



IDENTIFICATION OF NATIONAL STRATEGIES, POLICIES AND AGENDAS REPORT

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ABOUT THIS PUBLICATION

This report summarizes the activities carried out by the consortium partners to identify national strategies, policies and agendas focused on 45+ adults in the partner countries within the Erasmus+ project **PRIORITY45: Promoting employment of 45+ adults through a disruptive training approach** (Cooperation partnerships in adult education, project number: 2022-1-PT01-KA220-ADU-000087183).
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1 INTRODUCTION

The PRIORITY 45 project aims to support the priority of social inclusion by enhancing accessibility and promoting education for adults aged 45 and above. This project focuses on providing training and digital tools to reach disadvantaged individuals, enabling their access to high-quality job opportunities and fostering their ability to reinvent themselves and contribute to society and the business world. Aligned with the 2030 Sustainable Development Goals, PRIORITY 45 emphasises the acquisition of transversal skills such as creativity and innovation.

This document presents the most relevant national strategies, policies, and agendas related to adults aged 45+ found in Portugal, Spain, Italy, Greece and Slovenia, analyse the data collected, and provide a comparative overview. Additionally, it aims to offer recommendations based on the findings to support the development of effective strategies and policies for the 45+ demographic.

The data collection involved inputs from partner countries (Annex1), guided by a standardized template to ensure consistency. The information was categorized into strategies, policies, and agendas, further divided by fields such as education, labour, research, and innovation. This structured approach facilitated a comprehensive analysis and comparison of the national and regional frameworks.

2 STRATEGIES, POLICIES, AND AGENDAS

The strategies, policies, and agendas identified at national and regional levels demonstrate a comprehensive approach to promoting the inclusion and support of adults aged 45 and above. The following sections provide detailed explanations of these strategies, organized by fields such as education, labour, research, and innovation, highlighting their implementation levels, relevant legislation, and target groups.

2.1. EDUCATION

2.1.1. Portugal- Upskill Program - Digital Skills & Jobs

The [Upskill Program - Digital Skills & Jobs](#) in Portugal is a comprehensive national initiative aimed at addressing the educational and employment needs of unemployed or underemployed individuals, particularly those aged 45 and above. This program is an integral part of the Digital Transition Action Plan and focuses on several key strategies.

1. Reducing Educational Disparities
 - The program aims to bridge the gap between individuals with varying levels of educational attainment. By providing access to high-quality training and educational resources, the program ensures the participants enhance their skills and knowledge, reducing the educational divide.
2. Integrating Adults Over 45 into the Educational System

- Although the program is not specifically designed for 45+ adults, it includes tailored learning pathways that accommodate the unique needs and schedules of adult learners, making it easier for them to engage in continuous learning.
3. Promoting Continuous Learning
 - The program emphasizes lifelong learning as a vital component of career development. It encourages the participants to pursue ongoing education and training to keep up with technological advancements and changing job market demands. This includes courses on digital skills, vocational training, and other relevant areas.
 4. Enhancing Digital Skills
 - A significant focus of the program is on improving digital literacy. By offering specialized training in digital skills, the program helps 45+ adults become proficient in using modern technologies, which is crucial for their employability in today's digital economy.
 5. Supporting Employment Opportunities
 - The program is designed to align training outcomes with job market requirements, ensuring that participants are equipped with the skills needed by employers. This includes partnerships with industry stakeholders to create pathways to employment for program graduates.

The Upskill Program is a collaborative effort involving various stakeholders, including government agencies, educational institutions, and private sector partners. This multi-faceted approach ensures that the program addresses the diverse needs of 45+ adults, helping them to remain competitive and active in the workforce

2.1.2. Italy- Dote Unica Lavoro

Italy's [Dote Unica Lavoro](#) initiative is a comprehensive program aimed at enhancing employability through education and vocational training. Although it is not specifically tailored for individuals aged 45 and above, the program supports a broad demographic, including those up to 65 years old, with a minimum participation age of 29. The program targets disadvantaged individuals facing barriers to employment, particularly those affected by corporate crises, reorganization, or closures, as well as those who are recipients of a social buffer or salary supplements due to the COVID-19 pandemic. This program operates at both regional and national levels and incorporates several key strategies that have been listed below:

1. Providing Financial Support
 - The initiative offers financial assistance to disadvantaged individuals, including those aged 45 and above, to facilitate their participation in education and training programs. This financial support helps to remove barriers to learning and professional development.
2. Enhancing Digital and Vocational Skills
 - The program focuses on improving digital literacy and vocational skills through tailored training courses. By equipping participants with essential skills, the initiative ensures they can meet the demands of the modern job market.

3. Combating Age Discrimination
 - Dote Unica Lavoro includes measures specifically aimed at reducing age discrimination in the workplace. By promoting the value of 45+ workers' experience and skills, the program encourages more inclusive hiring practices.
4. Facilitating Employment Opportunities
 - The initiative works closely with employers to create pathways to employment for 45+ adults. This includes job placement services and career counselling to help participants find suitable job opportunities.
5. Supporting Continuous Learning
 - The program promotes lifelong learning by encouraging 45+ adults to engage in ongoing education and training. This continuous learning approach helps individuals stay updated with new technologies and industry developments.

The Dote Unica Lavoro initiative represents a collaborative effort between the government, educational institutions, and the private sector, ensuring a holistic approach to supporting older adults.

2.1.3. Spain- Royal Decree 534/2024

Spain's [Royal Decree 534/2024](#) focuses on enhancing adult education, particularly for those aged 45 and above, through a structured and comprehensive framework. This national strategy includes the following key components

1. Improving Literacy and Numeracy Skills
 - The decree aims to address basic educational needs by improving literacy and numeracy skills among 45+ adults. This foundational knowledge is essential for personal and professional development.
2. Promoting Lifelong Learning
 - The strategy emphasizes the importance of lifelong learning, encouraging adults to engage in continuous education throughout their lives. This approach helps 45+ adults stay relevant in the job market and adapt to changes in the economy.
3. Facilitating Access to Education
 - The decree ensures that educational opportunities are accessible to all, regardless of their previous educational background. This includes providing flexible learning options and support services tailored to the needs of 45+ learners.
4. Aligning Education with Employment Needs
 - The strategy aligns educational programs with the current and future needs of the labour market. By focusing on skills that are in demand, the regulation helps 45+ adults enhance their employability and career prospects.

5. Supporting Inclusive Education

- The regulation promotes an inclusive education system that values diversity and supports individuals from all backgrounds, including 45+ adults. This includes fostering a learning environment that is supportive and accommodating to their needs.

Royal Decree 534/2024 is a significant step towards creating a more inclusive and supportive educational system for 45+ adults in Spain.

This Royal Decree establishes the specific criteria for access and admission to official university degree courses in Spanish universities and has a specific section for people over 45 years of age.

2.1.4. Slovenia- Slovenian Strategy for Lifelong Learning

[Slovenia's Strategy for Lifelong Learning](#) is a national initiative that underscores the importance of continuous education for personal and professional growth, specifically targeting adults aged 45 and above. The strategy includes several key elements listed below:

1. Promoting Digital Literacy

- The strategy focuses on enhancing digital literacy among 45+ adults, ensuring they are proficient in using modern technologies. This is crucial for their participation in the digital economy and for staying connected in an increasingly digital world.

2. Providing Vocational Training

- The strategy offers vocational training tailored to the needs of 45+ adults. By providing practical skills training, the strategy helps individuals improve their employability and adapt to new job market requirements.

3. Encouraging Continuous Learning

- The strategy emphasizes the need for continuous learning throughout life. It encourages 45+ adults to engage in ongoing education and training to stay updated with industry developments and maintain their competitiveness in the job market.

4. Supporting Inclusive Education

- It promotes an inclusive approach to education, ensuring that learning opportunities are accessible to all, regardless of age or background. This includes creating supportive learning environments that accommodate the specific needs of the participants.

5. Aligning Training with Employment Opportunities

- The strategy aligns vocational training programs with the needs of the labour market, ensuring that the skills acquired by 45+ adults are relevant and in demand. This helps improve their job prospects and supports economic growth.

The Slovenian Strategy for Lifelong Learning represents a comprehensive approach to supporting 45+ adults in their educational and professional endeavours.

2.1.5. Greece-Adult Education and Lifelong Learning Strategy

Greece has implemented an [Adult Education and Lifelong Learning Strategy](#) to enhance the skills and employability of adults of all ages. While the strategy includes provisions for adults aged 45 and above, it is designed to support lifelong learning for the general adult population, offering flexible learning opportunities and vocational training to meet the diverse needs of learners across different age groups. This strategy includes several critical components that are listed below:

1. Facilitating Access to Education
 - The strategy ensures that educational opportunities are accessible to all, including adults over 45. This includes flexible learning options that accommodate their schedules and learning needs.
2. Promoting Digital Literacy and Vocational Training
 - Emphasis is placed on improving digital literacy and providing vocational training tailored to the needs of 45+ adults. This helps them acquire relevant skills for the current job market.
3. Encouraging Lifelong Learning
 - The strategy promotes the concept of lifelong learning, encouraging 45+ adults to continuously update their skills and knowledge to remain competitive in the workforce.
4. Supporting Inclusive Education
 - The strategy aims to create an inclusive education system that supports the diverse needs of adult learners, ensuring they can fully participate in educational programs.
5. Aligning Education with Labour Market Needs
 - By aligning educational programs with the needs of the labour market, the strategy helps 45+ adults improve their employability and adapt to changing job market demands.

Greece's strategy represents a collaborative effort involving various stakeholders, including government agencies, educational institutions, and employers.

2.2. Labour

2.2.1. Portugal-Contrato Emprego-Inserção

In Portugal, the Contrato Emprego-Inserção program, implemented by IEFP (Institute for Employment and Vocational Training), offers a robust framework to promote employability. By allowing the participants to carry out activities to meet temporary social or collective needs. The program incorporates several strategies to support unemployed persons and has 45+ adults as one of the specific target groups.

1. Job Placement Experiences

- This measure is not meant to fill out open workplaces but allows the participants to carry out socially necessary work and allows them to enlarge their professional experience.
2. Career Counselling
 - Participants receive career counselling to help them identify their strengths and career goals. This support helps adults make informed decisions about their career paths and improve their employability.
 3. 45+ adults as a target-group
 - The program includes measures to prevent age discrimination in the workplace. By promoting the value of 45+ workers, it encourages employers to adopt more inclusive hiring practices.

The Contrato Emprego-Inserção program represents a collaborative effort between government agencies, employers, and organisations to support the employment needs of 45+ adults.

2.2.2. Spain - Active Employment Support Strategy 2021-2024

Spain's [Active Employment Support Strategy 2021-2024](#) is a comprehensive national initiative aimed at improving the employability and labour market inclusion of adults, including those aged 45 and above. The strategy is designed to address the specific needs of job seekers through a coordinated framework of active employment measures.

Key Objectives of the Program are the ones listed below.

1. Promoting Employment for All Adults
 - The strategy focuses on supporting adults of all ages, particularly disadvantaged groups, including the long-term unemployed and older workers. By providing personalized employment pathways and offering specialized support, the program aims to integrate participants into the labour market.
2. Active Measures for Skill Development
 - The strategy includes a range of active employment measures such as vocational training, career guidance, and support for job searches. It emphasizes skill development in areas aligned with market demands, ensuring that participants acquire the necessary qualifications to improve their employability.
3. Combating Long-Term Unemployment
 - A particular emphasis is placed on reducing long-term unemployment through targeted measures, including job placement services, wage subsidies for employers, and incentives for hiring older workers.
4. Support for Disadvantaged Groups
 - The strategy includes initiatives specifically tailored to the needs of the 45+ demographic, such as age-friendly work environments, continuous learning opportunities, and measures to combat age discrimination in the workplace.
5. Lifelong Learning and Upskilling

- The strategy also promotes lifelong learning and upskilling, ensuring that participants, especially those over 45, can adapt to the changing demands of the labour market. By focusing on digital skills, vocational training, and career development, the program supports the continuous professional growth of all workers, helping them remain competitive and active in the workforce.

2.2.3. Italy - A Cup of Learning

The [A Cup of Learning](#) initiative by Lavazza Group is an education and vocational training program aimed at improving the employability of individuals through coffee-related skills. This program is part of Lavazza's broader corporate social responsibility efforts, which focus on education, training, and employment opportunities for disadvantaged individuals.

- Participants and Eligibility

This initiative is designed for adults in general, including young adults and those with limited access to formal education or training. While it is not exclusively for the 45+ demographic, it focuses on providing opportunities for disadvantaged individuals who need support to improve their employment prospects. Through partnerships with local organizations, A Cup of Learning provides training to individuals who face barriers to entering the labour market.

- Program Objectives

The program aims to equip participants with the skills and knowledge necessary to work in the coffee industry, offering both theoretical and practical training. The initiative focuses on developing vocational skills, including coffee cultivation, preparation, and service. By connecting participants to employment opportunities in the coffee sector, the program helps to bridge the gap between education and work.

- Support for Employment Opportunities

Through partnerships with Lavazza's business units and local organizations, participants are offered practical internships and job placements. The initiative works to foster social inclusion by helping individuals develop skills that are directly aligned with labour market demands, ultimately leading to sustainable employment.

2.2.4. Greece-National Strategy for Employment Promotion

Greece's [National Strategy for Employment Promotion](#) focuses on increasing employment opportunities for adults of all ages, including those aged 45. The policy includes several measures to support this target group.

1. Combating Age Discrimination

- The strategy includes measures to combat age discrimination in the workplace. This involves raising awareness about the benefits of hiring 45+ workers and promoting inclusive hiring practices.

2. Tailored Training Programs

- The strategy offers tailored training programs designed to meet the needs of 45+ adults. These programs focus on developing skills that are in demand in the labour market, improving employability.
3. Job Placement Services
 - The strategy provides job placement services to help 45+ adults find suitable employment opportunities. This includes matching job seekers with employers who value their experience and skills.
 4. Career Counselling
 - Participants receive career counselling to help them identify their strengths and career goals. This support helps participants make informed decisions about their career paths.
 5. Supporting Continuous Employment
 - The strategy helps adults maintain continuous employment by providing ongoing support and resources. This includes helping them adapt to changes in the workplace and develop new skills as needed.

2.2.5. Slovenia- Active Ageing Strategy

Slovenia's [Active Ageing Strategy](#) focuses on the inclusion of 45+ adults in the labour market, promoting flexible working arrangements and age-friendly workplaces. This strategy includes several key components.

1. Flexible Working Arrangements
 - The strategy promotes flexible working arrangements to accommodate the needs of 45+ adults. This includes options such as part-time work, telecommuting, and flexible hours.
2. Age-Friendly Workplaces
 - The strategy encourages the creation of age-friendly workplaces that value the experience and skills of 45+ workers. This includes promoting ergonomic adjustments and supportive work environments.
3. Continuous Professional Development
 - The strategy emphasizes the importance of continuous professional development for 45+ adults. This includes providing access to training and education to help them stay updated with industry developments.
4. Combating Age Discrimination
 - The strategy includes measures to combat age discrimination in the workplace. By raising awareness about the benefits of hiring 45+ workers, it encourages more inclusive hiring practices.

5. Supporting Social Inclusion

- The strategy promotes social inclusion for 45+ adults by encouraging their active participation in various aspects of social and economic life.

Slovenia's Active Ageing Strategy represents a comprehensive approach to supporting the employment and social inclusion of 45+ adults.

2.3. Research

2.3.1. Greece- Research Collaborations

[Greece collaborates with academic institutions](#) to study the socioeconomic impacts of ageing and develop innovative solutions to support the 45+ demographic. These national and academic-level research initiatives aim to provide evidence-based insights to inform policy and practice. Key components include:

1. Studying Socioeconomic Impacts

- Research focuses on understanding the socioeconomic impacts of ageing, including challenges faced by 45+ adults in the workforce and society.

2. Developing Innovative Solutions

- Research initiatives aim to develop innovative solutions to support the needs of the 45+ target group. This includes exploring new technologies and methodologies to improve quality of life and employability.

3. Informing Policy and Practice

- The research provides evidence-based insights that inform policy and practice, helping to develop more effective strategies to support 45+ adults.

4. Collaborations with Academic Institutions

- The research involves collaborations with academic institutions, ensuring a multidisciplinary approach to addressing the challenges of ageing.

2.3.2. Spain-Evidence-Based Policies

Spain emphasizes [evidence-based policies](#) to support the 45+ demographic, focusing on understanding the needs and challenges of 45+ adults through targeted research initiatives. These efforts ensure that policies are grounded in robust data and effectively address the specific issues faced by 45+ adults. Key components include:

1. Understanding Needs and Challenges

- Research initiatives focus on understanding the needs and challenges faced by 45+ adults, including barriers to employment and social inclusion.

2. Developing Evidence-Based Policies
 - The research informs the development of evidence-based policies that effectively address the needs of the 45+ target group.
3. Targeted Research Initiatives
 - The research includes targeted initiatives that explore specific issues faced by older adults, providing detailed insights that inform policy and practice.
4. Collaborations with Stakeholders
 - The research involves collaborations with various stakeholders, including academic institutions and policymakers, to ensure a comprehensive approach.

2.4. Innovation

2.4.1. Slovenia- Inclusive Innovation Ecosystem

Slovenia fosters an [inclusive innovation ecosystem](#) that supports 45+ adults by developing age-friendly technologies and services. This national and regional strategy includes several key components.

1. Developing Age-Friendly Technologies
 - The strategy focuses on developing technologies that cater to the needs of 45+ adults, ensuring they can benefit from technological advancements.
2. Supporting Continuous Professional Development
 - The strategy emphasizes the importance of continuous professional development for 45+ adults, providing access to training in new technologies.
3. Collaborations with Tech Companies
 - The strategy involves collaborations with tech companies to develop innovative solutions that support the needs of the 45+ target group.
4. Encouraging Innovation
 - The strategy encourages innovation by fostering an ecosystem that supports the development of new technologies and services for 45+ adults.
5. Promoting Digital Inclusion
 - The strategy promotes digital inclusion by ensuring 45+ adults have access to digital tools and resources.

2.4.2. Italy- Leveraging New Technologies

Italy [leverages new technologies](#) to enhance the employability and quality of life for adults over 45. This strategy includes several key components.

1. Developing Digital Tools and Platforms
 - The strategy focuses on developing digital tools and platforms that support continuous professional development and lifelong learning.
2. Enhancing Digital Literacy
 - The strategy emphasizes the importance of digital literacy, providing training to help adults become proficient in using new technologies.
3. Supporting Continuous Learning
 - The strategy promotes lifelong learning by encouraging 45+ adults to engage in ongoing education and training.
4. Collaborations with Tech Companies
 - The strategy involves collaborations with tech companies to develop innovative solutions that enhance the quality of life for 45+ adults.
5. Promoting Digital Inclusion
 - The strategy promotes digital inclusion by ensuring 45+ adults' access to digital tools and resources.

2.4.3. Portugal- Partnerships with Tech Companies

Portugal [partners with tech companies](#) and research institutions to develop innovative solutions addressing the needs of the 45+ target group, and other target-groups. This national strategy includes several key components

1. Developing Age-Friendly Technologies
 - The strategy focuses on creating technologies that cater specifically to the needs of 45+ adults. This includes user-friendly interfaces and tools that support their daily activities and enhance their quality of life.
2. Promoting Digital Literacy
 - The strategy emphasizes the importance of digital literacy for 45+ adults. By providing training and resources, it helps them become proficient in using new technologies and stay connected in the digital age.
3. Supporting Continuous Professional Development

- The strategy promotes lifelong learning by encouraging adults to engage in ongoing education and training. This includes partnerships with tech companies to offer courses on the latest technologies and industry trends.
4. Encouraging Innovation
 - The strategy fosters an ecosystem of innovation by supporting research and development projects that focus on the needs of the 45+ target group. This includes funding for tech startups and collaborations with research institutions.
 5. Promoting Digital Inclusion
 - The strategy ensures that 45+ adults have access to digital tools and resources, bridging the digital divide and promoting inclusion in the digital economy.

Portugal's approach represents a collaborative effort involving various stakeholders, including government agencies, tech companies, and research institutions, to support the needs of 45+ adults.

3 COMPARATIVE ANALYSIS OF STRATEGIES, POLICIES, AND AGENDAS ACROSS COUNTRIES

The comparison of national strategies, policies, and agendas across Portugal, Spain, Italy, Greece, and Slovenia reveals both common themes and unique approaches to supporting adults aged 45 and above. A key commonality is the emphasis on lifelong learning and continuous professional development, which is seen across all countries in various forms. Although most of the measures are not directed specific to 45+ adults, lifelong learning includes also this target group.

Portugal and Italy have strong focuses on education and innovation, with comprehensive policies and strategies aimed at integrating adults into the educational system and leveraging new technologies to enhance their quality of life. Greece and Slovenia prioritize labour market inclusion and active ageing, with initiatives to support the employability and retention of older workers. Spain's holistic approach integrates education, labour, and research agendas to ensure a cohesive strategy for supporting the 45+ demographic.

Another common theme is the integration of older adults into the labour market through tailored training programs and flexible working arrangements. Countries have recognized the importance of addressing the specific needs of older workers, implementing strategies to support their employability and job retention. These measures include offering career counselling, facilitating job placement, and promoting age-friendly workplace practices.

Research and innovation aimed at improving the quality of life for the 45+ demographic also emerge as a significant theme. Investment in research projects and the development of age-friendly technologies and services are key components of national strategies. These efforts seek to explore new methodologies and tools to support healthy ageing and enhance the overall well-being of adults.

Despite these commonalities, there are notable differences in the approaches taken by different countries. For instance, there are varying levels of emphasis on specific fields. Portugal and Italy place a strong focus on education, implementing comprehensive policies and programs to integrate adults into the educational system. In contrast, Greece and Slovenia prioritize labour market inclusion, with

initiatives aimed at promoting the employability and active participation of older adults in the workforce.

Additionally, countries exhibit different approaches to policy implementation. Some, like Portugal and Italy, focus on national-level strategies that provide a cohesive framework for addressing the needs of the 45+ demographic. Others, such as Greece and Slovenia, adopt a more localized approach, tailoring their strategies to regional contexts and specific community needs.

These differences highlight the diverse ways in which European countries are addressing the challenges and opportunities associated with an ageing population. While the overarching goals are similar, the methods and priorities reflect the unique socioeconomic landscapes and policy environments of each country.

4 CONCLUSIONS AND RECOMMENDATIONS

The analysis of national strategies, policies, and agendas related to adults aged 45 and above across Portugal, Spain, Italy, Greece, and Slovenia reveals a comprehensive and multifaceted approach to addressing the needs of this demographic. Despite differences in emphasis and implementation, several common themes emerge, highlighting the shared priorities and challenges faced by these countries.

1. Lifelong Learning and Education

All countries recognize the importance of lifelong learning as a critical component of supporting the 45+ demographic. Educational strategies and policies are designed to reduce disparities and promote continuous learning, ensuring that adults have access to the resources needed to enhance their skills and knowledge.

2. Labour Market Inclusion

Strategies and policies aimed at improving employability and labour market participation are prevalent across all countries. These initiatives include job placement services, career counselling, flexible working arrangements, and training programs tailored to the needs of workers. The emphasis is on creating age-friendly workplaces and reducing barriers to employment for the 45+ demographic.

3. Research and Innovation

Investment in research and innovation is a key strategy for addressing the challenges. Countries are funding research projects that explore new technologies and methodologies to support healthy ageing, improve quality of life, and enhance employability. Innovation strategies focus on developing age-friendly technologies and services that cater to the unique needs of the 45+ population.

4. Active Ageing and Social Inclusion

Policies and agendas promoting active ageing and social inclusion are integral to the strategic frameworks of these countries. Initiatives aim to encourage the participation of older adults in various aspects of social and economic life, ensuring that they remain active and engaged members of society.

5. **Strengthen Lifelong Learning Programs**

Governments and educational institutions should continue to invest in lifelong learning programs, ensuring that they are accessible and tailored to the needs of 45+ adults. This includes expanding digital literacy initiatives, vocational training, and adult education programs.

6. **Promote Age-Friendly Workplaces**

Employers should be encouraged to adopt age-friendly workplace practices, such as flexible working arrangements, ergonomic adjustments, and anti-discrimination policies. Collaboration between governments, employers, and trade unions can help create a supportive environment for workers.

7. **Implement Evidence-Based Policies**

Policymakers should rely on evidence-based approaches to develop and implement strategies, policies, and agendas. Regular assessments and evaluations of existing programs can help identify areas for improvement and ensure that initiatives are effectively addressing the needs of the 45+ demographic.

8. **Encourage Cross-Sector Collaboration**

Collaboration between different sectors, including education, labour, and technology, is essential for creating a holistic approach to supporting 45+ adults. Governments should facilitate partnerships and knowledge sharing among stakeholders to maximize the impact of various initiatives.

9. **Raise Awareness and Advocacy**

Public awareness campaigns and advocacy efforts can help highlight the importance of supporting the 45+ demographic. Governments, non-profit organisations, and community groups should work together to raise awareness about these challenges and promote policies and programs that address them.

In conclusion, the comprehensive review of national strategies, policies, and agendas related to adults aged 45 and above across various European countries underscores the importance of a coordinated and multifaceted approach to addressing the needs of this demographic. The shared commitment to lifelong learning, labour market inclusion, research and innovation, and active ageing reflects a recognition of the vital role that people of all ages play in society. By fostering collaboration, promoting evidence-based policies, and investing in innovative solutions, European countries can create a supportive environment that empowers the 45+ demographic to thrive, thereby contributing to the overall socio-economic well-being of their nations.

ANNEX 1

[Partner Countries Input](#)

PRIORITY 45



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