

Demands for education and training for self-management of communal senior housing



Seminar on management of cohousing in Sweden.

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The CoElderly project aims at:

- encouraging the emancipation of seniors with low mobility in terms of skills, decision making;
- improving the quality and the quantity of knowledge and good practices transfer among EU countries. Managers from social housing/co-housing and Social Services sectors concerning new forms of housing management and participation for seniors with low mobility;
- strengthening adult education through new pedagogical approaches and management for those organizations working in the field of social housing/co-housing and care for the elderly;
- improving the use of the intergenerational approach to social services design/provision in the EU.



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Introduction

The CoElderly Project's focus on forms of mutuality and collaborative housing models among older people inevitably finds great variations in practice between the national partners. Nowhere is this more evident than in the field of education and training for the self-management of communal senior housing.

An ideal outcome of the CoElderly Project would be the spread of senior cohousing to those countries where it is not to be found. In the UK, senior cohousing is a relatively recently discovered social good. Efforts to get it recognised within the sphere of public policy are progressing. However, there is a long journey to follow before the kind of educational and training infrastructure that exists in the Netherlands, Germany and Denmark and, to an extent, also in Sweden, will be available to assist older people to develop it. Similarly, in Italy, although cohousing communities exist, there is as yet little focus on the development of senior cohousing. Italy has a strong co-operative tradition which underpins housing and residential provisions for older people. Its education system is, like the UK's, a more general one available to older people and aimed at promoting lifelong learning and health and wellbeing more than collaborative housing. Poland, where cohousing and collaborative housing for seniors is unknown, has a robust University of the Third Age network, which could take care of education and training for management of communal housing if/when such forms of housing develops in the future.

The main contributor here to an understanding of education and training for the self-management of communal senior housing is the national partner with the most well developed field of collaborative housing – Sweden.

This report is the third in a series of reports produced within the CoElerly project. The other two are:

- High dependency seniors and Social policies in Italy, United Kingdom, Sweden and Poland. Collaborative housing mainstream for older people in the EU?, September 2013.
- Best practices in self-administration of communal senior housing, November 2013.

Demands for education and training for self-administration of communal senior housing in ITALY

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The report below consists of replies to the template questionnaire worked out within the Co-Elderly project.

1. Type of training given to residents in housing project:

In Italy you can find some training course mainly related to "facilitators", thus, those persons able to guide and lead the Community (of cohousers, too, for sure) towards a common vision and, eventually, a common decision.

One of these courses: http://www.ressud.org/formazione.php

Title: CORSO PER FACILITATORI DI RETI LOCALI DI ECONOMIA SOLIDALE (Training for facilitators of Local Networks for fair economy)

2. Type of training given to partners/volunteers/employees: N/A

3. Type and demand for training to improve management of housing project: <u>http://www.cfp-futura.it/scheda_corso.php?id=1223&cat=PA</u> Title: *Social Housing, let's do it! Accommodation for those who cannot buy on the market*

4. The role of developers, housing associations etc in facilitating cohousing:

In Italy we have mainly two actors who aim at facilitating collaborative housing for seniors under the technical point of view/follow-up:

- Fondazione Housing Sociale Italia – <u>www.fhs.it</u> – related to social housing.

- NewCoh - <u>www.cohousing.it</u> - Related to co-housing planning.

5. Support infrastructures to help older people set up cohousing:

No public infrastructure is so far present in Italy. Private organizations – like NewCoh – assist groups of potential cohousers and are now pushing a new seniors cohousing in Italy.

6. Educational approaches to senior cohousing:

To give seniors the chance to experience their ability to help, the beneficial lengthening of the time of independence, the overcoming of loneliness and isolation, helping to prevent the development of age-related diseases.

Recommended literature and Internet links

http://www.ressud.org/documenti/programma_corso.doc http://www.italiahousing.it/facility.php

Adult Education and Training for communal seniors housing with high-dependency issue in Italy

Italian legislation includes adult education in integrated system of education, of which the main tools are:

- Centers for lifelong learning. These centers may issue a diploma (formal education) or work in the non-formal approach;
- Educational activities in the workplace or delivered in social enterprises (non-formal education).

Italian law (L. 328/2000) for an integrated system of social interventions and services indicates the need for social integration of services with other policy areas such as education and training (VET). There is a visible focus on policy implementation for professional reactivation.

Social policies addressing active aging are focussed on a new twofold concept of "activity". On the one hand, it must be remarked that the senior population is able to maintain a good level of activity, due to biological and socio-cultural features. On the other hand, keeping high levels of active life is meaningful for a happy aging.

The high quality (and quantity) of activity for seniors is evident even in lifelong learning. Italian legislation seems view adult education as part of an integrated learning system, whose main tools are:

- Centri di formazione permanente (CTP) *Centres for lifelong learning*. These centres can issue diplomas (formal education) or operate under an informal approach;
- Learning activities held at job places or provided within social enterprises (informal education).

The Italian law (l. 328/2000) for integrated system for social interventions and services reveals the need for integration with other policies like vocational education and training (VET).

It must be remarked, then, the Agreement (2000, 2nd of March) among Government, Regions, provinces, Municipalities and mountain communities for the re-organization and empowerment of adult lifelong learning, where a central position has been given to adult education to push up seniors activation and re-activation.

According to data provided no specific training for (self-) management of communal seniors housing with high dependency is foreseen in Italy.

In case of, dedicated training contents could foresee:

- 1. High dependency and Self-care; Mediation and facilitation within groups; Volunteering, sharing spaces, taking decisions;
- 2. The green approach.

Sources:

http://www.espanet-italia.net/conferenza2008/paper_edocs/A/3%20-%20Risi.pdf www.archivio.pubblica.istruzione.it/dg_postsecondaria/allegati/acc020300.pdf

Demands for education and training for self-administration of communal senior housing in UK

Author: Maria Brenton, the UK Cohousing Network



Support for senior's education

Lifelong learning opportunities are provided through

- Local authority adult education colleges open to all but increasingly funding for courses is focused on courses which increase learners' employability. Nevertheless, most local authorities continue to offer a programme of daytime and evening courses in a range of subjects from languages, IT skills and local history to physical activities and speciality cooking. Most students pay fees but older people are usually entitled to a concessionary rate.
- NGOs. A range of local voluntary and community organisations provide learning opportunities. Many AgeUk branches run courses particularly in issues such as IT skills. This is the main voluntary organisation specialising in matters connected with ageing, it has a national body and local franchises

www.ageuk.org.uk > <u>Work & learning</u> > <u>Further education and training</u>

• University of the Third Age – a self-help organisation for environment. It consists of local U3As all over the UK, which are charities in their own right and are run entirely by volunteers. Local U3As are learning cooperatives which draw upon the knowledge, experience and skills of their own members to organise and provide interest groups in accordance with the wishes of the membership. The teachers learn and the learners teach. Between them U3As offer the chance to study over 300 different subjects in such fields as art, languages, music, history, life sciences, philosophy, computing, crafts, photography and walking. The U3A approach to learning is – learning for pleasure. There is no accreditation or validation and there are no assessments or qualifications to be gained. It now offers tutored and untutored online courses. These are courses for which no entry qualifications are required. They offer no credit on completion and are designed purely for personal interest and enjoyment. They have been written by volunteers who are experienced tutors or course leaders in their fields. <u>http://www.u3a.org.uk/</u>

The Third Age Trust

The Third Age Trust is the national representative body for U3As in the UK. It is both a limited company and a registered charity. It underpins the work of local U3As by providing educational and administrative support to their management committees and to individual members and assists in the development of new U3As across the UK.

The aims of the Third Age Trust are:

- 1. To encourage and enable older people no longer in full-time paid employment to help each other to share their knowledge, skills, interests and experience;
- 2. To demonstrate the benefits and enjoyment to be gained and the new horizons to be discovered in learning throughout life.
- Workers Educational Association (WEA) another independent charity, providing a wide range of courses for adults. Courses are focused on community involvement, cultural studies and second chance to learn http://www.wea.org.uk/
- **Open University** (OU) an organisation providing distance learning for anyone at university and lower levels in a very wide range of subjects. <u>http://www.open.ac.uk</u>

High Dependency Needs

Learning opportunities in the UK for older people with high dependency needs are more limited. Some NGOs have done work in this area. For example, the Alzheimer's disease Society has set up a number of choirs across the country, which brings people with dementia and their carers together to sing. These have been very successful. Other charities run reminiscence sessions with people in this group. For example, Age Exchange has been active since 1983 in the context of an emerging awareness of the value of reminiscence work, especially in care settings for older people. <u>http://www.age-exchange.org.uk</u>.

SUPPORT INFRASTRUCTURES FOR SENIOR COHOUSING IN THE UK

There are no specific support infrastructures to help anyone let alone older people set up cohousing in the UK. The UK Cohousing Network is the main source of help. It is a small non-profit organisation with a coordinator and a website which aims to promote senior cohousing as well as family-based communities. Members of the Network frequently respond to enquiries from interested groups and offer advice and give lectures and workshops. In recent years, the Network has focused strongly on the potential of this form of collaborative housing for older people, aiming to introduce it to a wider population and to encourage policy makers, developers and housing associations to promote and facilitate it.

The Joseph Rowntree Foundation held two national workshops in the UK focusing on older people and cohousing, as part of its Ageing Society Programme. These workshops produced a report in 2013 which may be obtained online

http://www.jrf.org.uk/sites/files/jrf/senior-cohousing-communities-full.pdf

Type of training given to residents in housing project:

Almost all cohousing projects in the UK include education and training of the inhabitants-tobe, study-visits to existing projects, lectures given by cohousing activists etc. The education and training is organised by the starting group or a local cohousing association in cooperation with the starting group. Some groups take their approach from the Study Groups 1 and 2 models described by Charles Durrett in *The Senior Cohousing Handbook* (2009) – models he adapted from the Danish experience for the USA.

General resources can be accessed via the UK Cohousing Network website to assist aspiring groups who wish to start new cohousing communities. See: <u>http://www.cohousing.org.uk/</u>.

Examples:

1. **'Cohousing: a conversation starter for how we want to live our later** lives' is the result of a research project between a university and the local Elders Council. cohousing - a conversation_starter_- a4_print_2.pdf

2. The Cohousing Toolkit

The toolkit deals with the practicalities of setting up a new community – legal structures, business planning and so on. The second part of the toolkit deals with the social capital issues and provides advice on group development, consensus decision making and other issues of this kind. <u>http://www.cohousing.org.uk/files/toolkit_march_2012_0.pdf</u>

3. Creating a Cohousing Community

http://www.cohousing.org.uk/files/creating_a_cohousing_community_0_0.doc

4. Quick Tips for Cohousers

http://www.cohousing.org.uk/files/quick_tips_for_cohousers_0.doc

The formal UK education system provides no educational approaches to any kind of cohousing in the UK. The Threshold Centre, a small, rural cohousing community of mixed ages, runs cohousing courses from time to time and these are well attended by prospective cohousers. For example, the Older Women's Cohousing Group (London) has benefited from a residential course at the Centre.

Demands for education and training for self-administration of communal senior housing in SWEDEN

Authors: Kerstin Kärnekull and Dick Urban Vestbro, Kollektivhus NU



What type of education/training is vital in order to extend and enhance skills and capacities of older people so that they can build effective social capital and participate in neighbourhood exchange and become effective cohousers? Cohousing is often initiated by active, usually younger, elderly people. However, in several Swedish projects the aim is to have a broad age distribution, either from 50 and older or intergenerational.

In a recently published handbook for seniors who want to live in community there is a sevenstep-model for planning, designing and moving to a senior housing. The model does not only describe the role of the planning group but also how a housing company/builder and a municipality can cooperate with the planning group and facilitate the process. When doing this the table below can be helpful.

Stages/actors	Planning group	Housing company/- developer	Municipality
<i>Take an initiative and form a group</i>	Identify interested persons Agree on orientation of the cohousing community Register an NGO Recruit more members (continuously)	Analyse the housing stock of the company Prepare for receiving people who want to live together	Start planning and inform about senior cohousing Identify target groups Register applications and act as a contact hub
Develop the idea	Write a program for the housing project	Open up for group initiatives, open website for interest registration etc	Work out a physical plan on an appropriate piece of land Formulate requirements for the use of the site
Decide on economic frameworks and tenure	Discuss financing and budgeting Take decision about ownership/tenure Decide to start the project	Are there existing buildings suitable for the project?	Advertise the possibility to join the community at meetings, website etc
Find partners and start the project	Take decisions about form of implementation and collaborative partners Prepare criteria for allocation of apartments	Make a formal agreement with the cohousing group Make a time plan with clear deadlines Determine economic frameworks and settle rent levels	Allocate land and agree on ownership/tenure/leasehold

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Plan and design	Coordinate the various	Determine spatial and	The municipality appoints
	requirements from group	technical requirements on	a contact person with the
	members	buildings	group
	Determine the working	Secure attention to	
	tasks of group members	requests from the group	
Prepare occupancy	Decision about procurement	Make an agreement about	Continues follow-up
	Prepare procedures for	use of common spaces	
	moving in, including order	Decide about sale and	
	of priority	rent of apartments	
		Contract writing	
Move in and	Moving in	Practical support when	Final control (licence?)
live	Regular meetings about	moving in	Follow up of the municipal
	housing issues	Education and	contribution
	Documentation of the	information	Lessons for the future
	process	Regular consultancy	
		Follow-up and feed-back	

Figure 1. Seven steps towards a senior cohousing community. From Blomberg and Kärnekull, Bygga seniorboende tillsammans – en handbok, Stockholm 2013.

The scheme also indicates different kinds of special knowledge and skills needed in the differrent stages before and after moving in. Other types of skills are needed after occupancy, concerning day-to-day organisation of the tenant's activities, the self-administrated property management and how to build effective social capital and participate in neighbourhood exchange.

Type of training given to residents in cohousing projects:

Almost all cohousing projects in Sweden include education and training of the inhabitants-tobe, study-visits to existing projects, lectures given by cohousing activist's etc. The education and training is organised by the starting group or a local cohousing association in cooperation with the starting group. Early in the process one or several meetings are arranged to spread the ideas and attract new members to the project.

To engage in a study circle and take part in common meetings is often a prerequisite for queuing for a flat or becoming a member of the cohousing association. The local organisations have formed their own study circle structure. All follow the Swedish Folkbildning set of rules. This means that the study circles can be arranged in cooperation with study associations and get funding from them.

Karlskrona Seniorhusförening uses its own handbook, published on the website. Other books used for studies are "*Gemenskap och samarbete*" (Grip & Sillén, 2008) and "*Bygga för seniorer*" (Kärnekull, 2012).

Type of training given to partners/volunteers/employees:

Cohousing projects often spend lots of efforts and time on introducing the idea of cohousing to municipalities (politicians and leading officials), housing companies, developers, construction companies, architects etc.:

Karlskrona Seniorhusförening has contacted all housing companies, construction companies in their region as well as the local authorities, to underline the need for good senior housing and for cooperation in new projects. It has also arranged seminars for financiers and banks to make them understand that seniors are good and reliable clients and good guarantors for successful projects and to make them understand new forms of tenancies.

Kollektivhus NU and some other national or local associations cooperates with central associations like SABO or with municipalities and municipal housing companies to make them understand cohousing better, identify problems and risks and find new solutions.

Support infrastructures to help older people set up cohousing:

The most important support is given by existing cohousing and senior housing projects and their associations, Kollektivhus NU on national level and Karlskrona Seniorhusförening, Boföreningen Framtiden, Boihop and Kollektivhus in Malmö.

In 2012 the central organisation Föreningen för Byggemenskaper (The Association for Building Communities) was founded. The association has got support for an internet-based planning platform from the Delegation for Sustainable Cities

Educational approaches to senior cohousing:

Most cohousing projects have used "folkbildning" as a tool to organise meetings, studycircles etc. The local association Boföreningen Framtiden together with the cohousing projects Sjöfarten and Dunderbacken are examples of this.

The two big national organisations for pensioners, PRO and SPF, have also through some local associations taken active part in forming and planning of senior community housing. Some of these have partly been funded by different kinds of EU-projects like the European Social Fund. Two projects of this kind are "Förenade Solhem" and "Lagnö Seniorbo".

In Gothenburg, the Women's Folk High School has played an important role in introducing the idea of senior cohousing and the forming of the local association "Boihop".

Dissemination

All kinds of dissemination are critical in order to make the idea of senior cohousing known and accepted. It is to a large extent carried out by each cohousing project itself. However, the national network Kollektivhus NU supports dissemination and promotes contacts between existing cohouses. Most of the cohouses have an Open house weekend every year in the beginning of October when usually many people visit the house to get informed. Kollektivhus NU arranges seminars and makes current research available to members. Much of the dissemination is carried out by the inhabitants in the individual cohousing project through receiving visitors for dinner or taking care of study groups, and when visitors find the idea appealing they spread the idea further.

Photos and video links

<u>www.youtube.com/watch?feature=player_embedded&v=zf6Didl27Ao</u> (Cohousing - ein skandinavisches Wohnmodell // mit Untertiteln)

Recommended literature and Internet links

Blomberg, Ingela and Kerstin Kärnekull, *Bygga seniorboende tillsammans – en handbok*, Stockholm 2013.

Grip, Elsa and Ingrid Sillén (eds), *Gemenskap och samarbete, att bygga upp och bo i kollektivhus*, Stockholm: SABO AB 2006

Kärnekull, Kerstin: Bygga för seniorer, Stockholm 2012.

Websites:

www.kollektivhus.nu (Kollektivhus NU/Cohousing NOW)
boihoporg.wordpress.com/ (Boihop, a regional association in Gothenburg)
http://kollektivhus.wordpress.com/ (Kollektivhus i Malmö, a regional association)
www.boframtiden.com (Boföreningen Framtiden, a regional association in Stockholm)
www.byggemenskap.se (The Association for Building Communities)
www.seniorhus.se (Karlskrona Senior Housing Association)

Demands for education and training for self-administration of communal senior housing in POLAND

Authors: Magda Wnuk-Olenicz, Marian Ferenc, Fundacja Aktywny Senior



Today, in Poland little attention is paid to housing for seniors by picking specific requirements according to age, but not yet in need of institutional care or personal care. In Poland there are no proposals/offers of housing for people, who want to be residentially independent. While municipalities and other developers build care housing and social housing, a growing group of independent seniors cannot find an appropriate offer in the market or in the public sector. Those people often occupy flats or houses which are rather expensive in exploitation, but on the other hand, they seem to be open to move to a smaller housing being tailored to their own needs. These people just want (and can afford) an independent apartment but with the appropriate standards which would meet the demands of the age. At present the Polish property market does not provide any suitable offer for this sector. In many countries this kind of problem has found a specific solution which should be included into the Polish debate about senior housing.

Interest in neighborly exchange on managing apartments

Cohousing is a good prevention of aging, aging in community, not in isolation. The essence is the participation of future users in the design of housing teams in such a way that the space will allow neighborly (contacts), give support, create a safe surrounding free from architectural barriers.

Flats or houses have to be fully independent (self-contained) next to the common space that is used by all residents. Community itself manages the cohousing center which brings the reduction of the costs.

Benefits of cohousing:

- inclusion of seniors into active and creative way of life.
- reinstatement of their self-confidence
- foundation of a platform for mutual help and advantageous conditions to learn, develop and build the personal contacts

There might be a lot more of the benefits but now they are difficult to define since Polish experience in this matter is pretty poor.

Cohousing is for seniors who have specific requirements due to their age and dependency.

Right now in Poland seniors live in nursing homes which are called DPS (Homes of Social Help). They are partially financed by the seniors themselves and partially by the municipality offices.

The solution of cohousing is perfect for these seniors who are independent. It is a competitive idea to DPS because DPS kills the active approach to life and excludes the seniors from everyday life.

Actors that can provide education for management

Colleges and universities providing studies on: andragogy, social gerontology, elderly assistant, social work. We see the role of our foundation as an entity which popularizes and disseminates the idea by organizing meetings, discussion forums, seminars and publishing promoting materials.

Planning procedures for the development of cohousing

The analysis of the market is necessary. It is very important to work on public awareness, education and old age. The local governments must take care of it. The conditions for creating a community:

- The offer should match the individual needs of the persons concerned,
- Knowledge of the history and future residents habits biological diagnosis,
- Preparation of the project and the appointment of management: manager, deputy economist, graduate geriatric care,
- Analysis of the relevant market potential residents,
- Preparation of the construction project with the arrangement of space,

To what extent @ktywny Senior could carry out training

Foundation has a venue where all events can be organized. It also cooperates with different experts and is in the process of building the portal <u>http://cohousing.pl/</u>

Appendices to the Swedish report

Type and demand for training to improve management of collective housing projects:

Cohousing Communities often constitute a very small portion of a housing company's stock. It is important to keep the owner/property manager well informed about cohousing principles and what it takes to cooperate with self-managing tenants.

Kollektivhus NU has arranged several seminars on different topics (types of tenure, conflict solving,) and often also invited housing companies and their organisations to these.

The Cohousing communities are also striving to have a good relationship with the owner/property manager. As an example, Färdknäppen organises meetings with the local property management several times a year and invites the board of the owner (a municipal housing company) every fourth year, when the board is re-elected. The staff engaged in letting flats is also regularly invited to visit in order to make them understand how a collective house functions and make them ambassadors for the idea.

The role of developers, housing associations etc. in facilitating cohousing:

Education and inspiration is needed on all levels, from local to central. The best results, as in Sweden in the 1980's when many cohousing projects were built, are achieved when there is an interest both on local and central level, supported by research and by authorities.

In the recent book "Cohousing Cultures" the importance of political support is described with the city of Stockholm as an example. The mayor took a lot of initiatives in the late 1970s, which led to the building of more than 15 collective housing projects in the 1980s. Recently cities like Gothenburg, Malmö and Linköping have decided to support group initiatives as a part of their housing policy.

Municipalities and developers can help starting groups in many ways as shown by the "Seven steps scheme".

Municipal housing companies have been the most important of all cohousing developers. Their national association SABO has engaged in cohousing (with low intensity) since the 1980s by giving support to projects, publishing reports and a handbook "Gemenskap och samarbete" in cooperation with Kollektivhus NU, forwarding new forms of tenure suitable for cohousing etc.

Support infrastructures to help older people set up cohousing:

The distinction between building and housing communities is fluid (but not all building communities aim at being a housing community).

In Sweden, several central authorities and political initiatives have engaged themselves in cohousing (again with low intensity). The National Board of Housing, Building and Planning, (Boverket) has investigated problems and obstacles that cohousing projects meet due to planning and financing legislation.

Boverket has also published a handbook on the new form of tenure previously mentioned, cooperative tenant's associations, and supported two cohousing projects, Kornet in Mölndal and Landgången in Malmö.

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The National Board of Building Research (today the Swedish Research Council 'Formas') played an important role in the late twentieth century by funding research on cohousing and publishing many reports.

A government commission, Growing Old Living Well (2009 -2012), managed by the Swedish Institute of Assistive Technology, has financed two recently published books. One is "Senior Housing together – a Handbook" and the other an overview of elderly living in some European countries. The chapter on Denmark focuses on senior cohousing where Denmark is a world leader.

A few municipalities promote the idea of senior co-housing or communal living, among them Gothenburg and Karlskrona. Some also encourage building communities (groups of people that act as a client together, trying to realize their own ideas about housing and living).

Coompanion is an organisation that gives information, advice and training on cooperative development and cooperative companies. Coompanion gave active support to Förenade Solhem and has been engaged in other senior housing projects, often in rural contexts.

Dissemination

In Stockholm, Gothenburg and Karlskrona, local associations are engaged in forwarding new co-housing and senior housing projects (Föreningen Framtiden, Boihop, Karlskrona Senior-husförening).

The National Board of Planning has financed some studies of co-housing projects in Mölndal and Malmö: <u>http://www.boverket.se/Om-Boverket/Webbokhandel/Publikationer/2005/Leva-och-bo-i-gemenskap/</u>. http://www.boverket.se/Om-Boverket/Webbokhandel/Publikationer/2007/Bifrost-Molndal/.

A good way to spread ideas is to inspire research and student's theses and dissertations. Right now, the interest at universities is growing and Kollektivhus Nu helps students, researchers and journalists with ideas, contacts and other information and spreads information about completed works