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Why Sparkling Grey?

Sparkling Grey project aims to provide SMEs of textile and metal sectors with adjusted and innovative human resources management strategies that address age and multi-generational issues while supporting career management skills, specifically targeted to senior workers.

Creating a bridge between organisations and their senior workers, the project also uses the potential of the multi-generational workforce to promote age-friendly workplaces (as well as to ensure more equal opportunities between workers of different ages) and to boost knowledge transfer and intergenerational learning that benefits both, the companies and the (young and older) workers ([Find out more here](#)).



What is the employers and managers perspective?

A survey carried out with 77 employers and managers from five different countries, shows that:

- The promotion of knowledge retention/transfer is a priority for SMEs;
- Future age-friendly policies and procedures shall focus mostly are: i) retention of talented senior workers; ii) training and development of senior workers; and iii) flexible work options for preparing retirement of senior workers;
- SMEs are lacking policies and procedures promoting, particularly to promote: i) career plans for senior workers; ii) recruitment and selection of senior candidates; and iii) job-design targeting senior workers.

How workers see it?

Main results from a survey carried out with 85 answers from five different countries suggests that:

- The promotion of knowledge retention/transfer inside the company is a priority for SMEs, nevertheless the promotion of an active ageing of the workforce needs to be strengthened;
- Tools and guidance material, as well as training programmes are welcome, especially related to: i) retention of talented senior workers; ii) training & development of senior workers; and iii) multigenerational teams;
- Practices for effective knowledge transference/retention inside the company between workers of different ages would also contribute to an age friendly and multigenerational environment.



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What do trainers, consultants and guidance professionals' think?

59 trainers, consultants and guidance professionals from five different countries, participated in a survey, providing inputs based on their field of expertise and knowledge. Main conclusions point to the fact that:

- The promotion of knowledge retention/transfer inside the company is a priority for SMEs, together with the promotion of an intergenerational learning environment, and the promotion of an active ageing of the workforce needs to be strengthened;
- SMEs policies and practices often do not promote issues such as: i) career plans for senior workers; ii) recruitment and selection of senior candidates; or iii) job-design targeting senior workers.

What's next?

Consultation with Experts

After an in-depth desk research and field work, Sparkling Grey project team is now preparing a consensus building with experts on possible scenarios and strategies in what regards to the future of age-friendly management, intergenerational environments and knowledge transfer policies, practices and procedures. If you are a human resources expert on these fields and would like to participate, please [contact us](#).

State of the art report

A descriptive report on the current scenario of existing human resources management strategies addressing age and multi-generational issues and tools specifically targeted to senior workers will be published before the summer. If you wish to receive a copy, [contact us](#).

Who We Are? – Meet the team!



www.sparkling-grey.eu

Find us on



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