

Target groups

SMEs from the metal and textile sector
SMEs business owners / general managers
Trainers, consultants and guidance professionals
Human resources managers
SME senior employees
Experts and policy makers



SPARKLING GREY

Turning silver into gold through management strategies that effectively address an ageing and multi-generational workforce

www.sparkling-grey.eu



Consortium

INOVA+

INOVA/ (PT)
www.inovamais.eu

bitmedia
member of eee group

BITMEDIA (AT)
www.bitmedia.at



ESENIORES (FR)
www.eseniores.eu



INNOMOTIVE (HU)
www.innomotive.hu



FONDO FORMACION EUSKADI (ES)
www.ffeuskadi.net



CITEVE (PT)
www.citeve.pt



FVEM (ES)
www.fvem.es



FYG CONSULTORES (ES)
www.fygconsultores.com

Co-funded by
the European Union



Follow us!
/ Sparkling Grey Project

This project has been funded with support from the European Commission. This publication [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

Objectives

Sparkling Grey 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.

Main Activities

- / Desk research, literature review and consensus building
- / Questionnaires and interviews with representatives of the target groups
- / Co-development of the project resources with involvement of the target groups and end-users
- / Testing the results in real scenarios within SMEs of textile and metal sector
- / One dissemination event will be organized in each of the participating countries to show case the products developed and inform about the results of the testing sessions
- / A final conference will take place in Valencia, Spain, during the summer of 2019 aiming to present the results and lessons learned to wider audiences and exploit the tools and materials of the Sparkling Grey

SPARKLING GREY

Expected Results

- / 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
- / Recommendations and guidelines developed with and for policy makers towards the promotion of conditions facilitating the adoption of innovative human resources management strategies
- / An assessment tool for SMEs supporting the identification of the suitable strategies adjusted to an aged and multi-generational workforce
- / A toolkit for enterprises (employers and HR professionals) supporting the effective integration Human Resources strategies for age and multi-generational work environments
- / A toolkit for individuals (senior workers) supporting career decisions, skills development and retirement processes
- / An on-the-job guide for practical activities promoting age friendly and multi-generational interactions and knowledge transference inside the SMEs
- / A train-the-trainer package supporting the exploitation and utilization of the project results, guiding trainers and counsellors on how to support SMEs to adopt human resources management strategies addressing age and multi-generational issues

www.sparkling-grey.eu