

# SCENARIO

## WORKSHOP FOR COORDINATORS OF INTERGENERATIONAL GROUPS

# VOLUNTEERING

CONNECTS GENERATIONS



Poznan-Oslo  
2024-2025

NorSensus  
MEDIAFORUM

# VOLUNTEERING

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# WOLONTARIAT

ŁĄCZY POKOLENIA

# FRIVILLIGHET

FORENER GENERASJONER



A partnership project implemented as part of the "Initiative for Intergenerational Cooperation - BeFORme" competition, financed by the Bilateral Cooperation Fund.

Iceland  
Liechtenstein  
Norway grants grants



Together we work for a green, competitive and inclusive Europe!



Document prepared in 2024-2025 as part of the VOLUNTEERING  
CONNECTING GENERATIONS project implemented by:

Development Center Association  
Citizenship Education CREO  
ul. Kochanowskiego 8A/2  
60-845 Poznań  
[www.centrumcreo.pl](http://www.centrumcreo.pl)



Norse Mediaforum (Norway)  
Rådhusgata 20  
0151 Oslo  
[www.norsensus.no](http://www.norsensus.no)



# 1. Introduction to the scenario

## Goals

The aim of the workshop is to prepare coordinators to effectively manage intergenerational groups involving seniors and youth.

The workshop provides participants with tools to:

- recruitment,
- motivating,
- planning activities,
- management of formalities
- organizing activities integrating different generations.

During the meeting, coordinators will have the opportunity to familiarize themselves with the technologies used in the project, such as VR glasses and the "old age suit", which help in understanding the aging process and building empathy between generations. Additionally, participants will familiarize themselves with the specifics of the integration game LINKING GENERATIONS, which is part of the project activities.

## Participants

A group of up to 20 people can take part in the workshop.

## Duration

The event lasts approximately 6 hours (with breaks).

## Methods

- based on a multimedia presentation
- discussion
- explanation
- audiovisual (film STARszaki )

## 2. Workshop Program

### 1.1. Welcome and presentation of workshop objectives (30 minutes)

The leader introduces the participants to the workshop topic, presenting the main goals of the meeting and the planned course. Participants will be introduced to the grantor and the project organizers.

- **Presentation of the workshop program.**
- **Presentation of partner organizations:** A short introduction to each of the partner organizations involved in the project, including the CREO Association and Norsensus Mediaforum , their roles and experiences in intergenerational activities.
- **Sources of financing:** Explanation of the project's funding sources, including support from the " BeFORme Initiative for Intergenerational Cooperation " programme, funded by the EEA and Norway Grants .

### 1.1. Introduction to the project VOLUNTEERING CONNECTS GENERATIONS (30 minutes)

In this part of the workshop, coordinators will get to know the assumptions of the project, which brings together seniors and young people in volunteering activities , enabling mutual learning and integration. We will emphasize the importance of intergenerational engagement and the use of innovative technologies, such as VR and "old age suits", to facilitate the understanding of aging and the integration of generations.

- A brief introduction to the project's mission and goals.
- Examples of activities planned as part of "Volunteering Connects Generations".
- Benefits of using VR and the "ageing scanner" to better understand the experience of ageing and generational integration.

### 1.3 . Introduction to VR and the Aging Suit (30 minutes)

During this stage, participants will become familiar with new technologies used in the project. They will have the opportunity to try on equipment to experience first-hand how technology can help understand the challenges faced by seniors in the context of aging and how young people spend their time today (thanks to VR). It is very important to show this perspective and for coordinators to understand it thoroughly.

- **VR - Virtual Reality** : The use of VR glasses allows you to create a simulation in which participants can see how young people spend their free time.
- **"Suitsuit of old age"** : A device that allows participants to feel how the body of an older person changes, including the limitations of movement, vision and hearing that

are commonly experienced in old age. This will be an excellent opportunity for coordinators to better understand the perspective of seniors.

**Activities :**

- Presentation of devices.
- Participants trying on equipment.
- A brief discussion of the experience after trying on the VR glasses and aging suit.

**1.4. Specificity of the integration game CONNECTING GENERATIONS (15 minutes)**

In this part of the workshop, participants will become familiar with a game that is one of the tools used to integrate generations in the project. The game is based on arranging tangram elements into a whole, which allows participants to solve puzzles together, develop cooperation and build bonds. During the game, seniors and young people work together, which supports integration and develops intergenerational cooperation skills.

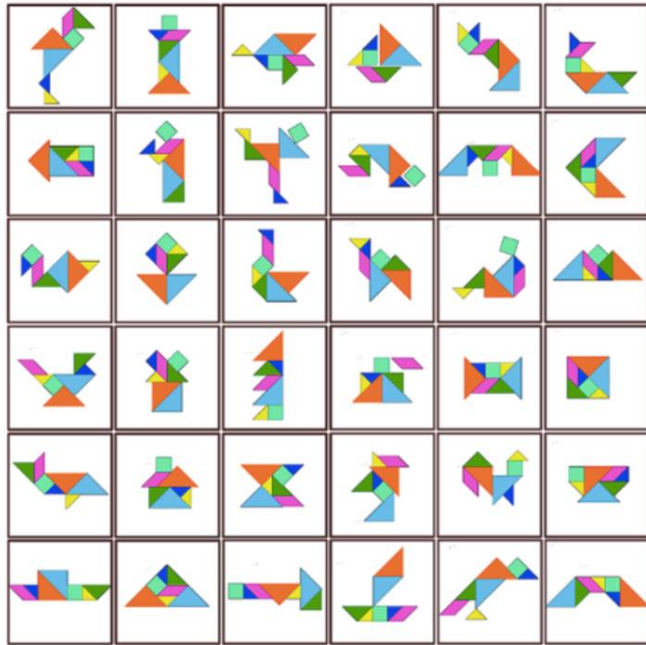


Photography: photo by Nina Woderska taken during the game's pilot.

**Game rules :** Participants will have the opportunity to learn the rules of a game that integrates generations, based on arranging tangram elements. The game allows for mutual support, developing communication and motivates cooperation.

**Example of game application :** Discussion of how the game can be used in practice, both in work with young people and seniors.

**Practical part :** Coordinators will have the opportunity to try the game by arranging tangram pieces together, which will allow them to experience how the game works in reality and what benefits it can bring in the context of intergenerational cooperation.



źródło: <https://www.printables.com/model/29046-tangram-puzzle/remixes?lang=pl>

Figure: Graphic from the presentation of the CREO Association

### 1.5. Diversity of participant groups (45 minutes)

Intergenerational projects can involve people from different backgrounds: seniors from social welfare homes, senior organizations, as well as young people from schools and non-governmental organizations. This diversity poses challenges for coordinators in adapting their approach to the needs of different age groups.

- **Diverse Needs and Skills :** Discuss the specific needs of seniors and youth in the context of participating in intergenerational projects. Seniors may be motivated to engage in activities that allow for sharing experiences, while younger people may be more interested in technology, peer education, or activities that engage their passions.
- **Adapting activities to diverse groups :** How important it is to take this diversity into account when planning activities – both in terms of organization and when creating schedules and tasks.

## 1.6 Volunteer recruitment (45 minutes)

Effective recruitment to intergenerational groups requires considering different communication channels and understanding the needs of both age groups. In this stage of the workshop, participants will learn about best recruitment practices and ways to reach both groups.

- **Recruitment Channels** : Discuss different methods of reaching seniors and youth, such as schools, senior organizations, social media, posters, and other forms of promotion.
- **Motivation and interests of both groups** : How to adapt communication to attract both groups to common action. Seniors may seek out activities that give a sense of purpose, while young people may be interested in events that use modern technology or engage in artistic activities.

## 1.7. Planning intergenerational actions (60 minutes)

The aim of this stage of the workshop is to plan specific activities that will engage both seniors and youth. Workshop participants will learn best practices for creating events that integrate different generations.

- **Examples of intergenerational activities** : Educational workshops, artistic meetings, social campaigns, cooperation with non-governmental organizations.
- **Tailoring activities to the interests and needs of both groups** : How to take into account the diversity of skills and expectations when creating projects that engage everyone in the group.
- **Coordinating time and tasks** : How to plan time and tasks so that each group can participate effectively, taking into account differences in pace and commitment.

**During this part, good practices of the CREO Association's activities will be shown, such as activities** carried out as part of the Poznań Senior Volunteering Academy project, where Seniors, project participants, created cards with positive and motivating words that were given to volunteers working at the Pallium Hospice in Poznań.

Each card contained words of support, such as "Thank you for your commitment", "You are of great value" or "Your smile gives hope". The aim was to lift the spirits of people supporting the sick, and at the same time allow seniors to express their feelings and gratitude.

## 1.8. Motivating participants to act (30 minutes)

Participants will learn about motivational techniques that will help keep seniors and youth engaged in projects. Each age group has its own needs and motivations that should be taken into account when working with volunteers.

- **Motivational techniques** : Praise, rewards, team-building meetings that build positive relationships and encourage further action.
- **A sense of usefulness** : How to motivate seniors through a sense of usefulness and influence on the lives of others, and young people through engaging, dynamic activities.

### 1.9. Volunteering Formalities (30 minutes)

Discussion of formal issues related to organizing volunteer activities. Participants will learn how to provide appropriate insurance for volunteers and how to manage documentation in intergenerational projects.

- **Insurance and liability policies** : What insurance is required for different age groups.
- **Organizational formalities** : What documents are necessary to formalize cooperation with volunteers, what are the responsibilities of the coordinator.

### 1.10. Group discussion and reflection (20 minutes)

At the end of the workshop, participants will share their experiences, ideas for the future and thoughts on the implementation of activities within the VOLUNTEERING CONNECTS GENERATIONS project.

Prepared by: Dr. Nina Woderska

Photos: CREO Association archives



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