



On 26 and 27 April 2010, the fourth transnational meeting of KIMET Project was held in Hilversum (Nederland), 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

## KIMET BACKGROUND

Since 2008, KIMET project is working and its objective is to develop 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.

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 Guide that helps and attends Metal SMES in the knowledge transfer processes, providing various methodologies and tools for each company, depending on its characteristics, can adapt to their own reality. This means that the company is able to promote in a structured way that their workers can validate their experience and 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.



The project started, by identifying and analyzing information of current practices about the implicit knowledge transmission and formalization in the different countries; and by studying the difficulties in the implicit knowledge transmission in the industrial SMEs.

The conclusion which was obtained from this analysis, reinforced even more if possible, the justification of the project: the companies recognise that knowledge transmission encourages and boosts the evolution, competitiveness, professionalism and permanent adaptation of HR, as well as the performance and competitiveness of the SMEs. Nevertheless, the results of the research in the metal sector companies in the countries taking part in the project show that most of the SMEs still lack formalised systems and tools aimed at the knowledge transfer, although they all show the need and great interest in knowing and practising some techniques and tools that might help them in this task.

The second milestone in our project, was to evaluate with the companies (each country was responsible for selecting a company) the methodology and tools to be transferred within the project (FORSIMPAD project) by implementing them with workers of the company.

From the result of this experience, we determined the structure and contents of the Guide, by adding to the original approach new methods and tools for knowledge transfer, with the objective of developing a more operational Guide, always from the viewpoint of SMEs.

## OBJECTIVE OF THE TRANSNATIONAL MEETING IN HILVERSUM: TO FINISH THE PROTOTYPE OF THE GUIDE

The objectives of the transnational meeting in Amsterdam (Netherlands) were focused on:

- Evaluating, agreeing and including the improvements in the prototype of the Guide by all partners.
- Defining and establishing the bases for the production of the final product: the CD containing the **KIMET** Guide.

Each organisation presented and contributed the possible improvements that could be introduced in the Guide. Next, these improvements were evaluated and agreed by the whole Partnership and it was decided which of them and how to introduce them into the Guide.



## NEXT TRANSNATIONAL MEETING

The next and last transnational meeting of the project will take place in **Bilbao** (Spain) on the **September 14th 2010**, and its aim will be to present the **KIMET Guide** in CD format.

Until then, the last improvements will be introduced in the Guide and the contents will be translated into the languages of the partner countries' languages: Spanish, French, Dutch and Bulgarian. It is agreed to introduce a version in English, common language internally used for the development of the project. During these next months, also of moving the contents from paper to the CD format, we will continue with the quality plan and the valorisation plan of the project.

During this last meeting, we will take advantage of the situation to publicize widely the final product in the target group as well as in other institutions, organizations and individuals interested in the project's final products.

## PARTNERS OF THE PROJECT

