Projects and Products Portal for Leonardo da Vinci

SME Competence Development (SMECODE)

LLP-LdV-Tol-2010/DK-1005

http://www.adam-europe.eu/adam/project/view.htm?prj=6831

Project Information

Title:	SME Competence Development (SMECODE)
Project Number:	LLP-LdV-Tol-2010/DK-1005
Year:	2010
Project Type:	Transfer of Innovation
Status:	running
Country:	DK-Denmark
Marketing Text:	There are approx. 20.mill. enterprises in the European area, of which 99% employ less than 50 persons.For many SME´s, the human resources and the skills are the most important factors for competitiveness and success,HR and skills development in many SMEs aree not organised in a systematic way or with a medium or long-term approach. The reson for this situation is that, in almost all SME´s, the personnel tasks are performed by the companmy´s leader or by an administrative employee.Even in cases where in SME has an established HR function, this function is normally administrative and has no influence on the managerial level. These facts were also confirmed by the 120 SME´s that participated in the social fund project "SME Competence Development". The consortium has made a research in the participating countries, which once again highlights the situation of HR in SME's and the necessity of improving the competence level and the quality of the human resource work.
Summary:	The aim of the project is to transfer, adjust, adapt and implement the training programme for HR responsible in SME´s, developed in the social fund project ”SME competence Development”. Furthermore, it is the aim of the project to integrate this programme as a permanent training opportunity in vocational and adult education institutions. Speeding up economic growth and creating more and better jobs is one of the EU´s goals. As 99% of the companies in Europe are SME´s they will play the biggest role in achieving this goal. In a more and more knowledge-based world, it is essential to bring into focus the necessity for competence and skills development. This is why, it is important that HR gets a more strategically role in the organisations. The project SMECODE will directly contribute to the development of vocational skills considering the SME´s needs and implicitly the labour market needs. Furthermore, the project will contribute to the improvement of the quality and attractiveness of VET systems and practice and to a closer co-operation between companies and VET institutions, by offering a tailored training course for SME´s and innovative learning methods.
Description:	The project will be based on the results generated in social fund project called "SME Competence Development" The main results, which the project is based on, are a training programme for HR responsibles and good practice for working with HR issues in SME´s.
Themes:	*** Lifelong learning *** Recognition, transparency, certification *** Open and distance learning *** Vocational guidance *** Enterprise, SME *** Continuous training ** Labor market
Sectors:	*** Education ** Information and Communication
Product Types:	teaching material program or curricula open and distance learning website
Product information:	The training programme for HR responsibles in SMEs is available now in Spain, Denmark, Germany and Turkey. Apart from the training programme, the project consortium has developed a HR handbook for SMEs, which is both available on the project's web site (www.smecode.eu) and as sofware, with interactive tools.

Project Information

Projecthomepage: www.smecode.eu

Project Contractor

Name:	JobInVest
City:	Esbjerg
Country/Region:	Ribe Amt
Country:	DK-Denmark
Organization Type:	SME - small and medium-sized enterprise (up to 250 employees)
Homepage:	http://www.jobinvest.dk

Contact Person

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Coordinator

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Country:	DK-Denmark
Organization Type:	SME - small and medium-sized enterprise (up to 250 employees)
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Partner

Partner 1

Name: CECE - Confederación Espanola De Centros De Ensenanza
City: Madrid
Country/Region: Comunidad De Madrid
Country: ES-Spain
Organization Type: university/Fachhochschule/academy
Homepage: http://cece.es

Partner 2

Name: Esbjerg Business Development Centre
City: Esbjerg
Country/Region: Ribe Amt
Country: DK-Denmark
Organization Type: public institution
Homepage: http://eeu.dk

Partner 3

Name: University of Southern Denmark
City: Odense
Country/Region: Ribe Amt
Country: DK-Denmark
Organization Type: university/Fachhochschule/academy
Homepage: http://www.sdu.dk

Partner 4

Name: Esbjerg Business School
City: Esbjerg
Country/Region: Ribe Amt
Country: DK-Denmark
Organization Type: continuing training institution
Homepage: http://ehs.dk

Partner

Partner 5

Name:	BCD - Business Consulting and Development Ltd
City:	Istanbul
Country/Region:	Istanbul
Country:	TR-Turkey
Organization Type:	initial training
Homepage:	http://bcdtr.com

Partner 6

Name:	Kolping-Bildungswerk Wuerttemberg e.V.
City:	Stuttgart
Country/Region:	Baden Württemberg
Country:	DE-Germany
Organization Type:	continuing training institution
Homepage:	http://kolping-bildungswerk.de/234.0.html

Project Files

Indvendig pink_Brochure 2.pdf

http://www.adam-europe.eu/prj/6831/prj/Indvendig%20pink_Brochure%202.pdf

Project brochure

Products

1 Training programme for HR responsibles in SMEs

2 Guide to HR in SMEs

3 E-learnig platform

Product 'Training programme for HR responsibles in SMEs'

Title:	Training programme for HR responsibles in SMEs
Product Type:	program or curricula
Marketing Text:	The training programme for HR responsibles in SMEs developed in Denmark has been adjusted and transfered to the other participating countries, based on the results from the report made during WP1. Due to the cultural and legislative differences, the training programmes adapted in the different countries have some differences in form of structure, length, teaching methods and materials.
Description:	
Target group:	HR responsibles in SMEs VET institutions
Result:	
Area of application:	
Homepage:	
Product Languages:	German English Danish Spanish Turkish

Product 'Guide to HR in SMEs'

Title:	Guide to HR in SMEs
Product Type:	material for open learning
Marketing Text:	This guide is written to develop and strengthen the work with HR in small and medium sized enterprises (SMEs). The guide is directed to the person or persons in the companies who - either as part of a wider work area or as a full-time position – are responsible for the daily HR work. This individual (or these individuals as a group) are mentioned in the guide as “the HR responsible”.
Description:	First and foremost the guide is intended to serve as a reference guide to the most important tasks of the HR responsible. Though as a second intent in the end of the guide, we also hope to inspire SMEs to take their HR work a step further into a more strategic mindset. The guide has been created through a European transfer of innovation project, SME Competence Development (SMECODE), where representatives from Germany, Turkey, Spain and Denmark have contributed with their knowledge and input within Human Resource Management (HRM). As the guide should be used in any European country, it does not deal with topics as personnel law in a universal way, but only as a country-specific matter.
Target group:	
Result:	
Area of application:	
Homepage:	
Product Languages:	Turkish Danish English German Spanish

product files

Guide to HR in SMEs

HR Handbook 2.2 final.doc

http://www.adam-europe.eu/prj/6831/prd/2/2/HR%20Handbook%202.2%20%20final.doc

Product 'E-learnig platform'

Title:	E-learnig platform
Product Type:	open and distance learning
Marketing Text:	he internet-based learning platform is meant to ease the learning process for the HR responsibles in SMEs, which don't have many resources (time and money)to invest in continuing education. At the same time, the platform ensures the dissemination of the project results across borders.
Description:	The platform is available on www.smecode.eu and contains: - Information about the project and project partners; - Cases, tools and information regarding different HR issues; - News and information about different national and international HR events; - Discussion room for establishing a HR network between SMEs in Europe; HR handbook; - Useful links. The internet-based learning platform can be used as supplement to ordinary class teaching or as distance learning tool.
Target group:	HR responsibles in SMEs VET institutions
Result:	
Area of application:	
Homepage:	
Product Languages:	German Spanish Danish English Turkish