

Do you recognize talent?



The TRAINING PROGRAMME on "Talent Management and Analytics 4.0 for SMEs in Europe"

The main product developed by the TALENT 4.0 partnership is the Training Programme aimed at training SMEs and their responsible HR staff in the implementation and application of modern talent management. The Training Programme is an extra-occupational course addressed to the SMEs' owners and managers, Human Resources responsible staff, supervisors, internal and external consultants and educationalists. This programme is designed for people who already have some years of professional experience and qualifications in the area of HR. However, the flexibility and the way it is designed makes it also applicable to people in various industries with less qualifications.

The Training Programme consists of five Modules based on the four Talent Management Pillars and intends to provide the target group mentioned above to develop knowledge, skills and qualifications that can directly be used and integrated in the everyday work.

The training modules cover the following topics:

- Module 1: Check-in to **Talent Management** for Industry 4.0
- Module 2: **Attract** - How to find best-fit and attract the right people
- Module 3: **Develop** - Leading with care and clear action
- Module 4: **Motivate** - Establishing a high performance culture
- Module 5: **Retain** - Offering prospects for lasting commitment

You can find more details concerning the modules content, duration, learning outcomes and certified degree at the following link: <https://t4lent.eu/index.php/talent-4-0-training-programme/>

[//t4lent.eu/index.php/talent-4-0-training-programme/](https://t4lent.eu/index.php/talent-4-0-training-programme/)

Follow us on Facebook



TALENT 4.0 Web



The Training Programme is currently tested within the project consortium in seven European countries through the implementation of local pilot activities, face-to-face or online, opened to SMEs representatives and HR consultants and educators.

Here some results from Cyprus, Italy and Spain:

CYPRUS

The online training sessions were attended by professionals holding positions in the HR department or as executives in local SMEs and the programme mainly focused on the Attract and Retain talents. Participants were guided on how to adopt innovative digital tools into their work that will contribute to an effective and efficiency HR management as well as to the improvement of talent management processes.

ITALY

The training programme, carried out online due to the Covid-19 restrictions, was appreciated by the participants for its innovative and digital contents aimed at a more effective management of human resources, with particular regard to the attraction of talents through the development of a strong Employer Brand. The presentation of LinkedIn as a tool for attracting the right people, has been positively evaluated above all by the small companies representatives.

SPAIN

Participants were company's representatives, most of them SMEs belonging to the industrial sector, who appreciated the practical contents of all five modules, in order to improve their talent management practices.

Current TALENT 4.0 Activities

The TALENT 4.0 project is coming to its end, but before that, the partnership is glad to invite you to join the Online International Conference "*Talent Management 4.0 in times of pandemic*" scheduled on **22 March 2021** (13.30-18.00 CET).

The conference aim is to support SMEs, HR professionals, business advisors and educators to navigate the COVID-19 period with suitable talent management practices and tools from the EU-Project Talent 4.0 and inputs and experiences from European experts.

The participation is free and you can register for your place here:

<https://forms.gle/5jM2yXGav3aeefAQ8>

Project Partners

TALENT
CENTER



IHK-Projektgesellschaft mbH
OSTBRANDENBURG



CARDET



International network for knowledge and job



FVEI

FEDERACIÓN VIZCAÍNA
DE EMPRESAS DEL METAL
BISCAY FEDERATION
OF METAL COMPANIES

Disclaimer:

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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