

POLICY POSITION

INTER- GENERATIONAL COLLABORATION



Confederation
of European
Senior Expert
Services

Summary

Intergenerational collaboration

This paper aims to demonstrate how the intergenerational exchange of knowledge and experience not only enriches the people involved, but also the society and economy of a territory. It highlights volunteering as a key mechanism to facilitate this collaboration, fostering more cohesive, inclusive and supportive communities. This exchange supports lifelong learning, enabling older and younger people to continuously acquire new skills throughout their lives, while addressing intergenerational issues such as the digital divide or the social and economic tensions caused by an increasingly ageing population.

Volunteering is presented as a form of intergenerational cooperation that facilitates the exchange of skills and experiences between generations, positively impacting society. It not only contributes to the emotional and physical well-being of volunteers, but also has a transformative effect on communities and their economy. By addressing intergenerational issues such as the digital divide, climate change or the phenomenon of NEETs, volunteering promotes the creation of more cohesive, inclusive and caring societies.

Noting the issues of:

- Lack of structured opportunities for intergenerational volunteering.
- Economic impact of an ageing population.
- The digital divide between generations.
- Social isolation and mental health in older adults.
- Generational gaps in addressing global challenges.

Our recommendations are to:

- Increase the scope and funding of EU programs to include specific initiatives for intergenerational collaboration.
- Implement targeted digital literacy programs for seniors within EU-funded initiatives.
- Develop mentorship schemes where senior professionals can guide NEET youth, sharing expertise to improve employability and reduce economic inactivity.
- Support the Silver Economy by encouraging businesses and NGOs to leverage the expertise of retired professionals by creating roles where their skills contribute to mentoring and supporting younger generations.
- Raise awareness of intergenerational solidarity by advocating for campaigns that dispel age-related stereotypes, highlight the benefits of intergenerational cooperation.

Policy Paper 2

Intergenerational Cooperation

1. Lifelong learning

Lifelong learning (LLL) is the continuous acquisition of knowledge and skills through formal and informal education throughout a person's life. This means that learning should not only be focused on young people but also addressed to adults. Indeed, the benefits of LLL in the adult population are manifold: it keeps active citizenship, it decreases unemployability, it contributes to improving physical and mental health, increases citizen participation and promotes social inclusion among others. LLL plays a key role in promoting intergenerational cooperation, as it exists at all stages of life.

According to the blog *Primed to read*¹, Lifelong learning is an ongoing, voluntary, and self-motivated process, and community engagement plays a vital role in this by providing diverse and enriching opportunities for learning outside of traditional educational institutions. It fosters a culture of continuous learning, promotes social inclusion, and encourages citizens to contribute to the betterment of their community. The marriage of lifelong learning and community engagement forms a powerful alliance that fosters personal growth, societal improvement and a symbiotic exchange of knowledge and skills. As we navigate through life, it's crucial not to perceive education as a finite journey confined within the walls of a school or university. Instead, we should embrace it as a lifelong endeavour, intertwined with our communities.

The book "*Active Citizenship, Lifelong Learning and Inclusion*."² not only states that lifelong learning contributes to active citizenship and social inclusion, including intergenerational learning, but also its analysis has indicated that different types of adult education have become important tools for engagement and (re)integration of young adults into society. The role of Adult Education has largely been associated with providing opportunities for young adults to acquire the range of skills required in order to participate in social, economic and political life. In addition it points out that , overall, young adults in diverse situations of risk have positive experiences related to recovering motivations and engaging actively in society by way of attending adult education programmes.

On the other hand, LLL is presented as a way to address the current European problem of NEETs. NEET is an acronym for 'not in employment, education or training', used to refer to the situation of many young persons, aged between 15 and 29, in Europe. The current situation in Europe regarding this issue according to the Eurofound³ is the following:

- NEETs emerged as one of the most vulnerable groups following the 2008–2013 Great Recession.
- Youth unemployment soared above 40% in many EU countries, highlighting how young people are more vulnerable to economic recession than other age groups.
- In the EU27, the share of NEETs aged 15–29 peaked at 16.1% in 2013 with some

¹ <https://primedtolearn.com/community-engagement/>

² https://link.springer.com/chapter/10.1007/978-3-030-65002-5_1

³ <https://www.eurofound.europa.eu/en/topic/neets>

improvement in the subsequent years due to policy measures like the Youth Guarantee. By 2019, the rate had fallen to 12.6%, the lowest point in 10 years.

- The COVID-19 pandemic and related economic restrictions have contributed to an increase in the NEETs rate to 13.8% in 2020, as a result of job loss and barriers to education and training for young people. The rate of NEETs has been steadily declining since 2021 and reached an all-time low of 11.2% in 2023. Furthermore, the proportion of discouraged workers among the NEET population is also at its lowest recorded level.
- The NEETs rate for young women aged 15–29 in the EU stood at 15.5% in 2020 and remains higher at 12.5% in 2023 than the rate of 10.1% for young men. The share is higher for young women in almost all Member States.

By involving NEETs in initiatives that promote LLL together with people from different generations, these numbers would improve by promoting a more active and participative society. One example of good initiative is the European Training Course: "YES, U2 - Engage NEET with community", which brought together 25 participants from Erasmus+ Youth Programme countries, focusing on innovative learning methods to create safe and inclusive spaces. Its goal was to help young people feel connected to society and empower them to take an active role in their communities. These lifelong learning trainings help NEET youth build new skills, strengthen their community ties, and improve their job prospects.

LLL can be materialised in different ways and at CESES, as an organisation promoting volunteering among seniors, we promote volunteering as a form of informal education for all ages and present in all stages of life. Volunteering is considered a LLL that has multiple benefits, especially in the adult population. According to a post published by Mayo Clinic Health System⁴, it improves physical and mental health. It leads to lower rates of depression and anxiety, especially for people 65 and older, and reduces stress and increases positive, relaxed feelings by releasing dopamine. It also provides a sense of purpose and teaches valuable skills. Older volunteers experience greater increases in life satisfaction and self-esteem because it is an opportunity that strengthens relationships between citizens of different ages and thus promotes social cohesion. It fosters the exchange of experiences and skills of people of different backgrounds and ages. It allows them to share a diversity of experiences and skills while receiving them from contact with other volunteers. In addition, volunteering presents an opportunity for older people to stay active in retirement. LLL, through volunteering, can be a way of planning the transition from employment to retirement - giving workshops, information sessions, lectures to soon-to-be retired people in companies. In short, a way to offer your knowledge to other generations to whom it may be useful. By doing this, when they retire, they are prepared for retirement and they share their expertise with other workers.

Therefore, volunteering as a form of lifelong learning facilitates the exchange of skills and knowledge across different age groups, thereby fostering intergenerational cooperation.

Successful projects of CESES and its members, such as EvolYou, including young people at risk of exclusion in the workforce, and Objectif Reussir Apprentissage with OTECI (Organisation pour la Transmission des Expériences et des Compétences Intergénérationnelle) and EU for You with VSP ODV (Volontari Senior Professionali Odv), mentoring programmes for young people to support the development of SMEs, are examples

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<https://www.mayoclinichealthsystem.org/hometown-health/speaking-of-health/3-health-benefits-of-volunteering>

of good practice and the high impact that initiatives on intergenerational education allow.

The value of LLL is recognised by the European Union institutions since the right to education, training and lifelong learning is enshrined in the European Pillar of Social Rights (principle 1), and indeed, in its Action plan it is set out to reach 60% participation of adults in training each year by 2030.

By the report on “Adult Learning: It is Never Too Late to Learn”⁵, the European Commission’s exposes the situation of Intergenerational solidarity (against ‘age ghettos’) and intercultural solidarity, while EC:

- Recalls that demographic change will present Member States with a complex set of inter-related challenges and that our societies will have to develop new forms of solidarity between cultures and between generations;
- Proposes, therefore, the improved transmission and exchange of the knowledge, skills and experience of adults, in particular between the generations, in the form of mentoring schemes to support various entrepreneurial and craft activities; also considers it important that such mentors are linked by a network through which they can share and exchange information;
- Underlines the importance of a ‘family learning approach’, where parents are motivated to return to learning because they want to help their own children to achieve at school;
- Supports the development of volunteering programmes in terms of the role they play in intergenerational solidarity and recognition of experience and qualifications;
- Highlights the need, within the framework of mobility and social cohesion, to provide, especially for immigrants, flexible opportunities for education and training programmes as well as suitable conditions for realizing such programmes;

On the basis, there is the European Commission's Action Plan on Adult Learning, which aims to implement these five key messages of removing barriers to participation; increasing the quality and efficiency of the sector; speeding up the process of validation and recognition; ensuring sufficient investment; and monitoring the sector. And it is important to remark that in this report the EC already took into account the opinion and input of NGOs and social partners on this issue through regional meetings and used informal ‘national sounding boards’ in the Member States to obtain additional feedback on the Action Plan from policy makers, social partners and NGOs in formal and non-formal adult learning.

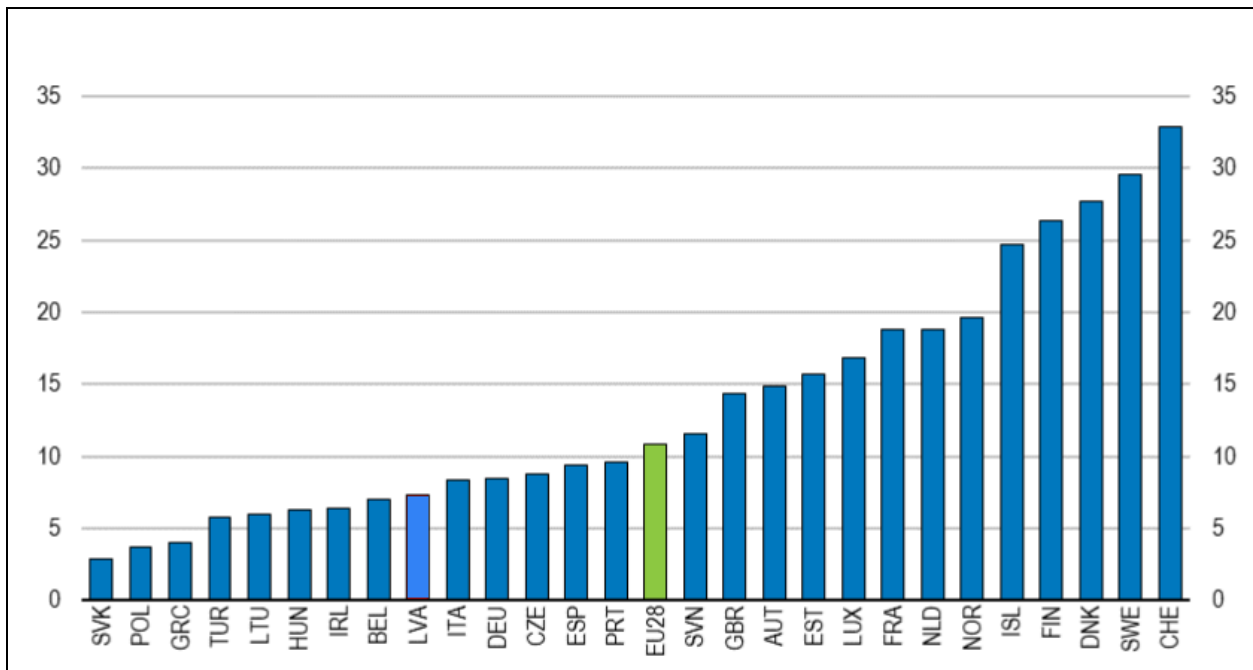
The EU supports Lifelong Learning also through a number of key initiatives and publications. For example: *The European Skills Agenda* aims to enhance lifelong skills development, focusing on making learning accessible through initiatives such as individual learning accounts and micro-credentials.

Additionally, the Council Resolution on a new *European Agenda for Adult Learning* outlines a vision for adult education development by 2030. Its five priority areas include governance, accessibility, quality, inclusion, and skills for the green and digital transitions.

Despite the initiatives taken by the EU, there is still a low participation of senior citizens in LLL. According to the data provided by OECDiLibrary⁶, the average participation was 10.8% and only 7 EU countries had reached the target rate:

⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52008IP0013>

⁶ https://doi.org/10.1787/eco_surveys-lva-2017-graph51-en



We propose more **investment in projects for senior citizens in the learning life**, as well as more impetus on Higher Education for seniors with targeted courses for seniors. In particular, we propose the **inclusion of senior citizens in the European Solidarity Corps (ESC) programme as mentors**, which would allow them to share their knowledge and experience with younger participants, thus increasing the value of volunteering. Furthermore, we advocate that the **Erasmus+ programme should prioritise intergenerational exchange in its KA1 actions**. It is important that these efforts are supported through the allocation of additional funds, without diverting resources from other sectors. We seek to empower other sectors, but not weaken others.

2. Social impact

Increasing intergenerational cooperation has a positive impact on society. By including all generations in community activities, both society as a whole and its individual generations benefit. This engagement leads to a more inclusive, supportive, and resilient community which would address the problems of isolation, loneliness or exclusion faced by elder people while giving a good influence to the young citizens.

In the United States⁷, the concept of ageing-friendly communities has been coined to describe communities with physical and social environments that promote social inclusion of older community members by providing opportunities and support in relevant areas in the

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<https://www.cambridge.org/core/journals/ageing-and-society/article/ageingfriendly-communities-and-social-inclusion-in-the-united-states-of-america/2338845DD53D67AD4C2544CEBD1194F1>

latter part of the lifecourse. One of these areas is the social connection, developing and maintaining meaningful interpersonal relationships, facts that intergenerational cooperation can provide to the elder population. However, there are several challenges for achieving this.

Loneliness and social isolation are international public health concerns that particularly affect the ageing society globally. Loneliness and social isolation are risk factors for all-cause morbidity and mortality with outcomes comparable to other risk factors such as smoking, lack of exercise, obesity and high blood pressure. In addition, loneliness has been associated with decreased resistance to infection, cognitive decline and mental health conditions such as depression and dementia. According to BioMed Central⁸, approximately 50% of individuals aged over 60 are at risk of social isolation and one-third will experience some degree of loneliness later in life. In fact, it is thought that societal change, including reduced inter-generational living, greater geographical mobility and less cohesive communities, have also contributed to higher levels of loneliness in the older population. With this in mind, and given that demographic and sociological changes have increased the risk of social exclusion of older people, especially those who are no longer in the labour force (Eurofound, 2011⁹), it is essential to address this problem.

At the same time, although respect for seniors is mostly healthy in many cities and communities, negative preconceptions of ageing still exist. There is a need to facilitate intergenerational interactions to dispel such notions. Education about ageing should also begin early to raise awareness on ageing and associated issues, so that people learn to appreciate their elderly¹⁰. Because, such preconceptions can lead to ageism, where seniors are excluded from decision-making, employment opportunities, and social participation.

The isolation and bad perception of ageing are barriers that prevent older people from being fully integrated into the community. Volunteering emerges as a key solution to these challenges by facilitating meaningful connections between generations. As the World Health Organisation points out¹¹, social engagement plays a crucial role in improving older people's self-esteem, helping them to feel valued and integrated into their communities. By involving older people in activities where they can share their knowledge and experiences, age-friendly initiatives reduce isolation and create opportunities for older people to remain active and engaged. Volunteering enables the development of high-quality social connections, which are essential for both mental and physical health, helping to reduce loneliness among older adults.

In addition, volunteering offers mutual benefits for both older and younger generations. For older people, it helps to combat loneliness, exclusion and depression by fostering community involvement and self-fulfilment. For younger people, the intergenerational cooperation involved in volunteering encourages disconnection from the digital world, addressing issues such as digital addiction, cyberbullying and over-dependence on technology. This type of engagement encourages young people to develop interpersonal skills and fosters a deeper understanding and appreciation for older generations.

The Red Cross EU Office's 2021 article, "Volunteering and intergenerational connections to

⁸ <https://bmcpublihealth.biomedcentral.com/articles/10.1186/s12889-020-8251-6>

⁹ <https://op.europa.eu/en/publication-detail/-/publication/50952d8a-ce04-4bba-a2ff-f4bcad58fd41>

¹⁰ <https://extranet.who.int/agefriendlyworld/age-friendly-practices/respect-and-social-inclusion/>

¹¹ <https://www.who.int/activities/reducing-social-isolation-and-loneliness-among-older-people>

promote active ageing¹², underlines the importance of volunteering in building intergenerational solidarity and promoting active ageing. For instance, the "Share Ami" programme of the French Red Cross fosters relationships between generations by setting up video chats between French language students and senior citizens who reside in France. . In this programme, older people engage in video conversations with French language learners, fostering communication and mutual understanding between age groups.

In the publication by the AGE Platform and a coalition of NGOs "[Intergenerational Solidarity: The Way Forward](#)"¹³, it is said that: "from a rights-based perspective, every individual has a unique contribution to make to society which evolves throughout the life-cycle and that education can be seen as an expression of intergenerational solidarity." For this intergenerational cooperation through volunteering plays a vital role in addressing the challenges of age-friendly communities. It promotes social inclusion, reduces isolation and provides psychological benefits to both older and younger people. By bridging generational differences, volunteering improves the quality of life of older people and fosters mutual respect and understanding between age groups. As such, it is a crucial element in creating inclusive, supportive and sustainable communities for all ages.

In conclusion, intergenerational cooperation through volunteering plays a vital role in addressing the challenges of age-friendly communities. It promotes social inclusion, reduces isolation and provides psychological benefits to both older and younger people. By bridging generational differences, volunteering improves the quality of life of older people and fosters mutual respect and understanding between age groups. As such, it is a crucial element in creating inclusive, supportive and sustainable communities for all ages.

On this point, for the demand of more **policies to promote volunteering** as a means of intergenerational cooperation with benefits for both old and young people and an impact on society as a whole, we also consider it essential to **include older people in decision-making, since intergenerational cooperation** also involves involving them in decisions that have an impact on their lives and allow them to actively participate in society by reducing the problems faced by this generation.

3. Intergenerational issues

Intergenerational cooperation creates links between generations that enable effective solutions to everyday problems by drawing on the unique skills and experiences of each generation. It is a multidirectional enrichment in which all generations have valuable contributions to offer each other. This exchange of knowledge benefits society as a whole, promoting a more inclusive and balanced society.

A significant area where intergenerational cooperation can have a profound impact is in the era of new technologies. Bridging the digital divide between older and younger generations, while addressing the over-reliance on technology among younger individuals, facilitates an

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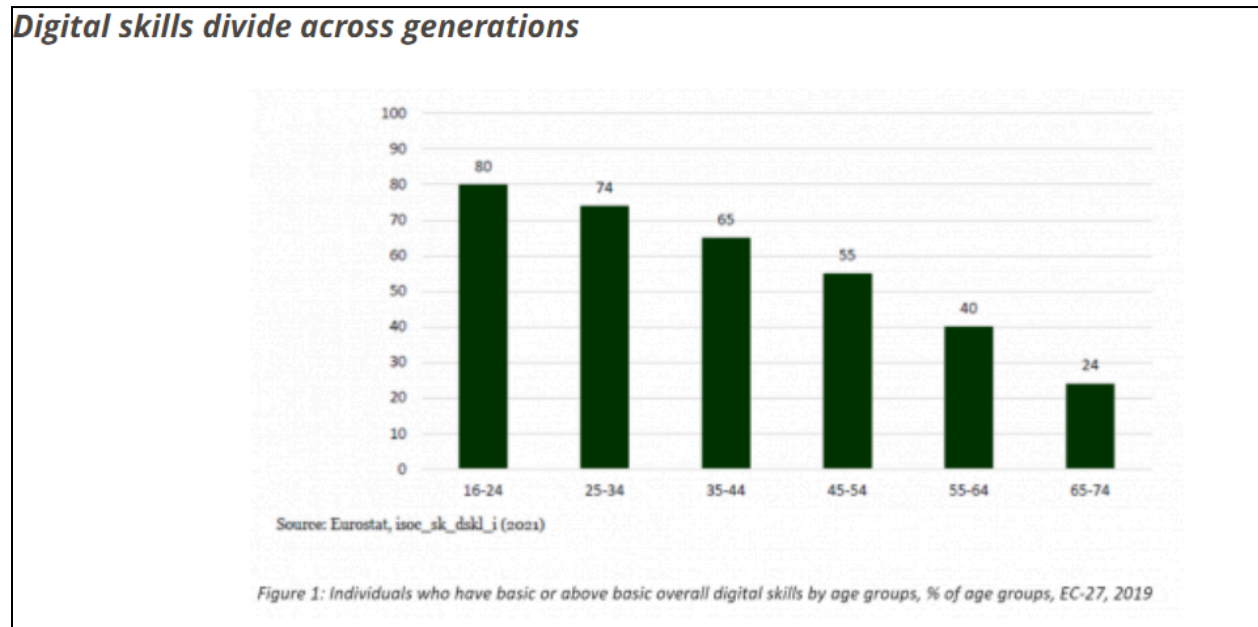
<https://redcross.eu/latest-news/volunteering-and-intergenerational-connections-to-promote-active-ageing>

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https://www.age-platform.eu/sites/default/files/IntergenerationalSolidarity_TheWayForward_2010-EN.pdf

exchange of experiences and skills that can resolve the unique challenges faced by both generations.

The "digital divide" primarily affects older adults, who are generally less digitally connected than younger generations, born into a rapidly advancing technological world. This divide is evident, as shown by UNECE Policy Brief on Ageing¹⁴, which reveals that only 25% of older Europeans have basic or above-basic digital skills, compared to 80% of youth aged 16-24.



The consequences of this digital divide can progressively exacerbate loneliness and isolation among older adults, potentially leading to their exclusion from society. Lacking the necessary digital skills to access online services, such as banking, administrative tasks, or booking medical appointments, creates barriers that prevent their full social inclusion. As ITU, (the UN Agency digital technologies) reports¹⁵, the COVID-19 pandemic highlighted these inequalities, with many older adults struggling to access essential services like online vaccination appointments, pensions, and food deliveries.

Projects like "Inclusive Senior Education through Virtual U3A" (ISEV)¹⁶ done by the European Association for The Education of Adults, are vital in addressing these challenges by making education accessible to older people, regardless of their living conditions. ISEV involves young people in teaching older generations how to use information and communication technologies (ICT), helping seniors overcome barriers to digital inclusion and improving their ability to engage with society and access online services.

While older generations benefit from acquiring digital skills, younger generations address the challenge of overusing technology, which can lead to issues like digital addiction, social

¹⁴ <https://unece.org/policy-briefs>

¹⁵ <https://www.itu.int/hub/2021/02/technology-and-older-persons-ageing-in-the-digital-era/>

¹⁶ <https://eaea.org/2019/09/03/increasing-seniors-ict-skills-in-an-intergenerational-setting/>

isolation, and even cyberbullying. A report by Common Sense Media¹⁷ revealed that teen participants checked their phones an average of over 100 times per day, underscoring the need for intergenerational engagement to encourage digital disconnection.

Intergenerational cooperation offers a solution, providing young people with opportunities to disconnect from the digital world and engage in meaningful offline interactions with older generations. By fostering these relationships, young people can learn to balance their digital and non-digital lives, promoting mental health and well-being.

Beyond the digital divide, intergenerational cooperation is essential for addressing broader social challenges that affect all generations, such as fake news and climate change. These are issues that require the knowledge and perspectives of both young and older individuals. For example, fake news spreads rapidly online, affecting people of all ages, though older adults may be more vulnerable due to unfamiliarity with digital platforms. Younger generations, more accustomed to digital media, can help older adults navigate online spaces and identify credible information sources.

Climate change is another area where intergenerational cooperation is crucial. While young people often lead environmental activism, older generations possess historical knowledge and long-term perspectives that are vital in shaping sustainable solutions. Together, these generations can work towards common goals, combining the energy and innovation of youth with the wisdom and experience of older adults.

A research on Climate Change and the Nature of Intergenerational transfer of Knowledge in the contemporary world¹⁸ highlights the importance of intergenerational knowledge transfer for building climate resilience in communities. Older generations possess valuable traditional knowledge about sustainable farming, resource management, and environmental stewardship, which younger generations can integrate with modern climate solutions. By combining indigenous knowledge passed down from older generations with new technological advancements, communities can better adapt to climate challenges.

An article published by the National Library of Medicine¹⁹ emphasizes the role of intergenerational dialogue in promoting cross-generational learning, where older people contribute historical knowledge about sustainable practices, and younger people introduce innovative solutions.

In the political realm, senior advocacy groups are beginning to emerge, recognising the responsibility of older generations to act on climate change for the benefit of future generations. The group *Elders' Climate Action*, composed of senior activists, argues that intergenerational cooperation is necessary to ensure the longevity of climate efforts and foster shared activism. Older generations can support youth climate activists by engaging in policy advocacy, lending credibility to youth-led initiatives, and using their voting power to influence climate-related political decisions .

In line with the above, CESES demands through this policy paper, **bridging the digital gap** allowing for **greater communication between generations** and enabling the exchange of skills and experiences that can provide solutions to the different intergenerational issues such

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<https://www.commonsensemedia.org/press-releases/teens-are-bombarded-with-hundreds-of-notifications-a-day>

¹⁸ <https://muse.jhu.edu/pub/100/article/803506/summary>

¹⁹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9819550/>

as the impact of new technologies or climate change. We also suggest **greater support for the incipient political advocacy groups made up of senior citizens** who advocate for their interests and citizen participation.

4. Economic impact

Intergenerational cooperation also has a significant economic impact on society. By fostering relationships between generations, it strengthens the labour market, keeping older individuals engaged even after retirement, while also helping to reduce the NEET (Not in Education, Employment, or Training) phenomenon that primarily affects young people. When all generations remain connected and actively participate, the benefits extend beyond personal relationships to influence the economy on a global scale. By leveraging the strengths of both younger and older generations, intergenerational cooperation can contribute to building a more sustainable and inclusive economic system.

The European Commission published a report on “The Silver Economy” in 2018²⁰, which is characterised by “*the economic opportunities arising from the public and consumer expenditure related to population ageing and the specific needs of the population over 50*”. While the Silver Economy reflects public and private consumption that meets the needs of older adults, it also creates innovative opportunities for both older and younger generations. In 2023, the Policy Learning Platform held a webinar on Silver Economy opportunities for SMEs²¹, highlighting that Europe's demographic shift requires diverse responses from businesses, NGOs, researchers, and policymakers. With the population over 65 expected to reach 30% by 2050 as EU figures²² demonstrate, labour shortages and pressure on social systems are increasing. Fewer young people entering the workforce means that companies, institutions, and organizations are struggling to find the talent and expertise needed to drive innovation and productivity. For this reason it is important to understand the value that retired older people can continue to bring to the labour market through volunteering, especially as regards mentoring younger people by reusing their skills and experiences. In fact, The EU's average legal retirement age is 64, yet many Europeans are still working past the age of 65 and even 75²³. In the AGE report on The right to work in world age²⁴, it is stated that continuing to work after retirement can, for some occupations, also allow older people to continue to participate in society: “*It has been shown that work gives a sense of meaning and structure, it helps maintain social connectedness and a sense of belonging, it provides opportunities for learning and for new experiences. Work therefore is not just about income; it is essential for the realisation of other fundamental human rights and an inseparable and inherent part of human dignity.*” By promoting the senior services, the challenges faced by the ageing population can be addressed. Working together young and old people through

²⁰ <https://op.europa.eu/en/publication-detail/-/publication/a9efa929-3ec7-11e8-b5fe-01aa75ed71a1>

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<https://www.interregeurope.eu/find-policy-solutions/webinar/key-learnings-the-silver-economy-and-opportunities-for-smes>

²²

https://ec.europa.eu/info/strategy/priorities-2019-2024/new-push-european-democracy/impact-demographic-change-europe_en#demographic-trends

²³

<https://www.euronews.com/next/2023/02/22/the-rise-of-elderly-workers-who-works-beyond-the-age-of-65-or-75-in-europe>

²⁴

https://social.un.org/ageing-working-group/documents/AGE%20Platform%20Europe_The%20right%20to%20work%20in%20old%20age.pdf

intergenerational cooperation can increase the sense of belonging to civil society while boosting the labour force, and consequently the economy of the EU.

NEETs, mentioned in the first point on lifelong learning, are also a problem for the economy, as they represent unamortised capital and a workforce that is not being used. Therefore, initiatives are needed to solve this problem, due to the economic impact it entails. Eurofound research²⁵ shows the impact of the implementation of the European initiative of the Youth Guarantee, through which the number of NEETs aged 15-29 has fallen from around 14 million at the height of the crisis in 2008-2013 to 9.3 million in 2019 (12.6%), rising during the COVID-19 pandemic and falling again to 8.2 million in 2023 (11.2%). However, Eurofound's research estimates that the loss to European economies in benefits and lost earnings and taxes is significant (€142 billion per year in 2015). This has a major impact on the economic and social development of the EU and should therefore be taken into account by EU institutions.

Through volunteering services from seniors to young NEETs to increase their professional skills, there would also be an impact on the economy, which would see an increase in the labour market by more people with higher and better skills.

It should also be mentioned that volunteering serves as a bridge between a healthy lifestyle decreasing the consuming tendencies making the elderly more engaged and active citizens.

Therefore, volunteering is once again seen as a solution also in the economic context, where the exchange of skills and experiences between generations addresses the economic problems of an ageing population and the phenomenon of NEETs. Through increased support offered to CSOs and in particular to those that promote the services of senior experts as a way of active ageing, as CESES does, they can reinvest the challenges that an ageing population presents into valuable contributions to the economic context in Europe.

Within CESES, various projects and initiatives have been implemented that aim to generate a positive impact on the economic sphere, specifically on the entrepreneurial system. One example is the 'Giovani e Impresa' programme, developed in collaboration with VSP ODV, which facilitates the integration of young people into the business sector. Likewise, the 'School of Entrepreneurs' initiative of SECOT, one of CESES' members, provides support to small and medium-sized enterprises (SMEs), fostering their growth and economic strengthening. These actions reflect CESES' commitment to fostering intergenerational cooperation and its awareness of the positive economic impact that senior experts' services can bring.

Based on all the points previously mentioned about the economic impact of intergenerational cooperation, it is important that CESES looks for increased investment in CSOs, particularly those in the field of active ageing, as this investment will enhance outcomes in the European economy and create a greater overall impact.

²⁵ <https://www.eurofound.europa.eu/en/topic/neets>