



On 29 and 30 October 2009, the third transnational meeting of KIMET Project was held in Sofia. It is aimed at encouraging and developing the formalisation, capitalisation and transmission of knowledge in de industrial SMEs.

Led by the Federación Vizcaína de Empresas del Metal and coordinated by Fondo Formación Euskadi, the project is financed by the European Commission in the frame of Innovation Transfer of Leonardo da Vinci Program for Vocational Training. It will be developed during 2008-2010 in a coordinated way among Spain, France, Netherlands and Bulgaria.

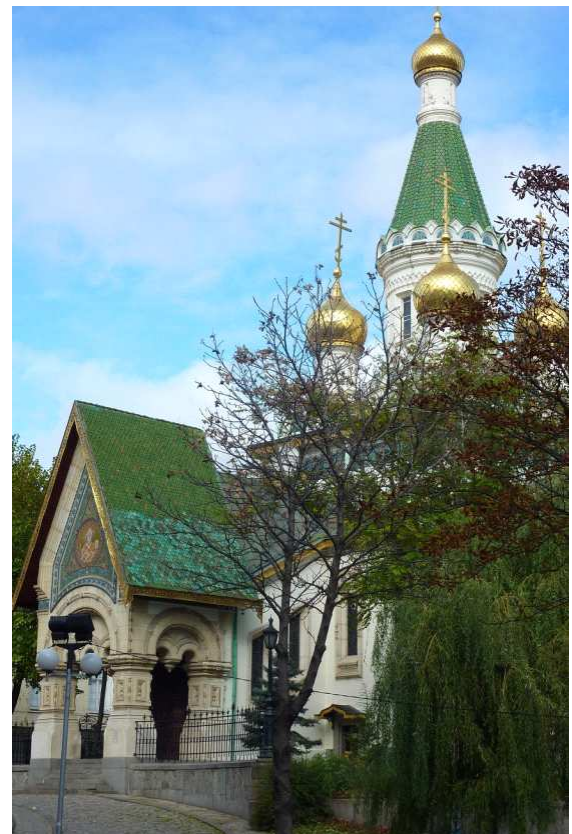
KIMET partnership has the participation of important training, evaluation and consultancy bodies and organisations, both public and private, all directly bond to the Industrial Sector; the Federación Vizcaína de Empresas del Metal in Biscay itself and SEA Empresarios Alaveses (in the Basque Country), the Chamber of Commerce and Industry in Bulgaria, KENTEQ, a centre for the development of workers and companies in the Netherlands and the public organisation for continuing training CAFOC in France.

SOFIA, Objective met: Pillars of the Guide for the Formalisation and Transfer of Knowledge in the SMEs.

KIMET Project is aimed at developing a set of tools enabling the **SMEs in the Metal sector to validate the experience and knowledge the workers** have acquired throughout their work to transmit it to new workers, thus promoting a reciprocal exchange and allowing the knowledge transfer to new situations. Therefore, we boost the participation of the experienced workers (the elder ones) in the evolution of the Metal SMEs and favour the new workers' integration.

The knowledge transmission is a relevant question for the survival and development of the companies in the present changing context and to reach a real learning culture.

The transnational meeting held in Sofia has been focused on defining and agreeing the Guide structure, always from the perspective that it should be a practical tool helping the companies with the formalisation and transfer of the not-formal knowledge. This structure was evaluated according to the methodology and criteria previously defined by the Partnership and the agreed improvement proposals were also integrated.



As a result of this internal validation, we got the base to elaborate the Guide, which will be done according to the adopted decisions and eventually validated with the future users: the metal SMEs.

NEXT OBJECTIVE: Validation of the Guide with the Future Users.

In Sofia, we defined the methodological bases for the next stage: experiencing the final product with the future users.

We agreed to carry out pilot experiences in all the countries taking part in the project (Spain, France, Netherlands and Bulgaria). The validation, nevertheless, does not follow the same pattern in all the countries: Each country defined its pilot action with the companies that suited the most the reality of the selected methodology.

Spain and France have focused on some concrete methodology and tools for the formalisation of knowledge to, secondly, see the technique that should be adopted to transmit it; whereas the Netherlands and Bulgaria have decided for a more quantitative approach, through the use of a battery of indicators helping the company carrying out a global analysis of its own reality to, subsequently, see the most appropriate strategy to transfer knowledge.

QUALITY MANAGEMENT

In this meeting, the Quality Committee of KIMET project carried out the first quality audit on the methodology, processes and results got so far in the first and second stages of the project.

Based on the EFQM (European Foundation for Quality Management), the project Quality Plan has defined the project's mission and vision, as well as the key processes that compose it. The system to collect information has based on the elaboration of an "ad hoc" questionnaire regarding all the processes and indicators defined and agreed by the Quality Committee members.



NEXT TRANSNATIONAL MEETING

The 4th transnational meeting, which will be held in the Netherlands in April 2010, will be aimed at presenting the results got from the pilot experiences carried out, as well as at agreeing and integrating the improvement performances that come out of this performance for the Guide.

Once the Guide for the formalisation and transfer of knowledge has been ended, we will prepare the material to edit it in CD Rom and paper format, as well as to publish it in the project web page, www.kimet.es // www.kimetproject.eu, to disseminate the results more widely in the participating countries.

PARTNERS OF THE PROJECT

