

Because the road is no longer limited at 60



SilverR.

*a toolbox for performance
through age management*

www.silver-project.eu

SilverR



In Europe, over 1 employer out of 3 runs into difficulties in recruiting...

... however, unemployed older workers, experienced and often specialized, do not succeed in returning to work.

Over the last 50 years, life expectancy kept on increasing to reach 71 years for men and 79 years for women...

... however, in Europe, the average exit age from the labour market remains 61 years.

On average, 25% of enterprises' critical skills are mainly held by older workers...

...however, there is no organized knowledge transfer towards other generations in most companies.



Manage age-related risks and build an adapted answer to efficiently steer your competitiveness

*Act
Measure
Analyse*



Support enterprises in looking at the age of their workforce

Are key skills threatened by disappearance?

What will be the impact of retirements on the enterprise?

In a tense labour market situation, how to fill vacancies left by retirements?



Analyse strengths and weaknesses to control the identified risks and stakes

Do some age-related factors jeopardize the competitiveness of the enterprise?

What are the priority action fields: skill transfer? intergenerational relationships? recruitment?

Which key positions must be particularly paid attention to?

What knowledge must necessarily be transferred to other persons?



Build an action plan to implement the necessary measures

Which changes will allow your enterprise to hold people in key positions longer?

What tools and techniques can be used to retain the Human Resources of the enterprise?

Which actions must be implemented to ensure knowledge transfer?



**Steer the operational action plan...
... to make the competitiveness of your enterprise durable**

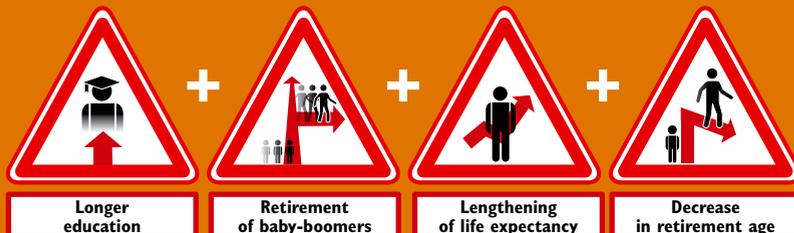
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*We know that in the very near future,
7 of our older workers holding
critical positions, will retire.*

*And yet, for lack of time and means,
we have not started the knowledge transfer.*

*Head manager
of a subcontracting SME of car industry.*”

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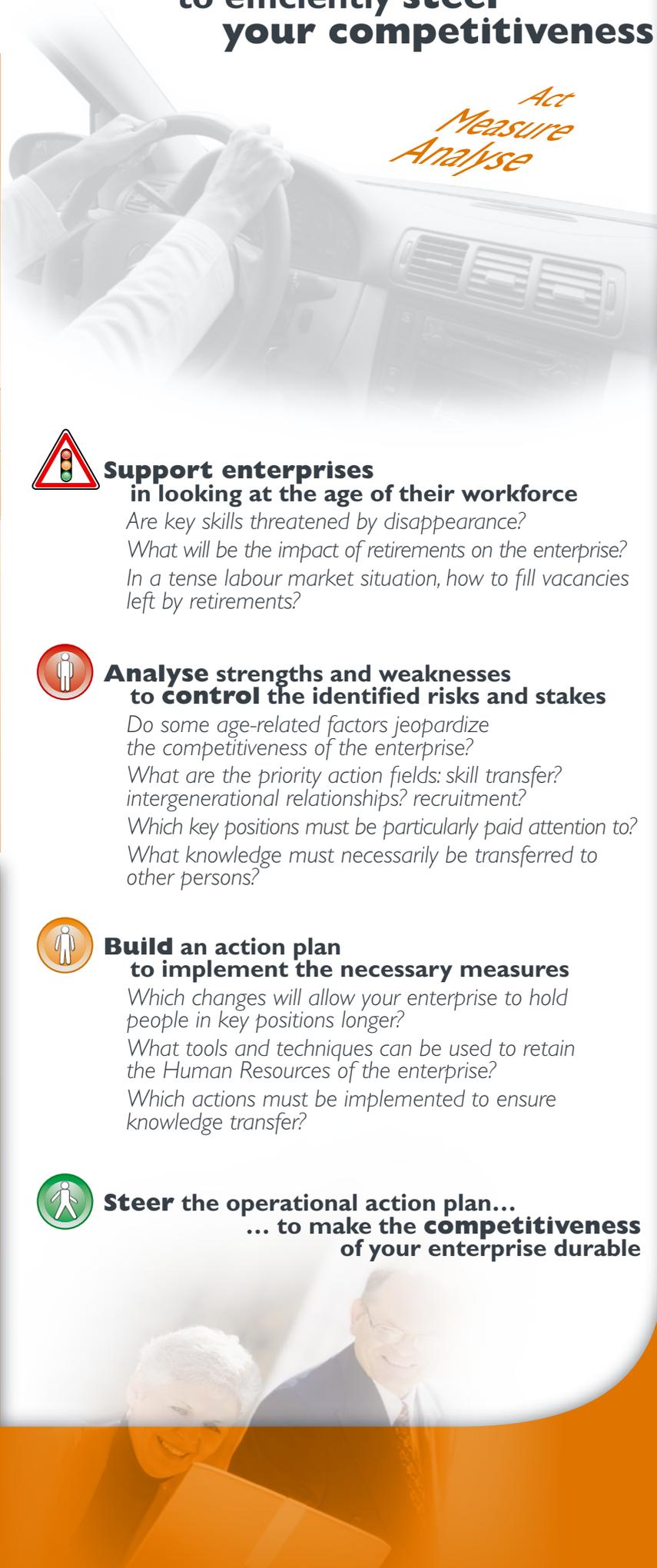


= less and less active people to support more and more inactive people!

The SILVER process equips enterprises with the means and tools necessary to get through the demographic shock easily.

It enables enterprises to hold back the talents that play a key part in their competitiveness.

It is based on a twofold -corrective and preventive - logic.





Education and Culture DG

Lifelong Learning Programme

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