

IGEN PROJECT NEWSLETTER 5



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WELCOME TO THE FIFTH NEWSLETTER OF THE „INTERWORK BETWEEN GENERATION Z AND EMPLOYERS” PROJECT!

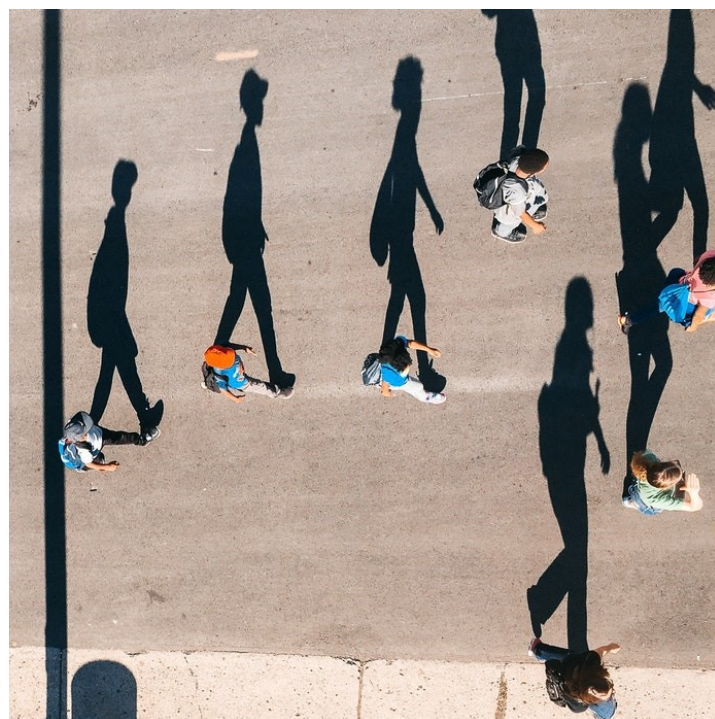
You will learn hear more about:

- Progress in the Project
- Joint Staff Training Event
- Fifth Transnational partner Meeting
- Our future plans

WHAT HAS BEEN DONE RECENTLY?

The final part of Intellectual Output 1 - Methodology Handbook for HR Professionals and Managers was finished and translated into all partners' languages. Partners have finalised the graphic design of the handbook and are looking at how it will be disseminated.

IO2 – MENTOR TRAINING and IO3 – GEN Z TRAINING was successfully delivered by ETA and Dekaplus. After the training event, partners approved the training materials and agreed their final format. The final step involves the translation and uploading of them to the website.



WHAT IS COMING NEXT?

- The next (and final) project meeting was scheduled to take place in Budapest, Hungary, on the 25-26th of March 2019.
- The national pilot training events will be held during the next 6 months and the group of 150-300 volunteers will test the IGEN resources.
- Each partner will bring the printed version of handbook to the last meeting of IGEN Project.



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5TH TRANSNATIONAL MEETING IN LIMASSOL, CYPRUS



There are a few steps left to the end of the IGEN Project. The IGEN partnership has had a busy time developing and finalising the Projects' resources.

The fifth meeting was organised in Limassol, Cyprus, on the 22nd of September 2018 by DEKAPLUS – the Cypriot partner in the project.

THE HOSTING PARTNER

DEKAPLUS BUSINESS SERVICES LTD is based in Limassol, Cyprus and has been in operation since 2006.

The main fields of activity of the association are the Hospitality and Tourism industry and the Innovative Hospitality Education (IHE).

DEKAPLUS is actively involved in projects focused on unemployed youth and runs educational programmes for the unemployed youth who want to enter the hospitality and tourism sector.

THE MEETING'S SCHEDULE

The fifth partner meeting started with the general introductions and greetings followed by a short review of the project – recent outputs, objectives, schedule and methodology.

Partners reviewed a draft version of the handbook design and discussed a national versions issues.

Next ETA and DEKAPLUS introduced the IO2.1 – SME's and IO3.1 – GENZ training materials, so partners and partners gave their feedback and discussed when and how the IGEN take place during the winter.

There were several lively discussions about the resources which were developed by the IGEN partnership in previous months.

Additionally, partners agreed and clarified all the details of further cooperation and project dissemination, as well as technical, financial and management issues.

JOINT STAFF TRAINING EVENT IN LIMASSOL



The last few months, Exponential Training & Assessment (ETA) and DekaPlus Business Services Ltd. have been developing a Mentor training and a Gen Z training.

Since the outputs of the IGEN project are nearly finished, they had to be pilot tested and shared with specialists from all countries participating in the project.

AND WE DID IT!

The training took place in Lymassol CY and was tested in a joint staff event which lasted 40 hours. The duration was split into two parts, one was followed in a traditional classroom training method (face to face), and the other part of the training was available online.

The whole project partnership participated by delegating 1-2 members of staff in order to review and test the developed training materials and train them how to deliver it for companies in different countries.

Additionally, participants filled out a detailed questionnaire and gave their feedback on the training, which became an essential element of quality improvement activities.

Mentor and GEN Z training materials will be accessible online in pdf format, in all partner languages.

INTELLECTUAL OUTPUT 2 - MENTOR TRAINING

The Mentor Training was lead by John Moore, from the UK partner, Exponential Training. The resources developed for company owners/managers/mentors to provide them with practical 'how-to' tools to help manage young employees and to address real life situations.

After the training, there will be many expected results. Companies will tailor and establish their own mentor programs in the company, and mentors will acquire adequate mentoring skills in order to support new employees from gen Z appropriately.

From the other side - members of gen Z will be more confident and content at workplace, will faster integrate to the company and will work more enthusiastically thanks supportive attitude of their mentors and superiors.

INTELLECTUAL OUTPUT 3 - GEN Z TRAINING

The GEN Z Training was lead by Christos Nicolaides, the Cypriot partner of the project. The resources consisted of the theoretical curriculum, pedagogical guide, introduction to the generation characteristics and practical games and exercises.

After training can be expected Gen Z participants will be more effective in communication, understand the generational differences and able to objectively view their colleagues.

Additionally, we expect multigenerational teams in companies will get on better with gen Z, work between employers and gen Z turn more cooperatively, based on mutual understanding and support.

Learn more:



www.igenproject.eu



<https://www.facebook.com/ProjectiGEN/>



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