



IntegrAGE

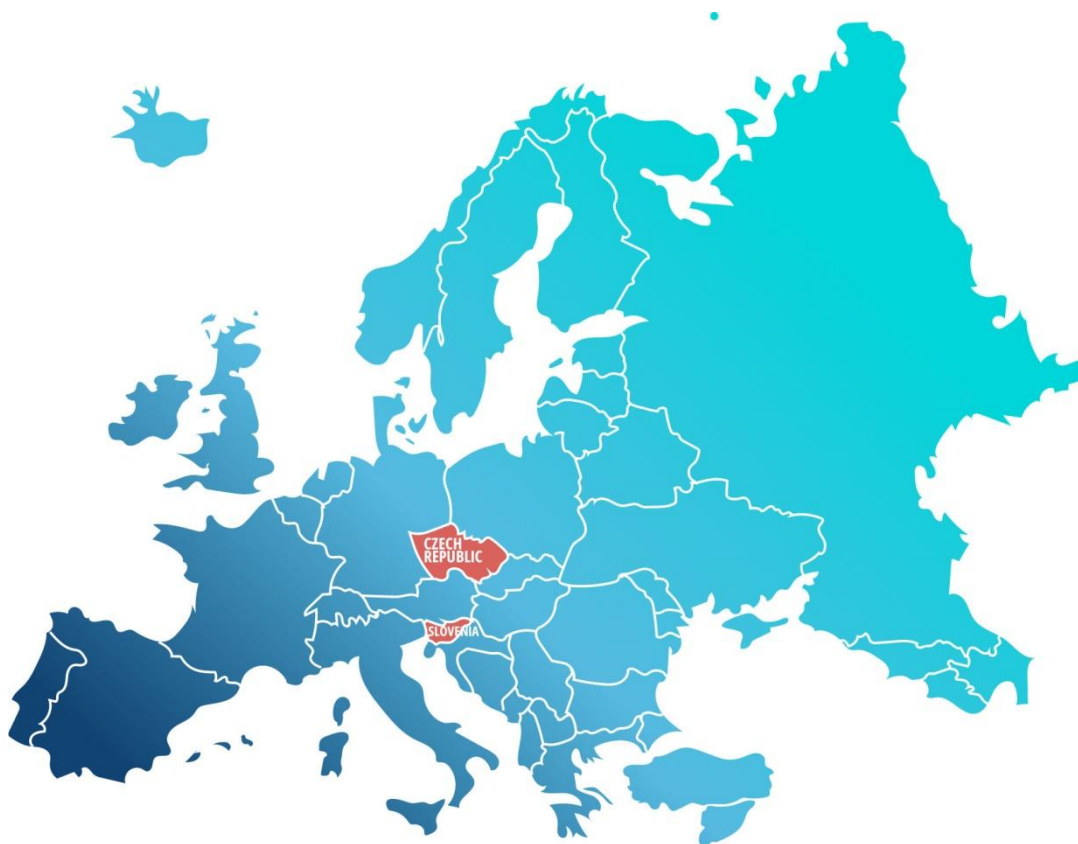
IntegrAGE project

**O1.3 Action Plans for the healthy integration of senior employees
and holistic age management on the labour market**

ACTION PLAN

CLUSTER B

Czech Republic, Slovenia



Action plan template

Based on a country persona, the action plan is a document providing details on how to improve the policy instruments in the cluster. It specifies the background and nature of the actions to be implemented, their timeframe, the players involved and funding sources (if any).

Part I – General information

1. UJEP, BSC Kranj
2. Czech Republic, Slovenia

Part II – Cluster persona A

<https://interreg-danube.eu/projects/integrage/library?page=2>

Part III – Details of the actions envisaged

1. Employment and Labour Market Integration: To support the continued participation of older workers in the labour market by promoting inclusive employment practices and reducing age-related barriers

1.1 Promote age-friendly recruitment, retention, and reintegration measures

Action 1.1.1:

Title	Timeframe	Target group	Funding	Outcome
Age-Friendly Employer Award (55+)	Annual cycle (since 2024)	Employers (SMEs and large employers; public and private sector), HR managers, employer associations; indirectly employees and jobseekers 55+	national/regional employment & active ageing schemes, employer associations/chambers, and sponsorship (optionally ESF+)	A recurring award scheme with transparent criteria, a pool of showcased good practices, increased employer engagement in age-friendly recruitment/retention/reintegration, and a replicable methodology for other regions/countries
1.2 Prevent age discrimination and long-term unemployment				

Action 1.2.1:

Title	Timeframe	Target group	Funding	Outcome
“Věk není překážkou (Age is Not a Barrier)” – targeted ALMP support for 55+ to prevent long-term unemployment	Ongoing till 30 June 2028	Jobseekers/clients of the Labour Office of the Czech Republic aged 55+ (including those at risk of long-term unemployment); selected services also for economically inactive persons seeking support	ESF+ (OP Zaměstnanost plus / OPZ+) + Czech state budget	Improved employability and faster re-employment of 55+ jobseekers through counselling, skills development and supported job placement; reduced risk of long-term unemployment in older age groups.

2. Health and Wellbeing: To promote healthy and sustainable working lives by integrating physical and mental wellbeing into age management strategies

2.1 Strengthen workplace health promotion and prevention measures

Action 2.1.1:

Title	Timeframe	Target group	Funding	Outcome
Health-Promoting Workplace – national award/certification for workplace health promotion	Annual call (running since 2005); certificate validity 3 years	Employers (all sectors; SMEs and large organisations), HR/OHS managers; indirectly employees incl. older workers (55+)	Public health resources for coordination/evaluation + employer in-kind/investment for WHP activities; optional co-funding via national health-promotion programmes	Recognised employers and a visible set of proven workplace prevention and wellbeing measures; scalable template and quality criteria for WHP implementation

2.2 Reduce work-related health risks and psychosocial strain

Action 2.2.1:

Title	Timeframe	Target group	Funding	Outcome
Psychosocial Risk Reduction Toolkit for Frontline Public	Ongoing implementation	Frontline staff in public services	Public administration/o	Reduced psychosocial strain

Services – implementing intervention measures for employees exposed to demanding client communication (prevention of psychosocial strain)	on from 2024 onward (methodology published/endorsed in 2024)	(client-facing roles), line managers and HR/OHS professionals in public administration; indirectly clients/citizens	organisational budgets for implementation; optional co-funding via relevant national programmes focusing on workplace wellbeing and prevention (as applicable)	and work-related stress through structured preventive, supportive and post-incident interventions; improved wellbeing and sustainability of working lives in high-demand client-facing roles
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3. Training and Lifelong Learning: To ensure continuous access to age-sensitive lifelong learning that supports employability and skills adaptation across the life course

3.1 Improve access to upskilling and reskilling opportunities for older workers

Action 3.1.1:

Title	Timeframe	Target group	Funding	Outcome
“Jsem v kurzu” (I’m in a Course) – nationwide training marketplace with public support for adult upskilling and reskilling	Ongoing programme (continuous calls/rolling access)	Adults of working age, including older workers (55+) ; jobseekers and also people not registered as unemployed (depending on course type)	Public funding administered via the Labour Office of the Czech Republic (course cost support); programme linked to national employment policy instruments	Improved access to accredited courses and requalification pathways; increased employability and adaptability of older workers through easier course selection and cost coverage mechanisms

3.2 Promote recognition of prior learning and experience

Action 3.2.1:

Title	Timeframe	Target group	Funding	Outcome
National Qualifications System (NSK) – Recognition of Prior Learning (RPL) via qualification exams (Act No. 179/2006 Coll.)	Ongoing national system (continuous availability of qualifications and exams)	Adults of working age, including older workers (55+), jobseekers and employed persons seeking formal	Mixed model depending on qualification/exam provider (candidate fees and/or public support)	Formal recognition of competences gained through experience and non-formal learning; increased employability and

		recognition of skills gained through work experience, courses or self-learning	instruments); system framework under national education and training policy	mobility through nationally recognised certificates of professional qualification
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4. Flexible Employment and Workplace Culture: To foster age-inclusive workplace cultures through flexible employment models and supportive organisational practices

4.1 Promote flexible working arrangements and phased retirement options

Action 4.1.1:

Title	Timeframe	Target group	Funding	Outcome
Remote work (ASI measures; ASI+ - Comprehensive support to companies for active ageing of the workforce)	Ongoing organisational measure (Part of the Slovenian labour-law framework since 2003)	Employees whose job tasks allow remote work, with a particular focus on older workers and workers needing better adjustment of work to health, family or commuting needs	Low-cost organisational measure financed by employers' internal resources; promoted through the ASI national Slovenian programme, co-financed by the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the European Social Fund	Greater flexibility in working time and place of work; better work-life balance; reduced commuting burden and health/safety risks; higher job satisfaction and productivity; better adaptation of work to the individual employee's age, needs and capacities.

4.2 Strengthen age awareness and inclusive leadership in organizations

Action 4.2.1:

Title	Timeframe	Target group	Funding	Outcome
Job sharing (ASI measures; ASI+ - Comprehensive support to companies for active ageing of the workforce)	Ongoing organisational measure since 2010 (Part of the Slovenian active labour	All employees, with emphasis on older workers, persons with health problems or disabilities, and employees returning after	Internal employer resources; organisational measure promoted through the ASI national	Reduced workload through shared responsibilities and adapted working hours; improved retention of older employees and workers with

	market policy)	long-term sick leave	Slovenian programme	reduced work capacity; more flexible organisation of work according to the needs of both employer and employee.
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5. Entrepreneurship and Innovation: To strengthen the entrepreneurial and innovative potential of older people by valuing experience and cross-generational collaboration

5.1 Support senior entrepreneurship and self-employment pathways

Action 5.1.1:

Title	Timeframe	Target group	Funding	Outcome
Self-employment Subsidies	Ongoing active labour market measure (implemented in national employment policy cycles of Employment Service of Slovenia)	Unemployed persons entering self-employment; particularly relevant for harder-to-employ groups, including older unemployed persons aged 50+ within active labour market policy priorities	Public funding through Slovenia's Active Employment Policy; financed through national resources and European Social Fund support.	Supports entry into self-employment pathways and reactivation in the labour market by enabling participants in entrepreneurship training to start an independent business path; contributes to employability, labour market reintegration and entrepreneurial activation of older jobseekers.

5.2 Promote knowledge transfer and intergenerational innovation

Action 5.2.1:

Title	Timeframe	Target group	Funding	Outcome
Intergenerational cooperation with direct two-way knowledge transfer between older and younger employees	Ongoing company practice since many years	Older and younger employees; especially newly recruited younger staff and	Internal company resources; co-financed by the Ministry of Labour, Family, Social Affairs and Equal	Strengthens knowledge transfer and intergenerational innovation by combining the experience of older

(company Adria Mobil d.d.)		experienced older workers		workers with the fresh ideas, digital knowledge and new approaches of younger employees; supports onboarding, learning, organisational renewal and innovation capacity.
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ACTIONS SO1

1. BACKGROUND

In the Czech Republic and Slovenia, population ageing and labour market pressures are increasingly shaping employment policies and workplace practices. Both countries face structural challenges related to demographic change, including a shrinking workforce, rising dependency ratios, and the need to extend working lives. Although a number of national instruments already support older workers—such as active labour market policies, lifelong learning programmes, and workplace health initiatives—these measures are often fragmented and insufficiently coordinated.

Older workers (55+) remain at higher risk of long-term unemployment, skills mismatch, and health-related work limitations. At the same time, employers—particularly SMEs—often lack the capacity, knowledge, or incentives to implement comprehensive age management strategies. Existing good practices, such as employer awards, workplace health promotion schemes, flexible work arrangements, and intergenerational cooperation, demonstrate significant potential but are not yet systematically scaled or integrated into broader policy frameworks.

This Action Plan builds on existing national measures in both countries and aims to strengthen their effectiveness through better coordination, visibility, and accessibility. It aligns with EU-level priorities, including the European Pillar of Social Rights and active ageing strategies, and reflects the objectives of the IntegrAGE project. The plan promotes a holistic approach to age management, combining employment support, health and wellbeing, lifelong learning, flexible work arrangements, and entrepreneurship.

A key added value of this cluster lies in linking well-established policy instruments (e.g. ESF+-funded programmes, national qualification systems, and ALMP measures) with practical, employer-level initiatives such as age-friendly workplace practices and intergenerational knowledge transfer. By doing so, the Action Plan aims to improve labour market integration, job quality, and long-term employability of older workers while supporting organisational resilience and innovation.

2. PLAYERS INVOLVED

The implementation of the Action Plan relies on a multi-level and multi-stakeholder approach involving:

- **Public authorities and institutions**
 - Ministries responsible for labour, social affairs, health, and education (CZ & SI)
 - Labour Office of the Czech Republic and Employment Service of Slovenia
 - Public health institutions and occupational safety bodies
- **Employers and business sector**
 - SMEs and large enterprises across sectors

- Employer associations and chambers of commerce
- Companies implementing age management practices (e.g. Adria Mobil d.d.)
- **Education and training providers**
 - Institutions delivering upskilling, reskilling, and RPL programmes
 - Providers of accredited courses within national systems
- **Social partners and intermediary organisations**
 - Trade unions and professional associations
 - HR networks and age management experts
 - NGOs and organisations supporting older workers
- **Project partners and networks**
 - IntegrAGE project partners (UJEP, BSC Kranj)
 - Associated partners and regional stakeholders
 - Existing national and regional networks promoting active ageing and lifelong learning
- **Target groups**
 - Older workers (55+), both employed and unemployed
 - Jobseekers and economically inactive persons
 - HR professionals, managers, and policymakers

3. TIMEFRAME

2024–2028: Implementation of ongoing and newly promoted measures, aligned with the duration of key national programmes (e.g. ESF+ funding cycles and active labour market policies).

2024–2026: Initial phase focusing on strengthening awareness, dissemination of existing instruments, and increased uptake of age management practices at organisational level.

2026–2028: Consolidation and scaling phase, including wider adoption of good practices, integration of tools and methodologies, and stronger alignment between policy instruments and employer practices.

Long-term perspective (post-2028): Continued implementation and institutionalisation of successful measures within national policy frameworks and organisational strategies, ensuring sustainability beyond project duration.

4. FUNDING SOURCES

The actions within this cluster are financed through a combination of public, private, and EU-level resources:

- **European funding**

- European Social Fund Plus (ESF+) programmes (e.g. OPZ+ in the Czech Republic)
- Other EU instruments supporting employment, skills, and social inclusion
- **National public funding**
 - State budgets allocated to active labour market policies
 - Public health and workplace wellbeing programmes
 - National education and training systems (including RPL frameworks)
- **Institutional and organisational resources**
 - Budgets of public institutions and employment services
 - Employer investments in HR development, workplace health, and flexible work arrangements
 - Internal company resources supporting organisational measures
- **Mixed and complementary funding**
 - Co-financing schemes combining public and private resources
 - Sponsorships and contributions from employer associations or chambers
 - Programme-specific funding (e.g. entrepreneurship subsidies, training support schemes)

This diversified funding structure ensures both the sustainability and scalability of the proposed actions, while allowing flexibility in adapting measures to national and organisational contexts.