

Dissemination Plan

Abstract: This deliverable summarizes the dissemination strategy that is planned for the ILPO55. Additionally, this report provides information about the dissemination activities that have already been conducted during the months of the project.

Project title: Intergenerational Partnership Over 55

Project acronym: ILPO55

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Introduction

During the implementation process of the ILPO55 we have strived to maintain a completely user-centred approach, which will also carry forward in all planned future work. This means that partners are closely involved in collaboration that has guided planning. Based on this background, the underlying goals of the Dissemination Plan are as follows:

- Ensure the documentation of involvement of user-organisations to guide planning, prototyping and evaluation;
- Bundle internal knowledge about the science behind the platform, how to use it, and the impact it has on the work of user organisations; and
- Transfer knowledge gained within the project to others at an internal and external level.

The plan to implement activities around the underlying goals is based on tasks outlined in the ILPO55 description of work, as follows:

- Developing a project web site that provides access to news, updates and current events related to the development of the ILPO55 project
- Informing the financial services communities by organising local and international events
- Creating and distributing promotional activities at events and publication at the final conference
- Preparing for exploitation of ILPO55 results by the preparation of an adequate exploitation plan

This report includes the factual dissemination activities for the partners from take off till end January 2016 (Year 1 and an additional 5 months) as detailed in the appendix. Additionally, this report provides information about the dissemination activities that have already occurred, as highlighted in Dissemination achievements in 2014 and 2015: media coverage .

1. Dissemination objectives and strategy

1.1. Main dissemination action lines

The ILPO55 dissemination strategy is designed to make the results of our up to date research available to targeted communities; to attract a larger and active user community that might consider ILPO55 as additional sources for their HR; For achieving this goal, the following objectives have been identified for the ILPO55 dissemination strategy:

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- Raising awareness for the ILPO55 approach and project results,
- Active involvement of financial Services providers in the evaluation of the ILPO55
- Motivating active involvement of researchers into ILPO55 related research activities,
- Dissemination through publication and communication of results.

1.2. Dissemination methodology

The dissemination approach for ILPO55 is accomplished through activities encompassed by a dedicated work package. The approach to dissemination is designed to fulfil the following action items, which are considered crucial for further exploitation of the ILPO55 project results .Our dissemination methodology takes into account the partners involved. The project partners are as follows

- Malta College of Arts, Science and Technology, an educational institute
- Effebi Association, an HR association based in Italy
- Institute of Banking Education NBS, based in Slovakia
- Institute of Financial Services (IFS), a tertiary level educational institute based in Malta
- Malta Union of Bank Employees , a trade union
- Mediterranean Bank Network (MBN), a banking association
- Uninettuno, a consortium of 43 Italian and foreign universities
- NIBE-SVV, an educational institute for the Dutch banking, insurance and investment sector
- IEF, Spain
- ANUP-International based in Romania specialised in adult education.

The main objectives of dissemination for the ILPO55 are:

1. To build consensus
2. To assure the availability of outputs

3. To guarantee transferability of outputs in other contexts
4. To increase the visibility

In order to achieve the above-mentioned objectives, the following specific actions initiatives will be taken within the ILPO55 Project.

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1.2.1. To build consensus

As outlined in the introduction , partners are closely involved in collaboration that has guided planning. Building a widespread consensus on the outputs will be an on-going process made possible by setting up an interactive validation process involving final beneficiaries and key stakeholders. The scheduled consultation workshops will also serve this purpose, together with the involvement of national reference points in specific research activities. Such continuing process makes it possible to involve a large number of key players since the project inception, which will be asked for their expertise and knowledge of the sector. This will certainly lead to the understanding and acceptance of ILPO55 outcomes.

1.2.2 To assure the availability of outputs

Output will be made available to interested parties by publishing them on the ILPO55 Website and making them downloadable. In this respect, the decision of the partners involved to publish and share the project outputs as they are developed and validated reflects the willingness of making the planned model as widely known and accepted. In addition, making outputs public also implies that external actors can contribute with their comments and suggestions for improvement. The communication process which is foreseen will facilitate the further adoption of the project ' outcomes in other Countries. In this respect, the web site has a fundamental and versatile role in assuring this possibility. It is foreseen that documents will be saved in PDF format. Users will be able to download them for free form the website.

1.2.3 Guarantee transferability of outputs

The conditions for transferability will be created by integrating the results of the seminars and piloting activities (and therefore user feedback) in the developed model, in order to verify the degree of acceptance by other actors. Closely linked to the valorisation and dissemination strategy, the sustainability strategy will take into account context-related opportunities for further development and exploitation.

1.2.4.To increase the visibility

The visibility of the project outcomes will be fostered by promoting them in relevant events and media, and by organising events. The Consortium will make sure that the ILPO55 Project is presented and promoted in the transnational events and conferences organised by the partners. The partner newsletters and websites will contribute to keeping up-to-date the addressed target audiences and highlight specific outcomes as they are developed and validated. The European Seminars and the Final Dissemination Conference in Malta will both be valuable opportunities (key moments for dissemination) with regards to the presentation of the Project to a wide audience of experts and practitioners and to collect additional first-hand experiences from external players.

In order to address the dissemination challenges a dissemination methodology is being proposed as follows

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Table 1. Dissemination methodology for the ILPO55 Project

Plan	Careful, strategic plan for effectively disseminating and exploiting the project results
Design	Design of comprehensive branding for the ILPO55 project (including logo) and targeted activities and actions to ensure a wide visibility and identification of the project for marketing-driven dissemination
Create	Creation of promotional materials for content-driven dissemination
Distribute	Extensive use of the web to distribute project-information and materials (i.e. flyers and publications)
	Possible use of European Commission dissemination channels such as newsletters and web sites, where possible
Represent	Participation in workshops, conferences, and specialized international meetings
	Attendance at public relations activities, like presentations

Evaluate	Development of strategic evaluation goals
Exploit	Marketing and scaling up of specific components discovered from the ILPO55 project

2. Dissemination tools and materials

2.1 Levels and Target Groups

The dissemination procedures further specified in this plan, present the Partner's ambition to achieve an efficient and challenging spread of new knowledge on two levels. Each level has several channels, specific for each country. In addition to the more general dissemination procedures, this plan also presents the different national dissemination strategies. In addition to making reports from the project's different work packages available, the national teams will disseminate country specific, the findings in a wide variety of ways over the duration of the ILPO55 Project. The main goal of the ILPO55 Project is to bring together a multiplayer Partnership is to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve the employability of this profile of employees. The project focusses on the employability of over 55s specifically in the Financial Services industry, however it is envisaged that the framework developed by the project will also serve as a benchmark for other sectors.

Communication with EU and national agencies will be established and maintained throughout the Project, guarantying visibility and recognition of the project at European and national level.

Target Groups:



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2.2 ILPO55 Website

A project website has been created and accessed through the URL www.ilpo55.eu. The website created and catered for by Partner Uninettuno aims to provide access to news, updates and current events related to the development of the ILPO55 platform, and will thus be updated regularly during project duration. It also serves as a promotional web-based tool for the project.

The website targets two groups: an open public area of the website that can be accessed to by everyone, providing general information about the project; and a restricted access area for consortium members only. The following items clarify these two areas:

Objective 1- The website will include a public area with general information that is available to everyone landing on the project website. The following can be found in the public area:

- A step by step guide to ILPO55, starting with a detailed, general project presentation,
- News, media coverage and updates about the project,
- Links to relevant blogs and social-networking sites,
- Links to promotional material, including newsletters, brochures, and other website etc.,
- Links to abstracts and articles from seminar proceedings,
- Links from project partner institutions.

Objective 2- The entity responsible for the site UNINETTUNO will also organise a common password-protected folder for consortium members. The following can be found in the password-protected area -Internal project documents, including slides of presentations, keynote speeches and talks given by consortium members.

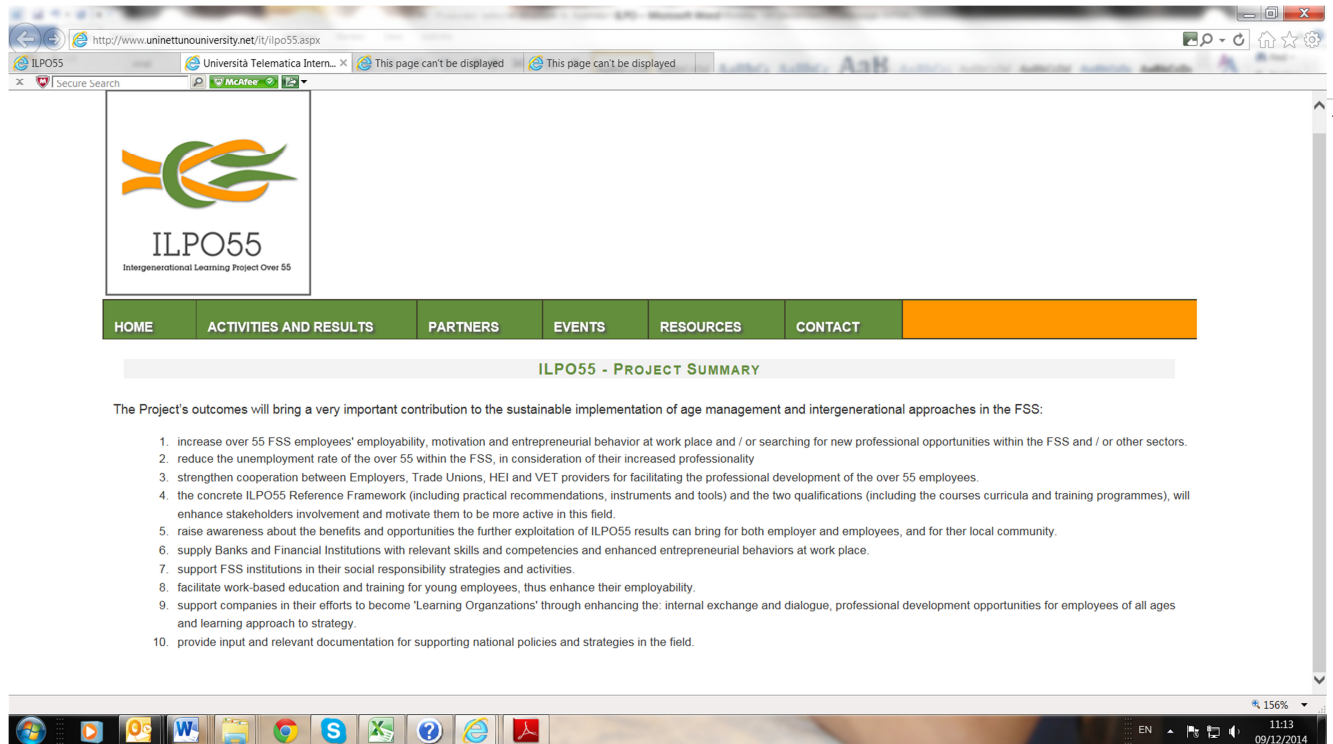
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Objective 3- So as to reach as much as an audience as possible, the entity responsible for the site UNINETTUNO will also ensure that different language options are available on the site utilising Google Translate . So as to safeguard Uninettuno and all the project partners the site clear outlines a disclaimer for the utilisation of Google Translate as below

“Translation of pages on www.ilpo55.eu is performed by Google Translate, a third party service which www.ilpo55.eu has no control over. The service provides automated computer translations that are only an approximation of the websites' original content.

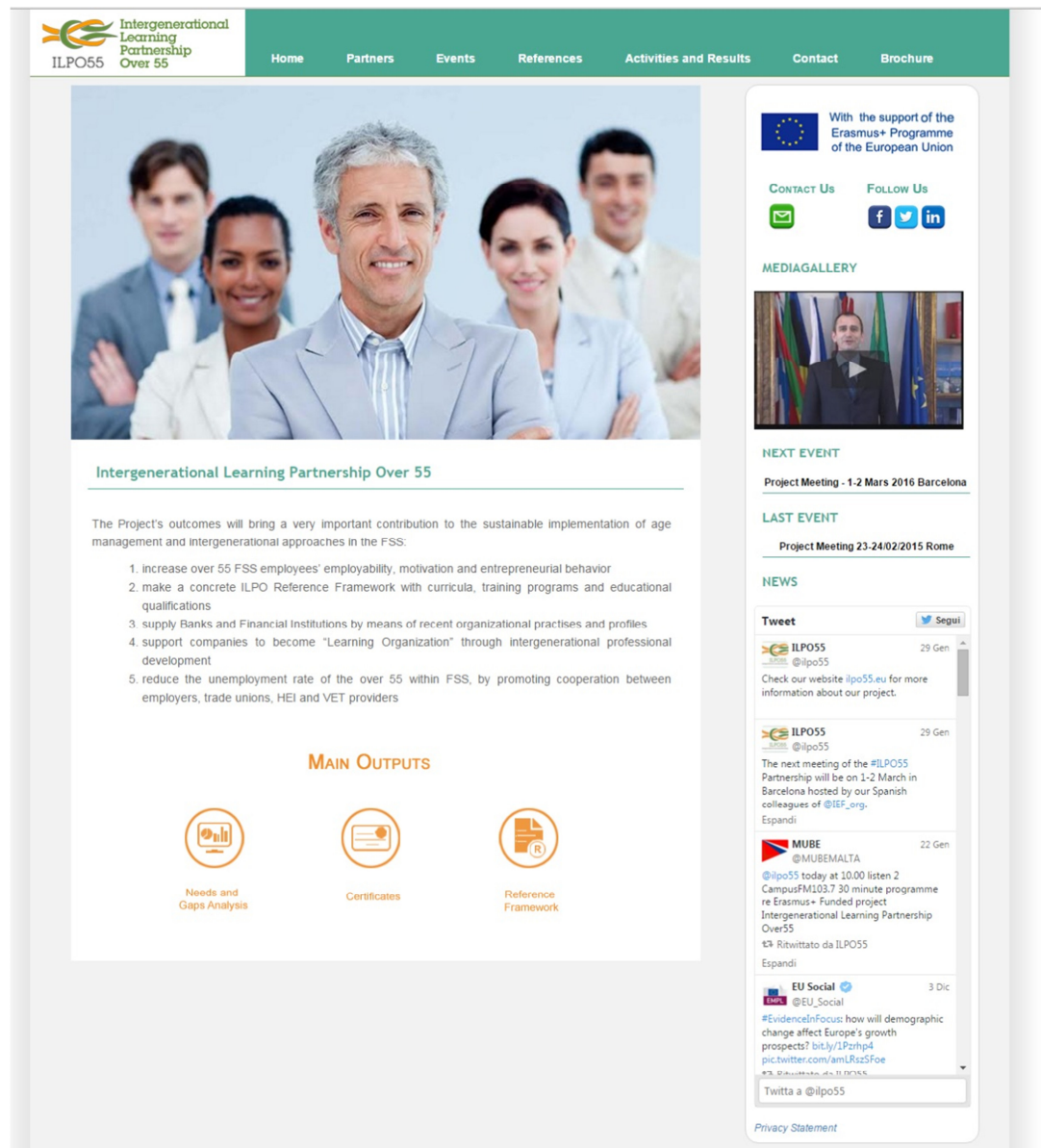
This tool is for your convenience only. The translations should not be considered exact and in some cases may include incorrect or offensive language. The project partners of ILPO 55, whether individually or collectively, do not warrant the accuracy, reliability or timeliness of any information translated by this system and will not accept liability, whether direct or indirect, for any losses or claims of whatsoever nature by website users. In addition, some applications, files or items cannot be translated including graphs, photos or portable document formats (pdfs). “

Fig. 1: Screenshots of the current ILPO55 Project Website



It is being proposed that Ilpo55 website will be updated with a modernised concept by means of the three icons in the centre of the page. (Fig.2)

Fig. 2: Screenshots of the proposed ILPO55 Project Website



It is being proposed that the “Events” section is to be updated and easily linked to the “Partner’s meeting, Focus Groups, Seminar works and Conferences” (Fig.3); it has been also renewed graphics of “Partner’s meeting” (Fig4) and created a “Mediagallery (Fig.5)” so as to achieve better dissemination of project goals and discussions.

Fig.3: Screenshot of the “Events”

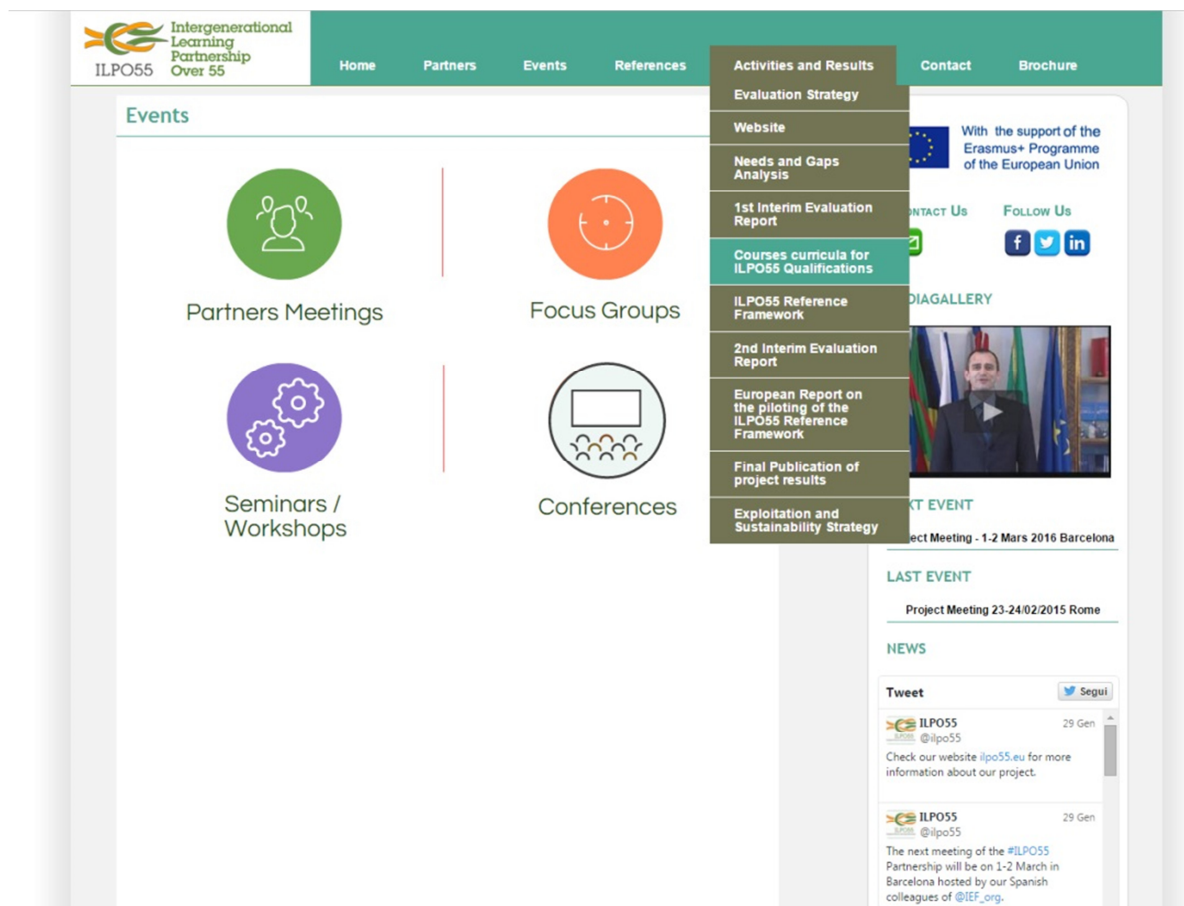
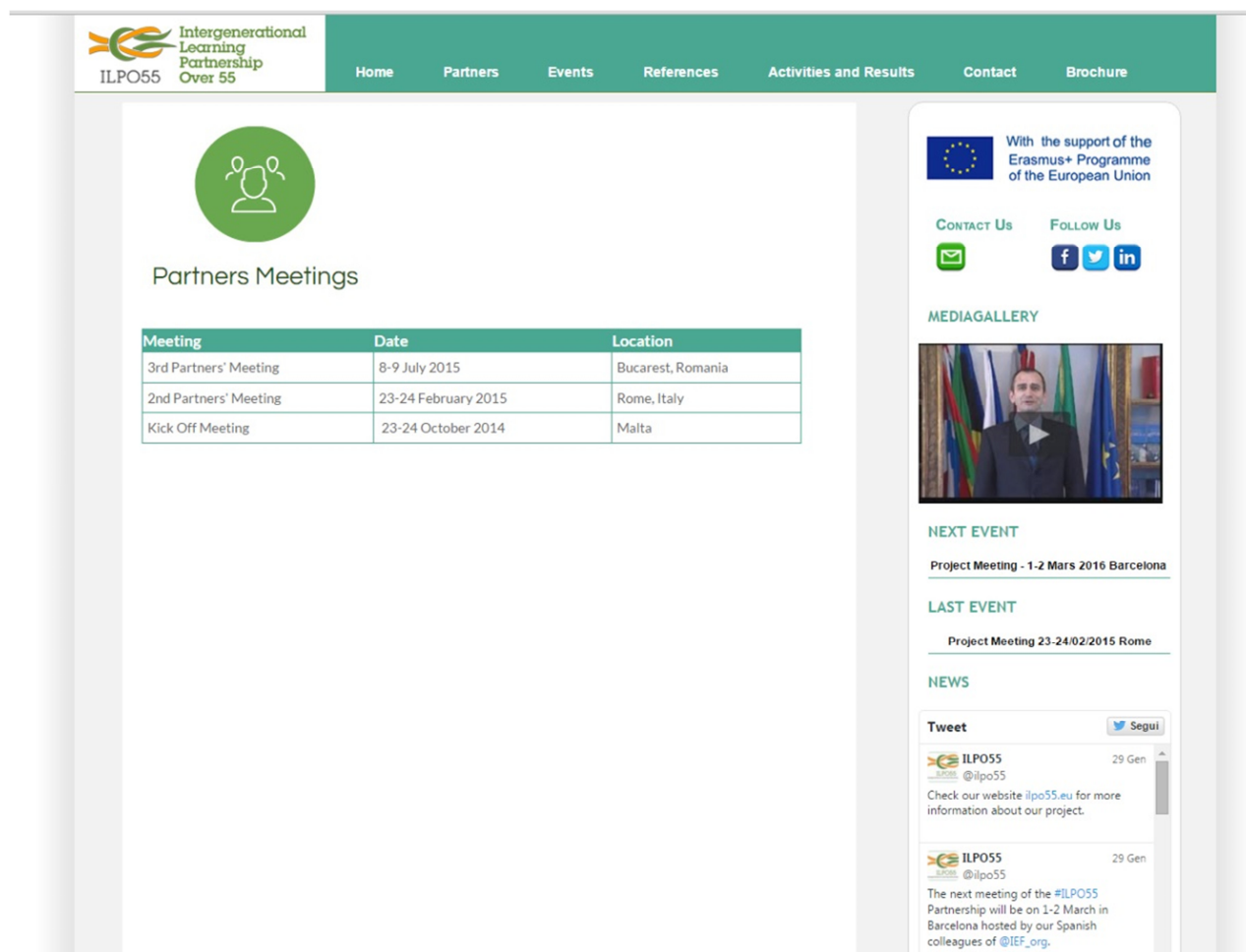


Fig.4: Screenshot of the “Partner Meeting”

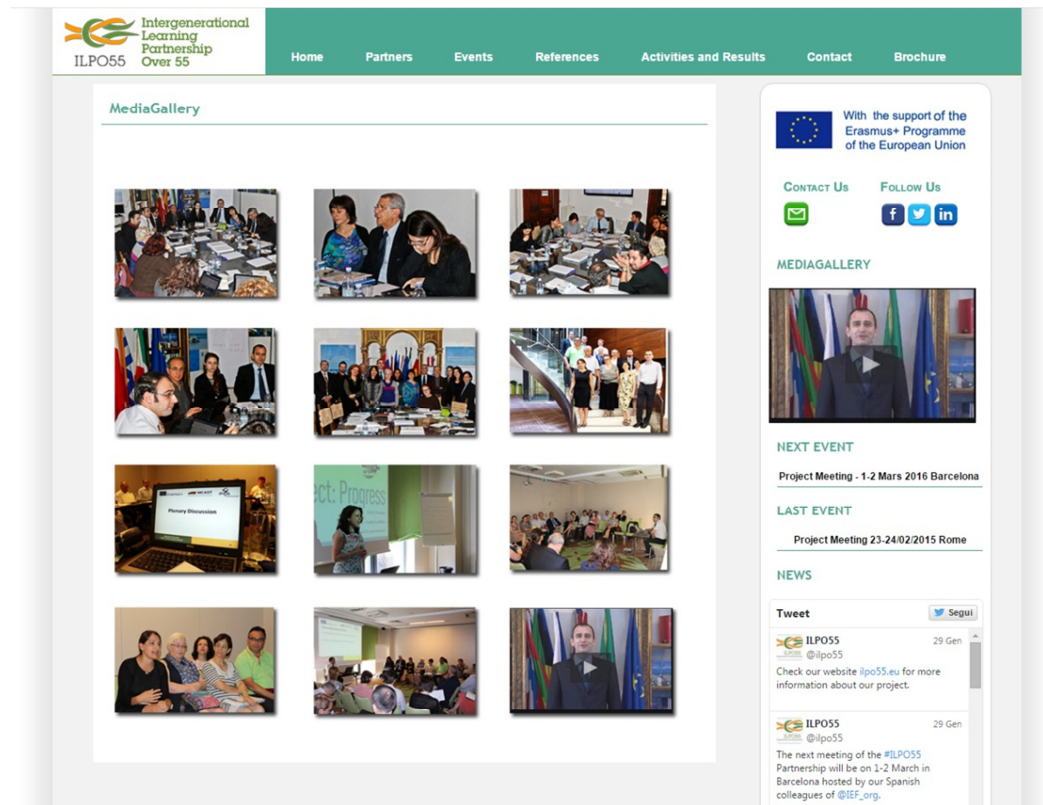


The screenshot shows the ILPO55 website with a green header. The main content area is titled "Partners Meetings" and features a table of meetings. The right sidebar includes social media links, a mediagallery section with a video thumbnail, and a news section with tweets.

Meeting	Date	Location
3rd Partners' Meeting	8-9 July 2015	Bucarest, Romania
2nd Partners' Meeting	23-24 February 2015	Rome, Italy
Kick Off Meeting	23-24 October 2014	Malta

The mediagallery page collects all the video presentation made by the partners of the project addressing their national website viewers.

Fig.5: Screenshot of the “Mediagallery”

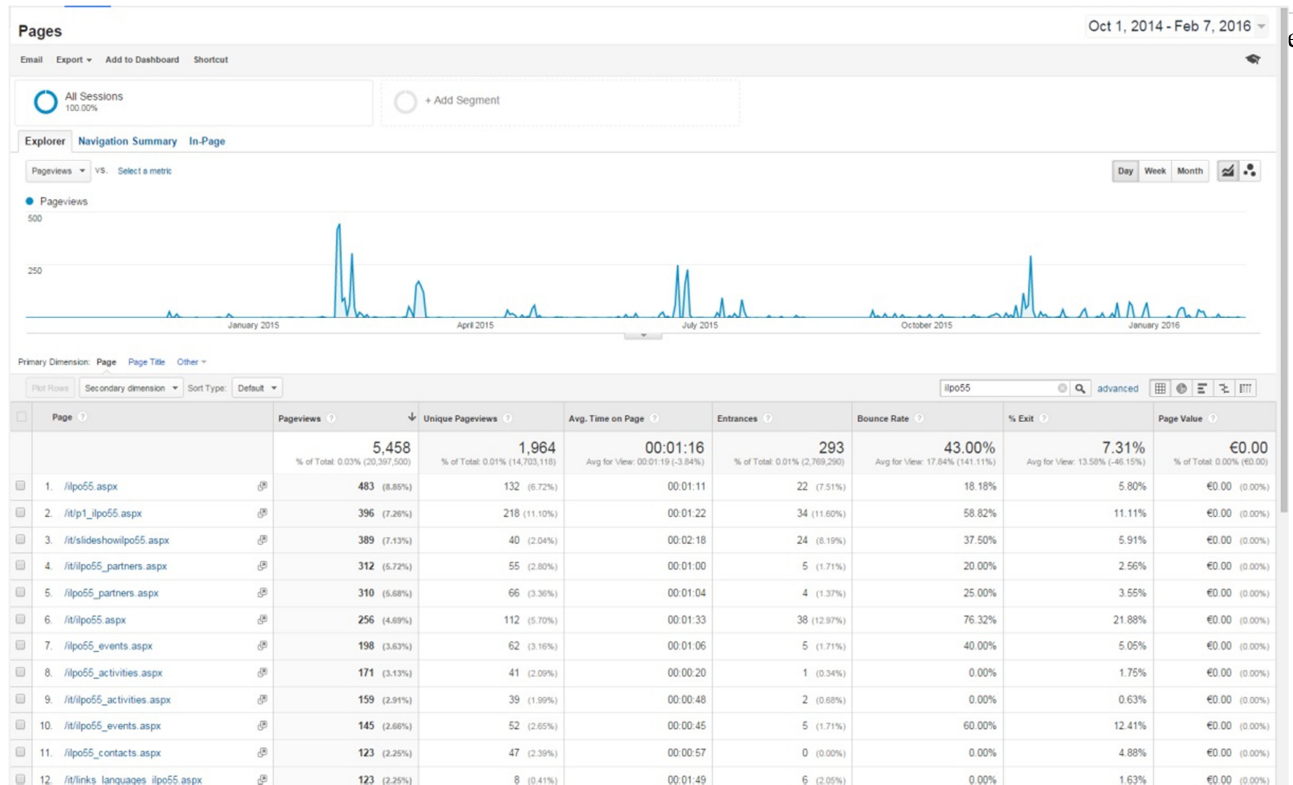


Web-Analytics as at end January 2016

The analytics as indicated below indicate website counts as 5458 views, with 1964 unique users.

The time average is circa 1minute and 16 seconds. The time average details as outlined indicates that the most attracting page is the “activities” page , with 2 minute and 25 seconds of the time spent.

Fig 6: Screenshot of the web-analytics



Page	Pageviews	Unique Pageviews	Avg. Time on Page	Entrances	Bounce Rate	% Exit	Page Value
	5,458 % of Total: 0.03% (20,397,500)	1,964 % of Total: 0.01% (14,703,118)	00:01:16 Avg for View: 00:01:19 (-3.84%)	293 % of Total: 0.01% (2,789,290)	43.00% Avg for View: 17.84% (141.11%)	7.31% Avg for View: 13.58% (-46.15%)	€0.00 % of Total: 0.00% (€0.00)
1. /ilpo55.aspx	483 (8.85%)	132 (6.72%)	00:01:11	22 (7.51%)	18.18%	5.80%	€0.00 (0.00%)
2. /it/p1_ilpo55.aspx	396 (7.26%)	218 (11.10%)	00:01:22	34 (11.60%)	58.82%	11.11%	€0.00 (0.00%)
3. /it/slideshowilpo55.aspx	389 (7.13%)	40 (2.04%)	00:02:18	24 (8.19%)	37.50%	5.91%	€0.00 (0.00%)
4. /it/ilpo55_partners.aspx	312 (5.72%)	55 (2.80%)	00:01:00	5 (1.71%)	20.00%	2.56%	€0.00 (0.00%)
5. /ilpo55_partners.aspx	310 (5.69%)	66 (3.36%)	00:01:04	4 (1.37%)	25.00%	3.55%	€0.00 (0.00%)
6. /it/ilpo55.aspx	256 (4.69%)	112 (5.70%)	00:01:33	38 (12.97%)	76.32%	21.88%	€0.00 (0.00%)
7. /ilpo55_events.aspx	198 (3.63%)	62 (3.16%)	00:01:06	5 (1.71%)	40.00%	5.05%	€0.00 (0.00%)
8. /ilpo55_activities.aspx	171 (3.13%)	41 (2.09%)	00:00:20	1 (0.34%)	0.00%	1.75%	€0.00 (0.00%)
9. /it/ilpo55_activities.aspx	159 (2.91%)	39 (1.99%)	00:00:48	2 (0.68%)	0.00%	0.63%	€0.00 (0.00%)
10. /it/ilpo55_events.aspx	145 (2.66%)	52 (2.65%)	00:00:45	5 (1.71%)	60.00%	12.41%	€0.00 (0.00%)
11. /ilpo55_contacts.aspx	123 (2.25%)	47 (2.39%)	00:00:57	0 (0.00%)	0.00%	4.88%	€0.00 (0.00%)
12. /it/links_languages_ilpo55.aspx	123 (2.25%)	8 (0.41%)	00:01:49	6 (2.05%)	0.00%	1.63%	€0.00 (0.00%)
13. /ilpo55_resources.aspx	115 (2.11%)	39 (1.99%)	00:00:30	2 (0.68%)	50.00%	3.48%	€0.00 (0.00%)
14. /it/p1_ilpo55deliverables.aspx	104 (1.91%)	37 (1.88%)	00:01:02	0 (0.00%)	0.00%	1.52%	€0.00 (0.00%)
15. /en/p1_ilpo55.aspx	92 (1.69%)	56 (2.85%)	00:00:48	22 (7.51%)	68.18%	22.83%	€0.00 (0.00%)
16. /it/ilpo55_resources.aspx	92 (1.69%)	44 (2.24%)	00:00:25	0 (0.00%)	0.00%	5.43%	€0.00 (0.00%)
17. /ilpo55_head_brochure.aspx	80 (1.47%)	13 (0.66%)	00:01:00	5 (1.71%)	20.00%	6.25%	€0.00 (0.00%)
18. /it/p1_ilpo55activities.aspx	76 (1.39%)	35 (1.78%)	00:02:22	1 (0.34%)	0.00%	3.95%	€0.00 (0.00%)
19. /it/ilpo55_partners_meeting.aspx	70 (1.28%)	38 (1.93%)	00:01:28	31 (10.58%)	22.58%	18.57%	€0.00 (0.00%)
20. /ilpo55_headshow.aspx	65 (1.19%)	2 (0.10%)	00:02:17	1 (0.34%)	0.00%	0.00%	€0.00 (0.00%)
21. /it/p1_ilpo55reports.aspx	62 (1.14%)	25 (1.27%)	00:01:41	1 (0.34%)	0.00%	1.61%	€0.00 (0.00%)
22. /it/ilpo55_activities03.aspx	61 (1.12%)	32 (1.63%)	00:02:25	1 (0.34%)	0.00%	16.39%	€0.00 (0.00%)
23. /it/ilpo55_contacts.aspx	55 (1.01%)	28 (1.43%)	00:01:33	4 (1.37%)	100.00%	10.91%	€0.00 (0.00%)
24. /it/ilpo55_brochure.aspx	53 (0.97%)	22 (1.12%)	00:01:02	3 (1.02%)	66.67%	16.98%	€0.00 (0.00%)
25. /it/p1_ilpo55deliverables.aspx?page=2	53 (0.97%)	21 (1.07%)	00:01:23	0 (0.00%)	0.00%	0.00%	€0.00 (0.00%)

Social Media

A Facebook page of the project was created but Uninettuno . This will be promoted further through the Uninettuno Telematic University Facebook Pagewhich currently has 11,500 followers namely students, graduates, teachers and trainers, and their ‘friends’.

Uninettuno team plans to disseminate through its website the crucial events of ILPO55 by inserting a banner on the “carousel”, placed at the top of the website, in order to give a broader importance to ILPO55 next events, and indirectly to the diffusion of the new website

The next steps are

(a) the promotion of new version of ILPO55 website

(b a campaign promotion of the website within social media (i.e.Facebook, Twitter, LinkedIn)

2.3 ILPO55 Brochure

The design has been catered for by Mediterranean Bank Network. Partners can print the flyer as required and distributed at ILPO55 and other events. Appendix 3 details the proposed Flyer. Appendix 3.1 details translated brochure the Romanian Partner ANUP and Appendix 3.2 details translated brochure by Italian Partner Effebe.

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2.4 Press releases

Press releases are expected to inform the interested public about the project, but more importantly also other domain experts. Mediterranean Bank Network has prepared press releases and forwarded to all the partners.

2.5 The Partners' Websites

The Websites of the Project Partners will contain links and information concerning the ILPO55 Project.

The project achievements will result in documentation and scientific publications that will be submitted to high-level conferences, workshops and publication in the field.

2.6. European Dissemination Seminar s

The seminars will be consultative in nature, with the aim to discuss the development of the project. Presentations and a summary of proceedings will be made available via the Website.

2.7. Final Project Conference (Malta)

Discuss and disseminate project results, publication of the proceedings and official presentation of the ILPO55 Handbook. It is intended to invite key stakeholders related to the Financial Services Industry.

3. Dissemination for the remainder of grant period

3.1 Dissemination Plan – Year 1 and 2

The primary focus of the dissemination activities for year two consist of creating recommendations for the use of the platform. This includes feasibility technical and infrastructural integration of the ILPO55 platform into to different scenarios.

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Table 2. Dissemination Plan Year1 and 2

Main goals	<ol style="list-style-type: none"> 1 Adoption of the approaches and infrastructures developed for users based on experiences with our consortium partners . 2 Development of evaluation criteria to assess the added value of using the ILPO55 portal. 3 An exploitation plan for arising out of the ILPO55 project is foreseen, and will be developed and covered in another document.
Targets	Financial Services Providers and Unions
Message	Criteria to enable an evaluation of the value-added when using the ILPO55 portal.
Communication supports	Website, press releases, social media
Transmission support	Technical aspects and infrastructure will be documented for knowledge and data management for integrating the platform into established surveillance in specific agencies and within other systems.
Expected results	<p>The ILPO55 project and its core functions will be well documented.</p> <p>Possible data sensitivity will be addressed. An evaluation will be strategically implemented. A detailed exploitation plan will be developed.</p>

3.2. Dissemination Plan – Year 3

The primary focus of the dissemination activities for year three consist of refining recommendations for the use of the platform. A major component will be the widespread publicity about the project. The marketing and exploitation plan will also be finalised and executed.

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Table 3. Dissemination Plan Year 3

Main goal	1. Inform the largest communities of the final results: comparison between those expected / obtained 2. Finalise and execute exploitation plan
Targets	All targeted communities
Message	Summarize the main topics of the project: successful results as well as faced difficulties and opened questions, capitalise on marketable components.
Communication supports	Reports, Website, press releases, social media
Transmission support	Online, press releases, diffusion by mailing lists, papers, publications, posts, and publicity will be used.
Expected results	The ILPO55 project and its outcomes into the financial services community will be promoted, and the importance, need and efficacy of the project will be proven.

Appendix 1 – Dissemination Update for all partners as at end January 2016

List of partners

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Malta College of Arts, Science and Technology

Effebe Association

Institute of Banking Education NBS

Institute of Financial Services (IFS)

Mediterranean Bank Network

Malta Union of Bank Employees

Uninettuno

NIBE-SVV

IEF Spain

ANUP-International



Malta College of Arts, Science & Technology

ILPO55 Dissemination till end January 2016

Partner - Malta College of Arts, Science and Technology

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Type of Action	Purpose	Date	Location	Target Group
MCAST Website	To share the ILPO55 Kick-Off Meeting press release and start creating awareness about the project.	6 th November 2014	MCAST Website	MCAST Staff (Academic and Non Academic), Students and General Public
MCAST Facebook Page	To share the ILPO55 Kick-Off Meeting press release and start creating awareness about the project.	6 th November 2014	MCAST Fb Page	MCAST Staff (Academic and Non Academic), Students and General Public
Newspaper-The Sunday Times	To share the ILPO55 Kick-Off Meeting press release and start creating awareness about the project.	16 th November 2014	The Sunday Times of Malta	General Public, stakeholders (The times is the major English newspaper in Malta)
Meeting with National Active Ageing Unit	To discuss the aims of our project in relation to the National Active Ageing Policy for Malta	12 th January 2015	National Active Ageing Unit, Sta Venera, Malta	Active Ageing Unit, Public Sector
Publication of first batch of ILPO55 Brochures	Distributed to MCAST Staff and students (with special focus on the Institute of Business and Commerce) about the nature and objectives of the project.	February 2015 (different dates)	MCAST Main Campus & Institute of Business and Commerce	MCAST Staff and Students (Business and Commerce)
Distribution of soft copy and	To distribute project brochure	25 th June 2016	Malta & Gozo	Bank and FSS employees

hard copies of brochures to local banks	to local bank employees. The main 5 Maltese banks were targeted			
Publication of an Article on MCAST Link (MCAST magazine distributed across the college, Local Councils and other organisations)	To disseminate information about the partners meeting in Rome	Summer Issue (July 2015)	Malta & Gozo	Bank & FSS Employees, General Public
Participation in Forum and distribution of brochures during the Triple E project final conference organised by EBTN in Brussels	To disseminate information about the project , its aims and results to the board of EBTN and conference participants during networking meeting	23-25 th September 2015	Brussels, Belgium (EBTN)	General Public, EBTN Network, Various European Stakholders participating in the Triple E project final conference
Recording of a 30 minute radio programme about the project (National Radio Station)	Provide information about the project to the Maltese population	December 2015 But broadcasted on 20 th January 2016 and repeated on 22 nd January 2016	Malta (Campus FM) and online	General Public
Distribution of Brochures to 250 attendees at the MCAST Annual Conference	To create awareness about the project	29 th January 2016	MCAST Main Campus, Annual Conference	General Public, Companies from different sectors including finance

***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.

September 1, 2014 – January 31, 2016

ILPO55 Dissemination Activities List

Partner Effebi

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Type of Action*	Purpose	Date	Location	Target Group
Association Website	Inform Engage	October 2014 - ongoing	Web	Association members General Public
Press releases (IT)	Inform Engage	October 2014	E-mailing/Web	Association members Stakeholders
Ad hoc presentation of Effebi Board of directors	Inform Engage Promote	September 2104 December 2104 October 2015 December 2015	Milan/Italy	Members of BoD (Bank representatives)
Brochure Distribution	Project Promotion at <i>44th AIDP National Convention</i>	June 5th 2015	Verona/Italy	Entrepreneurs, VET providers, Managers, Universities, HRs' directors/experts

Brochure Distribution	Project Dissemination at <i>Intergenerational learning on the workplace: networking opportunities Seminar</i>	September 23th 2015	Bruxelles/Belgium	Universities, HRs' experts, adult education experts, EPALE representatives
Ad hoc presentation	Project Dissemination at <i>Laboratorio Effebe sui nuovi paradigmi della formazione</i>	November 17th 2015	Verona/Italy	Banks, Universities, HRs' experts

ILPO55 Dissemination Plan

Partner Effebi

1st Year

fb

finance & banking

Associazione
per lo sviluppo organizzativo
e delle risorse umane

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Type of Action*	Purpose	Date	Location	Target Group
Association Website	Inform Engage	October 2014 - ongoing	Web	Association members General Public
BoD	Engage	2 meetings/year	Italy	Members of BoD (Bank representatives)
Brochure	Present Inform	Ongoing	Italy/Europe	VET providers, Banks, Universities, social partners
Ad hoc presentation	Dissemination	Project lifecycle	Italy/Europe	Banks, Universities, VET providers, SMEs
Conferences	Dissemination	Project lifecycle	Italy/Europe	Banks, Universities, VET providers, SMEs
Press release	Dissemination	Month 2	Italy / Europe	Banks, Universities, VET providers, SMEs

2nd YEAR

Type of Action*	Purpose	Date	Location	Target Group
Association Website	Inform Engage	Ongoing – August 2016	Web	Association members General Public
Association magazine	Inform Present Engage	Ongoing – August 2016	Italy	400 copies/issue
BoD	Engage	2 meetings/year	Italy	Members of BoD (Bank representatives)
Brochure	Present Inform	Ongoing	Italy/Europe	VET providers, Banks, Universities, social partners
Ad hoc presentation	Dissemination	Project lifecycle	Italy/Europe	Banks, Universities, VET providers, SMEs
Conferences	Dissemination	Project lifecycle	Italy/Europe	Banks, Universities, VET providers, SMEs
Awareness diss campaigns	Dissemination	Month 23	Italy / Europe	Banks, Universities, VET providers, SMEs
Ad hoc presentation	Dissemination	March/May	University Italy	University students Faculty of Education&Professional Training

***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.

Till end January 2016
ILPO55 Dissemination Plan

Partner: Institute of Banking Education of the National Bank of Slovakia, n.o.

Type of Action*	Purpose	Date	Location	Target Group
Website	Link to ILPO55 website	December 2014	www.ibv-nbs.sk/pojekty	General public
Website	Basic information about the project	December 2014	www.ibv-nbs.sk/pojekty	General public
Brochure	Description of the project	December 2014	www.ibv-nbs.sk/pojekty	General public
Newsletter FINET	Dissemination info about the project	January 2015	http://www.ibv-nbs.sk/O-nas/FIN-T	FINET subscribers
Article	Information about the project	2015	BIATEC	Banking industry

***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.



Till end January 2016
ILPO55 Dissemination Activities

Partner - Mediterranean Bank Network

Type of Action*	Purpose	Date	Location	Target Group
Write Press release	To write the ILPO55 Kick – Off Meeting press Release	Nov-14	N/A	shared with all project partners
MBN Website	To share the ILPO55 Kick – Off Meeting press Release	Nov-14	N/A	General Public
Internet Press releases	ILPO55 Kick – Off Meeting press Release	Nov-14	N/A	General Public Specific translations include German and Polish.
MBN member banks	E mail	Nov-14	N/A	MBN members
Dissemination Plan	To share with partners and forward to EUPA agency	Dec-14	N/A	Follow up with partners for their feedback

Create Brochure	inform members and the general public about the project and Objectives	Jan-15	N/A	MBN members and General Public
MBN Website	To share the ILPO55 press Release and link to website	December 2014/January 2015	N/A	MBN members and General Public
Press release	Rome Meeting	February 2015	N/A	shared with all project partners and updated on site
MBN AGM	update member banks with presentation	February 2015	Confirmed	MBN members
Website banner	Visibility on MBN website	01/03/2015 permantly on site www.medbanknet.com	N/A	General Public and MBN members
Banner link research for Country report	Visibility on MBN website	April – June 2015	N/A	General Public and MBN members
Update Brochure	inform members and the general public about the project and Objectives	Jan-15	N/A	MBN members and General Public
Press Release	Bucharest Meeting	Jul-15	N/A	shared with all project partners and updated on site

Interview on local radio	Provide information on the project to the general public	Dec-15	Campus FM	General Public in Malta
Dissemination Plan	Updating	Jan/Feb-2016	N/A	Follow up with partners for their feedback
Design of Business Cards for all partners		Jan/Feb-16	N/A	Follow up with partners for their feedback

***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.

Year 1 – Till end August 2015

ILPO55 Dissemination Plan

Partner: NIBE-SVV (Netherlands)

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Type of Action*	Purpose	Date	Location	Target Group
Partners' Meeting	Project Kick Off Introduction Project Management	23.10.2014 24.10.2014	Paola, Malta	ILPO55 Partners
Press release	Information Awareness	28.10.2014	Digital, via email	Network of NIBE-SVV (Dutch banks and financial services companies) Members of EBTN (banking institutes, banking associations, bank training/education providers)
Internal e-mailing	Information Awareness	28.10.2014	Digital, via email	Employees of NIBE-SVV
Partners' Meeting	Project management	01.12.104	Conference Call	ILPO55 Partners
Ad hoc presentation (1x)	Information Engagement	18.12.2014	Amsterdam, Netherlands	Director FNV Finance (Dutch union for bank employees)
Ad hoc presentations (3x)	Information Engagement	December 2014	Amsterdam, Netherlands	Dutch banks: ABN AMRO, Rabobank, ING.
Partners' Meeting	Project management	02.02.2015	Conference call	ILPO55 Partners
Partners' Meeting	Project management	23.02.2015 24.02.2015	Rome, Italy	ILPO55 Partners

Press release	Information Awareness	25.02.2015	Digital, via email	Network of NIBE-SVV (Dutch banks and financial services companies)
				Members of EBTN (banking institutes, banking associations, bank training/education providers)
Ad hoc presentations (3x)	Information Engagement	March – April 2015	Amsterdam the Netherlands	Dutch banks: Van Lanschot, SNS, ABN AMRO.
Ad hoc presentation	Information Engagement	11.05.2015	Amsterdam, Netherlands	Director FNV Finance (Dutch union for bank employees)
Partners' Meeting & European Seminar	Project management	07.07.2015 08.07.2015	Bucharest, Romania	ILPO55 Partners
Press release	Information Awareness	13.07.2015	Digital, via email	Network of NIBE-SVV (Dutch banks and financial services companies)
				Members of EBTN (banking institutes, banking associations, bank training/education providers)
Ad hoc presentation	Information Engagement Awareness	22.09.2015	Brussels, Belgium	IGTrain Final Conference
Ad hoc presentation	Information Engagement Awareness	23.09.2015	Brussels, Belgium	EBTN Board of Directors
Ad hoc presentation	Information Engagement Awareness	24.09.2015	Brussels, Belgium	Triple E Conference (European Banking Federation)
Ad hoc presentation	Information Engagement Awareness	30.10.2015	The Hague, the Netherlands	EBTN Executive Committee

Ad hoc presentation	Information Engagement Awareness	05.11.2015	Barcelona, Spain	ECVET Conference
Ad hoc presentation	Information Engagement Awareness	11.11.2015	Houten, the Netherlands	Dutch Council for Training and Education
Ad hoc meeting	Project management	20.11.2015	St Julians, Malta	NIBE-SVV, MCAST, EFEBI, IFS

Till end January 2016
ILPO55 Dissemination Activities
Partner - IFS Malta

Type of Action*	Purpose	Date	Location	Target Group
Partners' Meeting	Project Kick Off Introduction Project Management	23.10.2014 24.10.2014	Paola, Malta	ILPO55 Consortium
Press Release	Information Awareness	28.10.2014	Press, Malta & Digital (ifs Malta website & FB page)	General Public and other Stakeholders
Partners' Meeting	Project Management	01.12.2014	Conference Call	ILPO55 Consortium
Website Links	Press release and project information uploaded on ifs Malta website	Ongoing	ifs Malta website	General Public
Project Brochure	Information Awareness	Upon Completion and Printing	ifs Malta and during conferences	ifs Malta staff, students and attendees at conferences
Interview on local radio	Provide information on the project to the general public	11.12.2015	Campus FM	General Public

ifs Malta social media	Updates on project	Ongoing	Various social media portals	General public
ifs Malta mailshot	Progression links of project through emails sent to ifs Malta database	Ongoing	Mailshot	students
Presentation s	Create awareness of project	Ongoing	Difference conferences/forums/ meetings	Different target groups and organisations

Till end January 2016
ILPO55 Dissemination Activities

Partner Malta Union of Bank Employees – MUBE

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Type of Action*	Purpose	Date	Location	Target Group
Publication of Press Release	Dissimination of information regarding project	28.11.14	www.mube.org	MUBE members and general public
Publication of Press Release	Dissimination of information regarding project	28.11.14	MUBE FaceBook Page	MUBE members
Publication of Press Release	Dissimination of information regarding project	28.11.14	MUBE Twitter account	MUBE members and general public
Publication of Press Release	Dissimination of information regarding project	28.11.14	www.mube.org	MUBE members and general public
Publication of Press Release	Dissimination of information regarding project	28.11.14	MUBE FaceBook Page	MUBE members
Publication of Press Release	Dissimination of information regarding project	28.11.14	MUBE Twitter account	MUBE members and general public
Mail Shot	Distribution of Questionnaire	28.04.15	Email	Members of MUBE Council and Committees
Publication of Questionnaire	Distribution of Questionnaire	28.04.15	MUBE website	MUBE members

Publication of Questionnaire	Distribution of Questionnaire	20.05.15	MUBE Facebook Page	MUBE members and general public
Publication of Questionnaire	Distribution of Questionnaire	26.05.15	MUBE Facebook Page	MUBE members and general public
Publication of Press Release	Dissemination of information regarding project	10.08.15	MUBE website	MUBE members and general public
Participation in Campus FM radio	Dissemination of information regarding project	22.01.16	Campus FM	General Public
			Twitter	
Display of Roll Up Banner	Dissemination of awareness of project	04.02.16	Internal Meeting	MUBE members
Display of Roll Up Banner	Dissemination of information	22.02.06	Internal Meeting	Bank Group Committee Members

***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.

Till end January 2016
ILPO55 Dissemination Activities

Type	Purpose	Date	location	Target
News http://iefweb.org/es/noticias-y-actividades/noticia/236/el-ief-participa-en-el-proyecto-europeo-ilpo-55-para-mejorar-la-empleabilidad-de-los-trabajadores-del-sector-financiero-de-mas-de-55-anos	Information on the project	23.01.2015	Barcelona	All IEF stakeholders
IEF Newsletter http://us5.campaign-archive1.com/?u=bb92b80886a32b4c07cab17dd&id=1553f7ca94&e=	Information on the project	February 2015	Barcelona	All IEF stakeholders
News http://iefweb.org/es/noticias-y-actividades/noticia/298/proyecto-ilp055-focus-group-de-stakeholders-del-sector-financiero	Focus groups organization	02.06.2016	Barcelona	Representatives of the financial sector
News Twitter	Focus groups organization	02.06.2016	Barcelona	Representatives of the financial sector
News http://iefweb.org/es/noticias-y-actividades/noticia/299/proyecto-ilp055-informe-europeo-sobre-gestion-intergeneracional-en-el-sector-bancario	Publication of the needs and gaps report	23.07.2016	Barcelona	All IEF stakeholders

Till end January 2016
ILPO55 Dissemination Activities

Partner ANUP-International

Type of Action*		Date	Location	Target Group
Ad hoc presentation	Intervention within the Annual National Learning Festival Informproject	10.11.2014	Bucuresti,	150 teachers, school managers, School Inspectors from all districts of Bucuresti
			Palatul Copiilor	
Ad hoc presentation	Intervention within the Information seminar of the Romanian National Agency for Community Programs for Education and Vocational Training	18.12.2014	Bucuresti,	adult educators, teachers, NGOs, SMEs, trade unions,
			Biblioteca Nationala Centrala Bucuresti	
	Intervention within the Final Dissemination Seminar of EUROED Association of the project RURAL FORCE –Training, certifying, chances in hiring personnel- Social Fund	18.09.2015	Bucuresti, Hotel Capital Plaza	adult educators, teachers, NGOs, SMEs, trade unions, (50 participants)

	Program			
Presentatio n of ANUP- Internation al	Intervention withtin the Final Disseminaion Seminar of EUROED Association of the project RURAL FORCE –Training, certifying, chances in hiring personnel- Social Fund Program National Conference of the cultural managers Mcultural manager initery of Ministeru	18.09.2015 31.10.2015	Hotel Capittal PlazzaBucuresti	adult educators, teachers, NGOs, SMEs, trade unions, (50 participants) Aadult educators, theatre managers, public libraries national network , reserchers in the domain of culture, NGOs, trade unions, (80 participants)
Ad hoc presentatio ns A			Bucuresti,Ministry of Culture	
Ad hoc presentatio ns A Ad hoc presentatio ns	National Conference of the cultural managers Mcultural manager initery of Ministeru National association Prof21, seminar on civic education ecivic education seminar to debate them sry of Ministeru	31.10.2015 25.11.2015	Bucuresi	Aadult educators, theatre managers, public libraries national network , reserchers in the domain of culture, NGOs, trade unions, (80 participants) adult educators, teachers ,researchers in the domain of education formal and non formal ,NGOs, trade unions, (45 participants)
			BBucuresti, Hanul lui Manuc esi	

Ad hoc presentations	SeSocial Fiseminar on new occupational standards for an economy oriented on sustainable economy minar Final conference New standards	11.12.2015. 11.12.2015	Bucuresti, Hotel Royal	Aadult educators, teachers ,reserchers in the domain of education formal and non formal ,NGOs, trade unions, (45 participants)
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***Typologies** - Brochure/Leaflet, Website, Newsletter (Articles), Magazine (Articles), E-news (Articles) & Web Sites, Seminars, Scientific Articles, (Partner) Meetings, Conference, Workshops, Ad hoc presentations.

Till end January 2016

ILPO55 Dissemination Plan

Partner UNINETTUNO

Type of Action*	Purpose	Date	Location	Target Group
Press Release	Information of the Meeting in Rome	February 2015	UNINETTUNO Website	
Interview and video recording	Document the Meeting in Rome	February 2015	UNINETTUNO Youtube channel	
Facebook	Information regarding ILPO55	February 2015	UNINETTUNO FB page	
Press Release	Information of the Meeting	February 2015	UNINETTUNO Website	

Appendix 2-Dissemination achievements in 2014 and 2015: media coverage

URL: <http://www.di-ve.com/news/europe-wide-initiative-empower-people-aged-55-kicks-malta-meeting>

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(30c)

NewsLast Updated 20 | 11 | 2014 at 11:41



Europe-wide initiative to empower people aged 55+ kicks off with Malta meeting

Article By: di-ve.com news
editorial@di-ve.com

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A Pan-European project aiming to improve the employability of individuals aged 55+ has been launched under the EU Erasmus+ programme and the first meeting was held in Malta. This project will primarily address the challenges tied to this age cohort with specific focus on the financial services industry.

The Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project aims to focus on the management of individuals aged over 55 by providing them with tangible tools and approaches to improve their participation in the workforce. It is envisaged that eventually, ILPO55 will serve as a benchmark for other sectors.

The project seeks to support the imparting of skills and the transfer of work-based competencies from employees aged 55+ to the younger generation of employees in the industry. The benefits of adopting this approach would be the increase in employee activity and efficiency. The strategy is expected to lead to the reduction of skills mismatch and to enhance entrepreneurial behaviour, thereby resulting in better use of competencies and work experience of persons over the age of 55.

The partners of ILPO55 are: Malta College of Arts, Science and Technology (MCAST), Effebi Association (Italy) - an HR association, Institute of Banking Education NBS (IBE NBS, Slovakia), Institute of Financial Services (ifs - Malta), Malta Union of Bank Employees (MUBE, Malta), Mediterranean Bank Network (MBN, Malta), NIBE-SVV (The Netherlands), an educational institute for banking, insurance and investment sector, Scienler Espana (Spain)- a research, consulting and services organisations, Uninettuno (Italy) - a consortium of 43 Italian and foreign universities, and ANUP-International (Romania)- specialising in adult education.

URL: <http://gozonews.com/53623/europe-wide-initiative-to-empower-people-aged-55-kicks-off-with-malta-meeting/>

(48c)

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Europe-wide initiative to empower people aged 55+ kicks off with Malta meeting

BY GOZO NEWS · NOVEMBER 20, 2014

Email item Print item



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Photo: Officials and representatives from the participating partners of ILPO55 kick-off meeting in Malta.

Permalink: [Europe-wide initiative to empower people aged 55+ kicks off with Malta meeting](http://gozonews.com/53623/europe-wide-initiative-to-empower-people-aged-55-kicks-off-with-malta-meeting/)

<http://josannecassar.com/courses/europe-wide-initiative-to-empower-people-aged-55-kicks-off-with-malta-meeting/>

20.11.2014



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URL: <http://www.independent.com.mt/articles/2014-11-20/company-news/Europe-wide-initiative-to-empower-people-aged-55-kicks-off-with-Malta-meeting-6736126081>

(42c)

Europe-wide initiative to empower people aged 55+ kicks off with Malta meeting

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Thursday, 20 November 2014, 20:04 Last update: about 13 hours ago



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Officials and representatives from the participating partners of ILPO55
TMI - 21/11/2014 (58c)

Europe-wide initiative to empower people aged over 55 kicks off with Malta meeting

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better use of competencies and work experience of persons over the age of 55.

Inizjattiva Ewropea b'laqgħa f'Malta għal min għandu 'l fuq minn 55 sena

Progett mifruq mal-Ewropa kollha, bl-ghan li titjeb l-impjegabilità ta' dawk li għandhom 55+ sena, tnieda skont il-programm Erasmus+ tal-UE u l-ewwel laqgħa saret f'Malta. Dan il-progett se jkun qed jindirizza primarjament l-isfidi ta' din il-faxxa ta' età, b'attenzjoni speċifika fuq l-industrija tas-servizzi finanzjarji.

L-ghan ta' dan il-progett hu li jiffoka fuq l-immanigġjar ta' individwi ta' aktar minn 55 sena billi jipprovdihom għodod u metodi tangibbli li bihom jistgħu jtejbu l-partecipazzjoni tagħhom fis-suq tax-xogħol.

Il-progett se jkun qed jappoġġja l-ghoti tal-hiliet u t-trasferiment ta' kompetenzi tax-xogħol mill-impjegati ta' aktar minn 55 sena għall-generazzjoni zagħzugħa ta' impjegati fl-industrija. Din l-istrategija mistennija ttaffi n-nuqqas ta' hiliet u ttejjeb l-imġiba intraprenditorali. Għaldaqstant, dawk li għandhom aktar minn 55 sena se jkun qd jżaw aħjar il-kompetenzi u l-esperjenza tax-xogħol tagħhom.

L-imsieħba tal-ILPO55 huma: Il-Kulleġġ Mal-ti tal-Arti, ix-Xjenza u t-Teknologija (MCAST); l-Assoċjazzjoni Effebi (l-Italja) – assoċjazzjoni tar-

rizzorsi umani; l-Istitut tal-Edukazzjoni Bankarja NBS (IBE NBS, is-Slovakkja); l-Istitut tas-Servizzi Finanzjarji (ifs- Malta); il-Union Maltija tal-Impjegati tal-Banek (MUBE, Malta); il-Mediterranean Bank Network (MBN, Malta); l-NIBESVV (l-Olanda), istituzzjoni edukattiva għas-settur tal-banek, tal-assigurazzjoni u tal-investment; Scien-ter-Espana (Spanja) – organ-izzazzjonijiet ta' rierka, konsultazzjoni u servizzi; Uninettuno (l-Italja) – kon-sorzju ta' 43 università Tal-jana u barranija; u l-ANUP-International (ir-Rumanija) – li tispeċjalizza fl-eduka-zzjoni tal-adulti.

TMBW/27-11-14 (4)
Europe-wide initiative to empower people aged 55+ kicks off with Malta meeting
A Pan-European project aiming to improve the employability of individuals aged 55+ has been launched under the EU Erasmus+ programme and the first meeting was held in Malta.
News Page 6

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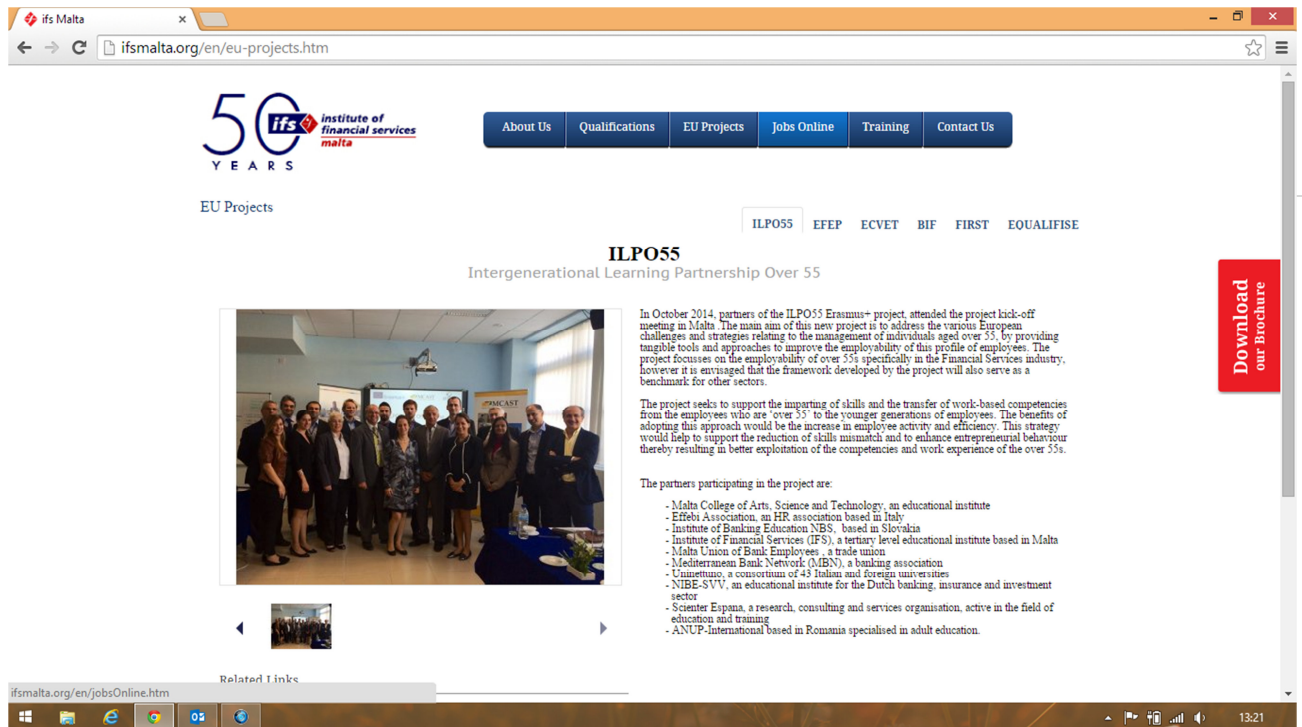


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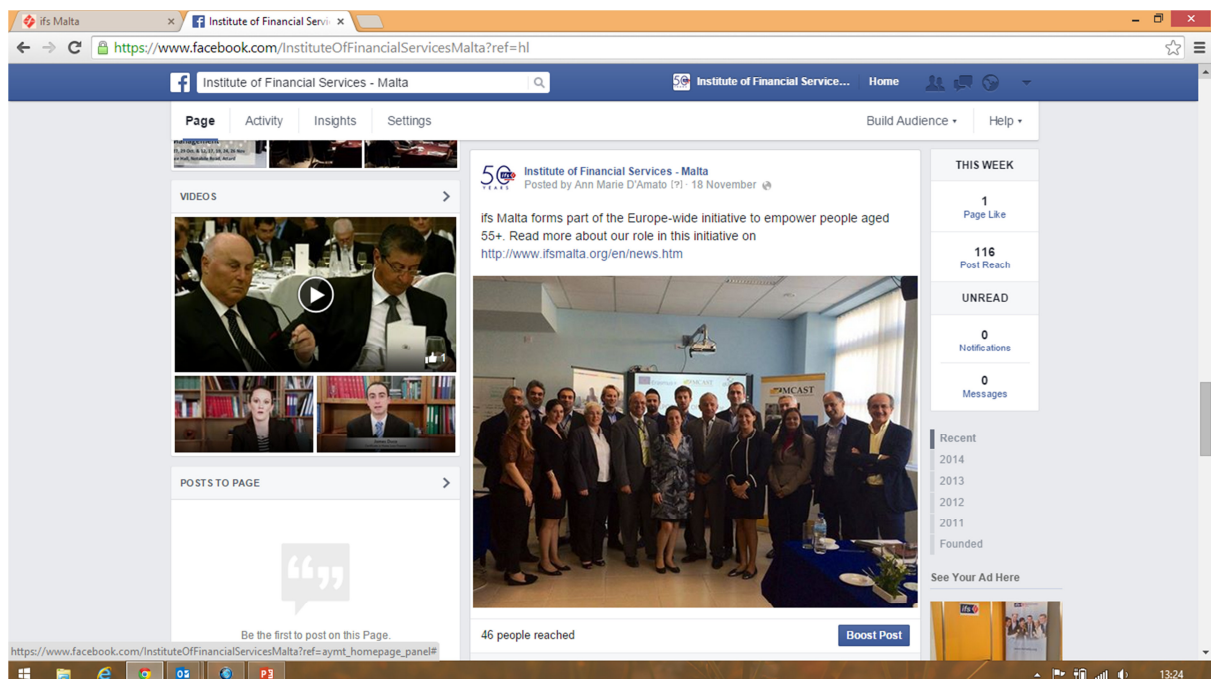
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The screenshot shows the website of the Institute of Financial Services (IFS) Malta. The header includes the IFS 50th Anniversary logo and a navigation menu with links: About Us, Qualifications, EU Projects, Jobs Online, Training, and Contact Us. The main content area is titled "EU Projects" and features a section for "ILPO55 Intergenerational Learning Partnership Over 55". This section includes a group photo of project partners, a detailed description of the project's goals (improving employability of over 55s in the financial services industry), and a list of participating partners. A red button labeled "Download our Brochure" is visible on the right. The footer shows the website URL and a timestamp of 13:21.



The screenshot displays the Facebook page for the "Institute of Financial Services - Malta". The page features a post from Ann Marie D'Amato dated 18 November, announcing that IFS Malta is part of the Europe-wide ILPO55 initiative to empower people aged 55+. The post includes a group photo of the project partners and a link to the project's website. The page layout includes a left sidebar with video thumbnails, a main content area with the post, and a right sidebar with engagement statistics (1 Page Like, 116 Post Reach) and a "THIS WEEK" section. The bottom of the page shows the Facebook interface with a timestamp of 13:24.

EBTN on Twitter: "The relevance of the #ILPO55 Project, according to European Uni... Page 1 of 1



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The relevance of the [#ILPO55](#) Project, according to European Union Programmes Agency in Malta. [@EUErasmusPlus](#)

RELEVANCE OF THE PROJECT

- Main Results (2 course curricula, 1 framework) are very focused on the needs of those working in the Banking and Financial sector
- This material will reduce the skills mismatch of the Over 55 and can also be used to educate and train new employees
- Over 55 workers will be given the opportunity to become Adult Trainers

Agreement Number
2014-1-MT01-KA202-000539

RELEVANCE OF THE PROJECT

- Well aligned towards achieving the set for the Europe 2020 (i.e. increase employment, training and education)
- Increased labour market relevance
- It will reinforce the links between education & training and the world work

Agreement Number
2014-1-MT01-KA202-000539

RETWEET
1

2:41 am - 23 Oct 2014

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http://www.medbanknet.com/News/NewsArticle.aspx?item=1520

Mediterranean Bank Network

What does MBN offer?
Mission Statement
Membership
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Mediterranean Bank Network , partner in the ILPO55 Erasmus+ project

Mediterranean Bank Network
Saturday, 25 October 2014

On the 23rd and 24th October 2014, partners of the ILPO55 Erasmus+ project , attended the project kick off meeting in Malta. This new project will be developed to address the various European challenges and strategies and to provide tangible tools and approaches in implementing the management for the over 55 employability of individuals , with specific reference to the Financial Services industry.

The project's objective is to support the imparting of skills in the 'over 55' employment sector, and to engage employees to transferring work-based competencies and experiences to the younger generation. The benefits would motivate this sector to become more active and efficient, to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the over 55 competencies and work experience.

The partners participating in the project are

- Malta College of Arts, Science and Technology, an educational institute
- Effebe Association, an HR association based in Italy
- Institute of Banking Education NBS, based in Slovakia
- Institute of Financial Services (IFS), a tertiary level educational institute based in Malta
- Malta Union of Bank Employees , a trade union
- Mediterranean Bank Network (MBN), a banking association
- Uninettuno, a consortium of 43 Italian and foreign universities
- NIBE-SVV, an educational institute for the Dutch banking, insurance and investment sector
- Scierter Espana, a research, consulting and services organisation, active in the field of education and training
- ANUP-International based in Romania specialised in adult education.

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MBN Mediterranean Bank Network

ILPO55 Intergenerational Learning Partnership Over 55

PARTICIPATE IN THE ILPO55 SURVEY

With the support of the Erasmus+ programme of the European Union

Member Login

About us Member Banks Corporate Social Responsibility Events EU Projects News

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Welcome to the Mediterranean Bank Network

The Mediterranean Bank Network was established in November 1996 one year after and as a direct result of the 1995 Barcelona Declaration. It is a non-profit banking organisation and strategic partnership between leading and medium sized Mediterranean banks and is designed to promote inter-regional commercial and business relationships amongst its members. Each member bank enjoys sole and exclusive representation of its country of origin. The partnership is based on the core values of 'cooperation', 'communication', 'commitment', and 'sharing'.

Member banks are top ranking banks within their country and region. These include Banco Sabadell, Bank of Jordan, Bank of Valletta, BPCE and Banque Centrale Populaire Maroc. The strength, size, market position, expertise and reputation of these banks is a huge resource at the disposition of all members. To date, the total number of countries in which these banks are present as subsidiary banks, affiliation branches and representative office exceed [34 countries](#).

News

- 05 May 2015 [BOV employees in jeans for Putting Cares](#)
- 24 Apr 2015 [Banco Sabadell obtained 174.6 million euro in attributable net profit, 115.2% more than in 2014](#)
Banco Sabadell, Spain
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Banque Centrale Populaire, Morocco
- 07 Apr 2015 [Groupe BPCE disposes of its remaining stake in](#)




The screenshot shows the home page of the Mediterranean Bank Network (MBN). The header includes the MBN logo, the ILPO55 logo, and a banner for the ILPO55 survey. The navigation menu includes links for About us, Member Banks, Corporate Social Responsibility, Events, EU Projects, News, and Member Login. A sidebar on the left contains links to Home Page, What is the MBN?, What does MBN offer?, Mission Statement, Membership, Members' Worldwide Presence, Corporate Social Responsibility, Members' Annual Reports, Contact Us, News, and Photo Gallery. The main content area features a welcome message and a description of the MBN's mission and values. A news section on the right lists recent articles, including 'BOV employees in jeans for Putting Cares' and 'Banco Sabadell obtained 174.6 million euro in attributable net profit, 115.2% more than in 2014'.



The screenshot shows the ILPO55 survey page on the MBN website. The header and navigation menu are identical to the home page. The sidebar on the left is also identical. The main content area features a section titled 'Participate in the ILPO55 Survey'. It describes the survey's purpose, which is to analyze the possibilities of intergenerational knowledge and experience cooperation in the Financial Services Sector between three cohorts of ages (under 35, between 35 and 55, and over 55). The countries being surveyed are Italy, Spain, Malta, Netherlands, Slovakia and Romania. A link is provided to complete the questionnaire, and a list of age groups is shown: Age under 35, Age between 35 and 55, and Age over 55.





The screenshot shows the website of the Mediterranean Bank Network (MBN). The browser address bar displays <http://www.medbanknet.com/Default.aspx>. The website features a navigation menu with links: About us, Member Banks, Corporate Social Responsibility, Events, EU Projects, and News. A 'Member Login' link is also present. The main content area is titled 'Welcome to the Mediterranean Bank Network' and includes a sidebar with links to Home Page, What is the MBN?, What does MBN offer?, Mission Statement, Membership, Members' Worldwide Presence, Corporate Social Responsibility, Members' Annual Reports, Contact Us, News, and Photo Gallery. The main text describes the MBN as a non-profit banking organisation established in November 1996, designed to promote inter-regional commercial and business relationships. It mentions that member banks are top ranking banks within their country and region, including Banco Sabadell, Bank of Jordan, Bank of Valletta, BPCE, and Banque Centrale Populaire Maroc. The text states that the total number of countries in which these banks are present as subsidiary banks, affiliation branches and representative office exceed [34 countries](#). A 'News' sidebar on the right lists recent news items, including 'MBN regrets to announce the death of former Chairman Mario Brognara' and 'Atlantic Microfinance For Africa inaugurated'. The website is powered by Google Translate.

ANIMA

INVESTMENT  NETWORK

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REVUE DE PRESSE PRESS REVIEW



August 2015

	Web August 16 , 2015
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The ILPO55 Erasmus+ project kicked off in Malta on the 23rd and 24th October 2014 and was followed up by two meetings – February 2015 in Rome and July 2015 in Bucharest. To date all the member countries have presented their country reports based on the results of online questionnaires, focus groups and one to one interviews. The project partners will continue to work on the project results so far so as to develop a sustainable framework and will meet again in March 2016 to present further analysis.

This project is being developed to address the various European challenges and strategies and to provide tangible tools and approaches in implementing the management for the over 55 employability of individuals, with specific reference to the Financial Services industry. The project's objective is to support the imparting of skills in the 'over 55' employment sector, and to engage employees to transferring work-based competencies and experiences to the younger generation. The benefits would motivate this sector to become more active and efficient, to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the over 55 competencies and work experience. The Project's outcomes will bring a very important contribution to the sustainable implementation of age management and intergenerational approaches in the Financial Services Sector:

Aims of the Project

To increase the employability, motivation and entrepreneurial behaviour of Financial Services Sector employees, at the workplace and/or when searching for new professional opportunities within the Financial Services Sector and/or other sectors.

To reduce the unemployment rate of the Over 55 employees within the Financial Services Sector, in consideration of their increased professionalism.

To strengthen cooperation between Employers, Trade Unions, Higher Education Institutions and VET providers in order to facilitate the professional development of the Over 55 employees.

To develop the ILPO55 Reference Framework (including practical recommendations, instruments and tools) and two qualifications (including the course curricula and training programmes), which will enhance stakeholders involvement and motivate them to be more active in this field.

To raise awareness about the benefits and opportunities that the further exploitation of ILPO55 results can bring for both employer and employees, and for their local community.

To supply Banks and Financial Institutions with relevant skills and competencies and enhanced entrepreneurial behaviors at work place.

To support Financial Services Sector institutions in their social responsibility strategies and activities.

To facilitate work-based education and training for young employees, thus enhancing their employability.

To support companies in their efforts to become 'Learning Organisations' through enhancing: the internal exchange and dialogue, the professional development opportunities for employees of all ages and learning approach to strategy.

To provide input and relevant documentation for supporting national policies and strategies in the field.

The partners participating in the project are:

Malta College of Arts, Science and Technology, an educational institute
Effebe Association, an HR association based in Italy
Institute of Banking Education NBS, based in Slovakia
Institute of Financial Services (IFS), a tertiary level educational institute based in Malta
Malta Union of Bank Employees, a trade union
Mediterranean Bank Network (MBN), a banking association
Uninettuno, a consortium of 43 Italian and foreign universities
NIBE-SVV, an educational institute for the Dutch banking, insurance and investment sector
IEF Spain a research, consulting and services organisation, active in the field of education and training
ANUP-International based in Romania specialised in adult education

Source : <http://www.medbanknet.com/EUPProjects/ILPO55.aspx>

<http://www.rrula.org/ge/malta-led-eu-projekt-untersucht-den-transfer-von-wissen-von-einer-generation-zur-anderen-innerhalb-der-finanzdienstleistungsindustrie/>

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Malta Led EU Projekt untersucht den Transfer von Wissen von einer Generation zur anderen innerhalb der Finanzdienstleistungsindustrie

SEPTEMBER 8, 2015 BY IGOR

Valletta, Malta, 22. August 2015 – (PR.com) – Der Wissenstransfer von der älteren Generation (Jahre und älter) an die jüngere Generation, die innerhalb der Finanzdienstleistungsbranche, ist das Thema von einem EU-Projekt mit dem Titel "Intergenerationelle Lernpartnerschaft über ILPO55 kurz.

Annäherung voll oder Altersteilzeit kann eine schwierige Periode für Arbeitnehmer über sein. Dies ist umso mehr für solche Mitarbeiter in der dynamischen Finanzdienstleistungsbranche. Diese Mitarbeiter arbeiten derzeit in einem sich rasch wandelnden Umfeld, in dem sich aufgrund der regulatorischen Änderungen schnell, wird der Fokus auf das Risikomanagement und neue Geschäftsmodelle werden angesichts der mehr Wettbewerb und Marktanforderungen nicht

In einem solchen Umfeld, ältere Mitarbeiter in der Finanzdienstleistungsbranche kann es fühlen Seite gefüttert oder nicht als Folge einer Umstrukturierung oder eine neue politische Veränderungen in der Umsetzung nötig. Leider sind die Bedingungen geschaffen, wobei wird weniger mit der möglicherweise von gegenüberliegenden Vorruhestands bewertet.

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ILPO55 zielt darauf ab, die über 55-Jährigen in der Finanzdienstleistungsbranche, einige Herausforderungen zu meistern durch Umformen, wie sie arbeiten, in der Lage, ihren Wissen und Erfahrung an die jüngere Generation auf effektive und effiziente Weise weiter. Auf diese Weise werden sie sich mehr geschätzt und durch die Unterstützung der jüngeren Generation ihre Ziele anerkannt.

Die ILPO55 Erasmus Projekt begann in Malta am 23. und 24. Oktober 2014 und wurde Sitzungen, gefolgt – Februar 2015 in Rom und Juli 2015 in Bukarest, wo ein informative wurde für die Akteure innerhalb der rumänische Bankensektor organisiert. Bis heute alle Mitgliedstaaten haben ihre Länderberichte auf der Grundlage der Ergebnisse der Online Fragebögen, Fokusgruppen und 1-1 Interviews vorgestellt. Die Projektpartner werden w der Projektergebnisse bisher arbeiten, um so eine nachhaltige Rahmenbedingungen zu und März 2016 wieder zu treffen, um eine weitere Analyse zu präsentieren. Die an dem beteiligten Partner sind:

- Malta College of Arts, Science and Technology, einer Bildungseinrichtung
- Effebe Association, ein HR-Verband mit Sitz in Italien
- Institut für Banken Bildung NBS, in der Slowakei basiert
- Institut für Finanzdienstleistungen (IFS), eine Tertiärstufe Bildungsinstitut mit Sitz in M
- Malta Union der Bankangestellten, eine Gewerkschaft
- Mittelmeerbank Network (MBN), ein Bankenverband
- Uninettuno, ein Konsortium aus 43 italienischen und ausländischen Universitäten
- NIBE-SVV ein Bildungsinstitut für den niederländischen Banken, Versicherungen und Investmentsektor
- IEF Spanien ein Forschungs-, Beratungs- und Dienstleistungsunternehmen, im Bereich allgemeinen und beruflichen Bildung aktiv
- ANUP-International in Rumänien spezialisiert in der Erwachsenenbildung

Weitere Informationen über das Projekt können von der Projekt-Website abrufbar:

<http://www.ilpo55.eu/>

Kontaktinformationen

Mittelmeerbank Netzwerk

Marika Huber

35621827772

Kontakt

www.medbanknet.com

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Mediterranean Bank Network - the voice of the banks from Mediterranean countries





The Mediterranean Bank Network was established in November 1996 one year after and as a direct result of the 1995 Barcelona Declaration. It is a non-profit banking organisation and strategic partnership between leading and medium sized Mediterranean banks and is designed to promote inter-regional commercial and business relationships amongst its members.

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AGNIESZKA KRAWCZYK SPEAKS TO MBN CHAIRMAN, HASSAN EL BASRI, TO DISCUSS THE EVOLVING ROLE OF THE ORGANISATION.

AK: Mr. President, what are the main areas of activity of the Mediterranean Bank Network?

HB: The objective of the Mediterranean Bank Network is ultimately to build stronger relationships between its member banks. The cooperation between members is diversified in sectors such as the SME market, participation in syndicated loans, onsite training and trade finance cooperation. We still believe that the most effective tool to initiate cooperation efforts are our face-to-face meetings. These are held at different member banks so as to familiarise other members

with the member banks set up, culture and identity.

Reklama



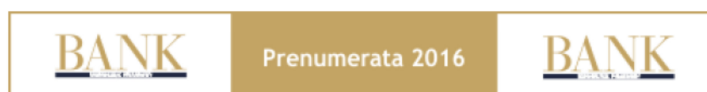
AK: Do you cooperate with other banking organisations?

HB: Mediterranean Bank Network maintains strong links to other networks and organisations, governmental and non-governmental, working in the field of financial services including professional organisations such as Chambers of Commerce, enterprises, multi country platforms for the development in the Mediterranean Region and in the European Region. Regarded as a voice of the Mediterranean financial sector, MBN is regularly invited to present its views by entities such as the Parliamentary Assembly of the Mediterranean, European Central Bank initiatives, and other EU Euro-Med events. We also wish to continue building on links established with other Euro med networks. We also organise events, in fact we are currently looking into hosting another event in Brussels with particular focus on the Mediterranean SME sector and access to finance. We have already hosted two such events in Brussels and the response, attendance and feedback was very positive. We believe that such events offer the opportunity to get to know other neighbouring countries and provide vital in-formation regarding the particular economies, set up, banks and requirements and provide reliable contacts."

AK: To what extent the banks associated in your organisation cooperate with each other?

HB: Banks often cooperate between themselves on other matters such as participation in syndicated loans, joint projects in fund management and training. They also assist each other with 'inside' knowledge of particular markets - members may seek to build a rapport or require facilities in a particular country. The Network is also seeking further collaboration in the realm of facilitating account opening -We already have this practice officially between two member banks for the scope of personal clients. Other member banks do this at their discretion and limited to commercial clients.

Reklama



AK: The Mediterranean Bank Network came about in 1996 a year after and as a consequence of the Barcelona Declaration...

HB: I believe its inception and survival is already a great achievement, given the volatility of a region that still had to consolidate how it would work at strengthening political stability, democracy, shared economic

quick and efficient. I believe that in my role it is imperative to emphasise all the opportunities the MBN can provide, and to regard the economic crisis as an opportunity for all members to work further together.

AK: Have you encountered any difficulties in realizing your goals?

HB: The challenges faced by the MBN over the years have been various. These include political influence. Although we do state that politics should not affect our network, there are definitely strong influences that have affected some members' participation, whereas others have affected a bank's interest to join the network. My belief is that the MBN is a strong tool to build definite links with other member banks. Of course it is reliant on personal relationships. Therefore one other major challenge is the responsiveness of the member's representative and the interest to convey the MBN message.

Some countries, although Mediterranean, do not view Mediterranean countries as their major trading partners. The crisis has also adversely affected some member banks' budgets. It is not surprising that post 2008, when facing the crisis, banks in general became even more reluctant to lend to each other, as a result of a sharp increase in the perceived risks of counter-party default and a continued lack of transparency about the health of banks' balance sheets. In truth we had member banks that reverted to Government recapitalization and this greatly effected our membership since major cost cutting exercise were put in place. The Arab Spring from the start also troubled members who felt that they could not collaborate due to the financial' insecurity' created.

AK: Some countries from the Northern African region have big population abroad. Do you observe a similar phenomenon as in Poland where money transfers from Poles working abroad amount to 1-2 per cent of GDP?

HB: In Morocco alone, 3.5 million Moroccans live abroad with a large percentage living in France. Hence remittances of Moroccans living overseas represent around 10 percent of the Moroccan GDP. As a result Banque Centrale Populaire Maroc and Banques Populaire of the BPCE group (France), also an MBN member , have collaborated on facilitating intra-country remittances between the two banks offering Moroccans working and living in France faster transfers and advantageous and reduced bank charges .

AK: What are your relations with the EU?

HB: The Mediterranean has always been integral to Europe and is a particularly interesting region to study in light of the extent of variation in financial development both across countries and, perhaps more intriguingly, across different measures. Overall observations imply that the financial systems in the southern Mediterranean are unable to divert the financial resources available to them as funding opportunities to private enterprises. Nevertheless strong legal institutions, good democratic governance and adequate implementation of financial reforms – all at the same time – appear to have a substantial positive impact on financial development. In most of the cases, especially for the Mediterranean South Bank countries, EU is the main commercial partner and should be interested in developing an autonomous, ambitious, multi-dimensional long term strategy aimed at virtuously linking the two sides of the Mediterranean.

AK: What are the greatest challenges that your banks are facing nowadays within the region?

HB: They are various. Banks have been under heavy criticism that they are not doing enough for the SME sector; the criticism is reliant on the impression that the opacity of banks' lending criteria and processes are a barrier to SME lending and that lending and feedback for unsuccessful loan applications is frequently inadequate and unhelpful to the applicant.

AK: Did you change your lending criteria after the financial crisis? What was, generally, your response to it?

HB: In the wake of the financial crisis banks within the region have made significant progress toward changing their risk governance frameworks. Board risk committees are nearly universal, and the role of the chief risk officer has broadened, while its seniority and status have been enhanced.

The trade finance industry too is changing rapidly. While in the past leading banks have benefited from client demand in risk mitigation in their trading relationships and enjoyed a rise in funded assets as a result, the business now faces geopolitical uncertainty bringing about further stability risks , new banking regulations and high marginal costs of equity.

AK: What about technological challenges?

HB: The competitive landscape for banks is rapidly changing as technology and customer demand are bringing

AK: It is interesting to note that similar banking partner initiatives within the Mediterranean region have not survived and yet MBN is well into its 19th year of collaboration ...

HB: It is a pity since MBN would have surely found ways of collaboration had they survived. Yet we are selective in our membership with the criteria that member banks must be privately owned and operating according to free market economics or reveal a strong market orientated character and that banks must be top ranking within their countries . We have a one Bank per country Principle. Yet our advantage lies in the fact is that our members are few but committed. Another advantage is that we have an administration office in Malta that markets the member banks and works on development projects.

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AK: What are your main areas of development?

HB: MBN is always looking for new ways of development. Since member banks are larger banks, all members have the advantage of having their own in house training. Hence with the scope of MBN, we did not want to be a simple training forum. In recent years MBN member banks offered the opportunity for 'hands on' intra-member banks visits rather than off -the-shelf in house class training .In 2012 ,we had decided to look further into training projects , however still differentiating the scope. Being an non-profit association we looked in the EU funded projects related with reliable partners.

AK: You participate in international educational projects. What are they?

HB: In our first project we were honoured to be working with the Berlin School of Economics and Law, European Banking Training Network, University of Sofia, the Portuguese Bank Training Institute, EFFEBI Association, and the National Bank of Slovakia Institute of Banking Education. The project entitled 'QUADRO' (Quality Development Roadmap for training in the Financial Sector) had the objective to support the Quality Assurance approaches for training in the Financial Services Sector, from learning needs identification to impact of training results. The Quadro approach focuses on improvements, thus allowing for significant improvements in effectiveness and efficiency, as well as smart alignment with business objectives for banks. Now that the project has been concluded , there is ample opportunity for the Quadro tool kit to be utilised both as a measure as well as a mode of implementation for quality assurance.

Our second and current training related EU funded project is called the ILPO55. This project is being developed to address the various challenges and strategies to provide tangible tools in implementing the management for the over 55 employability of individuals. The objective is to support the imparting of skills in the 'over 55' employment sector, and to engage employees to transferring work-based competencies and experiences to the younger generation. The benefits would motivate the banking sector to become more active and efficient, to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the over 55 competencies and work experience.

AK: Your pro-active attitude explains why you were one of the first banking organisations to join our Modern Business Management project. Thank you for that and for this interesting interview.

More information about the Mediterranean Bank Network, its scope, events and EU related projects can be found on www.medbanknet.com



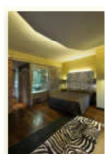
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Malta Led EU Project Explores the Transfer of Knowledge from One Generation to Another Within the Financial Services Industry.



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Valletta, Malta, August 22, 2015 --(PR.com)-- The transfer of knowledge from the older generation (55 years and over) to the younger generation working within the financial services industry is the subject of an EU project entitled "Intergenerational Learning Partnership over 55" or ILPO55 in short.

Approaching full or semi-retirement can be a daunting period for employees over 55 years of age. This is even more so for such employees in the dynamic financial services industry. These employees are currently working in a rapidly changing environment where the pace of regulatory change is fast, focus on risk management is increasing and business models are being redesigned in light of more competition and market demands.

In such an environment, older employees in the financial services industry may either feel side lined or not needed as a result of a restructuring process or new policy changes being implemented. Unfortunately, circumstances are created whereby their contribution becomes less valued with the possibility of facing early retirement.

ILPO55 aims to help the over 55s in the financial services sector to overcome some of these challenges by reshaping the way they work, being able to pass their wealth of knowledge and experience to the younger generation in an effective and efficient manner. In this way, they will become more valued and recognised by helping the younger generation achieve their goals.

The ILPO55 Erasmus+ project kicked off in Malta on the 23rd and 24th October 2014 and was followed up by two meetings - February 2015 in Rome and July 2015 in Bucharest where an informative seminar was organised for stakeholders within the Romanian banking industry. To date all the member countries have presented their country reports based on the results of online questionnaires, focus groups and one to one interviews. The project partners will continue to work on the project results so far so as to develop a sustainable framework and will meet again in March 2016 to present further analysis. The partners participating in the project are:

* Malta College of Arts, Science and Technology, an educational institute

* Effebi Association, an HR association based in Italy

- * Institute of Banking Education NBS, based in Slovakia
- * Institute of Financial Services (IFS), a tertiary level educational institute based in Malta
- * Malta Union of Bank Employees, a trade union
- * Mediterranean Bank Network (MBN), a banking association
- * Uninettuno, a consortium of 43 Italian and foreign universities
- * NIBE-SVV, an educational institute for the Dutch banking, insurance and investment sector
- * IEF Spain a research, consulting and services organisation, active in the field of education and training
- * ANUP-International based in Romania specialised in adult education

Further details about the project can be accessed from the project website: <http://www.ilpo55.eu/>

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www.medbanknet.com

Read the full story here: <http://www.pr.com/press-release/633915>

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29 October ·

Launch of the Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project by MCAST.

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NIBE-SVV participates in pan-European Erasmus+ project focusing on intergenerational learning and employability of financial services sector professionals aged over 55.

Amsterdam, 28 October 2014

Dear Colleagues

On 23-24 October 2014, partners of the ILPO55 (*Intergenerational Learning Partnership Over 55*) Erasmus+ project attended the project kick-off meeting in Paola, Malta. On behalf of our institute Mr. Clemens Spoorenberg and Mr. Koen Venekamp participated in this event.

The main aim of ILPO55 is to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve the employability of this profile of employees. The project focusses on the employability of over 55s specifically in the Financial Services industry, however it is envisaged that the framework developed by the project will also serve as a benchmark for other sectors.

The project seeks to support the imparting of skills and the transfer of work-based competencies from the employees who are 'over 55' to the younger generations of employees. The benefits of adopting this approach would be the increase in employee activity and efficiency. This strategy would help to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the competencies and work experience of the over 55s.

We will keep you posted on developments vis-à-vis this project!

Clemens Spoorenberg, Deputy Director

Koen Venekamp, Corporate Secretary

Herengracht 205, 1016 BE Amsterdam
P.O. Box 2285, 1000 CG Amsterdam



56, Avenue des Arts
1000 Brussels
www.ebtl-association.eu

PRESS RELEASE

On 23-24 October 2014, partners of the ILPO55 (*Intergenerational Learning Partnership Over 55*) Erasmus+ project attended the project kick-off meeting in Malta. The main aim of this project is to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve the employability of this profile of employees. The project focusses on the employability of over 55s specifically in the Financial Services industry, however it is envisaged that the framework developed by the project will also serve as a benchmark for other sectors.

The project seeks to support the imparting of skills and the transfer of work-based competencies from the employees who are 'over 55' to the younger generations of employees. The benefits of adopting this approach would be the increase in employee activity and efficiency. This strategy would help to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the competencies and work experience of the over 55s.

Four EBTN member bodies are active in this project:

- EFFEBI, an Italian HR association based in Rome;
- IBE NBS, the Institute of Banking Education of the National Bank of Slovakia;
- Institute of Financial Services Malta, the educational institute for the Maltese financial industry;
- NIBE-SVV, the educational institute for the Dutch banking, insurance and investment sector.

Other partners participating in ILPO55 are:

- Malta College of Arts, Science and Technology, a Maltese educational institute;
- Malta Union of Bank Employees, a Maltese trade union;
- Mediterranean Bank Network, a network of banks situated in the Mediterranean area;
- Uninettuno, an Italian consortium of 43 Italian and foreign universities;
- Scierter, a Spanish research, consulting and services organisation, active in the field of education and training;
- ANUP-International, a Romanian organisation specialised in adult education.

More information and updates about the ILPO55 project will be posted on the project partner websites.

The project website will be launched by the end of the year.

Brussels, Belgium, 28 October 2014.

The European Banking & Financial Services Training Association is the united voice of providers of education and training in banking.



MCAST

6 November · Edited

MCAST involved in new project aimed at persons over 55 years of age

Launch of the Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project.

The main aim of this new project is to address the various European challenges an... See More — with Ramon Mangion and Albert Agius.





MCAST involved in new project aimed at persons over 55 years of age

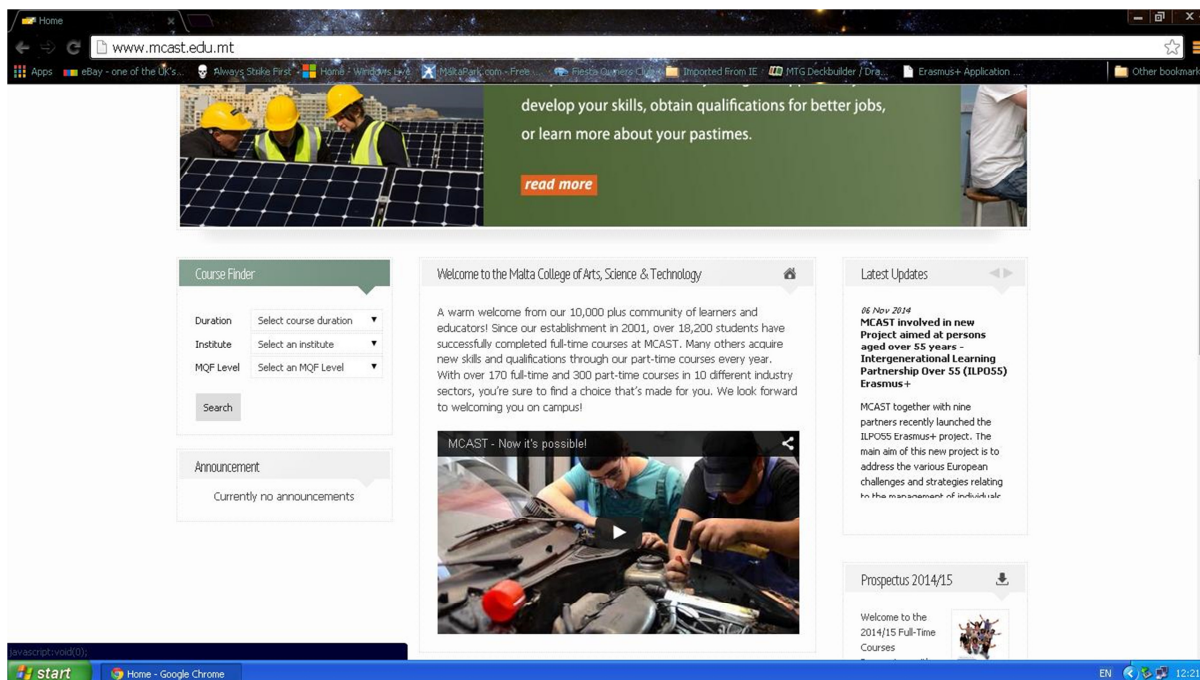
Launch of the Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project.

The main aim of this new project is to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve the employability of this profile of employees. The project focusses on the employability of over 55s specifically in the Financial Services industry, however it is envisaged that the framework developed by the project will also serve as a benchmark for other sectors. — with Albert Agius.

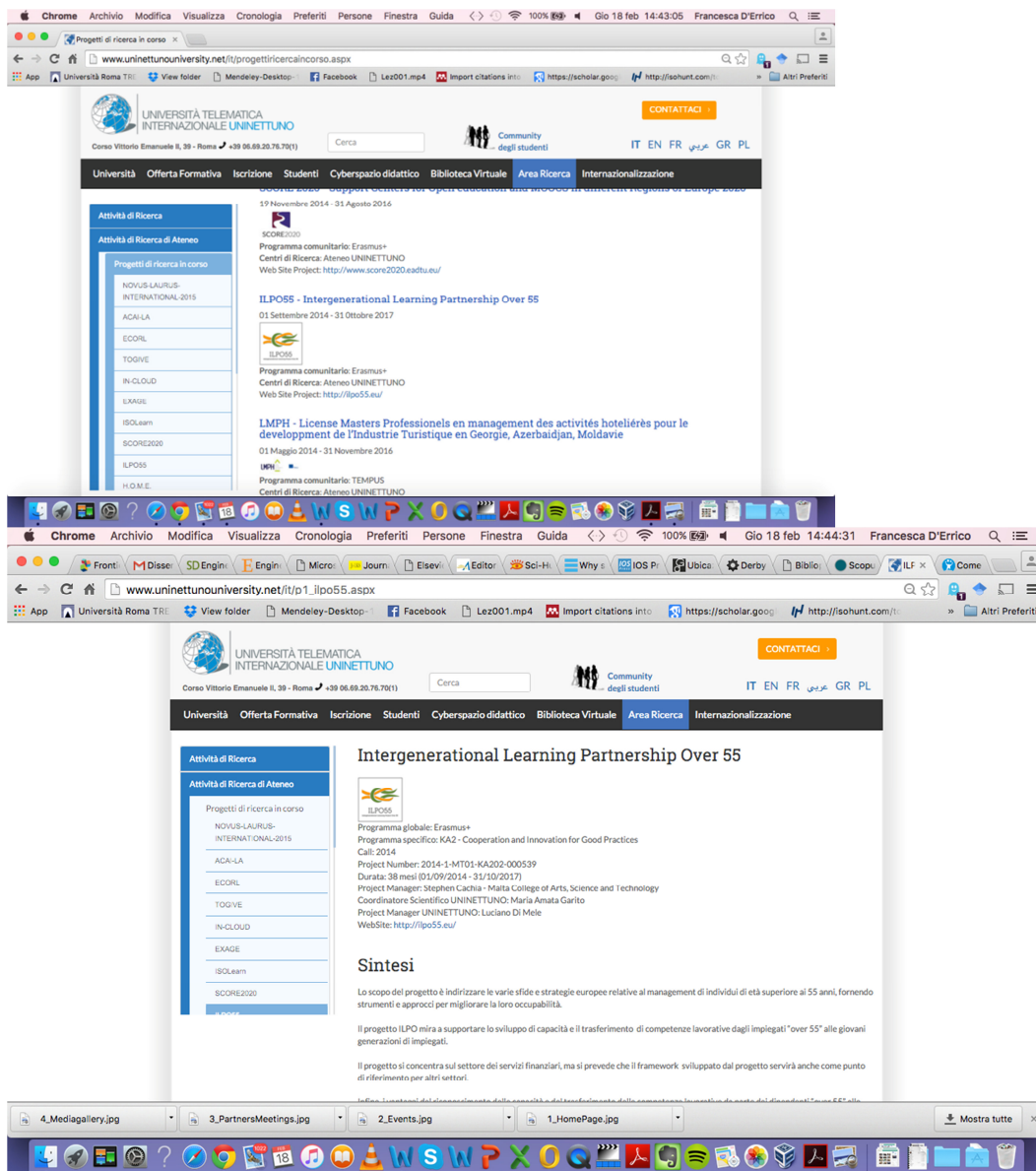


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The screenshot shows the MCAST website interface. At the top, there's a banner with the text "develop your skills, obtain qualifications for better jobs, or learn more about your pastimes." and a "read more" button. Below this, the "Course Finder" section includes dropdown menus for "Duration", "Institute", and "MQF Level", along with a "Search" button. A "Welcome to the Malta College of Arts, Science & Technology" message is displayed, followed by a video player showing students working on a car engine. To the right, the "Latest Updates" section features a news item dated 06 Nov 2014 about MCAST's involvement in a new project. At the bottom, there's a "Prospectus 2014/15" download link and a "Welcome to the 2014/15 Full-Time Courses" message.



Intergenerational Learning Partnership Over 55

Programma globale: Erasmus+
 Programma specifico: KA2 - Cooperation and Innovation for Good Practices
 Call: 2014
 Project Number: 2014-1-MT01-KA202-000539
 Durata: 38 mesi (01/09/2014 - 31/10/2017)
 Project Manager: Stephen Cachia - Malta College of Arts, Science and Technology
 Coordinatore Scientifico UNINETTUNO: Maria Amata Garito
 Project Manager UNINETTUNO: Luciano Di Mele
 WebSite: <http://lpo55.eu/>

Sintesi

Lo scopo del progetto è indirizzare le varie sfide e strategie europee relative al management di individui di età superiore ai 55 anni, fornendo strumenti e approcci per migliorare la loro occupabilità.

Il progetto ILPO mira a supportare lo sviluppo di capacità e il trasferimento di competenze lavorative dagli impiegati "over 55" alle giovani generazioni di impiegati.

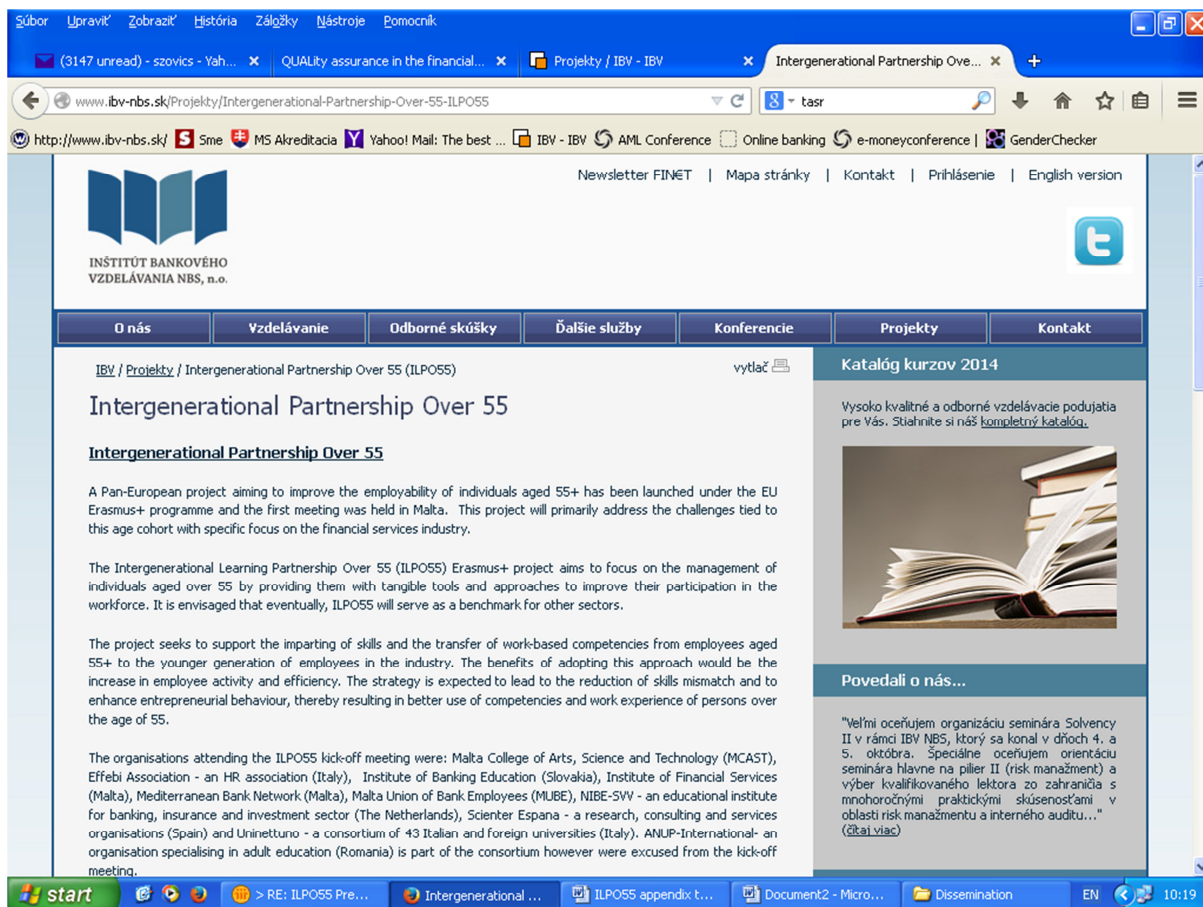
Il progetto si concentra sul settore dei servizi finanziari, ma si prevede che il framework sviluppato dal progetto servirà anche come punto di riferimento per altri settori.



The screenshot shows a web browser window with the URL www.ibv-nbs.sk/Projekty. The page is titled "Projekty" and features a navigation menu with links: "O nás", "Vzdelávanie", "Odborné skúšky", "Ďalšie služby", "Konferencie", "Projekty", and "Kontakt". The main content area lists several projects under the heading "Projekty":

- [Intergenerational Partnership Over 55 \(ILPO55\)](#)
- [Financial Services Sector Triple E Qualifications \(TripleE\)](#)
- [QUALity assurance in the financial services sector vET Systems \(QVALES\)](#)
- [QUALity Development ROADmap for training in the Financial Services Sector \(QUADRO\)](#)
- [Európska integrácia na slovenských školách](#)
- [Transfer vedomostí a zručností od dobrovoľníkov k mládeži](#)
- [FinGramotnosť](#)
- [Vklad do života](#)
- [24 hodín s EÚ](#)
- [Vedieť viac](#)
- [Európsky poľnohospodársky fond pre rozvoj vidieka: Európa investujúca do vidieckych oblastí](#)

On the right side of the page, there is a section titled "Katalóg kurzov 2014" (Course Catalog 2014) with a sub-header "Vysoko kvalitné a odborné vzdelávacie podujatia pre Vás. Stiahnite si náš kompletný katalóg." (Highly quality and professional training events for you. Download our complete catalog.) Below this is an image of an open book. Further down, there is a section titled "Povedali o nás..." (They said about us...) with a quote from the organization's website.



IBV / Projekty / Intergenerational Partnership Over 55 (ILPO55)

Intergenerational Partnership Over 55

Intergenerational Partnership Over 55

A Pan-European project aiming to improve the employability of individuals aged 55+ has been launched under the EU Erasmus+ programme and the first meeting was held in Malta. This project will primarily address the challenges tied to this age cohort with specific focus on the financial services industry.

The Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project aims to focus on the management of individuals aged over 55 by providing them with tangible tools and approaches to improve their participation in the workforce. It is envisaged that eventually, ILPO55 will serve as a benchmark for other sectors.

The project seeks to support the imparting of skills and the transfer of work-based competencies from employees aged 55+ to the younger generation of employees in the industry. The benefits of adopting this approach would be the increase in employee activity and efficiency. The strategy is expected to lead to the reduction of skills mismatch and to enhance entrepreneurial behaviour, thereby resulting in better use of competencies and work experience of persons over the age of 55.

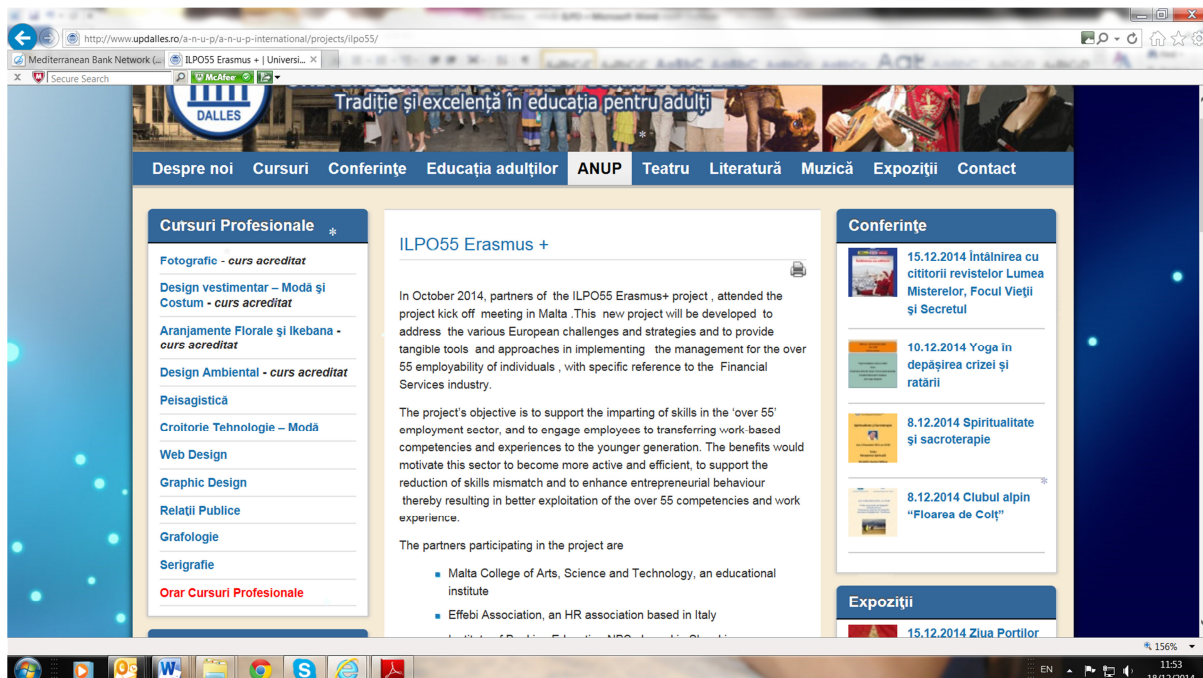
The organisations attending the ILPO55 kick-off meeting were: Malta College of Arts, Science and Technology (MCAST), Effebi Association - an HR association (Italy), Institute of Banking Education (Slovakia), Institute of Financial Services (Malta), Mediterranean Bank Network (Malta), Malta Union of Bank Employees (MUBE), NIBE-SVV - an educational institute for banking, insurance and investment sector (The Netherlands), Scienet Espana - a research, consulting and services organisations (Spain) and Uninettuno - a consortium of 43 Italian and foreign universities (Italy). ANUP-International- an organisation specialising in adult education (Romania) is part of the consortium however were excused from the kick-off meeting.

Katalóg kurzov 2014

Vysoko kvalitné a odborné vzdelávacie podujatia pre Vás. Stiahnite si náš **kompletný katalóg**.

Povedali o nás...

"Veľmi oceňujem organizáciu seminára Solvency II v rámci IBV NBS, ktorý sa konal v dňoch 4. a 5. októbra. Špeciálne oceňujem orientáciu seminára hlavne na pillar II (risk manažment) a výber kvalifikovaného lektora zo zahraničia s mnohoročnými praktickými skúsenosťami v oblasti risk manažmentu a interného auditu..." (čítať viac)



Tradiție și excelență în educația pentru adulți

Despre noi | Cursuri | Conferințe | Educația adulților | ANUP | Teatru | Literatură | Muzică | Expoziții | Contact

ILPO55 Erasmus +

In October 2014, partners of the ILPO55 Erasmus+ project, attended the project kick off meeting in Malta. This new project will be developed to address the various European challenges and strategies and to provide tangible tools and approaches in implementing the management for the over 55 employability of individuals, with specific reference to the Financial Services industry.

The project's objective is to support the imparting of skills in the 'over 55' employment sector, and to engage employees to transferring work based competencies and experiences to the younger generation. The benefits would motivate this sector to become more active and efficient, to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the over 55 competencies and work experience.

The partners participating in the project are

- Malta College of Arts, Science and Technology, an educational institute
- Effebi Association, an HR association based in Italy

Cursuri Profesionale

- Fotografie - curs acreditat
- Design vestimentar – Modă și Costum - curs acreditat
- Aranjamente Florale și Ikebana - curs acreditat
- Design Ambiental - curs acreditat
- Peisagistică
- Croitorie Tehnologie – Modă
- Web Design
- Graphic Design
- Relații Publice
- Grafologie
- Serigrafie
- Orar Cursuri Profesionale

Conferințe

- 15.12.2014 Întâlnirea cu cititorii revistelor Lumea Misterelor, Focul Vieții și Secretul
- 10.12.2014 Yoga în depășirea crizei și ratării
- 8.12.2014 Spiritualitate și sacroterapie
- 8.12.2014 Clubul alpin "Floarea de Coi"

Expoziții


- 15.12.2014 Ziua Porților

Posta in arrivo - spatafora x f6 Progetti UE x f6 Home x Mario

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Finance & Banking, Associazione per lo Sviluppo Organizzativo e delle Risorse Umane - "Associazione Effebi" - attiva dal 1978.


Scopo Soci Attività Studi e Ricerche Progetti EU

Favorire lo scambio di esperienze, buone pratiche e informazioni a livello nazionale e internazionale.

PROGETTI EUROPEI



Scopo: Creazione di una Collaborazione intergenerazionale per l'Apprendimento in grado di sostenere l'occupazione e ridurre il gap esistente nel settore bancario e finanziario tra le competenze dei lavoratori over 55 e i lavoratori più giovani.



Scopo: Definire Linee Guida per promuovere, a favore di sordi o ipoacusici e ciechi o ipovedenti, le pari opportunità, migliorare la qualità delle offerte formative nelle Università e sviluppare una ISOLearn Quality Label.

www.asseffebi.eu/detail/progetti/isolearn



“Laboratorio Effebi sui nuovi paradigmi della formazione”

Martedì 17 Novembre 2015 – ore 10,00 – 16,00

**Montorio di Verona c/o Centro di Formazione del Banco Popolare
Villa Guerrina – Via Guerrina 99**

Agenda dei lavori

10,30 Welcome coffee

10,00 Saluto di benvenuto e apertura lavori

Roberto Speziotto, Direttore R.U., Banco Popolare
Roberto Quinale, Presidente Associazione Effebi

Progetto “Over 55” nel Banco Popolare

Mauro Baracchi, Banco Popolare
Prof. Piegiorgio Argentero - Prof.ssa Ilaria Setti, Università degli Studi di Pavia
Prof. Massimo Bellotto, Università degli Studi di Verona
Giovanni De Bona, Banco Popolare

Progetto europeo: Intergenerational Partnership Over 55

Mario Spatafora, Segretario Generale, Associazione Effebi

Q & A

13,00 Lunch Buffet

14,30 Over 50: un patrimonio da valorizzare

Mario Malfatti, Resp. Valutazione e Monitoraggio FBA - Fondo Banche Assicurazioni

Testimonianze del Banco Popolare (coordinate da G. De Bona)

- Skill Coaching, **Luisella Rizzello**, Banco Popolare
- Mentoring e Tutoring, **Risorse del Banco Popolare**

Pianificazione dei prossimi incontri

16,00 Chiusura lavori

Via dell'Oca, 27 – 00186 Roma – Tel. 06/36004207-36790557 - Fax 06-36790558
E-mail: assfb@fin.it - Codice Fiscale 04627610159 – P.IVA 04061301000

Organised by Effebi



“Laboratorio Effebi sui nuovi paradigmi della formazione”

Martedì 17 Novembre 2015 – ore 10,00 – 16,00

**Montorio di Verona c/o Centro di Formazione del Banco Popolare
Villa Guerrina – Via Guerrina 99**

LISTA DEI PARTECIPANTI

ARGENTERO	Piergiorgio	Università di Pavia
BARACCHI	Mauro	Banco Popolare
BELLOTTO	Massimo	Università di Verona
BUSCHINI	Stefano	Carige
CORNO	Chiara	Banca Pop. Sondrio
DE BONA	Giovanni	Banco Popolare
DE CECCHI	Cristina	Veneto Banca
FRACASSO	Elisa	Banca Pop. Vicenza
GALBUSERA	Cristina	BNL BNP Paribas via conference call
MALFATTI	Mario	FBA
MELEDANDRI	Matteo	UBI Academy
MURRU	Simona	UniCredit
ORLANDI CONTUCCI	Benedetta	Associazione Effebi
PICCOLO	Alberto	Deutsche Bank
PIZZI	Paolo	Banca d'Italia
QUINALE	Roberto	BNL BNP Paribas
RIZZELLO	Luisella	Banco Popolare
SETTI	Ilaria	Università di Pavia
SPATAFORA	Mario	Associazione Effebi
SPEZIOTTO	Roberto	Banco Popolare
VERRI	Matteo	BPER

Education X

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ILPO55 is short

Approaching full or semi-retirement can be a daunting period for employees over 55 years of age. This is even more so for such employees in the dynamic financial services industry. These employees are currently working in a rapidly changing environment where the pace of regulatory change is fast, focus on risk management is increasing and business models are being redefined in light of more competition and market demands.

In such an environment older employees in the financial services industry may either feel sidelined or not needed as a result of a restructuring process or new policy changes being implemented. Unfortunately, circumstances are created whereby their contribution becomes less valued with the possibility of facing early retirement.

ILPO55 aims to help the over 55s in the financial services sector to overcome some of these challenges by reshaping the way they work, being able to pass their wealth of knowledge and experience to the younger generation in an effective and efficient manner. In this way, they will become more valued and recognised by helping the younger generation achieve their goals.



The ILPO55 Erasmus+ project kicked off in Malta on the 23rd and 24th October 2014 and was followed up by two meetings – February 2015 in Rome and July 2015 in Bucharest where an informative seminar was organised for stakeholders within the Romanian banking industry.

To date all the member countries have presented their country reports based on the results of online questionnaires, focus groups and one to one interviews. The project partners will continue to work on the project results so far so as to develop a sustainable framework and will meet again in March 2016 to present further analysis. The partners participating in the project are:

Become part of a successful union.

10810 25/02/2016



Training to Train - Intergenerational Transfer of Knowledge on the workplace

“Intergenerational learning on the workplace: networking opportunities”

The “Intergenerational learning on the workplace: networking opportunities” conference is the final event of the [IGTrain Project](#), which aims to train experienced workers to pass on their knowledge to the young employees in their workplace.

The first part of the conference will be dedicated to two main topics: the analysis of funding and networking opportunities concerning intergenerational learning and the sharing of good practices amongst European projects. In this context, Cecilia Liljegren, Project Officer of EACEA (Unit Erasmus+: Schools, Vocational Training, Adult Education, Platforms) will give a presentation on the [EACEA website](#) and will provide a short overview of the funding opportunities managed by the VET team. Karine Nicolay, [EPALE](#) coordinator for Flanders, and Michèle Mombeek, EPAL coordinator for Brussels and Wallonia, will present the opportunities offered by the Platform, particularly in terms of exploitation of results and networking, while the IGTrain Project Partners will participate in a discussion on good practices exchanges with partners of the [Intergenerational Learning Partnership Over 55 Project](#) and the [OPC-SFC Project](#).

The second part of the conference will be an interactive workshop where participants will be given the opportunity to jointly find new chances for the development of common projects and activities, share good practices, discuss project results and their future possible uses and development. Then, the main achievements will be shared with the entire audience of the conference and further analyzed.

The closing cocktail-dinner offered to the participants will be an opportunity for further discussion and networking.

Page | 80

	Programme	Speakers
14:30	Registration	
15:00	Opening of the conference	Valia Dankova, Ovagem Agaidyan <i>Bimec Ltd, Verein Multikulturell (IGTrainProject)</i>
15:10	The importance of intergenerational learning: funding and networking opportunities	- Cecilia Liljegren <i>EACEA (Unit Erasmus+: Schools, Vocational Training, Adult Education, Platforms)</i> - Michèle Mombeek, Karine Nicolay <i>EPALE Platform</i>
15:50	-Presentation of the IGTrain project -Challenges of the project and solutions found -Main results and future challenges	Ovagem Agaidyan, Tanguy Vanbersy, Valia Dankova, Marco Antomarini, Olcay Belli, Bruno Silva <i>Verein Multikulturell, Partenalia aisbl, Bimec Ltd., COOS Marche, Mozaik, Waterpolis</i>
16:30	Sharing of good practices with other projects	Koen Venekamp, Clemens Spoorenberg <i>NIBE-SVV (LLP Project ILPO55)</i> Ariel Carlier <i>La Forem (Erasmus + Project OPC-SFC)</i>
17:10	Coffee break	
17:35	Networking activities	Division in small groups for discussion and networking
18:20	Overview on project results and conclusions	Valia Dankova, Ovagem Agaidyan <i>Bimec Ltd, Verein Multikulturell</i>
18:30	Small talk and cocktail	

Practical information:

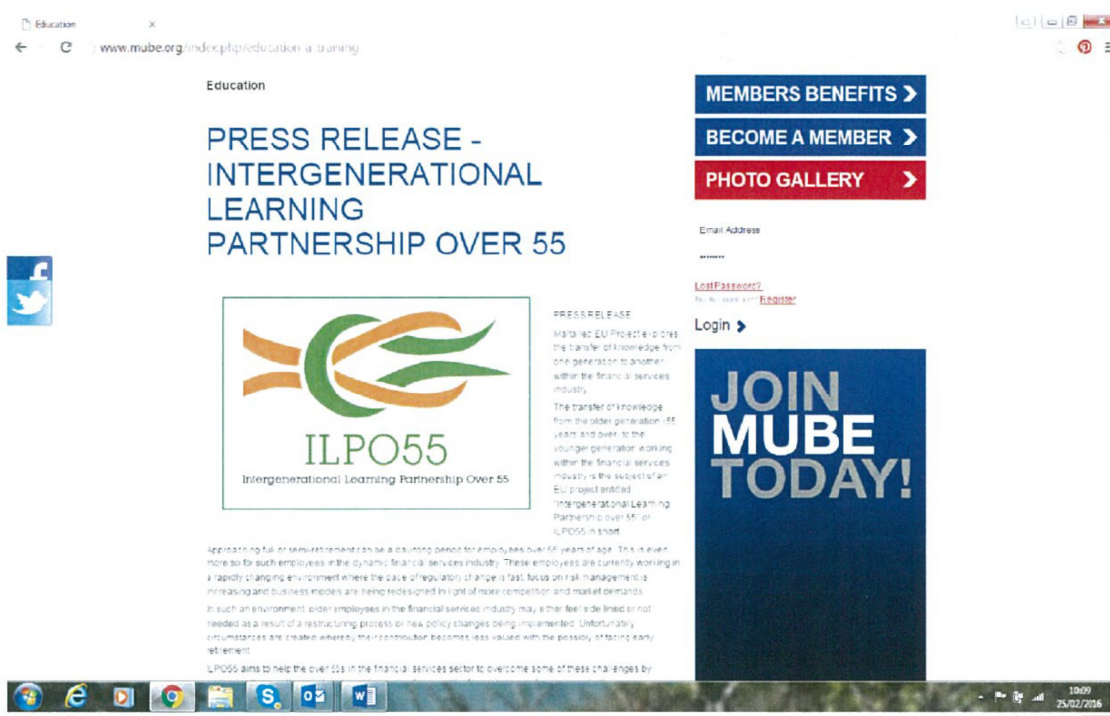
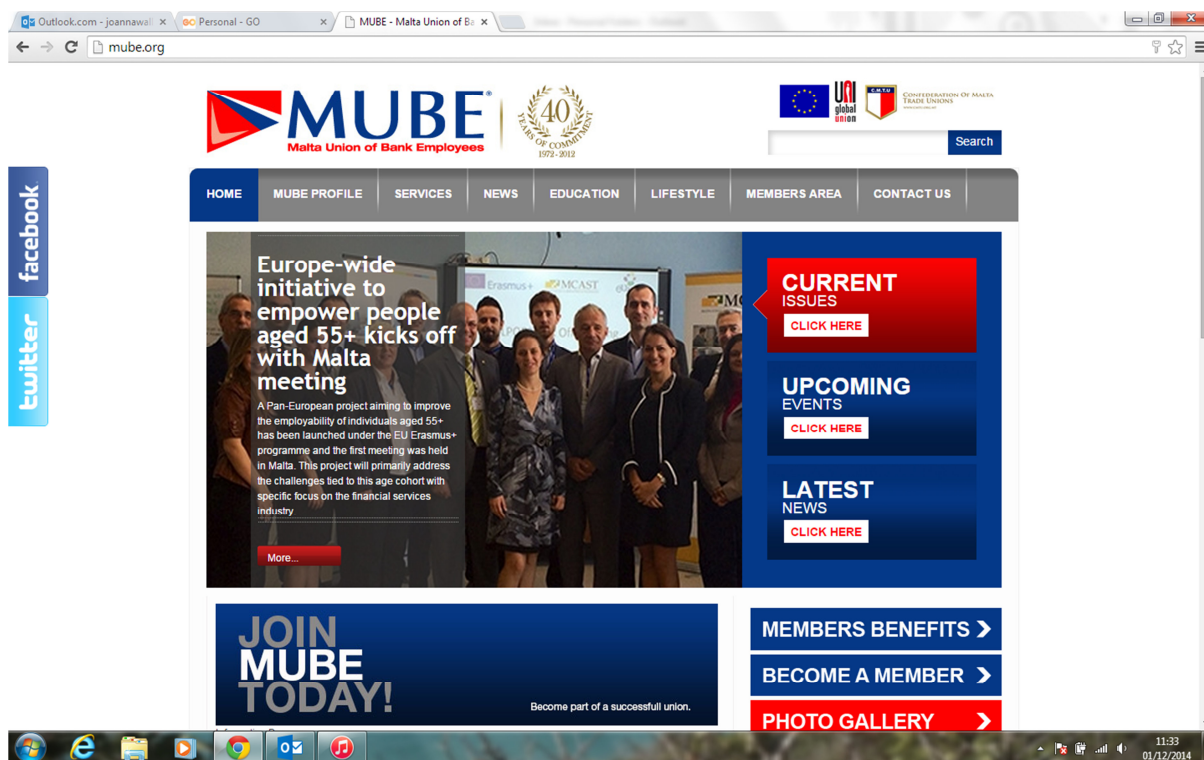
When: 22nd September

Where: Espace Monte Paschi Belgio -Avenue d'Auderghem 22 - Brussels (Belgium)

Registration: <https://goo.gl/Mp1hMC>

Contact: administration@partenalia.eu





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stakeholders within the Romanian banking industry.

To date all the member countries have presented their country reports based on the results of online questionnaires, focus groups and one to one interviews. The project partners will continue to work on the project results so far so as to develop a sustainable framework and will meet again in March 2016 to present further analysis. The partners participating in the project are:

- Malta College of Arts, Science and Technology, an educational institute
- EREB, Association, an HR association based in Italy
- Institute of Banking Education (IBE), based in Slovakia
- Institute of Financial Services (IFS), a tertiary level educational institute based in Malta
- Malta Union of Bank Employees, a trade union
- Mediterranean Bank Network (MBN), a banking association
- Uninettuno, a consortium of 45 Italian and foreign universities
- NIBED-INT, an educational institute for the Dutch banking, insurance and investment sector
- IEP Spain, a research, consulting and services organisation active in the field of education and training
- ANUIP International based in Romania specialised in adult education

Human details about the project can be accessed from the project website.



www.mube.org.eu

Intergenerational Learning | MUBE [COMBIMATIA]

www.mube.org/index.php/education-a-training/ilpo55

MUBE
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40
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ILPO55 Questionnaires

- [ILPO55 Questionnaire under 35](#)
- [ILPO55 Questionnaire between 35 and 55](#)
- [ILPO55 Questionnaire over 55](#)

William Portelli

From: William Portelli <william@mube.org>
Sent: 05 May 2015 14:09
Subject: SURVEY - INTERGENERATIONAL LEARNING PARTNERSHIP OVER 55 PROJECT

Importance: High

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Dear Colleagues

MUBE is a partner in the project entitled 'Intergenerational Learning Partnership Over 55 – ILPO55'. This is a Pan-European project under the EU Erasmus+ programme aiming to improve the employability of individuals aged 55+. This project will primarily address the challenges tied to this age cohort with specific focus on the financial services industry.

In order to start gathering relevant information we ask that you take a few minutes to fill in the online survey by clicking on this link <http://mube.org/index.php/education-a-training/ilpo55>

For further details on this project visit the project website <http://www.ilpo55.eu/>

The partners of ILPO55 are: Malta College of Arts, Science and Technology (MCAST), Effebe Association (Italy) - an HR association, Institute of Banking Education NBS (IBE NBS, Slovakia), Institute of Financial Services (ifs - Malta), Malta Union of Bank Employees (MUBE, Malta), Mediterranean Bank Network (MBN, Malta), NIBE-SVV (The Netherlands), an educational institute for banking, insurance and investment sector, Scierter Espana (Spain)- a research, consulting and services organisations, Uninettuno (Italy) - a consortium of 43 Italian and foreign universities, and ANUP-International (Romania)- specialising in adult education.

Regards

William

William Portelli
President



Dar Joe Rizzo
10F M.A. Vassalli Street
Valletta VLT 1310

MALTA

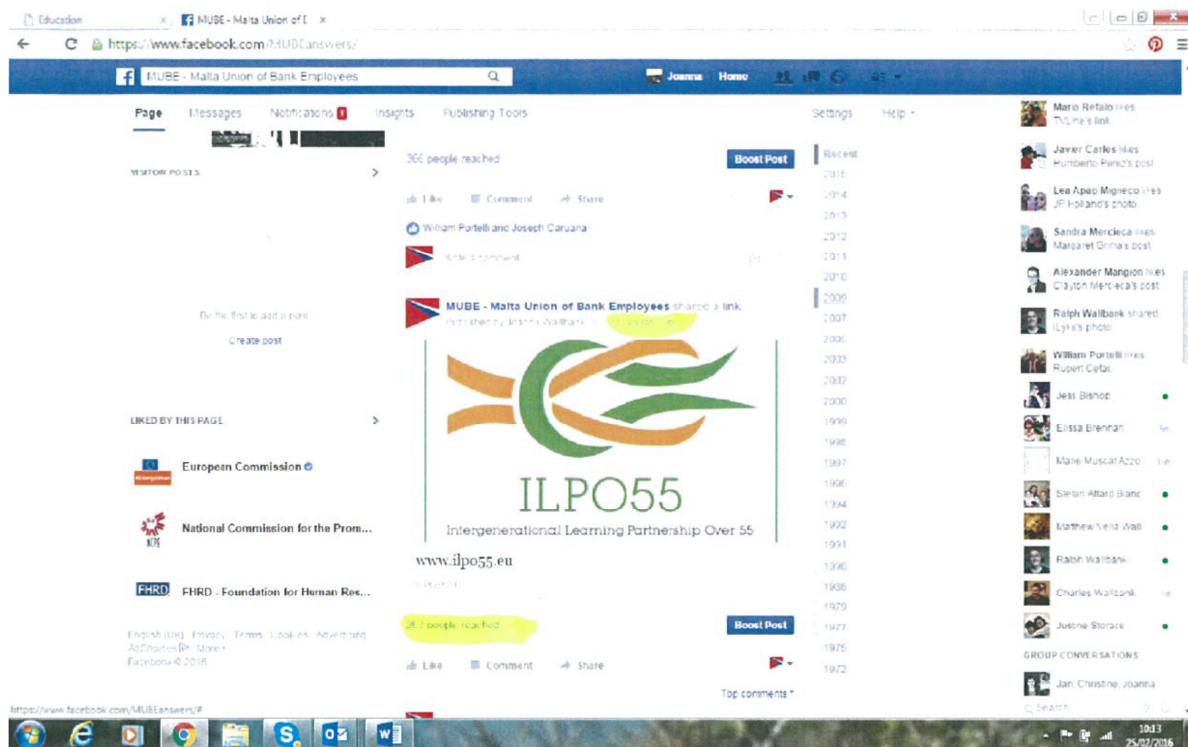
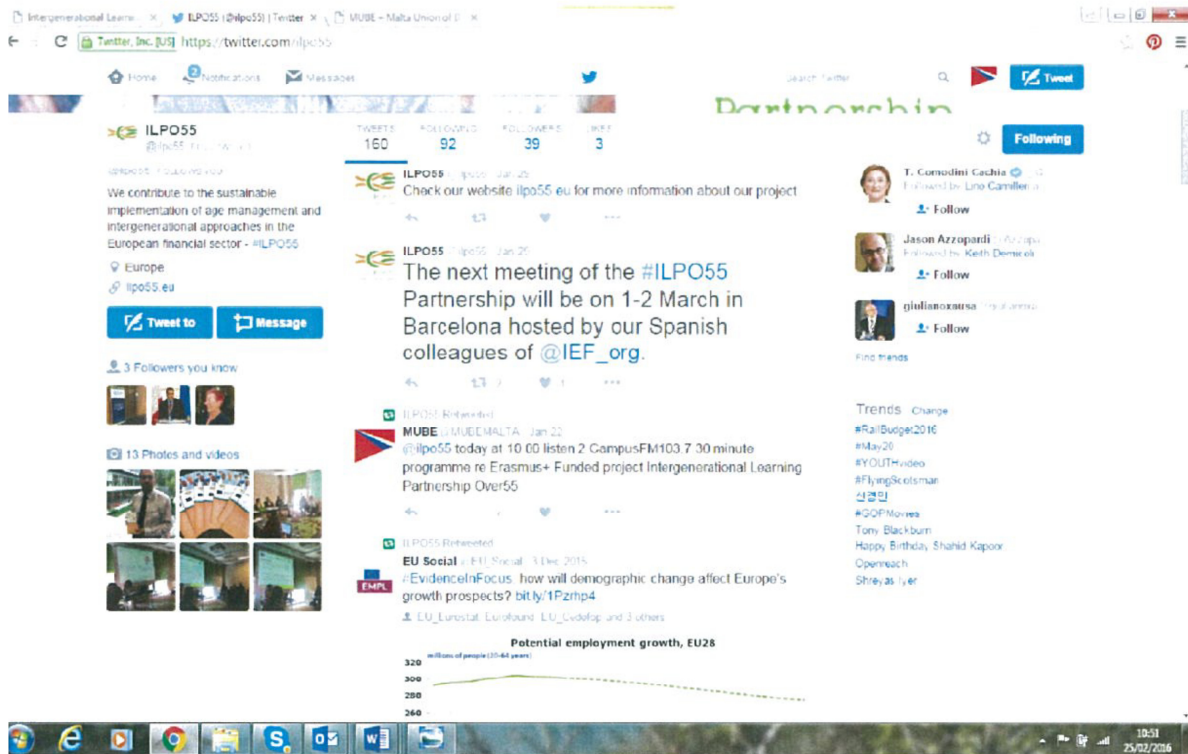
email: william@mube.org

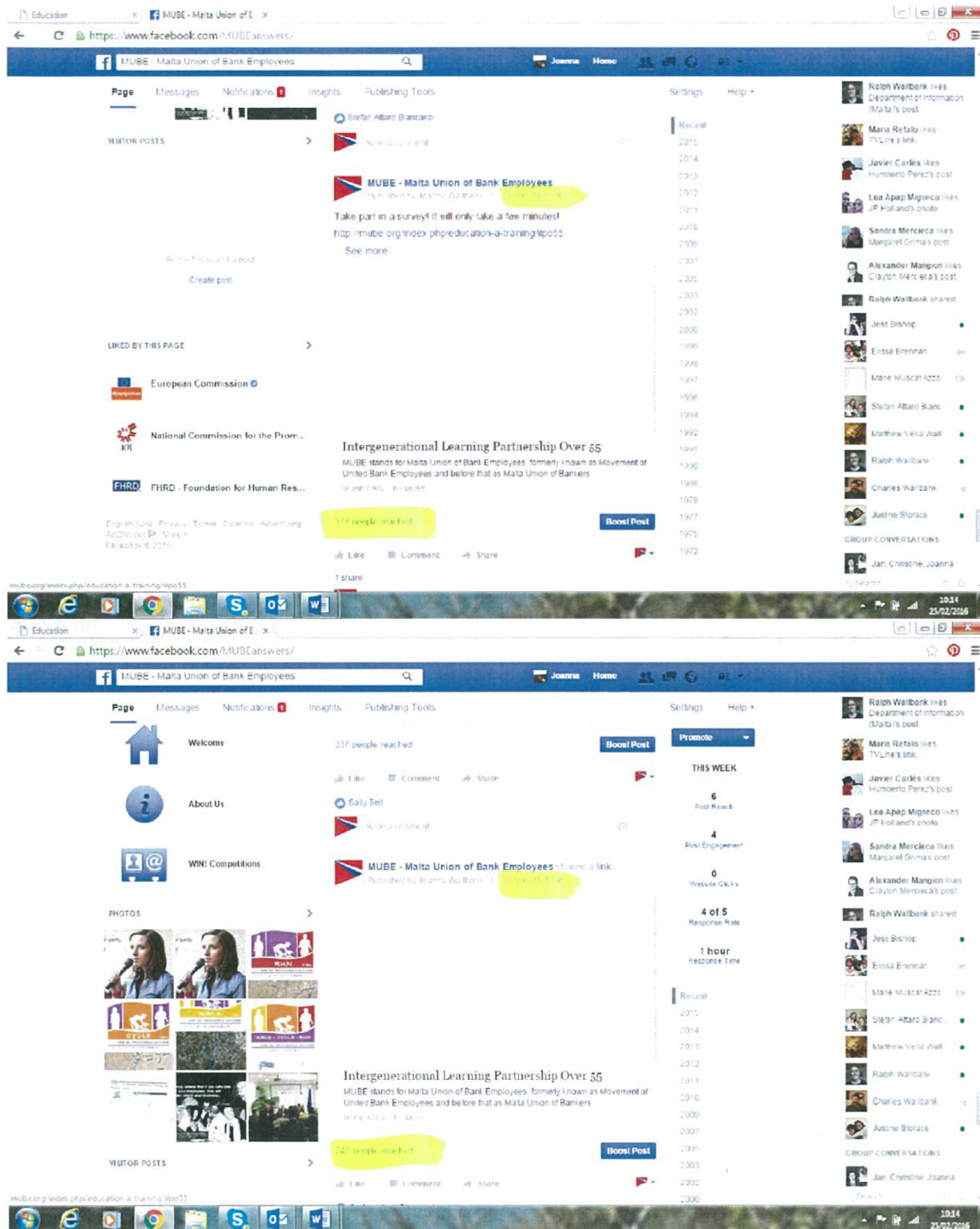
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T: +356 2123 7392

F: +356 2124 3961

website: www.mube.org





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Stefan Attard Blancard

MUBE - Malta Union of Bank Employees

Take part in a survey! It will only take a few minutes!
http://mube.org/index.php/education-a-training/ipo55

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Intergenerational Learning Partnership Over 55

MUBE stands for Malta Union of Bank Employees, formerly known as Movement of United Bank Employees and before that as Malta Union of Bankers

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10:14 25/02/2016



IEF INSTITUT D'ESTUDIS FINANCERS

POSTGRADOS Y CERTIFICACIONES CURSOS Y SEMINARIOS FORMACIÓN IN-COMPANY DIVULGACIÓN FINANCIERA ALUMNI Y PROFESORADO SOBRE IEF

IEF > NOTICIAS Y ACTIVIDADES > DETALLE NOTICIA

Proyecto ILPO55: Informe Europeo sobre Gestión intergeneracional en el Sector Bancario

23/07/2015

 ILPO55-Needs-Gaps-analysis.pdf

El proyecto ILPO55 ha elaborado un estudio sobre gestión intergeneracional en el sector bancario que ha contado con la participación de cinco estados miembros: España, Italia, Holanda, Rumanía y Malta.

IEF ha liderado la realización del estudio a través del establecimiento de una metodología de investigación, un análisis de campo y la coordinación de los cinco países para la obtención de los datos y posterior elaboración del informe comparativo.

El estudio comenzó en febrero de 2015 y basó su metodología en cuestionarios online, entrevistas y grupos focales. Cada país participante elaboró un informe de resultados en el que se incluyeron buenas prácticas en gestión intergeneracional para poder establecer futuras colaboraciones.

IEF ha llevado a cabo la consolidación de todos los datos así como el análisis comparativo que permite determinar la falta de estrategias en el ámbito de la gestión intergeneracional aunque algunos países como Holanda y Malta ya disponen de normativas específicas a nivel nacional.

Por otro lado, el intercambio de competencias intergeneracionales es un aspecto que permitirá reducir el desequilibrio de habilidades de los trabajadores de más de 55 empleados del sector de servicios financieros en la sociedad de la información y el conocimiento así como mejorar las habilidades directivas y técnicas de los jóvenes que se incorporan en el mercado financiero.

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iefweb.org/es/noticias-y-actividades/noticia/236/el-ief-participa-en-el-proyecto-europeo-ilpo-55-para-mejorar-la-empleabili...

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El IEF participa en el proyecto europeo ILPO 55 para mejorar la empleabilidad de los trabajadores del sector financiero de más de 55 años

23/01/2015



El objetivo de ILPO55 Erasmus + project es abordar los diferentes retos y estrategias relacionadas con la gestión de las personas mayores de 55 años, proporcionando herramientas tangibles y enfoques para mejorar la empleabilidad de este perfil de empleados.

El proyecto se centra en la empleabilidad de los mayores de 55 años específicamente en la industria de servicios financieros, sin embargo, se prevé que el marco desarrollado por el proyecto también servirá como punto de referencia para otros sectores. ILPO55 busca apoyar la enseñanza de técnicas y la transferencia de competencias basadas en el trabajo de los empleados que son "más de 55" a las generaciones más jóvenes de empleados.

El IEF se suma como único representante español en 9 partners internacionales:

- Malta College of Arts, Science and Technology, an educational institute
- Effebl Association, an HR association based in Italy

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IEFweb.org/es/noticias-y-actividades/noticia/298/proyecto-ilp055-focus-group-de-stakeholders-del-sector-financiero

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Proyecto ILP055: Focus group de “stakeholders” del sector financiero

02/06/2015



ILP055 es un proyecto europeo de tres años de duración, financiado con el apoyo de la Comisión Europea que pretende crear una asociación de aprendizaje intergeneracional (ILP055, de sus siglas en inglés Intergenerational Learning Partnership) que fomente la contratación y reduzca el desequilibrio de habilidades de los trabajadores de más de 55 empleados del sector de servicios financieros así como de los empleados nuevos o ya existentes.

Con el fin de garantizar un mejor enfoque de las actividades intergeneracionales y diferencias entre mayores y menores de 55 años en el sector de los servicios financieros, el equipo del proyecto llevó a cabo un Focus Group el día 28 de mayo de 2015 con el objetivo de utilizar la experiencia, el conocimiento y los intereses de las principales partes interesadas en el Sistema Financiero para asegurar que las actividades y materiales del proyecto sean “reales”, relevantes y útiles.

El focus group contó con la participación de diferentes “stakeholders” del sector financiero: dirigentes de RRHH del sector bancario, representantes de los sindicatos y asociaciones profesionales y trabajadores de la banca menores de 35 y mayores de 55.

Se analizaron las actividades que pueden intercambiar menores de 35 y mayores de 55 en base a competencias directivas, técnicas, sociales, comportamentales y tecnológicas y las conclusiones se publicaran en el Informe Europeo “Needs and gaps analysis in Age management in the financial sector”.

> Ver todas las noticias y actividades


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us5.campaign-archive1.com/?u=bb92b80886a32b4c07cab17dd&id=1553f7ca94&e=[UNIQID]

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Notícies i Activitats Febrer 2015


IEF partner de dos nous projectes europeus d'Educació Financera



Guillem López Casasnovas impartirà el 25 de febrer el proper Vespre Financer




En marxa el 1r programa d'Educació Financera per adults de Catalunya



Nou video: Eduardo Ramirez sobre la reforma fiscal

NOVA PUBLICACIÓ:

 **Mercat energètic mundial: esdeveniments recents i implicacions geoestratègiques >>[ACCEDIR](#)**

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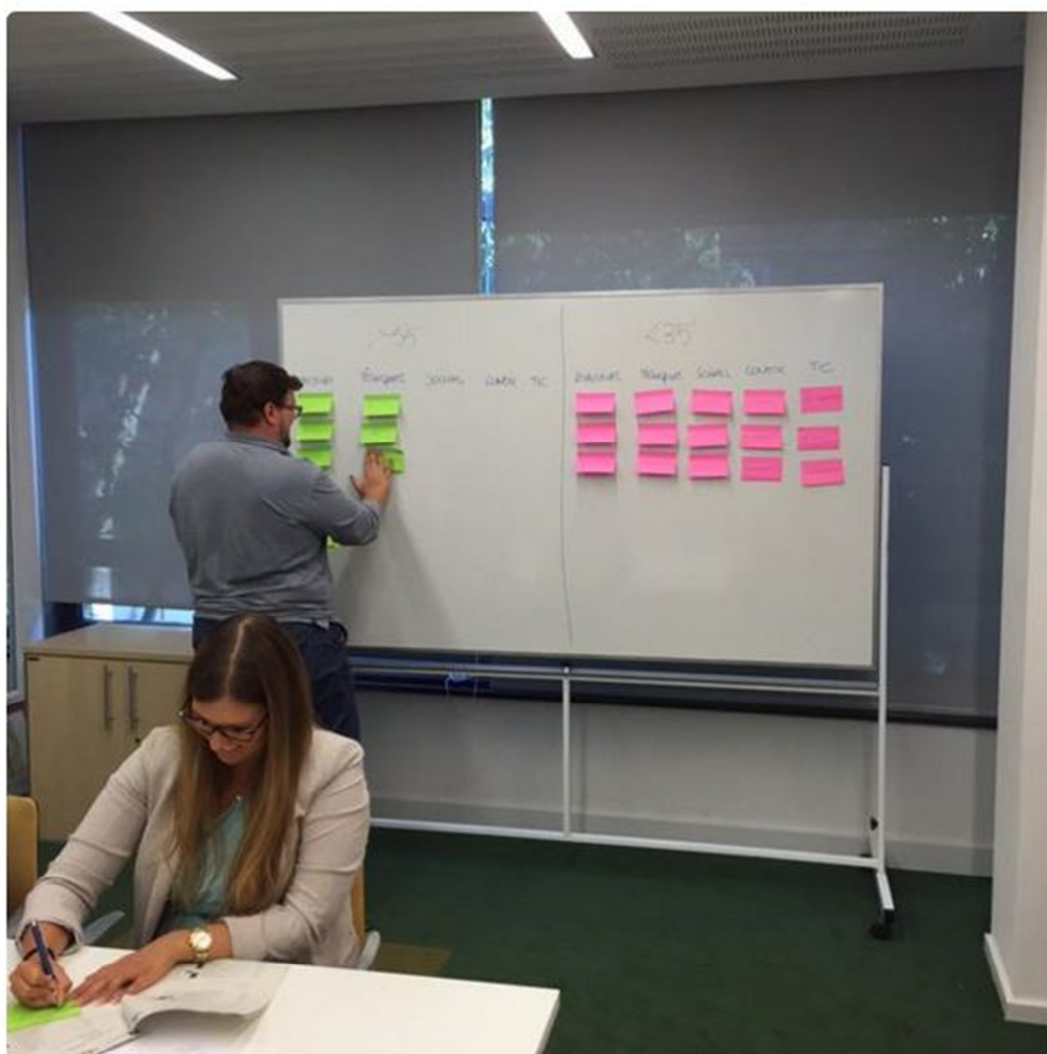
41 Jordi Martinez
@jormarllor



Siguiendo

@ilpo55 focus group, working in progress
#over55 @IEF_org

Ver traducción



RETWEET

1

ME GUSTA

1



19:37 - 28 may. 2015





Working in [@ilpo55](#) project about
[#employability](#) in [#banking](#) by [@euerasmus](#)

Ver traducción



ME GUSTA

1



19:15 - 28 may. 2015

Barcelona, España





50 **nicholas** @nicohof1 · 28 may. 2015

IEF_org: #FocusGroup by EU **ilpo55** Project about +55 years old professionals #employability in #banking & #Finance ... bit.ly/1IEDTWw



Binary Options Social Trading

Binary options social trading is probably the easiest method to trade, small capital required to start, high ROI expected, available 24/7 on mobile or web

binaryoptionsocial.com



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47 **IEF** @IEF_org · 28 may. 2015

#focusgroup del Proyecto EU @ilpo55 sobre #empleabilidad de profesionales de +55 años en #banca #finanzas @_EBTN



ILPO55 Retweeted



EBTN @_EBTN · 5 Feb 2015

The #ILPO55 project commenced already last year, with a kick-off meeting in Malta. ilpo55.eu



Officials and representatives from the participating partners of ILPO55
TMI - 21/11/2014 (58c)

Europe-wide initiative to empower people aged over 55 kicks off with Malta meeting

A pan-European project aiming to improve the employability of individuals aged over 55 has been launched under the EU Erasmus+ programme and the first meeting was held in Malta. This project will primarily address the challenges tied to this age cohort with specific focus on the financial services industry.

The Intergenerational Learning Partnership Over 55 (ILPO55) Erasmus+ project aims to focus on the management of individuals aged over 55 by providing them with tangible tools and approaches to improve their participation in the workforce. It is envisaged that eventually, ILPO55 will serve as a benchmark for other sectors.

The project seeks to support the imparting of skills and the transfer of work-based competencies

the reduction of skills mismatch and to enhance entrepreneurial behaviour, thereby resulting in

better use of competencies and work experience of persons over the age of 55.

It is hereby notified that by a decree dated the 17th October, 2014, the Court of Magistrates (Gozo), in its Superior Jurisdiction, General Section, ordered the publication of the hereunder reproduced extract for the purpose of service in terms of Article 187 (3) of the Code of Organisation and Civil Procedure, and this with regard to respondents:

(1) Anthony Cassar (ID 36661G);

(2) Town House Limited (C 107533);

(3) Angerton Enterprises Limited (C 18187);

(4) M Farin Limited (C 12161), all of Ocean Heights, Flat 9, Block A, Triq Piscopo Macdonia, Xenosja, Malta.

Lombard Bank Malta plc filed a sworn application number 35/2014 in the names, Lombard Bank Malta plc versus Anthony Cassar et, in the Court of Magistrates (Gozo), Superior Jurisdiction, General Section, on the 29th of May, 2014, against Anthony Cassar (ID 36661G); Town House Limited (C 107533); Angerton Enterprises Limited (C 18187); M Farin Limited (C 12161), all of Ocean Heights, Flat 9, Block A, Piscopo Macdonia Street, Xenosja, Malta, and against other respondents, requesting the Court to order the respondents in solidum between themselves, as joint and several guarantors of the principal debtor Cassar Wearing Limited to pay the plaintiff, the sum of €615,810.13c, which debt emanates from a deed in the records of Notary Dr Paul George Pissani, dated 19th December, 2000, wherein applicant Bank advanced by title

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THE HUNGER GAMES: MOCKINGJAY Pt.1 (PG)
10.30, 1.45, 4.30, 6.55, 9.30pm

THE MAZE RUNNER (PG)
1.50, 4.05, 6.55, 9.05pm

THE BEST OF ME (PG)
James Van Der Beek & Nicholas Wingington
1.00, 3.45, 6.30, 9.30pm

THE IMITATION GAME (PG)
Benedict Cumberbatch & Keira Knightley
9.35, 1.15, 4.00, 6.40, 9.15pm

DRACULA UNTOLD (PG)
Liam Neeson & Dominic Monaghan
4.45, 7.00, 9.15pm

INTERSTELLAR (PG)
Matthew McConaughey & Anne Hathaway
9.45, 1.15, 4.30, 6.55pm

2



ILPO55 @ilpo55 · 5 May 2015

We contribute to sustainable implementation of age management and intergenerational approaches in financial sector: ilpo55.eu
[/ilpo55_partner...](#)

2



ILPO55 @ilpo55 · 7 Mar 2015

Learn more about the [#ILPO55](#) Reference Framework which will address the needs of 55+ financial sector professionals.

Page | 96

The output will refer to:

1. To design the draft Reference Framework to be piloted and validated
2. To develop the consolidated version of the Reference Framework at the end of the project

The ILPO55 Reference Framework which will address the over 55 individual needs with a 360° perspective:

- Analyse education & training, and work experiences
- Assess individual competencies (Knowledge, Skills and Competencies)
- Identify personal and professional objectives (e.g. Professional Consultant)
- Support over 55 individuals in planning their future career/work experiences
- Give advice regarding the existing opportunities for validation of competencies, recognition of prior learning, etc. (provide recommendations for the certification of competencies, e.g. Adult Trainer, Social Responsibility Facilitator)
- Provide support for further education and training of the over 55 individuals (based on the training needs identified in relation to the personal and professional career development objectives)





ILPO55 @ilpo55 · 7 Jul 2015

Our meeting @capitalplaza commenced.
 Main focus: European intergenerational
 learning survey in the financial sector.

IT-01-KA-202-000539

finanțat cu sprijinul financiar al Comisiei Europene. Această publicație reflectă doar opinia autorului
 și nu exprimă în mod necesar poziția oficială a Comisiei Europene.





ILPO55 @ilpo55 · 7 Jul 2015

Today @capitalplaza the transnational meeting w/ European partners from Malta, Spain, Italy, Netherlands, Romania.





ILPO55 @ilpo55 · 7 Jul 2015

.@ramonmangion updates the European partners on the status of the project.
#ilpo55 @EUErasmusPlus



← ↻ 2 ❤ 1 ⋮



ILPO55 @ilpo55 · 5 Jun 2015

Representatives of our consortium will participate in the #TripleE conference, organised by @_EBTN, on September 24.

Triple E @ebtn_triple_e

On behalf of @_EBTN, I cordially invite you to my launch on September 24 in Brussels at @EBF_FBE premises. ebtn-triple-e.eu/images/materia
...

← ↻ 2 ❤ ⋮



ILPO55 @ilpo55 · 8 Jul 2015

Presentation of the Needs and Gaps
Analysis by our Spanish partner
[@IEF_org](#). [#ilpo55](#) [@EUErasmusPlus](#)



← ↻ 2 ❤ 3 ⋮



ILPO55 @ilpo55 · 8 Jul 2015

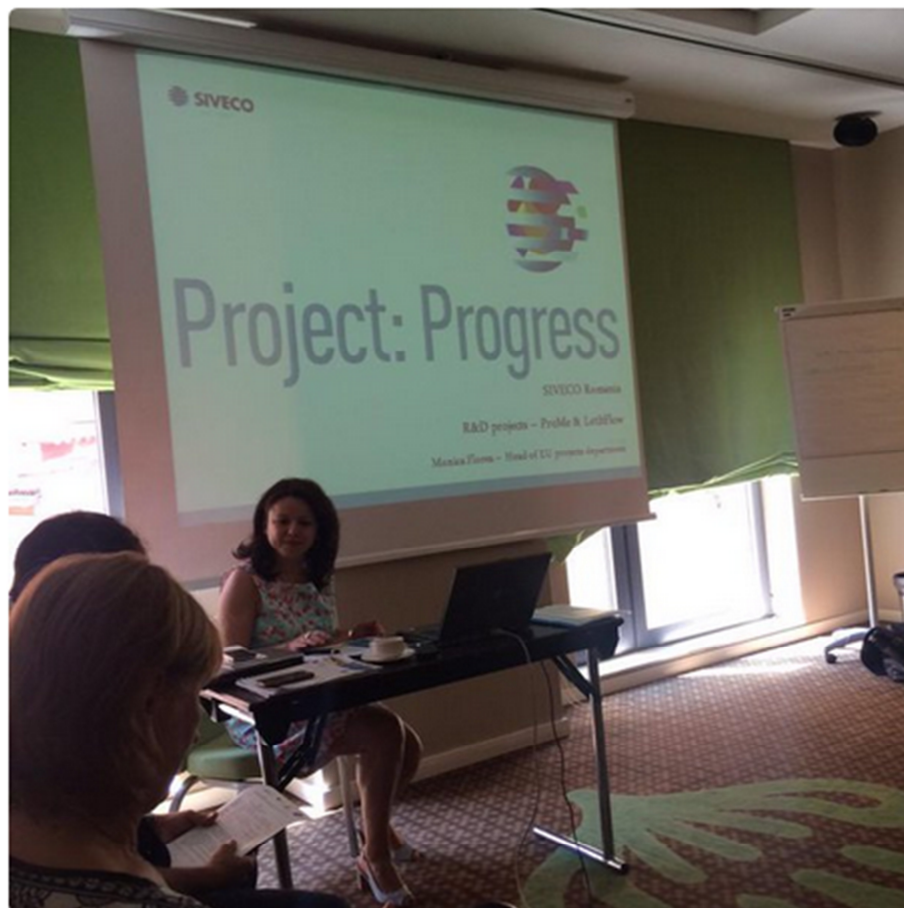
Our #ilpo55 consultation seminar with Romanian banking sector representatives and academics just commenced.





ILPO55 @ilpo55 · 9 Jul 2015

Presentation on e-learning and R&D by @SIVECORomania, the leading Romanian business software development company.





ILPO55 @ilpo55 · 9 Jul 2015

After a successful consultation seminar the #ilpo55 Partners are now working on the way forward. @EUErasmusPlus



← ↻ 1 ❤ 1 ⋮

Our aim: the creation of an Intergenerational Learning Partnership. Supporting employability, reduce skills mismatch.

Page | 104



1:17 AM - 9 Jul 2015

Bucharest, Romania







ILPO55 @ilpo55 · 18 Aug 2015

We'll be there to deliver a presentation on our
#IntergenerationalLearning efforts for the financial sector.

Partenalia @Partenalia

The IGTrain Final Conference will take place at Espace Banca Monte
Paschi Belgio, Rue d'Auderghem 22-28, in Brussels





ILPO55 @ilpo55 · 24 Sep 2015

.@ramonmangion attending the @_EBTN conference on behalf of the #ILPO55 consortium. #TripleE @IEF_org @NIBESVV





ILPO55 @ilpo55 · 24 Sep 2015

Present at @_EBTN conference. Good opportunity to disseminate our project on intergenerational learning in banking.



Page | 108



Follow

We're looking forward to our project meetings in Barcelona hosted by @IEF_org. #ilpo55



IEF @IEF_org

Ultimando detalles para recibir a partners de @ilpo55 en #Barcelona próximo 1 y 2 de marzo ow.ly/YHB9b

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1



5:26 AM - 26 Feb 2016





ILPO55 @ilpo55 · 28 Feb 2015

Our first tweet! Visit our website to learn more about our project: ilpo55.eu/ilpo55.aspx #ILPO55 #employability

← ↻ 2 ❤️ 2 ⋮

Page | 109



ILPO55 @ilpo55 · 28 May 2015

Valuable contribution to sustainable implementation of age management and intergenerational approach. #ilpo55



IEF @IEF_org

Working in @ilpo55 project about #employability in #banking by @euerasmus

← ↻ ❤️ ⋮



ILPO55 @ilpo55 · 30 Jul 2015

Very pleased to have been invited to share our knowledge & experiences vis-a-vis Intergenerational Learning. #ilpo55



Partenalia @Partenalia

The final conference of the project #IGTRAIN will be held in #Brussels, 22nd September 2015.

← ↻ ❤️ 1 ⋮



ILPO55 @ilpo55 · 6 Jul 2015

.@ramonmangion will participate, on behalf of the #ilpo55 consortium, in the @ebtn_triple_e conference. Thank you for the invite, @_EBTN!

1 1



ILPO55 @ilpo55 · 6 Jul 2015

This Thursday the @ilpo55 partners will present the report 'Needs Analysis and Gaps in Intergenerational Learning in the Financial Sector'.



ILPO55 @ilpo55 · 6 Jul 2015

Through our European survey we identified existing needs and gaps in the field of age management and intergenerational cooperation. #ilpo55



ILPO55 @ilpo55 · 6 Jul 2015

The @ilpo55 consortium will meet in Bucharest the coming days to discuss the European Survey and to convene a Consultation Seminar. #ilpo55



ILPO55 @ilpo55 · 18 Sep 2015

Our Dutch project partner @nibesvv will represent our consortium and deliver a presentation. #IGTrain @EPALE_EU



Partenalia @Partenalia

Don't forget: 22nd September, Final Conference of #IGTrain. Find all the information here: bit.ly/1KNgcPp



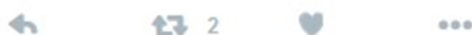
ILPO55 @ilpo55 · 18 Sep 2015

We congratulate our colleagues @QUALES_EU with the results of their project and wish them a fruitful conference.



QUALES @QUALES_EU

Our conference started: welcome statement and introduction of the speakers. #qaules #eqavet





ILPO55 @ilpo55 · Jan 29

Check our website ilpo55.eu for more information about our project.



ILPO55 @ilpo55 · Jan 29

The next meeting of the [#ILPO55](#) Partnership will be on 1-2 March in Barcelona hosted by our Spanish colleagues of [@IEF_org](#).



ILPO55 @ilpo55 · 31 Mar 2015

Our survey aims at analyzing the possibilities of intergenerational knowledge and experience cooperation between professionals.

[#ILPO55](#)



ILPO55 @ilpo55 · 31 Mar 2015

We finalized the questionnaire for our research project on the employability of 55+ professionals in the European financial sector.

[#ILPO55](#)



MCASTLINK x www.mcast.edu.mt/P x

www.mcast.edu.mt/Portals/0/MCASTLINK/mcast_link_46.pdf

mcast_link_46.pdf

Erasmus+

MCAST PARTICIPATES IN ILPO55 ERASMUS PLUS PROJECT



Mr Ramon Mangion and Mr Albert Agius, Officers at MCAST Curriculum Development and Quality Assurance Departments respectively, attended the ILPO55 Erasmus Plus funded project in Rome between the 23 and 24 February 2015. ILPO55 is a three year Erasmus project, built on partners from the field of financial services including banks, training providers and a trade union.

ILPO55 is the acronym for the project name 'Intergenerational Learning Partnership Over 55'. The project aims to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve their employability. Furthermore the project seeks to support the imparting of skills and the transfer of work-based competencies from employees who are 'over 55' to the younger generations of employees and vice-versa, thus sustaining the increase in employee activity and efficiency. This strategy would help to support the reduction of skills mismatch and enhance entrepreneurial behaviour.

The initial project kicked off in Malta last October 2014. Following the contribution from the partners related to the project competencies, which included internal evaluation and dissemination methodology, a second meeting hosted by partner Effebe was held in Rome at the end of February 2015. The meeting consisted of a follow up regarding the launch of a website which aims to inform the general public about the project objectives, meetings updates and reports. Furthermore the partners' contribution brought about the defined instruments to attain further understanding of the needs and gaps analysis.

In the coming months, the partners will be conducting interviews using focus groups and surveys targeted to financial service employees. A country report for five countries will be conducted, thus setting the framework for further insight and training needs assessment.

INFORMATION 11

http://www.mcast.edu.mt/mainmenu/newsandevents/news/tabid/152/d/1248/p/1/malta-led-eu-project-explo... Side Effects of ADHD Medicat... Malta led EU Project explor...

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Press Releases

Malta led EU Project explores the transfer of knowledge from one generation to another within the financial services industry



The transfer of knowledge from the older generation (55 years and over) to the younger generation working within the financial services industry is the subject of an EU project entitled "Intergenerational Learning Partnership over 55" or ILPO55 in short.

Approaching full or semi-retirement can be a daunting period for employees over 55 years of age. This is even more so for such employees in the dynamic financial services industry. These employees are currently working in a rapidly changing environment where the pace of regulatory change is fast, focus on risk management is increasing and business models are being redesigned in light of more competition and market demands.

In such an environment, older employees in the financial services industry may either feel side lined or not needed as a result of a

125%

EN 12:29 08/03/2016



Appendix 3-Brochure as created by Mediterranean Bank Network

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The ultimate objective is to create methodology, tools and instruments for providing 'over 55' individuals the chance to strengthen their role in the organization, and in the labour market.



THE DESIRED IMPACT

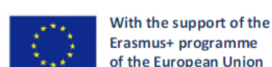
Involved stakeholders agree on the ILPO55 Reference Framework and

1. Declare their interest in further exploiting it locally and nationally.
2. Acknowledge the importance that the ILPO55 Reference Framework becomes a benchmark in the field, at national and European level.
3. Support active citizenship within local communities.
4. Enhance the individual and corporate social responsibility at European level.



ILPO55 TARGETS

1. 'Over 55' individuals and young employees from the Financial Services Sector.
2. Project Partners and Associate Partners.
3. Banks and Financial Institutions.
4. Banking Associations.
5. Higher Education Institutes and Vocational Educational Training providers.
6. Trade Unions.
7. Policy makers.
8. Young employees from the Financial Services Sector.



BENEFITS OF THE PROJECT

Ultimately the benefits of recognizing skills and the transfer of work-based competencies from the employees who are 'over 55' to the younger generations would implement an Intergenerational Partnership for exchange of competencies and increase employee activity and efficiency.

This strategy would help to support the reduction of skills mismatch and to enhance entrepreneurial behaviour thereby resulting in better exploitation of the competencies and work experience.

visit our site

WWW.ILPO55.EU



CLICK TO ACCESS THE LATEST INFORMATION

- A step by step information site to ILPO55, illustrated with a detailed, general project presentation.
- News, media coverage and updates about the project.
- Links to social-networking sites, promotional material, articles and links to our project partner institutions.

For more information visit our site www.ilpo55.eu or contact one of the ILPO55 project partners as per overleaf.





PARTNERS

- Malta College of Arts, Science & Technology
WWW.MCAST.EDU.MT
- EFFEBI Association, Italy
WWW.ASSEFFEBI.EU
- Institute of Banking Education NBS, Slovakia
WWW.IBV-NBS.SK
- IFS, Malta
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- MUBE, Malta
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- Mediterranean Bank Network
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WWW.UPDALLES.RO

www.ilpo55.eu

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This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein

The aim of ILPO55 is to address the various European challenges and strategies relating to the management of individuals aged over 55, by providing tangible tools and approaches to improve their employability.

ILPO55 seeks to support the imparting of skills and the transfer of work-based competencies from the employees who are 'over 55' to the younger generations of employees.

The project focuses on the Financial Services sector, however it is envisaged that the framework developed by the project will also serve as a benchmark for other sectors.



With the support of the
Erasmus+ programme
of the European Union

Appendix 3.1.-Brochure as translated by partner ANUP (Romanian)





Cu sprijinul
Programului Erasmus +
al Uniunii Europene



Scopul ILPO55 este să se adreseze provocărilor și strategiilor europene referitoare la managementul persoanelor cu vârsta de peste 55 de ani, prin punerea la dispoziția acestora a unor instrumente și abordări concrete cu scopul de le îmbunătăți șansele de angajare.

ILPO55 urmărește să sprijine împărtășirea aptitudinilor și transferul de competențe la locul de muncă la angajați care au "peste 55 ani" la generațiile mai tinere de angajați.

Proiectul se referă la sectorul serviciilor financiare. Se preconizează, de asemenea, ca acest cadru elaborat de proiect să poată servi ca punct de referință și pentru alte sectoare de activitate.











www.ilpo55.eu

Notă juridică: Cu sprijinul Programului Erasmus + al Uniunii Europene. Acest proiect a fost finanțat cu sprijinul Comisiei Europene.

Această publicație reflectă numai punctul de vedere al autorului, iar Comisia nu poate fi responsabilă pentru nicio informație pe care o conține

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NIBE-SVV, Netherlands
WWW.NIBESVV.NL

Institut d'Estudis Financiers, Spain
WWW.IEFWEB.ORG

ANUP-International, Romania
WWW.UPDALLE.RO

Obiectivul final este de a crea o metodologie, unele și instrumente care să dea posibilitatea salariaților cu vârstă de peste 55 ani să-și poată consolida rolul lor în organizație, și în piața muncii.



IMPACTUL DORIT

Actorii cheie implicați sunt de acord cu privire la Cadrul de referință ILPO55 și

1. Declară interesul lor în exploatarea sa în continuare la nivel local și național.
2. Recunoaște importanța pe care Cadrul de referință ILPO55 îl are ca etalon în domeniu, la nivel național și european.
3. Sprijină cetățenia activă în comunitățile locale.
4. Consolidă responsabilitatea socială individuală și corporativă la nivel european.



GRUPUL ȚINTĂ ILPO55

1. Specialiști de peste 55 ani și tineri angajați din sectorul serviciilor financiare.
2. Partenerii proiectului și parteneri asociați.
3. Bănci și instituții financiare
4. Asociații bancare.
5. Instituții de învățământ superior și furnizori de formare profesională.
6. Sindicate.
7. Factori de decizie politică.
8. Tineri angajați din Sectorul serviciilor financiare.



Cu sprijinul Programului Erasmus + al Uniunii Europene

BENEFICIILE PROIECTULUI

În cele din urmă beneficiile sunt recunoașterea transferului competențelor de muncă de la angajați cu vârste de "peste 55", la mai tinerele generații care pun în aplicare un parteneriat între generații pentru un schimb de competențe crescând și eficientizând astfel activitatea angajaților.

Această strategie ajută la reducerea decalajelor de competențe sporind comportamentul antreprenorial care ar conduce la o mai bună exploatare a competențelor și a experienței de muncă.

Vizitați site-ul nostru la adresa

WWW.ILPO55.UK



Dăți un click pentru a accesa cele mai recente INFORMAȚII

- Puteți accesa site-ul ILPO55 pas cu pas, găsiți o prezentare generală, precum și informații detaliate despre evoluția și rezultatele proiectului.
- Nouăți, consemnări mass-media și actualizări despre proiect.
- Link-uri către site-uri de socializare, materiale de promovare, articole și link-uri către instituțiile partenerilor noștri de proiect.



Pentru mai multe informații vizitați site-ul nostru sau contactați unul dintre partenerii de proiect ILPO55 de pe verso.

Appendix 3.2.-Brochure as translated by partner Effebe Italy)

Image to be updated