

Newsletter 4, December 2010

Written by Elmo De Angelis Friday, 17 December 2010 15:24



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Dear reader,

with this fourth newsletter we would like to inform you about the latest activities of the project before it's on 31/12/2010:

1. Project meeting in Ancona
2. Results of the testing phase
3. Publication of Case Studies Report, Data Processing Report, Good Practice Manual.
4. Sustainable development
5. Contacts

1. Project meeting in Ancona

The fourth meeting of the project, which took place in Ancona, focused on two main points. The first was sharing the different experiences within the testing phase. The second point being the finalization of the material produced, and the adjustment of the final products based on the testing results.

Each partner reported on the testing experiences in their country, pointing out the positive and negative aspects of the testing phase. This allowed us to collect all indications and improve, during the final phase, the material and the procedures of the project.

The second point in particular concerned both the finalization of the tools (guide + toolkit) in light of the testing results and the indications obtained in the testing phase, and the production of new materials capable of giving more precise indications concerning the application of these tools. The discussion focused on the choice of documents that were more suited to the reporting of the different testing experiences. The main goal was to give clear indications on the application of the tools to all those that would like to make future use of the tools created within the SKRAT project in their enterprises.

2. Results of the testing phase

Each partner tested the procedures and the materials of the project in 5 enterprises of the metal industry of their own country. The enterprises, although of the same productive sector, have been chosen so to reflect different types (family run businesses, average size firms, very big firms which compete on international markets). This allowed the partnership to verify for themselves the effectiveness of the materials in different situations with a variety of goals and needs.

The testing phase was implemented by each partner using a common methodology that had been agreed upon in the previous meeting in Lisbon. In particular, data in respect of each exercise was used to compile a case study for each firm involved in the testing. In addition, further perceptions and opinions of the process was collected using questionnaires created for each group of people involved in the testing (peers, stakeholders, facilitators, enterprise managers and workers). This allowed the partnership to gain a range of perspective, and understand the different perceptions of the strengths and weaknesses of the SKRAT intervention.

3. Publications

Specific materials were created to explain clearly how the testing was to be carried out. These will be retained as support for future application of the tools and procedures suggested by the project. By examining the data and reading about the different experiences of the partners, enterprises that would like to use the SKRAT strategies for management and retention of knowledge will have a more precise idea of how the tools can be applied in a variety of ways to suit their circumstances. These support material will therefore help enterprises to identify and apply the most suitable tools for their purposes

The "Case Studies Report" has been reviewed, amended and published. This document has all the information concerning the testing phase carried out by each partner of the project. The general characteristics of each enterprise involved in the testing are indicated (size, market, sales, sector etc) , the tools that were used and their application, and where possible the end results obtained or expected, at individual, team and organizational level as well as a summary of the perceptions of the exercise from representatives of each company.

The second document to be produced is the "Data Processing Report". This is the collection of the data from the questionnaires completed by the different people involved in the testing phase. The data, collected through the online system, has been aggregated to supply an overall view. This document allows a comparison between the qualitative analysis of the "Case Studies Report" with a quantitative analysis of the results. This report includes the questionnaires used to collect the data, thus supplying the enterprises with tools to monitor the various phases of the project.

The third document for publication is the "Good Practice Manual". This is an easy-to-reference resource offering an overview of the project. The manual summarizes both the theoretical assumptions and the actual operational perspectives of the SKRAT project. The first part describes the theoretical and innovative basis on which the project was established, with this being followed by a summary of the testing phase, and how the SKRAT tools were implemented in the different countries. Actual good practice examples will give further support to enterprises in the application of the SKRAT tools and procedures.

4. Sustainability

The partners have placed a high priority on disseminating the rationale and proposed methodologies of the SKRAT project. This ongoing dissemination by the partnership, added to the sharing of experiences by enterprises in similar sectors will help to ensure the sustainability of the proposals as more organizations consider using the toolkit in the future.

5. 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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