



2nd Edition - August 2017

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](#)).



Find us on  www.sparkling-grey.eu

What are the scenarios, visions and strategies that experts and policy-makers have considered as most relevant?

- 1) New human resource management strategies more sensitive to the needs of senior workers, and multigenerational issues including procedures for early and systematic transfer of knowledge;
- 2) Decrease of know-doing and know-how gap through the combination of human resources management strategies sensitive to age and promoting knowledge transfer.

SCENARIOS

- 1) Development of financing schemes for training and best practices on HR empowerment strategies, for the promotion of technical/practical skills (particularly of senior workers) that support SMEs activity in the framework of industry 4.0;
- 2) SMEs will enjoy a multigenerational workforce in which HR management strategies will promote knowledge transfer among generations, and senior workers will be treated sensitively, receiving the right treatment for their years of work and their experience. Companies will be competitive through the reduction of the know-doing and know-how gap and the promotion of knowledge transfer reassured through multigenerational policies, also affecting positively in their workforce and economic situation.

VISIONS FOR TEXTILE AND METAL SMES IN 5 YEARS

- 1) Valorisation of the role of senior workers regarding management and transfer of information, capitalising the knowledge and experience accumulated in the organization through appropriate tools and methodologies;
- 2) Development of human resources management strategies sensitive to a multigenerational workforce that encouraging lifelong learning processes effectively support senior and experienced workers and foster know-doing and know-how within the company.

STRATEGIES



Co-funded by the
Erasmus+ Programme
of the European Union

This project has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein. Project N°.: 2016-1-PT01-KA204-022852



SPARKLING GREY

Guidelines/ recommendations towards a common framework for age-friendly and multi-generational management strategies

A common framework for age-friendly and multi-generational management strategies must be built upon the development and operationalization of financing schemes (such as awareness raising, training, consultancy, coaching, mentoring actions, etc.) addressing different target groups; the creation of a catalogue of successful policies/ practices adopted by different organisations to address demographic-related challenges linked to age and multigenerational issues and with knowledge transfer; and the implementation of informative actions and campaigns to encourage and support workers and companies to be involved in a shift of paradigm to ensure an effective response to the emergent needs.

| Next Project's Activities | 09-2016 | 02-2017 | 08-2017 | 02-2018 | 08-2018 | 02-2019 |
|--|---------|----------------|---------|----------------|---------|---------|
| Development of an online assessment and training tool | | [Progress bar] | | | | |
| Companies' self-assessment | | | | [Progress bar] | | |
| Development of training modules for managers and HR managers | | [Progress bar] | | | | |
| Development of training modules for workers | | [Progress bar] | | | | |
| Development of on-the-job activities for workers | | [Progress bar] | | | | |

Find us on 

www.sparkling-grey.eu

Who We Are? – Meet the team!



Co-funded by the Erasmus+ Programme of the European Union

This project has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein. Project N°.: 2016-1-PT01-KA204-022852