



## REINFORCE METAL COMPETENCES

On 24 and 25 January the first transnational Meeting of RMC project "REINFORCE METAL COMPETENCES" was held in San Sebastián, to favour the access to continuing training and the access throughout life to the necessary competences in the knowledge society. Led by the Federación Vizcaína de Empresas del Metal (Biscay Federation of Metal Companies), RMC Project is financed by the

European Commission in the frame of the Second Stage of Leonardo da Vinci Program in order to help improving the quality and innovation of practices, institutions and vocational education and training and it will be developed during 2007-2009 in a coordinated manner in Spain, Sweden, Lithuania and Romania.

### Our Reflection

- The quality models reigning in Europe (EFQM and ISO certifications) propose a Model of Management by processes in the company that modifies and even substitutes the traditional management by functional departments.
- Regarding human resources, the Management of professional competences involves a detachment of the traditional pair job-person to get to reflect in terms of process-professional competences.
- The traditional methods to detect training needs are based on the person's analysis (job) by what he/she does. Nowadays, it is necessary to analyse the activities, no matter who does them.
- The Official Professional Qualification Systems can be considered as an essential referent for continuing training, as they are a reflection of the professional competences that exist in the productive network.

Besides, in spite of the restructuring occurred in the last years, there is no doubt that the industrial SMEs continue suffering from some of the weak points: the increasing delocalisation, too classical products, over-capacity of the offer, process automation, the great specialisation and the introduction of new competitors in the sector (mainly from Eastern and Asian countries).

Facing the weaknesses the sector is undergoing, there is a horizon of opportunities: the identification of the staffs' know-how and that of the specialists in the sector and their valorisation to be transferred to other sectors and activities that are more specialised and competitive. It means to enable the company reconversion in a quicker and more efficacious manner and taking profit of the available knowledge.

REINFORCE METAL COMPETENCES project is aimed at enabling the employability of human capital, its professional mobility and the flexibility of industrial organisations through the creation of an electronic learning system to develop the key competences for the sector that act as a bridge from other sectors and to other economic activity sectors.





## 1st Transnational Meeting: San Sebastian

The meeting held in San Sebastian on 24 and 25 January had as an objective the presentation of RMC project and the verification and approval of the working plan for the following months.

For this reason, first, the project MISION, CLIENTS, PRODUCTS AND RESULTS were debated and agreed. A common conceptual framework was also agreed, defining the Metal sub-sectors to work on during the project and establishing the definitions of the key concepts for the project, such as: SME, the different learning, systems, qualification, process, competence, "bridge" competence.

We can define "bridge" competence as the competence enabling the access to employment in the Metal Sector (in different subsectors: metallurgy, manufacture of metallic products, manufacture of electric machines and materials). It also enables mobility to other sectors (building, car making...).

Establishing and limiting previously these definitions by the partners is extremely important to get quality results, as the entire achievement and development of the project will depend on them.

The working plan and the methodology to follow during the next six months were established to achieve the objectives planned for the second stage:

- Identification and selection of practical cases of national companies in the Metal Sector that have undergone a "restructuring" process.
- Elaboration of the process map of the transferable activity.
- Identify the "bridge" competences (those that can be transferred) linked to these processes that enable professional mobility.



## With the companies and for the companies

RMC project is not aimed at being a theoretical survey, but at analysing the reality and offering, from it, feasible solutions, suitable for industrial SMES to enable employability of the human capital and its professional mobility through the development of the key competences for the Sector acting as a bridge from other Sectors and to other economic activity Sectors.

Therefore, the project will establish a collaborating relation with the companies in the different participating countries, integrating the companies in the research and in the products development and validation, through their workers. This methodology pursues a double objective: on one hand, to validate the tools with the final target group of the project (the companies); and on the other to get a product with international scope; All this in order to get quality results.

In this regard, and committing to quality, a Quality Plan has been defined from the beginning of the project. It will condition the project Vision and Mission, as well as all the performances developed in it. A group of performances have also been agreed to ensure the transparency in the project management, as well as the spread and transfer of the results got.



## Next Meeting: Sweden

The end of this first stage will take place in the meeting that will be held in Sweden in June 2008. Experiences will be shared and the results got in these first months of work will be put in common in it. In this meeting, the objectives and tasks to carry out in the following stage of the project will also be agreed.



## Partners of the project



FEDERACIÓN VIZCAÍNA  
DE EMPRESAS DEL METAL

METALEKO LANTEGIEN  
BIZKAIKO FEDERAKUNTZA



FONDO  FORMACION  
*enskadi*

 AEGA



Swedish TelePedagogic Knowledge Centre



  
MAKINA  
ERREMINTAREN  
INSTITUTUA  
INSTITUTO  
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HERRAMIENTA