

WE CREATE CHANGE. TOGETHER.

- Age(ing)-appropriate work environments
- Safeguarding competitiveness
- Finding and retaining staff
- Intergenerational cooperation
- Corporate knowledge and skills retention
- Successful leadership



Demografieberatung
für Beschäftigte + Betriebe

© 2021 **Demografieberatung**
für Beschäftigte + Betriebe

This measure is funded by the European
Social Fund and the Austrian Federal
Ministry for Labour.



Deloitte.



 **Federal Ministry**
Republic of Austria
Labour

USE DEMOGRAPHIC CHANGE TO YOUR ADVANTAGE

Demographic change is creating new challenges for the world of work, including ageing workforces, waves of retirement that jeopardise knowledge retention in companies, succession planning, skilled labour shortage, digitalisation and the different needs of different generations.

The Demografieberatung programme helps your company to remain competitive in the long term and to harness your employee's potential to work safely through any crisis.

The cost of participating in the programme is fully funded by the European Social Fund and the Austrian Federal Ministry for Labour. It is open to Austrian companies of all sizes, free of charge and with a minimum of red tape.



YOUR ROUTE TO CREATING A WORKING ENVIRONMENT APPROPRIATE FOR ALL GENERATIONS

Offering work structures appropriate for all generations will get you the workforce that fits your needs, ensuring your company's competitiveness. Easy registration, free advice, thorough analyses, customised solutions, support during implementation and beyond – that's what Demografieberatung has to offer.

01. GETTING STARTED

- First interview – demographic consulting and its potential at a glance

05. DEMOGRAPHIC CONSULTING GOES BEYOND

- So-called practice forums for networking with companies in the region on topical issues
- Summer school with short webinars on hands-on solutions
- Webinars and videos
- E-coaching platform
- Newsletter with current information, tips and interviews



02. THE ANALYSIS

- Analysing the age structure
- Analysing what needs to be done

03. MEASURES AND IMPLEMENTATION

- Precise roadmap for measures to be taken
- Detailed implementation plan including steps and timetable

04. IMPLEMENTATION SUPPORT

- Ongoing support for implementation of measures
- Tailor-made workshops, training, consultations
- Process and project management up until full implementation

ACT TODAY TO ENSURE SUCCESS TOMORROW

The experienced consultants of Demografieberatung are constantly developing new solutions for current challenges. They will help you to recognise and utilise the strengths, values and resources available in your company and secure lasting success across these five fields of action:



WORK DESIGN

Establish an innovative, creative and solution-oriented work environment



LEADERSHIP & CULTURE

Develop a team culture built on respect that involves the entire workforce and all generations



PERSONNEL MANAGEMENT

Use individual approaches to deal with personnel issues



KNOWLEDGE & COMPETENCES

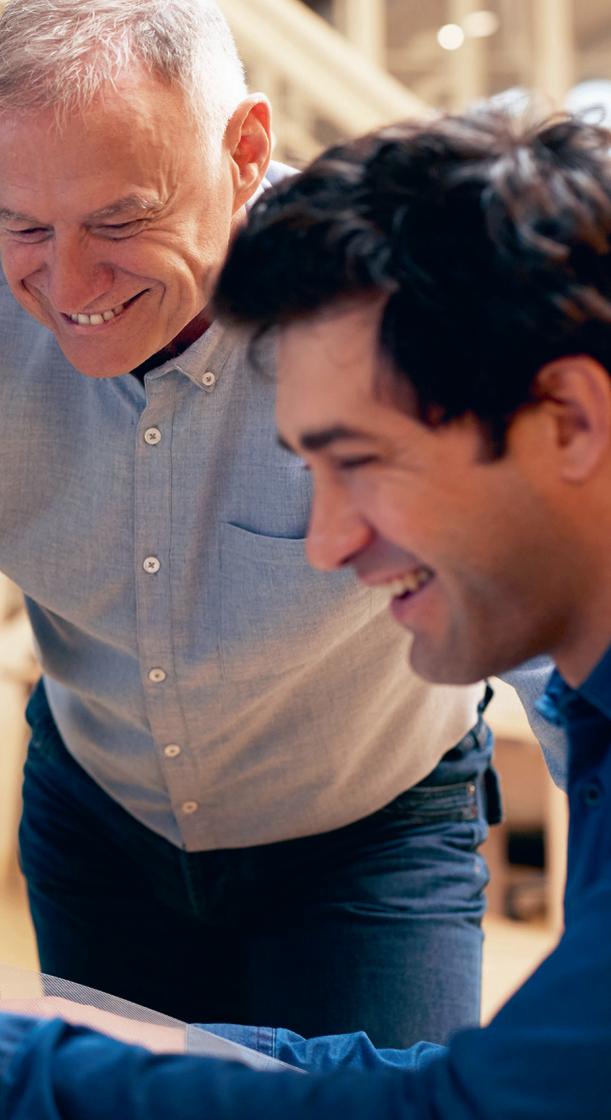
Safeguard knowledge transfer within the company and support staff development



HEALTH

Ensure that your employees are able to perform at their best





YOUR BENEFITS AT A GLANCE:

STRENGTHENING COMPETITIVENESS

Human resources activities appropriate for all generations ensure the competitiveness of your company in the long term.

FULLY FUNDED BY EUROPEAN SOCIAL FUND (ESF) AND THE AUSTRIAN FEDERAL MINISTRY FOR LABOUR (BMA)

Benefit from comprehensive management consulting free of charge and with a minimum of red tape.

DEVELOP AND IMPLEMENT INDIVIDUAL SOLUTIONS

A one-stop shop for needs-based measures and their implementation within your company.

USING THE KNOWLEDGE POOL OF DEMOGRAFIEBERATUNG

Experienced consultants, innovative methods and comprehensive expertise ensure that your measures are implemented successfully and sustainably.

NETWORKING WITH OTHER ENTREPRENEURS

Networking events with other companies in your region and industry for idea sharing and further training.

Around 1,700 companies in Austria are already reaping the benefits of this programme. Find out more about what demographic consulting can do for you!

CONTACT

www.demografieberatung.at
info@demografieberatung.at

PROGRAMME MANAGEMENT

Alexandra Weilhartner, MA MA MSc.
+43 664 60177 3070
aweilhartner@demografieberatung.at

Legal notice:

ÖSB Consulting GmbH
Obere Donaustraße 33, 1020 Vienna
ARGE Demografieberatung
Produced in: Leobersdorf