



BILBAO, ESCENARIO PARA LA DIFUSIÓN DEL MATERIAL FORMATIVO PARA EL DESARROLLO DE LA MOVILIDAD PROFESIONAL

On 16th October 2009 the fifth and last transnational meeting of RMC "REINFORCE METAL COMPETENCES" Project was held in Bilbao (Spain) 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.

The way done

Since November 2007, the partner organisations of RMC project are working jointly in order to facilitate the employability of human capital, its professional mobility and flexibility of industrial organisations in a quicker and more efficacious manner, taking profit of the available knowledge.

The target of the project was the elaboration of an electronic learning system to develop the key competences for the sector acting as a bridge from other sectors and to other economic activity sectors.

During the two years the project has been developing, different events have been finished to reach a final product with, among others, the quality and transnational value criteria. All the developed stages constitute key stages as agreements were reached in them, intermediate products constituting the base for the following stages were elaborated and the results reached were validated by experts from the partner organisations and other professionals from other organisations with wide experience in this field.

The stages carried out have been:

a) The identification and selection, in collaboration with the industrial SMEs, of the main processes within the professional activities identified 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"

b) The identification and description, in a simple and very practical way, of the main competences of those selected processes; useful descriptions that the company can adapt them to its own context. Not only have the merely technical competences (4-5 per process) 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. These non technical competences are: assertive communication, spirit of team, entrepreneurship, implementation and evaluation of the change, professional and personal development, and analytical thinking.



c) The development of the training material (technical and not technical) facilitator of the professional mobility and its conversion to the pedagogic method of "programmed learning", support on the ICNT, and based on a question-answer system, complemented with a visual support on which all the explanations are made. The computer always indicates you whether your reasoning has been right or wrong, with a message that will also appear on the screen. This 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.

Bilbao: presentation of results

Reaching the final step of the project also involves closing a stage and starting a new one. Leonardo da Vinci Pilot Project RMC ends and a new period starts for the spreading and valorisation of the results got. It is an opportunity for companies in the metal sector to be more flexible and for workers to increase their employability and professional mobility.

For this purpose, on 16 October, the last meeting and a news conference to make a wide diffusion of the results got, was held in the headquarters of the Biscay Federation of the Metal Companies (Bilbao), addressed to people interested in the learning processes and in professional competences, and specifically, to managers, people in charge of human resources and / or training.

PARTNERS

