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REINFORCE METAL COMPETENCES

ES/07/LLP-LdV/TOI/149041

http://www.adam-europe.eu/adam/project/view.htm?prj=3334

Projektinformationen

Titel:	REINFORCE METAL COMPETENCES
Projektnummer:	ES/07/LLP-LdV/TOI/149041
Jahr:	2007
Projekttyp:	Innovationstransfer
Status:	abgeschlossen
Land:	ES-Spanien
Marketing Text:	REINFORCE METAL COMPETENCES project is aimed at favouring the employability of human capital, its professional mobility and the flexibility of industrial organisations by creating an electronic learning system to develop the key competences in the sector that act as a bridge from another sectors and to other economic activity sectors. A bridge competence is the one that favours access to employment in the industrial sector (within the different sub-sectors: metallurgy, manufacture of metal products, manufacture of electric machines and material…) and besides, it allows mobility to another sub-sectors (building, automotive…)
Zusammenfassung:	Continuing vocational training grows around four parallel axes: 1) The quality models reigning in Europe (EFQM and ISO certifications) propose a model of management by processes in the companies, which modifies and even substitutes traditional management by functional departments. 2) Regarding human resources, the Management of professional competences also involves flexibility when assigning tasks and functions, putting apart the traditional pair working post – person to come to think in terms of process – professional competences. 3) One of the basic tools of continuing training is the methods to detect training needs. The traditional methods are based on the person analysis (job) because of what he/she does. Nowadays, it is necessary to analyse the activities no matter who carries them out. 4) The Professional qualification systems – official referents can be considered as an essential referent for continuing training, as they constitute a reflection of professional competences present in the productive network. From DIPROCU project (E/01/B/F/PP - 115.555, selected by Leonardo da Vinci agency for the quality prizes) a methodology to diagnose training needs in the company allowing it to disaggregate its activity into processes, to identify key processes, to identify the professional competences associated to them and to put these competences in relation with the official models or referents (SCP) integrating the 4 axes, was created and validated in order to enhance the quality of vocational training and to improve competitiveness, employment, transparency and mobility. The methodology DIPROCU European project has developed can be completely adapted and transmitted to other contexts and sectors. On the other hand, there is no doubt that industrial SMEs in general are influenced by: the increasing delocalisation, the over-capacity of offer, the processes automation, the specialisation and the introduction of new competitors in the sector (mainly Eastern and Asian countries). In front of these weaknesses, there is a skyline of opportunities: the identification of the staff know-how and specialists in the sector and their valorisation to be transferred to other sectors and activities that are more specialised and competitive. This means to allow the company restructuring more quickly and efficaciously and taking profit of the available knowledge. In this sense, REINFORCE METAL COMPETENCES project, using the methodology to diagnose training needs in companies (DIPROCU) is aimed at favouring employability of human capital and the flexibility of industrial organisations, by creating an electronic learning system for the key competences in the sector working as a bridge from other sectors and for other sectors of economic activity.
Beschreibung:	REINFORCE METAL COMPETENCES project, using the methodology to diagnose training needs in companies (DIPROCU) is aimed at favouring employability of human capital and the flexibility of industrial organisations, by creating an electronic learning system for the key competences in the sector working as a bridge from other sectors and for other sectors of economic activity. In our project, a bridge competence is the one that enables access to employment in the industrial sector (in various sub-sectors: metallurgy, metal products manufacture, machines and

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electrical material manufacture…), also enabling mobility to other sectors (building, automotive sector…). This aim can be translated into the following questions and objectives:

• Research the activity sectors (and sub-sectors) and the jobs the professionals in the industrial sector can apply for.
• Select and describe the bridge competences (using DIPROCU methodology) enabling the conversion to other activity sectors (sub-sectors) and build their competence referents.
• Build a pedagogical itinerary to develop the workers' "bridge competences"
• Elaborate and experience an e-learning didactic methodology to acquire competences meeting the principles of personalization, significance and flexibility of learning and reducing the barriers that make difficult to have access to lifelong learning.
• Develop a transnational approach to a problem influencing the entire E.U.
• Promote qualification transparency and the development of competences common to diverse jobs.

Leaded by Federación Vizcaína de Empresas del Metal (FVEM), the project counts on the participation of important public and private training, evaluation and consultancy organisations, chamber of commerce and ONL organisation from Spain, Romania, Sweden and Lithuania, with wide experience in European projects.

Themen: *** Arbeitsmarkt
*** Lebenslanges Lernen
*** Fernlehre
*** Unternehmen, KMU
*** Weiterbildung
** IKT
** Sozialer Dialog

Sektoren: *** Verarbeitendes Gewerbe/Herstellung von Waren

Produkt Typen: Verfahren zur Analyse und Prognose des Berufsbildungsbedarfes
Fernlehre
Module
Unterlagen für offenen Unterricht
CD-ROM

Produktinformation: The main result of the project is the elaboration of a Programmed Learning Integrated System based on the NTIC for the development of the workers' key competences allowing the companies to reorganise and be competitive in the market: these key competences work as a bridge for other sectors of economic activity.

Projektwebseite: http://www.fvem.es/index.php?option=com_content&view=article&id=60:rmc-reinforce-metal-competences&catid=12:proyectos-europeos&Itemid=28

Vertragnehmer

Name:	Federación Vizcaína de Empresas del Metal (FVEM)
Stadt:	Bilbao
Land/Region:	Pais Vasco
Land:	ES-Spanien
Organisationstyp:	Arbeitgeberorganisation
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Partner 1

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Stadt:
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Land: ES-Spanien
Organisationstyp: Weiterbildungseinrichtung
Homepage:

Partner 2

Name: KAUNAS CHAMBER OF COMMERCE, INDUSTRY AND CRAFTS
Stadt: KAUNAS
Land/Region:
Land:
Organisationstyp: Kammer
Homepage:

Partner 3

Name: INSTITUTUL DE STIINTE ALE EDUCATIEI
Stadt: BUCHAREST
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Land:
Organisationstyp: Forschungseinrichtung
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Partner 4

Name: ASOCIACIÓN DE EMPRESARIOS DE AUTOMOCIÓN DE GIPUZKOA (AEGA)
Stadt: SAN SEBASTIAN
Land/Region: Pais Vasco
Land: ES-Spanien
Organisationstyp: Verband/nicht regierungsgebundene Organisation
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Partner

Partner 5

Name:	SWEDISH TELEPEDAGOGIC KNOWLEDGE CENTER
Stadt:	NYKÖPING
Land/Region:	
Land:	
Organisationstyp:	andere
Homepage:	

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Centralidad de los procesos en los sectores analizados.pdf

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Project Tags

The project belongs to the following group(s):

Best Projects (http://www.adam-europe.eu/adam/thematicgroup/MMVII)