



On 14 September 2010, the fifth transnational meeting of KIMET Project was held in Bilbao (Spain), which 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.

The Way Done

During the two years the project has been developing, (2008-10) the partner organizations of KIMET Project have been developed different stages until planning a Guide that provides industrial SMEs the knowledge transmission among their workers through the use of simple and adaptable tools.

To achieve this final product we have passed through different stages, considered as key steps , as intermediate products were produced to build subsequent results. The results reached were validated by experts from the partner organisations and other professionals from other organisations with wide experience in knowledge transmission.

The stages carried out until elaborating the final result have been:

- The identification and analysis of existing practices regarding the formalization and transmission of tacit knowledge within companies in different countries.
- The study of the difficulties in the formalization and transmission of implicit knowledge in the industrial SMEs.
- Design and adjustment of methodology and tools, according to the information received by the surveyed companies. The starting point is the final outcome of the FORSIMPAD project (project that is transferred).
- The evaluation by the companies of the methodology and tools developed (in each partner country) through their implementation with workers at the company.



All this work has resulted in a Guide that helps and attends Metal SMES in the knowledge transmission processes, providing various methodologies and tools, which depending on the company characteristics, can be adapted to their own reality. That is, using the KIMET Guide the company is able to promote in a structured way that their workers validate their experience and transmit their knowledge to other workers, encouraging reciprocal exchange and allowing the knowledge transmission in the changing current context.



BILBAO: Presentation of Results.

Reaching the final step of the project also involves closing a stage and starting a new one. KIMET Project is closed and a new period starts for the spreading and valorisation of the results achieved. It is an opportunity for companies in the metal sector to begin to appreciate the benefits of a proper knowledge management and to organize in an arranged way the transmission of this knowledge, taking measures to prevent the escape of the key knowledge for the future of the company, either implicit (experience) or explicit.

For this purpose, on September 14, took place in Bilbao the final meeting to present the results in CD format.

Further information:

www.kimet.es

www.kimetproject.eu

Partners

