

**DOBELES MĀCĪBU CENTRS  
DOBELE  
LATVIA**



**OBJECTIVES OF THE TRAINING COURSE**

Due to increase in retirement age and prolongation of working life people feel more stressed and insecure in their work places. They are afraid of losing their jobs, try to work even longer hours but respectively that leads to exhaustion and stress. We are looking for ways on how to maintain physical, mental and psychological well-being of people in pre-retirement age. The burnout is a real problem of these people (they work and take on more responsibilities than they should, facing psychological load at work, in addition they do work at home, they lack skills on how to get away from problems and it creates additional fatigue. They lack faith in their own powers; it brings a lot of negative emotions and depression.

Besides pre-retirement age people need to complement their knowledge, skills, in order to maintain their position in the labour market, but they are physically and mentally tired to study after working hours. It is not possible to study during working hours. Most often an employer does not allow it. What teaching methods to select and how to organize the learning process so that it would be like a rest.

What kinds of skills and knowledge should be included in the training courses for the people of pre-retirement age (50-63) to maintain a balance between their physical and mental health, so that they could be competitive in the labour market.

**LEARNER PROFILE**

People of pre-retirement age (50-65)

**CONTEXT: SOCIAL / ECONOMIC / EMOTIONAL**

Social: They often have to help (materially and physically) their children and grandchildren, the tension at work. They feel physically and mentally exhausted and do not see a way out of the situation.

Economic: cost of living, inflation, low wages, expensive heating costs.

Emotional: fear of losing a job, loss of motivation, creativity and energy

**ENVIRONMENT: PLACE / TIME**

NGO organize courses for workers but they focus more on professional development, not on people's personality and provision of skills that would help the risk group to feel comfortable in working environment in the pre-retirement age. When and how to spot the moment when a person is worn out, how to teach them to say "no", or at least not to say „yes" in all situations, how to regain psychological comfort, etc.

Time: working hours for those who are unemployed, the evenings for the employed.

Place: Dobeles Training Centre, Dobeles Adult Education and Business Support Centre, or other NGO premises.

**OBSTACLES: DIFFICULTIES MET**

Lack of motivation for unemployed, it is severely high, the employed are tired, it might be difficult to involve them in the courses, they are looking for different forms of training where new knowledge is acquired in an easy and fun way so that they could combine useful things with having a rest. How to do it?

**ILLUSTRATION**

In 2014 the highest unemployment rate is among people who are 45 to 59 years old - 43,1%.

