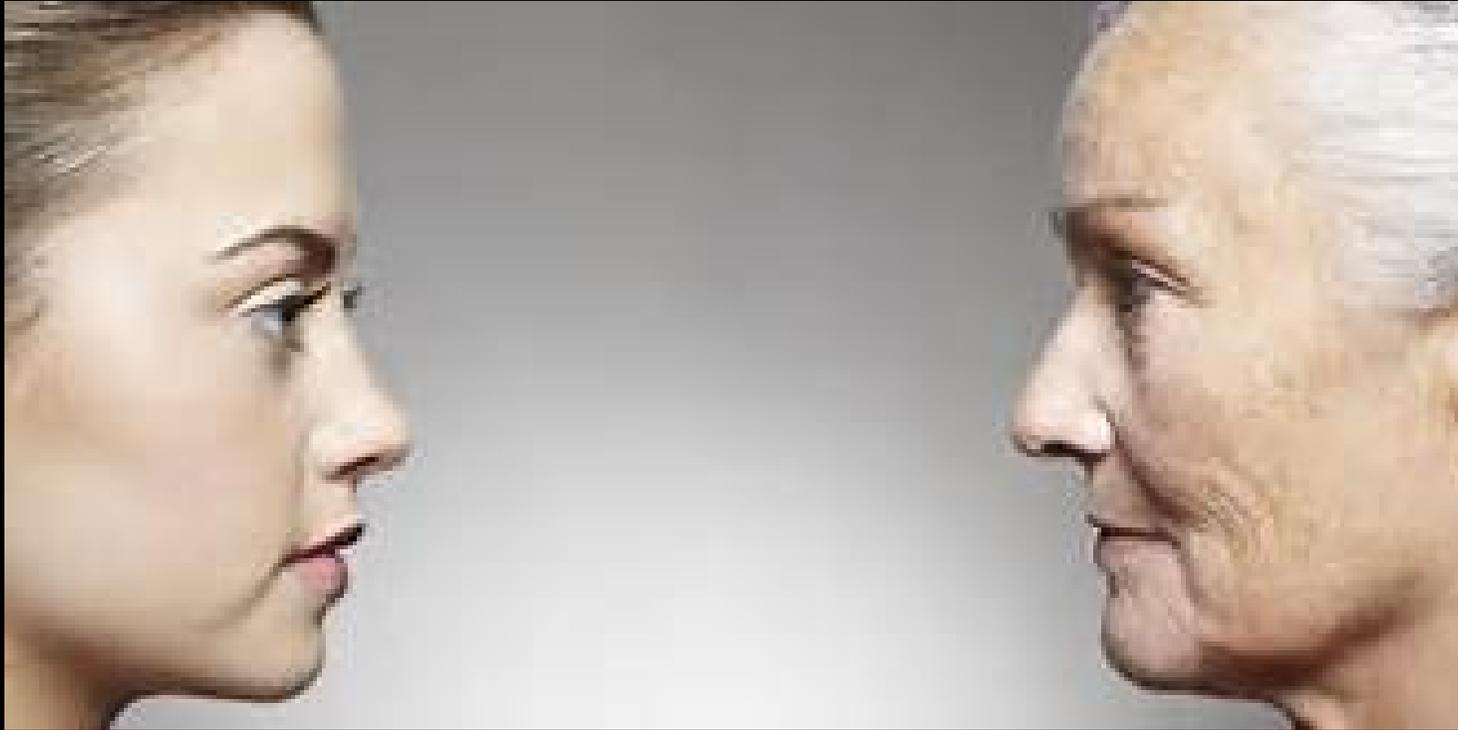
- Just walking and talking together
- joining experiences
- finding consistency
- mutual learning
- and being practical applicable



# Hints

- Ask the older adults what they want
- Be open for other ideas and opinions than you expect from older people
- Ask concrete questions, join their life community





Dialogue is no discussion



Expert  
Knowledge



Engineer  
Functional/instrumental  
process



Homo Ludens  
Playful learning



Prophet  
Message



Moderator/Facilitator  
Dialogue

# FIVE CULTURES OF EDUCATION

(Walter Leirman)

# International train the trainer seminar Learning in Later Life, in Cyprus



<https://sites.google.com/view/learning-in-later-life/homepage>

# New questions – when I am 64



- Fit for Life as neglection of ageing?
- Crystallised knowledge versus artificial intelligence?
- Use it or loose it? Sharing and transferring?
- Where are the poor, the frail and the vulnerable? What is happening with them?
- Losing as a meaningful process?

# How to be a trainer and teacher in the 21st century?



**Effective Teachers**

**What are the 'minds' required of an effective 21<sup>st</sup> Century Educator?**

- 1. Disciplined** (*for 'depth'*)
- 2. Synthesising** (*for 'breadth'*) and
- 3. Creative** (*to 'stretch' everything*)

*...along with:*

- 4. Respectful** and
- 5. Ethical**

Howard Gardner - *Five Minds for the Future*