



BUCHAREST, SCENARIO FOR THE CONSOLIDATION OF THE TRAINING MATERIAL FOR THE DEVELOPMENT OF THE PROFESSIONAL MOBILITY

On 4 and 5 June 2009 the fourth transnational meeting of RMC "REINFORCE METAL COMPETENCES" Project was held in Bucharest (Romania) to favour access to continuing training and enable access to the necessary competences in the knowledge society throughout life.

Lead by Federación Vizcaína de Empresas del Metal, RMC project is financed by the European

Commission in the framework of the Transference of Innovation of Leonardo da Vinci Program, aimed at helping improving the quality and innovation of practices, institutions and vocational education and training systems. It will be developed along 2007-2009 in a coordinated way in Spain, Sweden, Lithuania and Romania.

IDENTIFICATION OF THE KEY PROFESSIONAL ACTIVITIES

The project started with the identification and selection, in collaboration with the industrial SMEs, of the main processes within the professional activities identified previously as transferable, also called "bridge", that is, those that are essential to face the change within an organization. The processes considered as favouring the company flexibility and professional mobility were:

- "Welding"
- "Machining"
- "Superficial Treatments"
- "Process analysis"

Once the processes had been selected, the main competences in each one (to work on them along the project) were identified and selected. This identification was made in an easy and practical way for both the company and workers, and these descriptions were assessed by SMEs in all countries involved.

Not only have the merely technical competences been taken into account, but also the most relevant attitudes and skills (from the point of view of the companies) when facing the company restructure. All the companies consulted have stated that they are as important as or even more important than the technical ones when facing a changing process successfully. Among them, we selected six: assertive communication, spirit of team, entrepreneurship, implementation and evaluation of the change, professional and personal development, and analytical thinking.

From these competences referents, technical and not technical, the training material facilitator of the professional mobility has been elaborated.





OBJECTIVE OF THE TRANSNATIONAL MEETING IN BUCHAREST: PRESENTATION OF TRAINING MATERIAL FACILITATOR OF THE PROFESSIONAL MOBILITY

In Bucharest, the training material (technical and not technical) developed by the Association in the previous stage was presented; in other hand, the methodological guidelines for the next work package were defined: CONVERSION OF TRAINING MATERIAL TO THE PEDAGOGIC METHOD OF "PROGRAMMED LEARNING". The aims of this stage are the following:

- 1.Re-design the training contents, elaborated in the previous stage, according to the pedagogic method of "Programmed Learning".
- 2.Create the training materials for their teaching use by means of an Integrated System of Programmed Learning based on the ICNT

Both the task of transforming the didactic material to the pedagogic language of programmed learning and the CD development is subcontracted to a specialized entity. This pedagogic method is characterized by:

- o The method is based on a question-answer system.
- o All the necessary explanations will appear on the screen, as well as a group of answers to questions that will appear during the session and that it is necessary to verify by clicking on each button TRUE / FALSE
- o Each answer will appear identified with a capital letter, A,B,C, etc.
- o Depending on if it is consider that each answer is TRUE or FALSE, one button or another has to be pressed.
- oThe computer will always indicate whether the reasoning has been right or wrong, with a message that will also appear on the screen.
- oThis simple pedagogic method is designed to develop your sense of intuition towards certain concepts. This means that you are going to learn both by getting right or wrong answers, as it is aimed at your thinking about why you have failed or you have been right with each answer.

QUALITY MANAGEMENT

The Quality Committee of RMC project explained in this meeting the conclusions of the first quality audit carried out on the methodology, processes and results got so far in the project.

Based on the EFQM (European Foundation for Quality Management), the project Quality Plan has defined the project vision and mission and the key processes composing it. The system to gather information has been based on the elaboration of an ad hoc questionnaire regarding he defined processes and indicators agreed by the members of the Quality Committee.



The indicators used were grouped in different key processes. The results were satisfactory, underlining and confirming the good work of the project.

Next date: end of the project in Bilbao

The next and last transnational meeting of the RMC project will take place in Bilbao in October 2009.

Until then, the contents of the training modules will be translated, once they have been transformed to the pedagogic method of "Programmed Learning", into the languages of the partner countries' languages: Romanian, Lithuanian, Swedish and Spanish. It is agreed to introduce a version in English, common language internally used for the development of the project.

Moreover, the CD will be carried out containing all the products obtained in the project, and the copies will be edited for the dissemination in all countries involved.

Besides, during these next months, we will continue with the quality plan and the valorisation plan of the project.

During this last meeting, we will take profit of the situation to hold a project spreading - valorisation seminar, which institutions, organisations and people interested in the final products of the project can attend.



PROJECT PARTNERS



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