

Talent Management

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Project objectives

The main objectives of this project are:

- To raise awareness amongst companies about the importance of managing their talent, particularly the one which comes from the experience of those over the age of 45.
- To develop materials aimed at companies, trainers and HR professionals, which create itineraries to improve the professional skills of those over 45, according to the new job market demands.
- To avoid the exclusion of this group from a labour market that constantly requires new skills.



Training course for companies, trainers or HR professionals

From 3 to 5 October, the course was held in Czestochowa (Poland) organised by INBIE. The participants were trained to use the guide created by the project partners: 'Talent Management Guide: training recommendations for people over 45'. The participants were trainers and HR professionals from the partner organisations.



Talent Management Guide: training recommendations for people over 45

This guide is aimed at companies, adult and corporate trainers, and HR professionals. It addresses the specific problems faced by workers over 45 who are active in the labour market but are at risk of exclusion and of becoming long-term unemployed. Suggestions for training are also given.