

## Three Realities

This Project is based on three realities:

- The working population getting increasingly older.
- The difficulty in the transmission of professional knowledge.
- The continuous transformation of the companies.

## Our Target Group

This knowledge formalisation and transmission will positively influence different groups:

- The older workers will have explicit recognition, which will lead to their working stability and employability.
- The new workers with high theoretical knowledge but without much experience will get a quicker and more flexible adaptation to the new working situations.
- The companies will get their competitiveness strengthened as they capitalise and manage their knowledge, thus combining their enterprise function with the training one.



Next Transnational Meeting:

France 27-28 de April 2009



## First meeting of KIMET transnational project was held in Vitoria.

On 4th December 2008, the first transnational meeting of KIMET project was held in Vitoria to favour and develop the knowledge formalisation, capitalisation and transmission within the industrial SMEs.

Led by the Federación Vizcaina de Empresas del Metal, and coordinated by Fondo Formación Euskadi, the project is financed by the European Commission, in the framework of Transfer of Innovation of Leonardo da Vinci Program for Vocational Training and it will be developed during 2008-2010 in a coordinated way among Spain, France, Netherlands and Bulgaria. The Partnership has the participation of important both public and private training, evaluation and consultancy organisations, all directly bond to the Industrial Sector, like: Empresarios Alaveses – SEA (Basque Country), Bulgarian Chamber of Commerce and Industry, KENTEQ Centre of Expertise on Vocational Education, Training and Labour Market for the technical field (Netherlands), and the Public Organization for professional training and improvement GIP-CAFOC, in France.

together with the scarce qualified and experienced people is a brake for the companies' development. In addition, the experienced workers concentrate a great amount of both formal and informal (not officially recognised) knowledge, which represents "power" for them; this makes them often show "passive resistance" to transmit their knowledge, as they consider their knowledge as a way to keep and ensure their post. Finally, the economic globalisation processes make industry in Europe to place itself in the segments of the market with the highest added value, and therefore, innovation and the correct knowledge and experience transmission are basic inside the companies.

All this makes necessary to validate and formalise this learning to make the oldest workers leave their defensive position and to favour their professional development, and therefore develop their employability encouraging the integration of the newly arrived person in the company. The knowledge transmission is an important question for the survival and development of companies in the present changing context and to reach a learning culture.

## OUR REFLECTION

The general ageing of working population,

## OUR AIM

In this regard, KIMET is aimed at valorising the methodology and results developed in a previous project (FORSIMPAD), adapting them to the circumstances in the Metal Sector, to improve the participation of the experienced workers (more aged) in the evolution of the Metal SMEs enabling the integration of new workers.

All this, by means of the development of a Didactic guide allowing the Metal SMES to have their workers' experience validated and to transmit their knowledge to the new workers, favouring reciprocal exchange and allowing the knowledge transfer in new situations, encouraging the working places to favour learning.

## 1<sup>st</sup> TRANSNACIONAL MEETING: VITORIA

The meeting held in Vitoria was aimed at presenting the project and at verifying and approving the working plan for the following months. The project MISSION, CLIENTS, PRODUCTS AND RESULTS were debated and agreed and a joint conceptual framework was also agreed, establishing the definition of the key concepts for the project.

The working plan for the project next stage was also defined: "INVESTIGATION AND ANALYSIS". The agreed methodology suggests several stages including the following actions:

- Identify and analyze information of current practices about the implicit knowledge transmission and formalization in the different countries.
- Study the difficulties in the implicit knowledge transmission in the industrial SMEs.

The principles that are going to lead the communication and SPREADING of this initiative were also established. They are related to the use of the logo, consensus in the elaboration of bulletins and newsletters and the way of spreading by the use of new technologies.

A QUALITY ORGAN was constituted for the project, whose functions, among others, will be evaluating each transnational meeting, evaluating the partners' satisfaction and carrying out an evaluation in the middle and at the end of the project.

An agreement about the criteria to use the principle related to TRANSPARENCY in economical-financial management of the project was established.

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*enstakadi*



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DE EMPRESAS DEL METAL  
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