

Supporting recovery and business transformation of
lighting & furniture SMEs for the Europe Industry of
Tomorrow

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SILEO Open Call for Talent Placement Projects

Online info session for Applicants

14th December 2023, 10:00 – 11:00 CET

Zoom platform



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SILEO Eurocluster project mission & Consortium

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SILEO Eurocluster project is co-funded by the EU Single Market Programme – COSME Pillar.

It concretely supports the **EU SMEs from the lighting & furniture sector** to recover from the COVID-19 crisis, **become more resilient to future shocks, be better prepared for disruptions in supply and value chains, more sustainable in their business operations and stronger connected to industrial and advanced technologies ecosystems.**

SILEO Consortium is composed of 7 key industrial lighting and furniture clusters from Italy, France, Spain, Austria and Romania



LIGHTING & FURNITURE SMEs

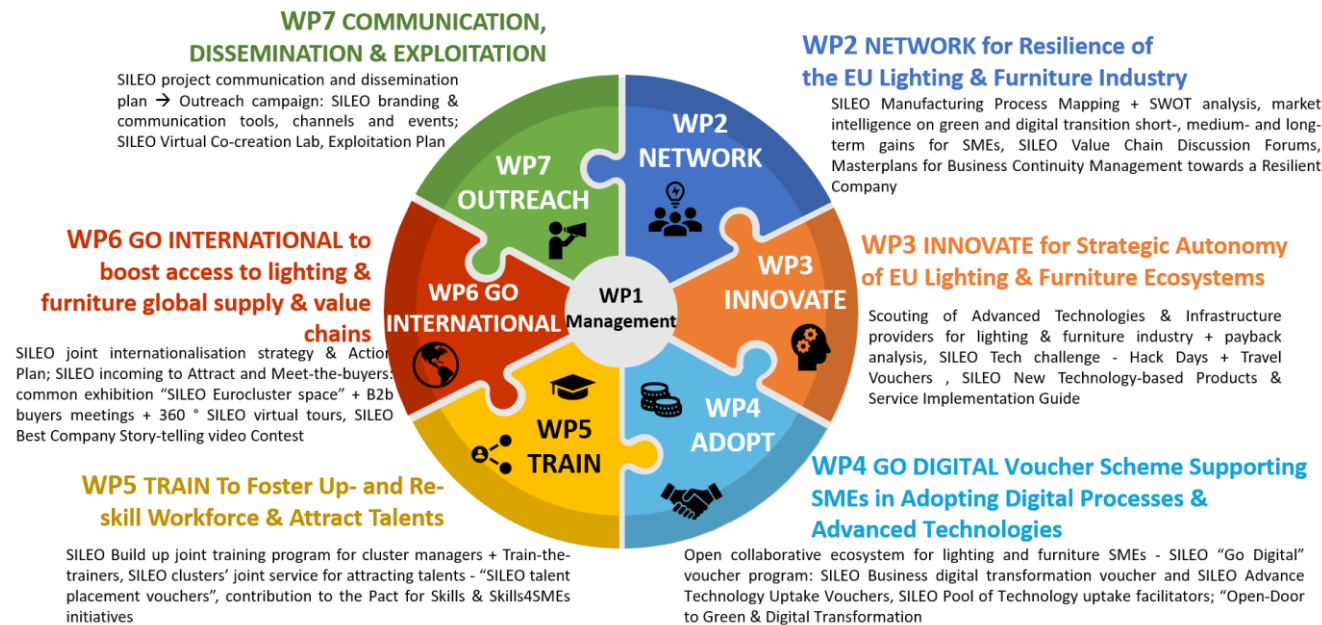


SILEO business support actions



SILEO supports SMEs with a **set of wide-ranging but well-crafted direct financial and non-financial support measures**, helping them to answer the digital and circular transition challenges.

SILEO offers strategic **market intelligence analysis** of the lighting & furniture sector to help SMEs start green and digital transition, tailored business expert consultancy, **training** and **talent placement programs**, support in capturing new international market opportunities, and setting **resilience preparedness masterplans for SMEs**, and much more 😊



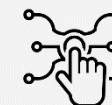
SILEO Financial support to lighting & furniture SMEs envisages “Voucher programme” (cascade funding) including as follows:

- GO DIGITAL Voucher scheme supporting SMEs in adopting digital processes & advanced technologies
 - SILEO “**Business Digital Transformation**” Vouchers (*upcoming 2° Call in end-January 2024*)
 - SILEO “**Advanced Technology Uptake**” Vouchers (*upcoming 1° Call in end-January 2024*)
- SILEO Hack Days to drive innovation in lighting & furniture (n°2 1-day international Hackathons organised in Romania and Italy for SMEs) → “**Hack Day Travel Vouchers**” (*upcoming Call in February 2024*)
- SILEO joint service for SMEs to attract talents → “**Talent Placement**” Vouchers – **THE CALL IS OPEN!**



**BUSINESS
TRANSFORMATION**

5.000 € / SME



**ADVANCED
TECHNOLOGY
UPTAKE**

10.500 € / SME



**HACK-DAY
TRAVEL**

500 € / SME



**TALENT
PLACEMENT**

4.000 € / SME



SILEO Open Call for Talent Placement Projects

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Financial support through the **SILEO talent placement projects** aims to help **SMEs attract talents and professionals** to reinforce company digitalisation and circular economy transitions and to **facilitate the job placement** of new graduates in the world of work.



Talent Placement projects aims at creating mutually **valuable relationships** between SMEs and professional figures in a time when **digitalization** and **circular approaches** are the main factors for **moving employees, and companies, ahead.**

Call opening: 27.11.2023 at 10:00 CET

Call closing: 30.01.2024 at 17:00 CET

The banner features a hand holding a megaphone on the left. At the top right, it includes the SILEO logo, the EURO CLUSTERS logo, and the text 'Co-funded by the European Union'. The main heading reads 'TALENT PLACEMENT PROJECTS' in yellow, followed by 'The Call is OPEN!' in white. The central text describes the financial support for lighting and furniture SMEs to attract talents and facilitate job placement. On the right, a 'DEADLINE' section shows a clock icon and the date '30.01.2024 17:00 CET'. Below that, a '\$' icon indicates 'Up to 4.000 € for an SME/project'. At the bottom, an 'APPLY NOW' button with a right-pointing arrow is followed by the website 'www.clustersubmissionplatform.eu'.



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SILEO Open Call for Talent Placement Projects

→ Terms of Reference

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Eligible organisations:

- ✓ **Small & Medium-sized companies (SME)** according to the EU definition
- ✓ SMEs from **lighting & furniture manufacturing** value chain. *No distributors, only manufacturing SMEs are eligible.*
- ✓ SMEs from **EU 27 Member States + Single Market Programme associated countries**

The priority is given to applications submitted by SMEs associated with the SILEO project clusters and SMEs located in one of the EU-13 member countries (*which joined the EU in or after 2004*) and regions different from the countries of individual SILEO partners.

Call conditions:

- ✓ Voucher amount: **max. 4.000,00 EUR / SME** in the form of *lump sum*
- ✓ Total budget for the Open Call: 200.000,00 EUR (*about 50 projects will be funded*)
- ✓ Applications from single SME operating in the lighting and furniture supply chains (*no partnerships needed*)
- ✓ The application must be written in English
- ✓ Talent Placement Projects must have a duration of min. 2 months and max. 6 months.
 - Starting date (understood as the contract starting date between Talent and SME beneficiary): between May-November 2024 (at the latest)
 - The talent projects must be closed by June 2025.



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SILEO Open Call for Talent Placement Projects

→ Talent Placement objectives

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The **SILEO Talent Placement** is the successful recruitment and introduction of skilled professionals in the lighting and furniture SME business environments that shall be confirmed with an employment contract for a duration of 2-6 months.

→ Please note: the “project” is understood as the **internship/collaboration contract implemented by the Applicant SME with the selected talent professional** (staff or assimilated staff contract according to national law).

→ **SUBCONTRACTING CONTRACTS ARE NOT ELIGIBLE!**

Talent projects must be submitted by an individual SME from the lighting and/or furniture ecosystem via the **SILEO Application Portal**.

Each application must include a **detailed description of the talent profile searched** (competencies, background, etc.), the **Collaboration Programme** and the related employment contract offered by the SME applicant. The Collaboration Programme should be executed in-person at the SME beneficiary premises and/or in a smart working format with part of the activities performed in presence.

The Collaboration Programme and the related employment contract must respect the minimum and maximum number of hours in line with the national labour laws and contract typology.

SILEO Open Call for Talent Placement Projects

→ Talent Placement objectives 2

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The TALENTS addressed by the SILEO Talent Placement Projects are individuals who have obtained:

- ✓ Diplomas of Higher Education and further education, foundation degrees and Higher National Diplomas (EQF5)
- ✓ Bachelor's degree (EQF6),
- ✓ Master's degree (EQF7),
- ✓ PhD (EQF8)

The European Qualifications Framework (EQF) is an 8-level, learning outcomes-based framework for all types of qualifications that serves as a translation tool between different national qualifications frameworks. For more information and to compare national qualifications frameworks across Europe visit: <https://europa.eu/europass/en/compare-qualifications>

The **working tasks** proposed by SME applicants **must concern the thematic areas of Industry 4.0 technologies, digital transformation and/or circular economy applied to the sectors of lighting and furniture** (business operations, manufacturing, production, marketing, etc. of the SMEs). The examples of the eligible business working areas (not exhaustive) and company departments are available in the Guideline for Applicants.

→ **Strict administration profiles are not allowed (i.e., secretary, clerk, administrator profile and similar).**



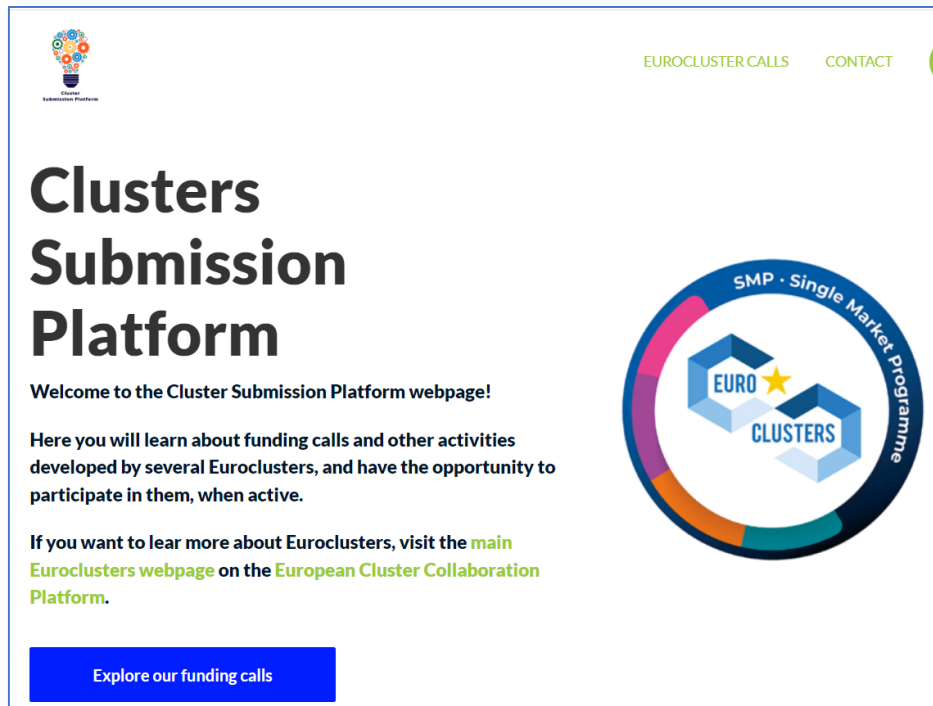
SILEO Open Call for Talent Placement Projects

→ **Application portal & documents**

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SME applicants shall submit their application form online through the **Clusters Submission Platform - SILEO submission portal** www.clustersubmissionplatform.eu/eurocluster_post/sileo-talent-placement-open-call/ before the deadline, **30 January 2024 17:00 pm CET.**



The screenshot shows the 'Clusters Submission Platform' webpage. At the top left is the 'Clusters Submission Platform' logo. To the right are links for 'EUROCLUSTER CALLS' and 'CONTACT'. The main heading is 'Clusters Submission Platform'. Below it, a welcome message says 'Welcome to the Cluster Submission Platform webpage! Here you will learn about funding calls and other activities developed by several Euroclusters, and have the opportunity to participate in them, when active.' A link is provided: 'If you want to learn more about Euroclusters, visit the main Euroclusters webpage on the European Cluster Collaboration Platform.' At the bottom is a blue button that says 'Explore our funding calls'.



The screenshot shows the 'SILEO Open Call for Talent Placement Projects' announcement. It features the SILEO logo, the title 'SILEO Open Call for Talent Placement Projects', and the end date 'End date: 30/01/2024 17:00'. The text describes the call's purpose: 'SILEO Open Call for Talent Placement Projects aims to support lighting and furniture SMEs to attract talent – professionals to reinforce company digitalisation and circular economy transitions and to facilitate the job placement of new graduates in the world of work.'

→ **On the Submission Platform Applicants can find:**

- **Guide for Applicants:** call main information; eligibility criteria; evaluation process; contracting process; rights & obligations of Applicants and SILEO Consortium; contact persons;
- **Mandatory annex: SILEO Talent Placement Project – technical part:** word template to fill out and upload in pdf format to the platform;
- **Mandatory annex: Declaration of Honour** – to be signed by the SME legal representative (in handwriting or electronically)
- **FAQ.**

SILEO Open Call for Talent Placement Projects

→ Application process

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To apply for **SILEO Talent Placement Projects**, SME applicants must register to the Submission Platform and start the application form online:

STEP 1

STEP 2

STEP 3

APPLICANT INFORMATION

All the eligibility criteria are listed in the [Guide for Applicants](#).

Note that the figures of SME applicant should take into consideration also possible relationships with other enterprises as stated in the [SME user guide](#).

For detailed information on the SME definition check EU recommendation: https://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition_en

Please complete the boxes with your business information

STEP 1.

Fill in the online boxes with the applicant's information data;

STEP 2.

Upload the completed **SILEO Talent Placement Project – technical part** (in .PDF format);

STEP 1

STEP 2

STEP 3

2. Talent Placement Project

Please [download the SILEO Talent Placement Project Word template](#), fill it in and upload the document in .PDF format here.

STEP 1

STEP 2

STEP 3

3. Requirements to participate in this call

Please [download the SILEO Declaration of Honour template](#), duly sign it and upload the document in .PDF format here.

STEP 3.

Upload the signed **Declaration of Honour** (in .PDF format).



SILEO Open Call for Talent Placement Projects

→ Application process 2

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All the eligibility criteria are listed in the following Section and in Chapter 3 of this Guide for Applicants. The projects that do not comply with those criteria will be excluded and marked as ineligible.

During the application process, applicant SMEs can:

A) Indicate a specific profile and the talent candidate to employ, if the SME has already identified a person to refer to (name/surname of the candidate)

OR

B) Indicate a general profile of the talent searched, if the SME does not have any specific individual to employ but knows what a professional job profile is looking for.

In case of B, if the project is awarded, the SME can be assisted by the SILEO Partners of Reference in searching for the candidate that best suits the profile indicated and/or can also act independently from the SILEO partners, and search for the best candidate through its networks and HR services.

The SILEO Partners of reference will support the matching between the requests received from the applicant SMEs and the availability of new graduates in local Universities, technical schools, temporary work agencies' databases, and other sources if needed.



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→ **HELPDESK / Contact persons**

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Country	SILEO Partner	Contact person
EU & SMP Associated countries	ELCA European Lighting Cluster Alliance	Marta Krakowiak marta.krakowiak@elcacluster.eu
France	Cluster Lumière	Mary Hadidi m.hadidi@cluster-lumiere.com
Spain	CICAT Lighting Cluster	Andrea Padré apadre@secartys.org
Italy – Veneto Region	Rete di Imprese Luce in Veneto	Antonella Venza antonella.venza@luceinveneto.com
Austria	Business Upper Austria - OÖ. Wirtschaftsagentur GmbH (BIZUP) - Building Innovation Cluster (BIC)	Isabella Mantello isabella.mantello@biz-up.at
Romania	TFC Transylvanian Furniture Cluster	Andreea Toma andreea.toma@hygia.ro
Italy – FVG Region	Cluster Legno, Arredo e Sistema Casa FVG	Caterina Pezzicar caterina.pezzicar@clusterarredo.com



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Thank you for your attention!

Any questions?