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Skills development via transfer of experience

Company approaches to transfer of experience between older and younger employees

Kompetenzentwicklung durch Erfahrungstransfer

Betriebliche Ansätze zum Erfahrungstransfer zwischen älteren und jüngeren Beschäftigten

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Increasing significance is being attached to the transfer of experience between older and younger employees in companies. Results from a company survey undertaken as part of the research project "Continuing training concepts for later working life (WeisE) – within the context of lifelong learning" showed that four in five companies wish to promote transfer of experience within their firms. The article takes the significance which is attached to transfer of experience in companies as its starting point and presents forms of transfer of experience using company case studies as examples. These make use of the experience-based skills of older employees, whilst, at the same time, contributing to their skills development. An analysis of obstacles and resistance provides initial indications of what framework conditions will be conducive to the transfer of know-how.