

DEBBI – Discontinuous careers as opportunity for innovation –  
Development of innovation capacities in discontinuous careers by the  
design of occupational innovation systems and coaching  
(11/2011 – 4/2015)

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Within the framework of the BMBF programme „The capacity for innovation in a modern working environment“ – topic area 2.1. „Potentials for innovation in the context of demographic change“



## Three central issues of research in DEBBI

**Innovation:** modern economies have to be successful in terms of capacity for innovation and creativity to be competitive. Key qualification for innovation is a creative way of linking unconnected knowledge

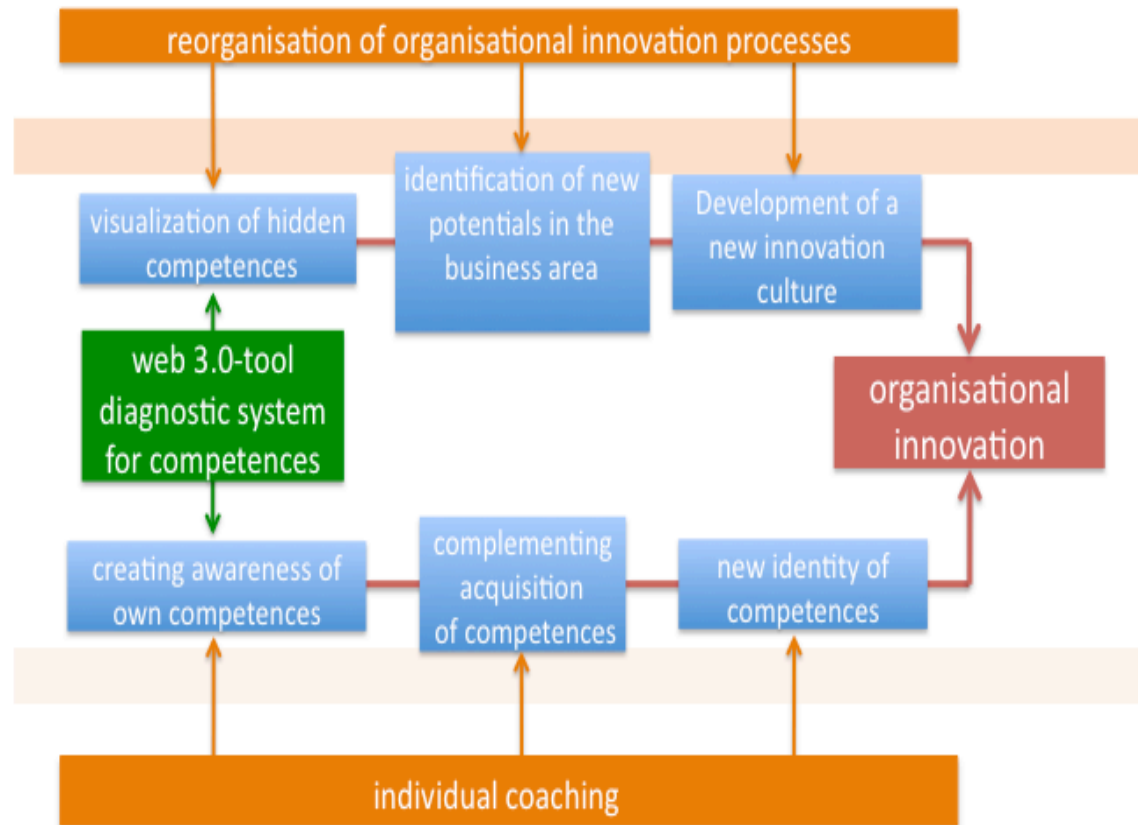
**Demographic change:** Economy fears a decline of creativity and capacity for innovation because of employees getting older; research does not prove a direct context of age and capacity for innovation; limiting factors have to be eliminated

**Discontinuous career paths:** are evaluated in a different way (successful/ precarious ; positive/negative); they generate higher key qualifications and more diverse knowledge; older employees are potential drivers of innovation; plurality of competences can influence positively processes of innovation

## Overall goal

On the example of the IT sector and its specific conditions of work and innovation, which are characterized by discontinuity the project intends to investigate organisational and social factors for success and failure concerning older, innovative employees. On the basis of the results those factors shall be newly designed.

## Field of Action: Companies



## Field of Action: Employees

DEBBI = two scientific and one practice-based sub projects

Sub project – FIAP Gelsenkirchen:

Innovation oriented analyse and design of models for new professional careers – **Debbi-Inno**

Sub project - IPP München:

Chances and risks of new professional careers for individual life courses:  
realisation opportunities and subjectiv concepts of successful aging and discontinuous career  
paths – **Debbi-Risk**

Sub Project – adesso AG:

Development of web 3.0 based instruments to identify innovation potentials – **Debbi-Tech**