

# **SILVER'S<sup>TM</sup>** **COMPETENCE** **PASSPORT**



**SILVERS ARE NOT JUST SILVER,  
BUT PURE GOLD**



# **WHAT MAKES US STAND OUT?**

---

**Recognizing the  
ongoing changes in  
today's labor market**

**Long-term orientation  
in human capital management**

**Many years of experience from  
working with mature people  
– Silvers**

# **WHAT MAKES US STAND OUT?**

---

**Alignment of projects with the needs, trends and challenges of employers and employees**

**Promoting role models of women in business**

**Working for diversity, inclusivity and fighting with the stereotypes about Silvers**



# OUR ACHIEVEMENTS SO FAR

---

14 years of efficient operations

10 implemented one-year and multi-year projects, e.g. "Academy of Active Senior Volunteers", "Competence growth as a driving force for change."

5500 satisfied beneficiaries

100 volunteers supporting the foundation's activities for more than 20,000 hours

54 partners during the implementation of projects, including: universities, offices, national and international organizations or companies

59 awards, certificates, acknowledgements and distinctions won (Among others: Wrocław Volunteer Group of the Year, Active at 100%, Friend of Seniors).



[f-as.pl/10-lat-fundacji](https://f-as.pl/10-lat-fundacji)



# SILVER'S COMPETENCE PASSPORT

---

**Silver's Competence Passport is an innovative tool for the diagnosis, development and gratification of a mature employee.**

## THE OFFER INCLUDES:

individual consultations with a career counselor (tests of professional predispositions and preferences, questionnaires of skills, abilities, interests and values, as well as a biographical interview to define the competencies possessed by a Silver and to determine an individual path of professional development)

individual consultations with a psychologist (diagnosis of personality potential, strengthening self-esteem, sense of efficiency and operability, strengthening motivation to act, and countering professional burnout)

conducted separately by a career counselor and psychologist workshops on personal and social competencies, on personal development, on functioning in the modern labor market,

development of Silver's Competence Passport (containing Silver's Competence CV, opinions of a career counselor and psychologist on the employee's competencies, personality traits, qualifications, talents, needs, capabilities and limitations, definition of the goals of professional and social development).

# BENEFITS FOR EMPLOYERS

---

## ECONOMIC:

flexibility in employment

implementing a new employee (junior) is more costly than improving the already employed ones (Silvers)

no probationary period and no recruitment costs

growth of the firm's competitiveness in the labor market

increase in the company's productivity



# BENEFITS FOR EMPLOYERS

---

## SOCIAL:

a modern and unique tool

motivational building of a diverse and inclusive organizational culture

full utilization of Silvers; potential in the company: transfer of knowledge and professional competence and discovering new skills, as well as opportunities

preventing social exclusion of Silvers



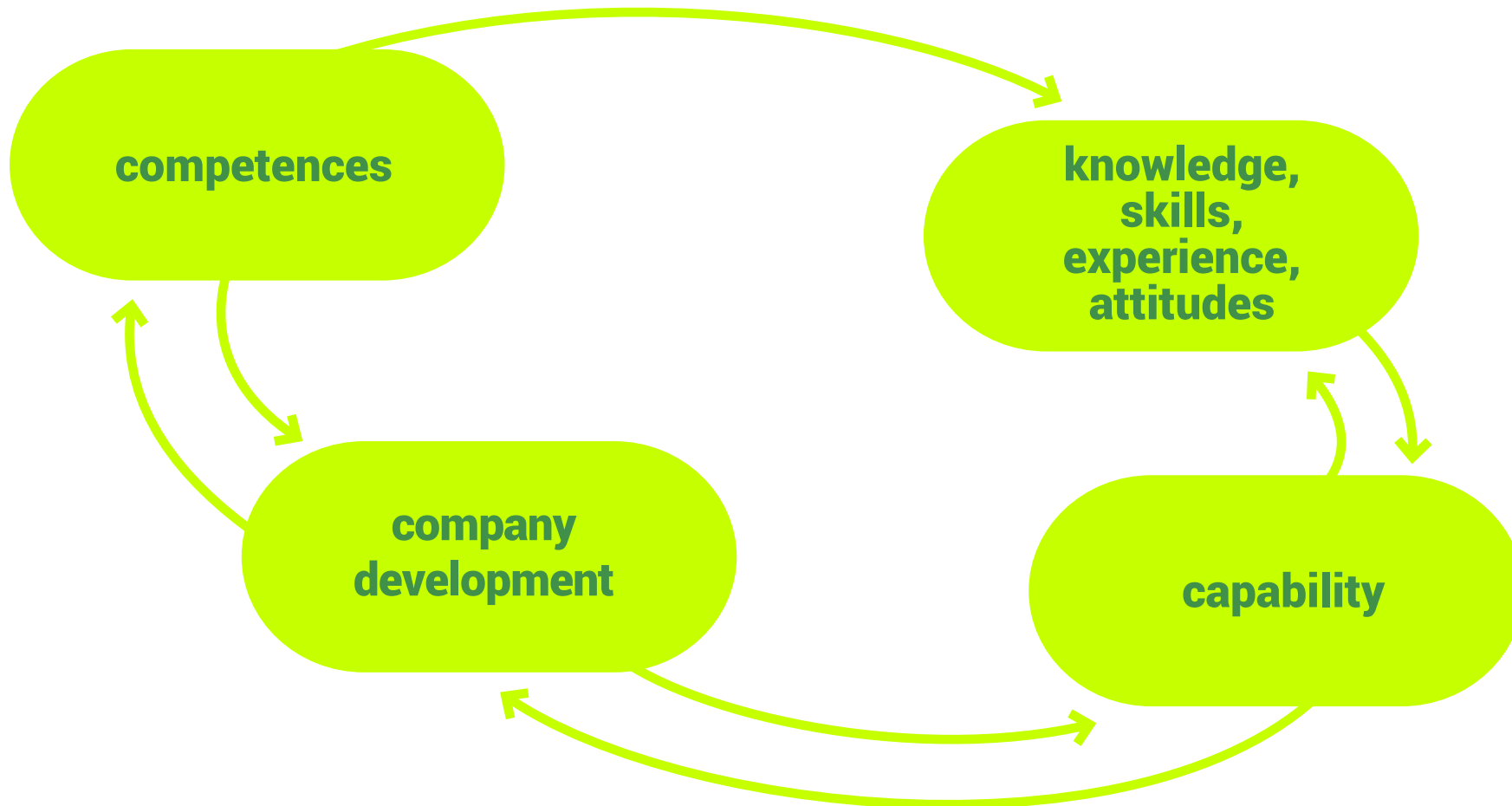


# THE ROLE OF SILVER'S COMPETENCE FOR BUSINESS

---

The stereotypical belief causes some companies to underestimate the potential of the oldest employees, to overlook their competence and to skip them in line for promotion.

With Silver's Competence Passport, you can join the ranks of companies that discover the potential inherent in mature employees and allow them to reach their full professional potential before retirement.



**WE ARE HELPING TO POLISH THE DIAMOND  
THESE SILVERS ARE**

**PARTNERSHIP**

---



  
**FOUNDATION  
ACTIVE  
SENIOR**

[przed60plus.f-as.pl/en/  
passport/#bonus](https://przed60plus.f-as.pl/en/passport/#bonus)

