

3rd Newsletter, July 2010

Written by Elmo De Angelis Tuesday, 10 August 2010 07:31



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Dear Reader,

This third newsletter is to update you on the activities and results of the SKRAT (Strategic practices for Know-how Retention and Transmission within organizations) project up to now:

1. Publication of the SKRAT guide and its toolkit
2. Project meeting in Lisbon, Portugal
3. Organisation of the testing phase
4. Dissemination

1. Publication of the SKRAT Guide and Toolkit

The SKRAT Guide and the related Toolkit have been published. The Guide is an invitation for SME owners and managers, their employees and any other interested parties to reflect on the existing initiatives and practices of know-how retention and transfer within enterprises. It is one of the main ways of offering assistance in this process, being elaborated on the basis of national reports on the research into the needs of metal sector SME's. The Guide presents a methodology for the assessment of knowledge and age management within the enterprise, and suggestions for new activities for integration into organisational business plans and strategies.

The first part of the Guide focuses on the main HRD approaches used in respect of knowledge, skills and competence identification, and also to age and knowledge management. The second part offers guidance in the process of implementing the know how retention strategies, presenting a rationale on each stage, and highlighting any risks and opportunities

Also, the Guide provides practical hints for the effective and economical application of these strategies. It suggests areas of intervention that are aimed at preserving know-how assets and confronting the challenges encountered when promoting in-company learning. Alternative strategies that can be used to face know-how transmission and retention challenges within the enterprise are also presented.

The Annex of this guide, elaborated as a Tool Kit, offers more in-depth information about the content of these tools and the ways they can be used. The GUIDE is available online, in partner's languages at <http://www.know-how-retention.eu>. The website is public, but to access the above mentioned files you need to be a registered user. If you are not registered please click on: "No Account Yet? Create an account" and follow the instructions.

2. Project meeting in Lisbon, Portugal

The third project meeting was held in Lisbon, Portugal in April 2010. The meeting had the objective of finalizing the SKRAT GUIDE and Toolkit. The partners also discussed the organisation of the testing phase of the SKRAT material: implementation strategy and guidance to enterprises for a correct assessment of the material and methodology to be applied. The Case Study guidelines have been defined for the common collection of data on behalf of all partners.

3. Organisation of the testing phase

The tools described in the SKRAT toolkit will be implemented and tested in 5 enterprises (SMEs) in the metal sector, in each partners country starting June 2010.

The partners will assess the material that has been created and the methodologies that were implemented with the enterprises in their countries. The experiences in each enterprise will be presented as “Case Study” to be included in a “Good Practice Manual” for the motivation of continuous learning and training within enterprises.

4. Dissemination

The “Good Practice Manual” will be translated in each partners language for better accessibility. 300 printed and DVD copies will be distributed by each partner, and the final version will be uploaded on the Project website. This Good Practice Manual will be distributed to public authorities working on training and development, universities and technical schools, trade unions, SMEs and policy makers interested and active in the sector.

5. Future Activities

In October 2010 all case studies based on the piloting phase in the enterprises will be published on the project website <http://www.know-how-retention.eu/>. The case studies will be a resource to enhance the independent use of SKRAT and all created material on behalf of interested parties.

The “Good Practice Manual” will also be made available online in October 2010.

6. Contact

SKRAT is coordinated by Mrs. Marta Mendez Fuente, Fundación para la Formación, la Cualificación y el empleo en el sector Metal de Asturias, Spain.

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