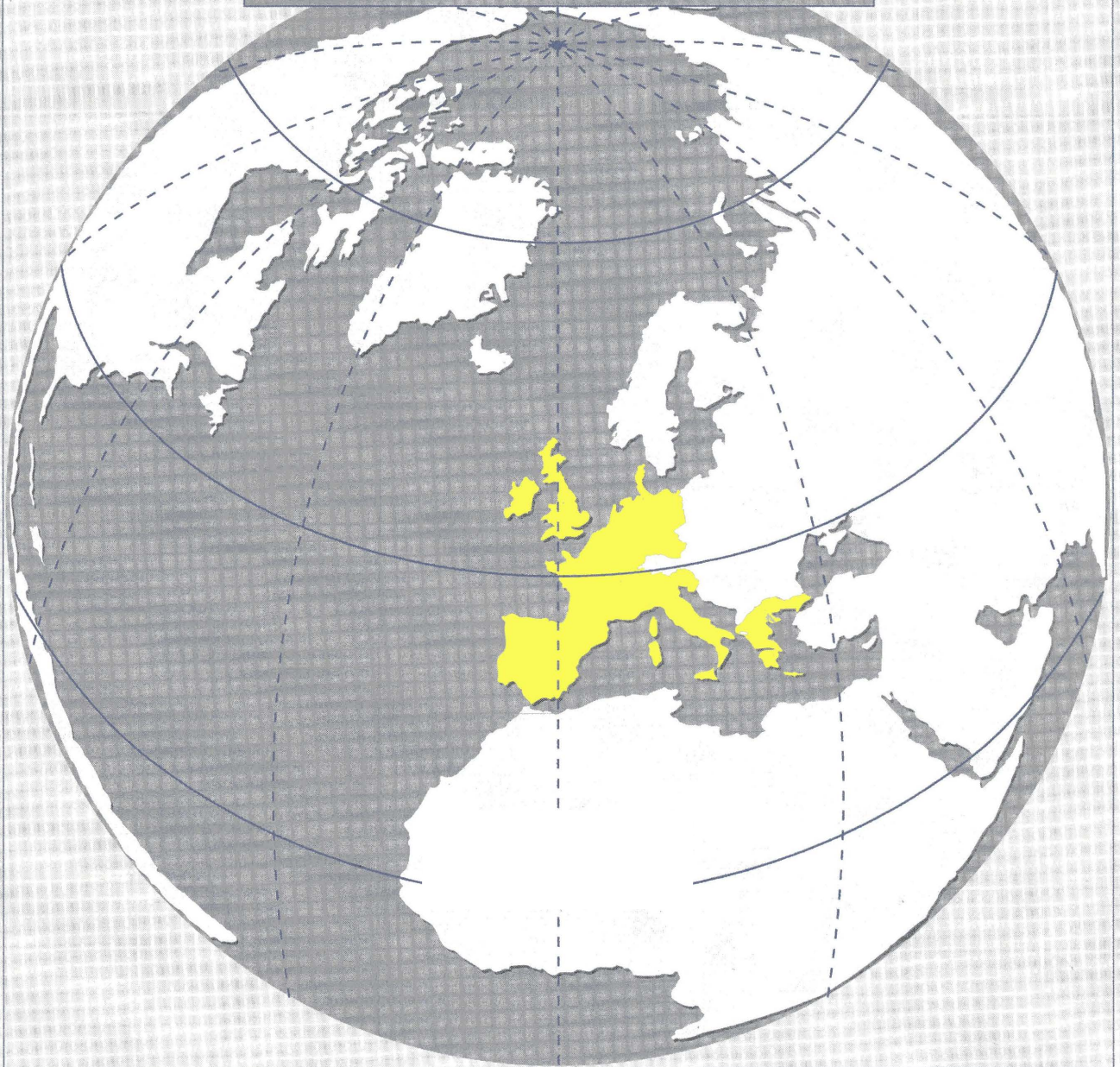


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H U M A N R E S O U R C E S

EDUCATION
TRAINING
Y O U T H

C O M P E N D I U M

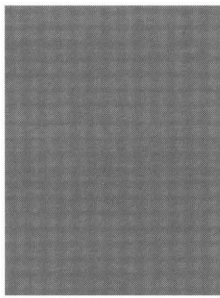
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F  **R C E**

F O R M A T I O N C O N T I N U E E N E U R O P E



T A S K F O R C E
H U M A N R E S O U R C E S

EDUCATION
TRAINING
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C O M M I S S I O N O F T H E E U R O P E A N C O M M U N I T I E S

F  **R C E**
F O R M A T I O N C O N T I N U E E N E U R O P E

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Editor: Richard Walther - FORCE Technical Assistance Office

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FOREWORD

The FORCE Programme (Continuing Training in Europe), adopted on 29 May 1990, became operational on 1 January 1991. Its objective is to develop and improve the quality and the amount of continuing training provided within companies in the Community. Specifically, it supports companies' investment in qualifying their workforce in a way which is adapted to their needs to prosper and to be competitive, at the same time doing everything possible to ensure that all workers have access to continuing training and can acquire recognised qualifications. The programme is jointly focused on encouraging common development of new continuing training initiatives between experts in the Community, and achieving common action on the part of Member States in relation to the training of workers in employment.

The first call for proposals completed on 31 July 1991 met with a response from some 800 transnational partnerships between companies, social partners and training organisations, clearly demonstrating the strong level of demand and capacity for action which exist in the continuing training field. These proposals involved more than 3,500 individual partners, all wishing to enter the FORCE programme, and divided up as follows:

- 256 exchange programmes involving 1,816 human resource managers, personnel representatives, and representatives of social partners. The purpose of these exchanges between companies, social partner organisations and training bodies is, above all, to encourage rapid transfer of innovation in continuing training or collective bargaining;
- 394 pilot projects centred on the conception, the development and the transfer of innovation in terms of content, methodology and training materials. These pilot projects should be designed to integrate training within company strategies or activities - especially those of small businesses - and should benefit the whole of the workforce;
- 127 Qualification projects focused on analysis of medium-term qualification needs in companies, and ways of providing training for employees based on the diagnosis of skill needs in their sector, or region, and in line with national training measures.

The available finance (ECU 8,500,000 for the main programme and a further ECU 1,000,000 for projects involved with the Five New Länder formed from the old

DDR) has allowed FORCE to take on, after contracts were signed, 164 projects involving 1000 individual partners.

These projects are explicitly described in this compendium. Their work is currently being carried out, and first results are awaited at the end of 1992 and the beginning of 1993. Most of these projects have been designed for two years work, and will therefore complete their activities at the end of 1993. Their products will then be available, and will be disseminated throughout the FORCE European network.

The 1992 call for proposals, in its final selection stage at the time of publication will allow another 250 new transnational partnerships and around 2,550 companies, social partners and training bodies to be added to this list.

Together, the promoters and the partners of these projects, make up an extraordinary network for sharing experience and for generating innovation and common initiatives at every level where decisions are taken about continuing training, and wherever such activities are being carried out.

For the first time, this training is properly recognised as a vital investment in the future competitiveness of European companies in world markets. In a labour market which is rapidly changing it is an essential contribution to the skill and the mobility of each and every worker.

FORCE is demonstrating that continuing training can and should be conceived and delivered in transnational partnerships set up as much at company and sectoral levels as at the level of Member States themselves. The quality and the efficiency of these partnerships are described in the compendium in the hope that they will be of assistance to all those who understand the importance of working across national borders to take on the same determination to improve the quantity and quality of investment in continuing training.

HOW TO USE THE COMPENDIUM

Following the selection of the FORCE projects in 1991, the Task Force for Human Resources and the FORCE Technical Assistance Office have received a large number of requests for information concerning both the names and addresses of the projects and also their nature, their content, their partners and their working methods. Many of these questions amounted to: "can you just tell us what these projects actually do?"

This compendium sets out to reply to these questions through brief, practical descriptions of objectives, activities, results and kinds of partners of each and every transnational project in the programme.

Every description has been constructed according to the same logic. They attempt, in a common format:

- to describe the different types of partnership (sectoral, large/small companies, developed regions) and the kinds of partners involved (companies, employer bodies, trade union bodies, joint organisations, training organisations or groups of consultants, regional consortia . . .) in such a way as to enable the reader to make contact with the project co-ordinator, and through him or her, the other participants;
- to detail, in the context of the stated objectives, the questions and the needs to which each project will address itself, and the target groups they have in mind;
- to give a clear idea of the methodology and the activities in terms of timetable, and methods of work, experimentation and evaluation so as to show how the contract with the Commission will be fulfilled;
- to give a precise description of the nature and content of the products to be created, so as to demonstrate what will be available for dissemination and transfer;
- to indicate the benefit which will result from these projects for companies, social partners and training bodies, but also for anyone interested in access to the resulting information and the final products.

The way in which the projects are set out has a double logic. It is intended to assist the reader to understand from what is written the structure, the context and the products envisaged from these transnational initiatives

supported financially by FORCE. And at the same time it affords the opportunity to make contact with project promoters, thereby satisfying information needs and, wherever appropriate, encouraging access to the various dissemination and transfer opportunities within the network.

The descriptions of the projects are accompanied by a number of other pieces of information:

- brief summaries of what the FORCE programme is, and what its added value is intended to be, including a graphic of where the programme fits into the Commission's structure, and another showing its own organisational structure;
- a glossary of words and key concepts to help the reader understand the programme and how it works;
- the press statement which the European Commission issued announcing the projects to be supported in 1991;
- statistical information on the results of the 1991 call for proposals, and on the projects financed by the Commission;
- the list of National Co-ordination Units which take care of the promotion, dissemination and better use of the programme, and a list of the members of the FORCE Committee.

The Task Force Human Resources, with the support of the FORCE Technical Assistance Unit and the National Co-ordination Units is available to help any reader who needs more information or a clearer understanding of the FORCE projects in this compendium. At the same time they are ready to help anyone who would like a more active contact with the programme, or who would like to explore the possibility of coming into it.

THE COMMUNITY ADDED VALUE OF THE FORCE PROGRAMME

I. THE FORCE PROGRAMME

FORCE is a Community Action Programme aimed at improving, in both quantitative and qualitative terms, continuing training in the European Community; more specifically, it aims to enhance, at one and the same time, the competitiveness of companies and the skills of their employees.

FORCE (Formation Continue en Europe - Continuing Training in Europe) was adopted by the Council of Ministers for Social Affairs on 29 May 1990 (Council Decision 90/267/EEC, which appeared in the Official Journal No. L 156/1). It came into effect on 1.1.1991 for a term of 4 years.

The objective of FORCE is to support and complement the policies and activities followed by and within Member States in the field of continuing vocational training.

It comprises two complementary parts, in accordance with the principle of subsidiarity:

- a) a common framework of guidelines (as described in Article 5 of the Decision) designed to support and complement the policies and measures adopted by the Member States, bearing in mind the responsibilities of the parties concerned under national law, with a view to promoting the coherent development of continuing vocational training between Member States;
- b) a number of transnational measures implemented at Community level (as specified in Article 6 and in the Annex to the Decision) designed to support and complement activities developed by and within Member States.

II. OBJECTIVES OF THE FORCE PROGRAMME

- to encourage a greater and more effective investment effort in continuing vocational training, and a better return from it;
- to disseminate examples of good practice in the field of continuing vocational training to those sectors and regions in which training investment is currently inadequate;
- to encourage innovations in the management of continuing vocational training, in the methodology and equipment;

- to take better account of the consequences of the completion of the internal market, in particular by supporting transnational and transfrontier training projects and the exchange of information and experience;
- to contribute to greater effectiveness of continuing vocational training mechanisms and their capacity to respond to changes in the labour market.

III. PARTNERS IN THE FORCE PROGRAMME

- persons responsible for continuing vocational training;
- companies, particularly SME's and groups of companies;
- company-based training organisations;
- the social partners;
- regional training consortia.

IV. FORCE ACTIONS

Action 1: Achieving synergy in innovation

This comprises three types of actions:

- * exchange programmes involving the different people who are responsible for continuing vocational training;
- * transnational pilot projects to do with the content, equipment or methodology of continuing vocational training;
- * qualification projects designed to help companies prepare better for changes in skill needs and qualifications.

Action 2: Convergence of Member State initiatives

This comprises three types of actions:

- * preparation of a 'managing chart' (monitoring continuing vocational training) and of a EUROSTAT study;
- * a study of collective bargaining in the Member States;
- * sectoral surveys on significant training plans and practices.

V. THE ADDED VALUE OF THE FORCE PROGRAMME

The real added value of the programme lies in its capacity to support and add to what the Member States are able to do to encourage the development of continuing training within the European Community.

The response to the 1991 call for proposals, as well as the other parts of the programme (the Managing Chart, the EUROSTAT survey, the analysis of collective bargaining, and the sectoral surveys), lead to a number of conclusions at the end of the first year of pilot activity:

1. By undertaking collaborative work on training and qualifications as from 1991, no less than 1000 European partners, of whom more than 500 are companies, FORCE can claim to have begun to develop, disseminate and transfer the products of continuing training throughout the Community. This must at the same time result in a significant improvement in the level of investment made by companies in continuing training, and in enabling their workers to benefit from access to training of quality, in particular in small companies, where it is most difficult to make effective investment in training.

Impact conferences will be held in each Member State to evaluate the real effectiveness of the programme in terms of investment and access, and to measure the extent to which it supports and complements their own initiatives.

2. By accepting more than 25 project partnerships with a European sectoral significance, that is, projects involving the important training organisations and companies from the same sectors in five or more Member States, FORCE has shown that sectoral training and qualification projects can be strengthened by common analysis of skill needs, and common activity to enable them to develop training products and to respond to changes in qualifications.

This consolidation rôle will be further reinforced by the completed sectoral surveys (retail, automobile repair, agro-food . . .) of training plans and relevant policies.

3. The survey and analysis part of FORCE, taken with the implementation of Article 11 of the Decision are a vital element of the 1992 work programme, and

will result, thanks to the accumulated products of the programme, in a coherent collection of information on policies and continuing training initiatives in the Member States, of which the first phase will be finished in 1992.

This information will derive from three main sources:

- quantitative statistics concerning the continuing training approaches and initiatives in the different Member States (Synoptic Tables, Managing Chart and details of training measures);
 - the launch, in partnership with EUROSTAT, of the first large European survey of continuing training of employees in companies;
 - information on collective bargaining policies with regard to continuing training in the different Member States, and good practice derived from the social dialogue at each level (companies, sectors, countries).
4. The planned animation activities for the FORCE network (national FORCE days, impact conferences, thematic and sectoral round tables . . .) should ensure that a European training and qualification dimension is created as a result of the wide dissemination and transfer of know-how and training products which will make a real contribution to the success of the Single Market, and to the competitive edge of European companies in international markets.
5. It will be vital to scrutinise the projects, the analysis, and the surveys completed in the pilot phase of the programme in 1991/2, in a systematic evaluation at the end of 1992, supported by independent experts, and in collaboration with the Member States; in 1993 a budget of more or less ECU 40,000,000 will be essential to enable them to have a more substantial impact on continuing training policies in the Member States, and on industrial policies.

SUMMARY TABLE OF FORCE PROGRAMME ACTIVITIES

SECTION	ACTIONS	OBJECTIVES	PARTNERS	FINANCING
Section 1 Support for innovation	European Transnational Network	Improvement of quality of the planning, organisation and evaluation of conti- nuing training operations	<ul style="list-style-type: none"> -Undertakings -Training bodies -Employers' organisations and trade unions -FORCE national demons- tration projects -Public authorities -EUROTECNET Innovative projects -COMETT joint projects -IRIS projects -EUROFORM consortia and partnerships 	Financing of the anima- tion/co-operation and dissemination activities, up to 100% of the costs with ceiling
	Exchange schemes	Dissemination of innovations	<ul style="list-style-type: none"> -Full-time instructors -Human resources staff -Workers' representatives in undertakings -Regional consortia training specialists 	Financing of direct and indirect costs of mobility up to a ceiling of ECU 7,500. Maximum duration of train- ing : 3 months
	Pilot Projects	Promotion of transfer of knowledge and know-how (SME's, opportunities and consequences of the completion of the Internal Market)	<ul style="list-style-type: none"> -Undertakings -Groupings of undertakings -Training bodies -Employers' organisations and trade unions -FORCE national network of demonstration projects -Company based partner- ships set up within the context of Community pro- grammes such as COMETT, EUROTECNET, IRIS 	Contribution limited to 50% of expenditure Annual ceiling of ECU 100,000 for a maximum period of 2 years
	Sectoral sur- veys of train- ing plans	Awareness and reinforce- ment of the inclusion of training in firms' policy- making	<ul style="list-style-type: none"> -Employers' organisations and trade unions -Public authorities -Specialist bodies 	Acceptance of costs up to a maximum of ECU 500,000 per survey

SUMMARY TABLE OF FORCE PROGRAMME ACTIVITIES

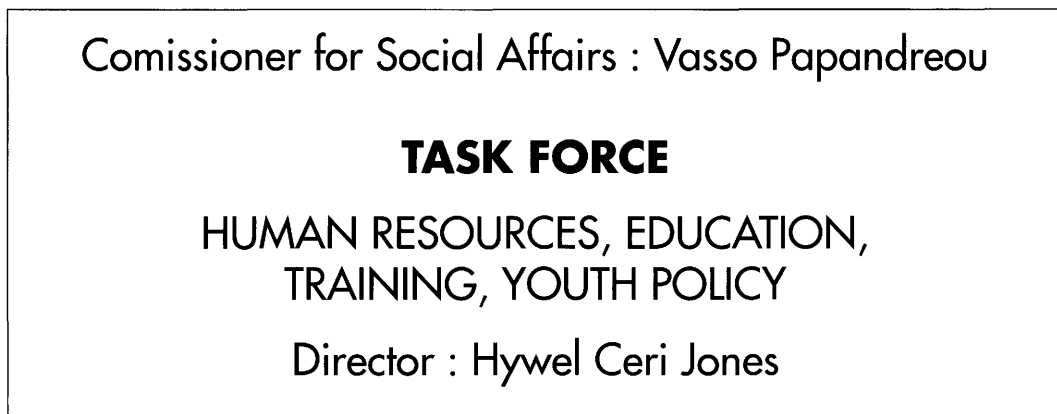
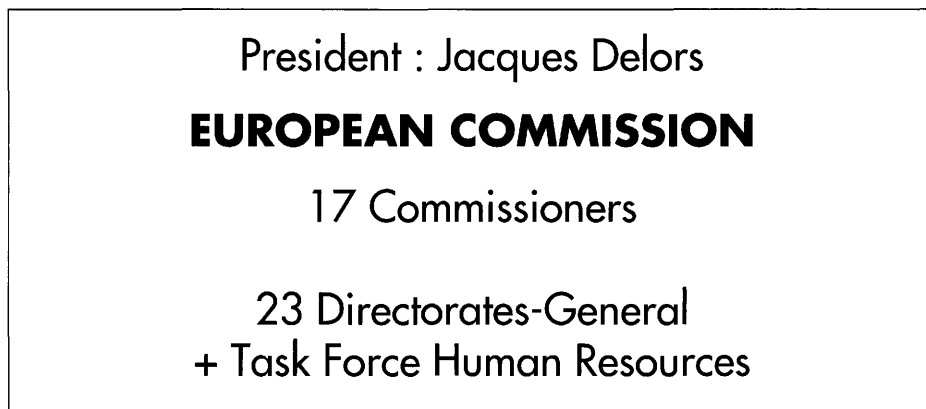
SECTION	ACTIONS	OBJECTIVES	PARTNERS	FINANCING
Section II Convergence of initiatives	Exchange of comparable data -Managing Chart -Systematic compilation of data -EUROSTAT survey of undertakings	Definition of a common methodological framework and launch of a survey	-EUROSTAT -National statistics offices -Public authorities -National specialist institutions	Mixed financing with ceiling (Managing Chart). Acceptance of statistical costs up to 80% with ceiling
	Analysis of contractual policy	Dissemination of innovative contractual agreements	-Group of European university experts -Monitoring group (UNICE/CEEP/ETUC) -Employers' organisations and trade unions -Public authorities -Other competent experts	Acceptance of up to 100% of costs, with ceiling
	Exchange schemes	Exchange of experience among those involved in the social process	-Employers' organisations and trade unions -Joint bodies	Financing of direct and indirect costs of mobility up to a ceiling of ECU 7,500 Maximum duration of exchange : 3 months
	Changes in demand for qualifications and occupations (qualification projects)	Improved analysis and forecasting of future requirements for skills	-Undertakings -Employers' organisations and trade unions -Training bodies -Bodies with specialist knowledge in selected sectors -COMETT UETPs	Acceptance of up to 100% of costs, with ceiling of ECU 75,000 for implementation and ECU 75,000 for dissemination

FORCE

A programme of the European Commission's Task Force
Human Resources

COUNCIL OF MINISTERS

EUROPEAN PARLIAMENT



PROGRAMMES

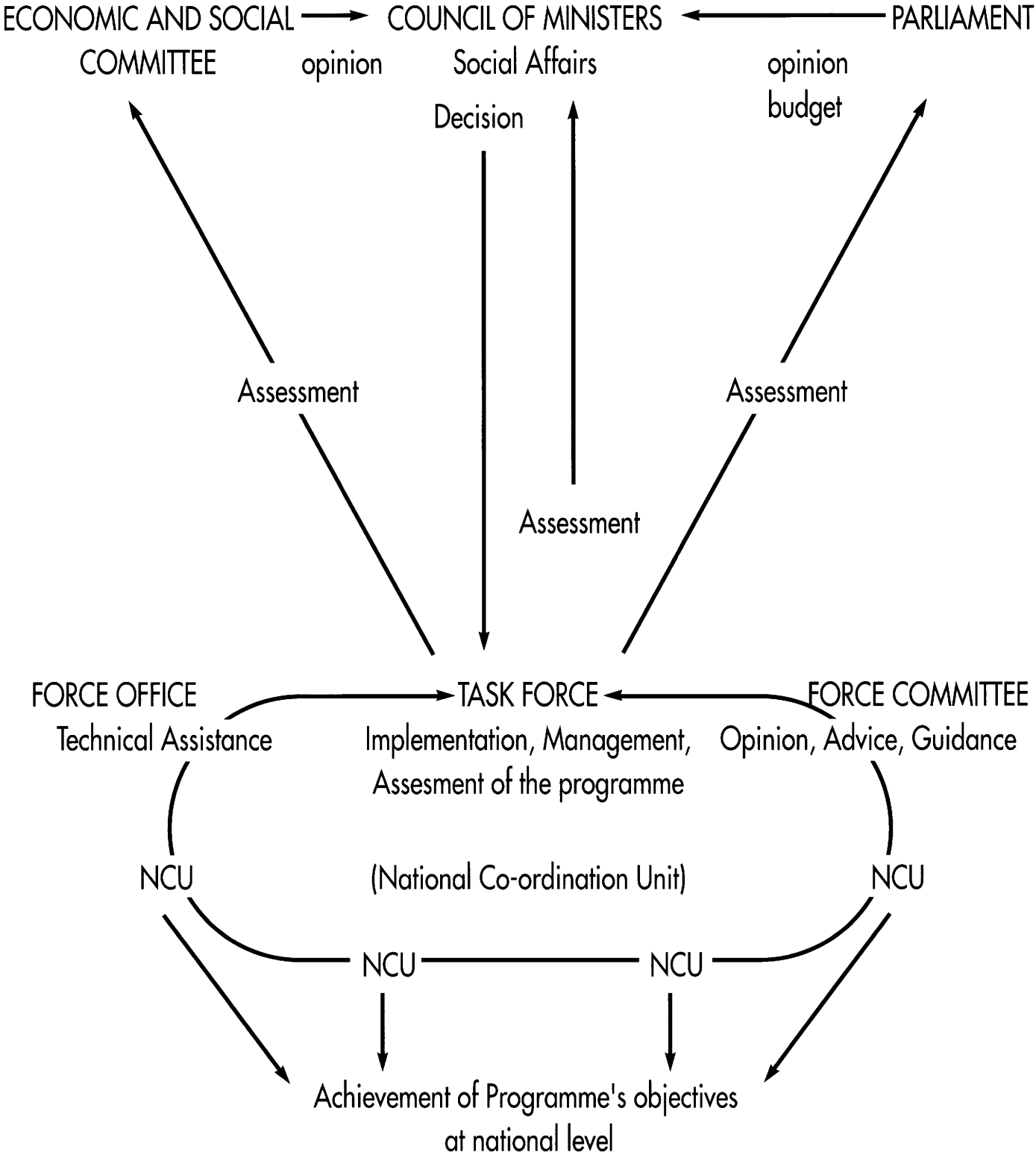


ERASMUS - PETRA - LINGUA - FORCE
EUROTECNET - COMETT - TEMPUS...



FORCE

ORGANISATIONAL CHART OF THE FORCE PROGRAMME



FORCE PROGRAMME GLOSSARY

APPLICATION

An application is a dossier containing all information and supporting documents relating to the projects to which the application refers. A FORCE application may contain one or more project proposals.

This practice of grouping a number of project proposals under one application has been adopted to speed up administrative processing (for example in relation to acknowledgement of receipt).

BOTH SIDES OF INDUSTRY

The term "both sides of industry" or "Social Partners' Organisations" denotes employers' organisations and trades unions recognised in each Member State in the collective bargaining process, and/or their umbrella organisations, and/or the national organisations involved in joint actions.

CONTINUING VOCATIONAL TRAINING

This term covers all continuing vocational training undertaken by a worker in the European Community during his or her working life.

CONTRACTANT

The contractant is the person authorised to sign the contract. He/she must accept, in advance, the project proposal. If the project is accepted, he/she must sign the contract. He/she will be legally responsible for all questions of a contractual nature.

CO-ORDINATOR

The co-ordinator is responsible for managing the project on behalf of the other partners involved in it. He/she will be informed by the Commission of the success or otherwise of the proposal. If the project is accepted, he/she will be responsible for all correspondence with the Commission. He/she must pass on all information supplied by the Commission to the other partners.

FORCE COMMITTEE

This Committee "assists" the Commission in the execution of the Programme. It consists of two representatives of each Member State as well as 12 representatives from the two sides of industry. The Committee gives its opinion on the direction the Programme is taking and the way it is managed.

GUIDE

The Guide is written for people who intend to reply to an open FORCE invitation for proposals and to apply for funding under the Programme. As such it sets out to explain the rules governing the submission of projects.

NATIONAL CO-ORDINATION UNITS

National Co-ordination Units have been set up in every Member State in order to co-ordinate, disseminate and promote the programme, with a view to maximising its impact on those continuing vocational training policies and practices which correspond to FORCE's main objectives.

NCU's include representatives of the public authorities involved and representatives of both sides of industry. The composition of NCU's should at least reflect that of the FORCE Advisory Committee.

PROJECT

A project specified in an application corresponds to a request for funding for a specific FORCE initiative and includes all the documents (Guide and Supplement to the Guide, letter of intent etc.) necessary for this application for funding.

QUALIFICATION

A worker's qualification represents not only the skills required to carry out a given function or task, but also recognition of these skills in terms of salary level, job classification level, or level of approved diploma.

REGIONAL CONSORTIUM

A Regional Consortium is a group or partnership of different partners, both public and private, who pool resources and training strategies in order to develop investment in human resources and regional planning in the area of continuing vocational training.

SECTORAL LEVEL

An action is located "at the sectoral level" when it relates to a specifically identifiable sector of activity (chemicals, textiles, agro-food, automobile, tourism etc.).

SOCIAL PARTNERS' ORGANISATIONS

See under "Both sides of industry"

TECHNICAL ASSISTANCE OFFICE (TAO)

The Technical Assistance Office "assists" the Commission in implementing FORCE, and helps the Commission, and more particularly the Task Force Human Resources, in its work of day-to-day management of the Programme.

TRAINING BODIES

These include all types of public, semi-public or private establishment engaged in vocational training, further training, up-dating or retraining activities, regardless of the way in which they are referred to in the Member States.

The term also covers autonomous economic organisations, in particular chambers of commerce and industry and/or their equivalents, as well as professional associations.

TRANSNATIONAL EUROPEAN NETWORK

This network sets out to improve the designing, organisation and assessment of continuing vocational training activities and to promote the transfer of know-how at Community level.

It consists of partnerships set up to implement FORCE projects as well as all transnational or cross-frontier aspects of the Programme and at Community level, promotional activities collaboration and dissemination of information and experience.

The Network, which is run by the Task Force Human Resources with the assistance of the FORCE Technical Assistance Office, is organised around a certain number of specific activities : seminars, round tables, networking of projects and experts, contact mart, project database, etc.

TRANSNATIONAL PARTNERSHIP

The term "transnational partnership" denotes an interest grouping of companies, their associations and training bodies and any other participants, from not less than two Member States, with a view to working together on continuing vocational training activities of benefit to the Community.

In the case of FORCE, every transnational partnership must contain at least one undertaking, and in the case of qualification projects, at least two undertakings, one of which must be a small or medium-sized enterprise (SME).

Partnerships to whom priority will be given according to the type of project are defined in the Guide.

UNDERTAKING / BUSINESS / COMPANY

The words "undertaking", "business" and "company" are used to denote not only large, but also small and medium-sized enterprises, regardless of their legal status or the economic sector in which they operate, and all types of economic activity.

VADEMECUM

The FORCE Vademecum, just like other similar Commission brochures relating to Community programmes, provides information to the general public on ways in which undertakings, both sides of industry, the Commission, competent national authorities and training, research and advisory bodies plan to implement the Council Decision of 29 May 1990 by means of a joint action programme.

The Vademecum describes how the parties involved will benefit from the action programme, the active rôle they can play and the manner in which they can successfully execute the programme, in an atmosphere of extensive co-operation and mutual support.

WORKER / EMPLOYEE

The term "worker" or "employee" is used to denote any person having active links with the labour market, including the self-employed.

FORCE - EUROPEAN ENTERPRISES TAKE THE LEAD IN CONTINUING TRAINING INVESTMENT (Official Press Release)

The results of the first call for FORCE projects underline the priority which European enterprises are now attaching to real investment in the continuing vocational training of their workers.

Some 800 projects were submitted, bringing together enterprises, training bodies and social partners from the twelve Member States to tackle three dominant issues :

- effective exchange between them of continuing training experience and methods;
- the creation of innovative training responses to enterprises development and competitive needs, and their integration into training strategies;
- the forecasting of evolving qualification and training needs, and their implications for preparing workers for the business realities of the future.

155 projects have been approved for funding following a selection process in which the Commission's final decision was informed by the views of independent experts, as well as those of the FORCE Committee, which is composed of two representatives of each Member State, and twelve representatives of the social partners.

Among these 155 projects in receipt of FORCE funding :

- 65 are either contracted or co-ordinated by enterprises themselves;
- 39 are either contracted or co-ordinated by social partners.

There are also 15 "5NL Projects ". These are partnerships involving enterprises and/or training bodies from the Five New German Länder. These will have a powerful impact on the transfer of innovative experience between the former DDR and the other Member States of the Community.

The total sum granted by FORCE to funded projects is ECU 8,500,000.

There is a specific allocation of ECU 1,000,000 for the "5NL Projects".

An analysis of the results of the first FORCE call projects shows :

- FORCE's objective to create a genuine dynamic for increased investment in continuing training is well-

founded - it would have been possible to have financed at least 220 quality transnational projects, had the budget permitted;

- that the sectoral dimension is vital to the effective delivery of training. A significant number of projects have a European sectoral focus, that is to say they involve leading sectoral organisations (these sectors include automobile, aeronautic, banking, textiles, tourism, transport, leather, graphic arts and film...);
- a powerful involvement of countries on the periphery of the Community (Spain, Portugal, Greece and Ireland), which will enable FORCE to play a major rôle in the transfer of training innovation between the most developed and the least-developed regions;
- the strong desire of European enterprises to involve themselves in joint innovation in continuing training, and their capacity to act together to improve their competitive edge, even when they are otherwise in competition with each other. Of special note is the excellent representation of small and medium-sized enterprises, showing their desire to take part in the exchange of experience, and to improve their approach to qualifications;
- an impressive presence within many projects of social-partners (unions and employers' organisations). This will reinforce their rôle in the development of European training and qualification policies;
- the need, demonstrated by the heavy response to this call for projects, for an active European continuing training network of continuing training specialists. FORCE is establishing this from the outset of its programme.

This practical exchange of people, ideas and methods, and training tools and materials will make a major contribution to the development of a common European approach to continuing vocational training.

This common approach - further strengthened by other FORCE actions (the production of comparable statistics on continuing vocational training, analysis of collective bargaining policy, and a series of sectoral surveys) - is one of the key elements for the success of European enterprises in world markets.

**1991 CALL FOR APPLICATIONS
PROJECTS SUBMITTED
PROJECT TYPE**

EXCHANGES	PILOT	QUALIFICATION
256 (1816)	394	127

TOTAL 777

**NUMBER AND TYPE OF PROJECTS SUBMITTED BY
CONTRACTANTS FROM THE DIFFERENT COUNTRIES**

COUNTRY	E	P	Q	TOTAL
BELGIUM	7	30	12	49
GERMANY	14	31	10	55
DENMARK	11	18	5	34
SPAIN	22	34	14	70
FRANCE	39	70	18	127
GREECE	48	40	15	103
ITALY	23	58	24	105
IRELAND	17	16	8	41
LUXEMBOURG	1	3	0	4
NETHERLANDS	3	10	3	16
PORTUGAL	17	11	4	32
UNITED KINGDOM	54	73	14	141

**NUMBER OF PARTNERS
PER COUNTRY**

COUNTRY	NUMBER OF PARTNERS
BELGIUM	199
GERMANY	342
DENMARK	145
SPAIN	401
FRANCE	631
GREECE	335
ITALY	476
IRELAND	211
LUXEMBOURG	17
NETHERLANDS	102
PORTUGAL	214
UNITED KINGDOM	584

**FINAL RESULTS
OF THE 1991 FORCE CALL FOR APPLICATIONS**

LIST "A"	NUMBER OF PROJECTS	AMOUNT ACCEPTED (ECU)
EXCHANGES	47	1,122,200
PILOT	83	5,794,500
QUALIFICATION	25	1,604,775
TOTAL	155	8,521,475

**PROJECT "A" DECISION LIST
PER CONTRACTANT FROM THE DIFFERENT COUNTRIES**

COUNTRY	NUMBER OF PROJECTS	AMOUNT ACCEPTED (ECU)
BELGIUM	11	653,500
GERMANY	8	580,000
DENMARK	8	476,000
SPAIN	17	1,006,000
FRANCE	20	1,063,500
GREECE	19	883,500
ITALY	17	1,058,000
IRELAND	13	605,000
LUXEMBOURG	3	136,500
NETHERLANDS	4	345,000
PORTUGAL	14	636,475
UNITED KINGDOM	21	1,078,000

**PROJECT "A" DECISION LIST
PROJECT TYPE**

EXCHANGES	PILOT	QUALIFICATION
47	83	25

TOTAL 155

TYPE OF CONTRACTANT / CO-ORDINATOR

TRAINING ORGANISATIONS	COMPANIES	SOCIAL PARTNERS	SME'S /GROUPS OF COMPANIES
50	65	39	29

FROM A TOTAL OF 155 PROJECTS

"5NL" PROJECTS DECISION LIST

EXCHANGES	PILOT	QUALIFICATION
2	10	3

AMOUNT REQUESTED (ECU)	AMOUNT ACCEPTED (ECU)
1,245,485	1,000,000

PROJECT SELECTION PROCEDURES

TFHR/FORCE OFFICE EVALUATION	INDEPENDENT EXPERTS	MEMBER STATES
Community dimension	Priority criteria relating to content and quality	Interest of the project in relation to the national situation

FORCE COMMITTEE

FULL MEMBERS

ALTERNATE MEMBERS

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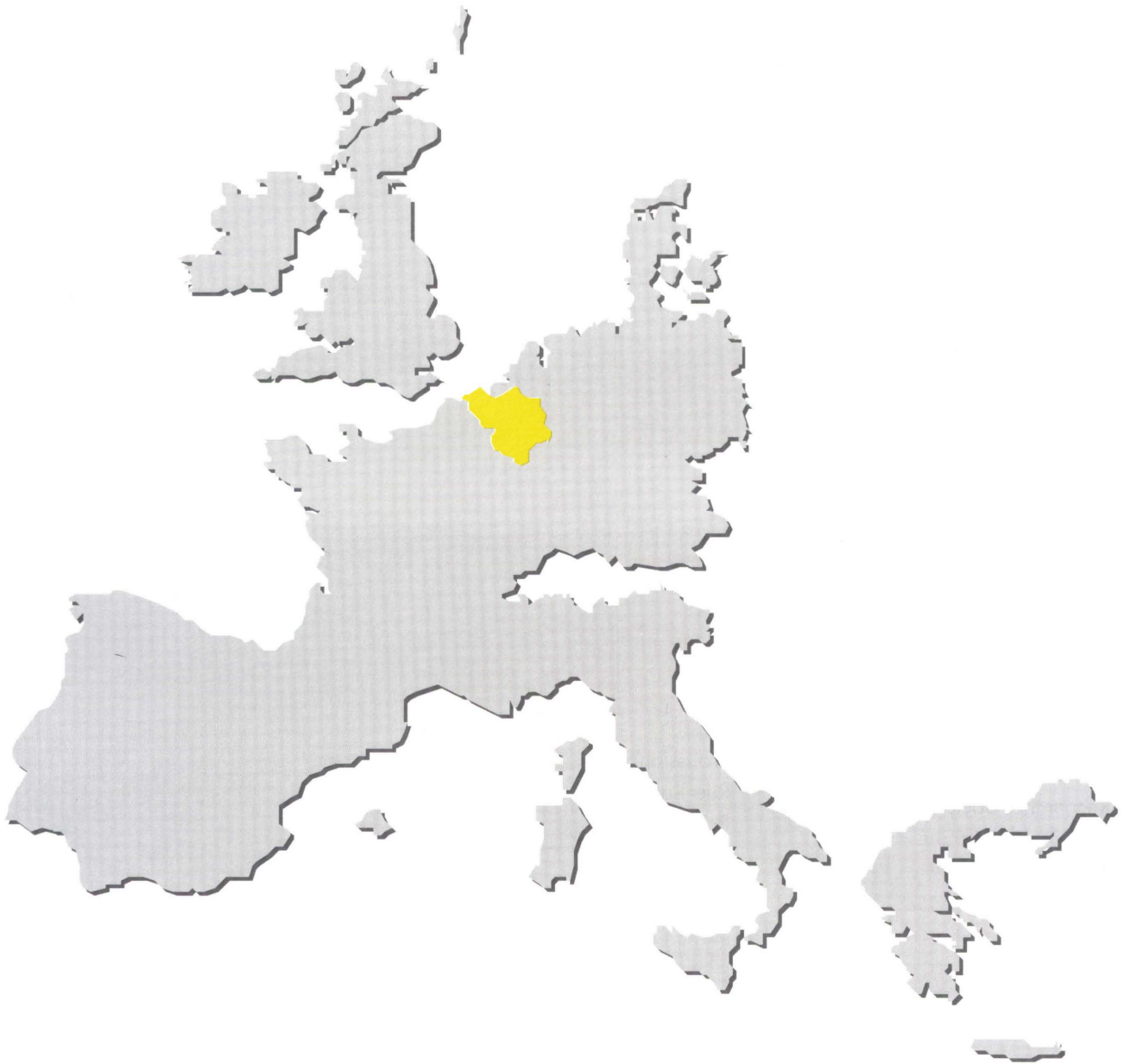
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B E L G I U M



RESTRUCTURING OF THE GRAPHIC INDUSTRY SECTOR AND TRANSFER OF EMPLOYMENT TOWARDS RELATED SECTORS

OBJECTIVES :

Widespread computerisation in the graphic arts industry and related sectors requires a highly skilled personnel. This project maps the evolution of graphic arts skills and trades, notably pre-press activities, to enable companies to make the right investments in the training of their employees by arriving at a clearer estimation of future training requirements and a better work organisation.

ACTIVITIES :

The work involves :

- case studies and survey of selected pre-press companies in terms of employment patterns, production technologies and personnel development and training practices;
- evaluation of findings and writing of intermediate reports on the basis of a comparable method agreed by the Brussels and Porto universities. Further investigations will be made if necessary;
- development of forecasting models and reports on employment and qualification trends.

RESULTS :

The products to be disseminated will comprise a report about qualifications and continuing training, information booklets and a computerised data bank on the supply of graphic arts training in Europe. They will be produced in the partnership languages and presented to companies in a form adapted to the characteristics and practices of the different regions involved.

These results will be communicated to relevant bodies such as the European Centre for the Development of Vocational Training (CEDEFOP). It is hoped that the work will lead to a fut-

ure pilot project on image processing training (videography) methods in and outside the sector.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Graphic arts vocational training centres, regional restructuring units of trade-union organisations, research centres and businesses from Belgium, France and Portugal.

Members of the partnership :

PORTO (P) : EMPRESA DO JORNAL DE NOTICIAS

CHARLEROI (B) : DUPUIS PREPRESS
BRUXELLES (B) : CEPEGRA/FOREM -
CENTRE DE PERFECTIONNEMENT
DES INDUSTRIES GRAPHIQUES
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COMMUNAUTAIRE ET REGIONALE
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MAYENNE (F) : LYCEE LEONARD DE
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GOSSELIES (B) : ARCHIPEL - AIDE A
LA RECONVERSION A CHARLEROI
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USE OF SIMULATION TECHNOLOGIES FOR THE TRAINING OF OPERATORS OF AUTOMATIC PLASTIC PROCESSING MACHINES

CONTRACTANT :

ARCHIPEL - AID TO RESTRUCTURING
IN THE CHARLEROI REGION BY
PROFESSIONAL INSERTION AND THE
CREATION OF LOCAL EMPLOYMENT.

CO-ORDINATOR :

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OBJECTIVES :

This project aims to assess the interest in setting up, at regional level, a specialised centre offering training in new technologies (Didactic TECHNOlogical POLE - DITECHPOLE) for operators of injection moulding presses. This is especially targeted at low skilled workers.

ACTIVITIES :

Meetings and visits in Belgium, France and Portugal will enable the partners to :

- investigate the problems of the use of simulation technologies;
- present these technologies in a training module adapted to the needs of companies;
- devise, test and evaluate a general-purpose training software package covering specific machine programmes;
- develop a finalised package and share the results between the partners.

RESULTS :

A document presenting the results of the investigations into simulation technologies for injection moulding machines will be produced. This will be accompanied by the software training packages and a general installation programme.

Dissemination will take place through the training centres associated to the project and other partner organisations.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, training organisations and companies from the plastics sector from Belgium, France and Portugal.

Members of the partnership :

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CHIMAY (B) : MOMIPLAST-AMS PACKAGING
DISON (B) : PLASTIFLAC
AVEIRO (P) : ISOMOLDES - INDUSTRIA DE MOLDES
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LYON (F) : CFP - CENTRE DE FORMATION A LA PLASTURGIE

AGRO-TOURISM ACTIVITIES IN THE YEAR 2001

OBJECTIVES :

Diversification of traditional skills in rural areas and the training of competent trainers is essential for rural development. This project aims to address this issue through an investigation into existing training practices and by establishing which skills and qualifications will be needed in rural and farming communities throughout the E.C. in future.

ACTIVITIES :

National surveys of existing agro-tourism activities will take place in the following areas : catering; hospitality; environment; tourist visit management; farm product development and sales; and sport, leisure and cultural animation.

The results of the surveys will contribute to the elaboration of reports on possibilities for new occupations, qualifications and types of training.

RESULTS :

A forecasting analysis, designed to promote the development of new agro-tourism occupations will be the principal product. Awareness of the possibilities for rural development through encouraging such activities will be increased.

Published results will be disseminated throughout the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Development agencies, training organisations, farming associations, trade unions, and regional chambers of agriculture from Belgium, Spain, Italy, England, France, Denmark, Greece, Portugal, Germany and Ireland.

Members of the partnership :

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ANGERS (F) : CRA - CHAMBRE REGIONALE D'AGRICULTURE DES PAYS DE LOIRE

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PARIS (F) : UNMFREO - UNION NATIONALE MAISONS FAMILIALES RURALES D'EDUCATION ET D'ORIENTATION

ROMA (I) : ANAGRITUR - CONSORZIO TRA LE ORGANIZZAZIONI NAZIONALI ITALIANE DE L'AGRITURISMO (AGRITURIST, TERRANOSTRA, TURISMO VERDE)

MADRID (E) : ASAJA - ASOCIACION AGRARIA JOVENES AGRICULTORES

DUBLIN (IRL) : IFA - IRISH FARMERS' ASSOCIATION

LISBOA (P) : CAP - CONFEDERAÇÃO DOS AGRICULTORES DE PORTUGAL

LONDON (UK) : NFU - NATIONAL FARMERS UNION

BONN - ROTTGEN (D) : LAND - BILDUNG E.V.

AUTRANS (F) : AFRAT - ASSOCIATION POUR LA FORMATION DES RURAUX AUX ACTIVITES DE TOURISME

ANGERS (F) : COFRAT - COMITE DE FORMATION DES RURAUX AUX ACTIVITES DE TOURISME

BRUXELLES (B) : FETOURAG AAB - SERVICE DE TOURISME DE L'ALLIANCE AGRICOLE BELGE
KOBENHAVN (DK) : DE DANSKE LANDBOFORRENINGER

PARIS (F) : FNSEA - FEDERATION NATIONALE DES SYNDICATS D'EXPLOITANTS AGRICOLES

ATHINA (GR) : PASEGES - CONFEDERATION PANHELLENIQUE DES UNIONS DE COOPERATIVES AGRICOLES

LISBOA (P) : CONFAGRI - CONFEDERAÇÃO NACIONAL DAS FEDERAÇÕES DAS COOPERATIVAS DE PORTUGAL, CCRL

BELGIUM

CONTRACTANT :

CEPFAR - EUROPEAN CENTRE FOR THE PROMOTION AND DEVELOPMENT OF TRAINING AGRICULTURAL AND RURAL AREAS

CO-ORDINATOR :

COPA/CEPFAR - COMMITTEE OF PROFESSIONAL FARMING ORGANISATIONS OF THE EEC / EUROPEAN CENTRE FOR THE PROMOTION AND DEVELOPMENT OF TRAINING AGRICULTURAL AND RURAL AREAS

MR JULIO MARTINS CRUZ

23-25, RUE DE LA SCIENCE

B-1040 BRUXELLES

TEL. : 32/2/2872735

FAX : 2782700

BELGIUM

HOPE - EXCHANGE PROGRAMME FOR CONTINUING VOCATIONAL TRAINING IN EUROPE

CONTRACTANT :

HOSPITAL COMMITTEE OF THE
EUROPEAN COMMUNITY -
ASSOCIATION OF REPRESENTATIVES
OF NATIONAL HOSPITAL
ORGANISATIONS OR NATIONAL
INSTITUTIONS RESPONSIBLE FOR THE
HOSPITAL SECTOR

CO-ORDINATOR :

HOSPITAL COMMITTEE OF THE
EUROPEAN COMMUNITY
MRS YOLANDA PUT
KAPUCIJNENVOER 35
B-3000 LEUVEN
TEL. : 32/016/216901
FAX : 216970

OBJECTIVES :

By organising these exchanges, the partnership hopes to foster the development and the quality of vocational training in hospitals, and medical, paramedical and administrative training in particular.

ACTIVITIES :

Training managers, instructors and personnel managers from hospitals and health centres are involved in the exchanges. Candidates visiting centres in other Member States are to provide information on their own training system as well as studying training provision in the receiving organisations.

Wider meetings within each of the receiving countries will complement the analysis of hospital training practices in other countries.

RESULTS :

Reports on the findings of each of the exchanges will be drawn up and disseminated. These will include information on innovative training practices in the various health systems.

The partnership's work should lead to future joint training activities and an effective transfer of skills between the countries involved.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Hospitals, training centres for staff of psychiatric clinics, psychiatric clinics and regional health councils from Belgium, Denmark, Spain, France, Italy, the Netherlands, Portugal, the United Kingdom and Greece.

Members of the partnership :

DENDERMONDE (B) : GENERAL HOSPITAL
O.L.V. VAN TROOST
ODENSE (DK) : ODENSE SYGEHUS
ONTINYENTE (B) : HOSPITAL GENERAL
MADRID (E) : HOSPITAL PSIQUIATRICO
PROVINCIAL
SANTANDER (E) : HOSPITAL SON DURETA
SANTANDER (E) : HOSPITAL UNIVERSITA-
RIO 'MARQUES DE VALDECILLA'
VALLADOLID (E) : HOSPITAL UNIVERSITA-
RIO VALLADOLID
MADRID (E) : INSALUD HOSPITAL 'LA PAZ'
PALMA DE MALLORCA (E) : INSTITUTO
NACIONAL DE LA SALUD - HOSPITAL
GENERAL NUESTRA SENORA DEL PINO
LA ROCHE/YON (F) : CENTRE HOSPITALIER
DEPARTEMENTAL DE LA ROCHE/YON
TALENCE (F) : CHRU - CENTRE HOSPITALIER
REGIONAL ET UNIVERSITAIRE DE BOR-
DEAUX
LILLE (F) : CHRU - CENTRE HOSPITALIER
REGIONAL ET UNIVERSITAIRE DE LILLE
LIMOGES (F) : CHRU - CENTRE HOSPITA-
LIER REGIONAL ET UNIVERSITAIRE DE
LIMOGES
NANTES (F) : CHRU - CENTRE HOSPITALIER
REGIONAL ET UNIVERSITAIRE DE NANTES
ROUEN (F) : CHRU - CENTRE HOSPITALIER
REGIONAL ET UNIVERSITAIRE DE ROUEN
CLAMART (F) : HOPITAL ANTOINE-BECLERE
ROMA (I) : OSPEDALE PEDIATRICO BAMBI-
NO GESU
VENRAY (NL) : PSYCHIATRIC CENTER VEN-
RAY
COIMBRA (P) : HOSPITAIS DA UNIVERSIDA-
DE DE COIMBRA
MORPETH NORTHUMBERLAND (UK) : NOR-
THERN REGIONAL HEALTH AUTHORITY
WINCHESTER, HAMPSHIRE (UK) : WESSEX
REGIONAL HEALTH AUTHORITY
GENT (B) : VORMINGSCENTRUM GUI-
LAIN-BROEDERS VAN LIEFDE
LARISSA (GR) : PROJECT - CENTRE EURO-
PEEN DE DEVELOPPEMENT

CREATION OF A EUROPEAN TRAINING PACKAGE ON THE HANDLING AND TRANSPORTATION OF DANGEROUS GOODS

OBJECTIVES :

This project aims to create training packages in the handling and transport of dangerous goods by road/rail and sea, in accordance with local, regional, national, European and international laws, instructions and regulations. The packages will be aimed at three different levels : members of boards of directors; managers; and executives.

ACTIVITIES :

This two year project comprises three main phases :

- definition of dangerous goods and all groups concerned - organisations, enterprises, persons (agents, harbour officials, crews of vessels etc);
- study of educational, legal and technical aspects of rail/road transport of dangerous goods and development of training modules for the three different levels;
- study of the educational, legal and technical aspects of sea transport of dangerous goods and development of training modules.

The project will also cover legal and technical aspects concerning consumer protection.

RESULTS :

The training package will be designed for basic training and self study, study using software programmes, videos and other telecommunication instruments.

Dissemination activities will include : 2 day seminars for members of boards of directors; detailed training programmes for managers; and at executive level, the fixing of target deadlines for the implementation of practical training activities. Publicity will include publication of results and seminars in all countries concerned. The results will

also be used in the training of captains and deck officers.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Marine transport and services companies and specialist training organisations, from Belgium, Spain, Greece, Italy, the Netherlands and Portugal.

Members of the partnership :

MILANO (I) : SOCIETA' GENERALE DI SORVEGLIANZA S.P.A.

DUBLIN (IRL) : IRISH MARINE SERVICES LIMITED

MAROUSSI-ATHINA (GR) : ACC - ATHENS CONSULTANCY CENTRE
CASTELFRANCO (I) : ENTE DI SVILUPPO AGRICOLO VENETO - CENTRO AGROCHIMICO

CADIZ (E) : COMME - COLEGIO DE OFICIALES DE LA MARINA MERCANTE ESPAÑOLA

CORK (IRL) : RTC - CORK REGIONAL TECHNICAL COLLEGE

OEIRAS (P) : ESCOLA NAUTICA INFANTE D. HENRIQUE

ATHINA (GR) : IMPETUS

BELGIUM

CONTRACTANT :

SGS DEPAUW EN STOKOE N.V.

CO-ORDINATOR :

SGS DEPAUW EN STOKOE N.V.

MR OLIVIER DEPOORTERE

POLDERDIJKWEG (HANSADOK 407)

B-2030 ANTWERPEN

TEL : 32/3/5417130

FAX : 5421973

BELGIUM

EURO MAINTENANCE SKILLS

CONTRACTANT :

UWE - UNION WALLONNE DES
ENTREPRISES

CO-ORDINATOR :

UWE - UNION WALLONNE DES
ENTREPRISES
MR SERGE MOUSSET
CAPITAINE CREPEL, 42
B-1050 BRUXELLES
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FAX : 5130160

OBJECTIVES :

Technological progress in industrial production involves considerable changes in the profile of maintenance jobs, especially for heavily automated companies. This project has been devised to study the cross-sector evolution of maintenance sector occupations, notably in small and medium-sized firms.

ACTIVITIES :

To conduct the study into existing maintenance job profiles and future qualification requirements, the partnership will :

- draw up an analysis grid;
- carry out an in-house survey of selected companies;
- compare findings between national partners.

RESULTS :

A survey report will be published and 5000 copies distributed in four languages. Publicity will be organised through seminars, press conferences and press articles. The project will establish expert advice facilities for companies.

These results should provide the basis for the design, implementation and planning of future continuing training programmes for maintenance staff.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, employer federations and industrial training organisations from Belgium, Greece and Portugal.

Members of the partnership :

BRUXELLES (B) : GLAVERBEL
THESSALONIKI (GR) : CHEMICAL
INDUSTRIES OF NORTHERN GREECE
JEMEPPE-SUR-SAMBRE (B) : SOLVAY
AND CO
ACHARNES (B) : COMPANIES ASSO-
CIATION FOR THE INDUSTRIAL AND
PROFESSIONAL TRAINING OF THEIR
STAFF
BRUXELLES (B) : FOREM - OFFICE
COMMUNAUTAIRE ET REGIONAL DE
LA FORMATION PROFESSIONNELLE
ET DE L'EMPLOI
LISBOA (P) : INSTITUTO DE SOLDA-
DURA E QUALIDADE
LIEGE (B) : ATELIERS DE LA MEUSE

A STRATEGIC INFORMATION TOOL FOR THE CONTINUING TRAINING OF WOMEN IN THE SERVICES SECTOR

OBJECTIVES :

This project aims to map the evolution of companies' training requirements and locate obstacles to women's access to continuing training in the services sector.

It will create a range of information tools for service companies, designed to encourage the development and implementation of vocational training systems.

ACTIVITIES :

The partnership's "Support Committee", comprising 24 human resources and training managers, trade-unions and training experts from all Member States, will oversee and carry out the following activities :

- research into existing innovative training practices and programmes;
- survey of possibilities for integration of access measures for certain grades into continuing training plans;
- information tool development;
- discussions on access guidelines and other measures to promote training for women.

RESULTS :

Project outputs will include :

- an on-line data base comprising qualitative information about in-house continuing training programmes which include an equal opportunity dimension;
- an electronic mail service on continuing training of women, providing the latest news in this field by distributing messages, and available to companies, trade unions and training organisations;
- guidelines for the development of continuing training programmes for women, aimed at instructors and human resources managers.

The dissemination of these products will take place through the partnership and through the European Community's IRIS network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Research centres for women, training organisations, banks and small service firms from Ireland, the United Kingdom, Belgium, and France.

Members of the partnership :

DUBLIN (IRL) : BANK OF IRELAND
LONDON (UK) : SOFT SOLUTION
DUBLIN (IRL) : PATRICIA BRAND AND ASSOCIATES
BRUXELLES (B) : CEFORA - CENTRE DE FORMATION CPNAE
BRUXELLES (B) : INTERFACE 3
BRUXELLES (B) : VDAB - VLAAMSE DIENST VOOR ARBEIDSEMIDDELING EN BEROEPSOPLEIDING
GRENOBLE (B) : GRETA SUDISERE - GROUPEMENT D'ETABLISSEMENTS POUR LA FORMATION CONTINUE

BELGIUM

CONTRACTANT :

CREW - RESEARCH CENTRE ON EUROPEAN WOMEN

CO-ORDINATOR :

CREW - RESEARCH CENTRE ON EUROPEAN WOMEN

MS COLETTE DE TROY

RUE STÉVIN 38

B-1040 BRUXELLES

TEL. : 32/2/2305158

FAX : 2306230

BELGIUM

DETECTING SHORTCOMINGS IN VOCATIONAL TRAINING

CONTRACTANT :

VION VZW

CO-ORDINATOR :

VION VZW

MR ADRIEN COUCKE

GROTE MARKT 19

B-8500 KORTRIJK

TEL. : 32/56/219321

FAX : 219329

OBJECTIVES :

More accurate forecasting of workforce skill needs leads to increased efficiency in the organisation of training and greater possibilities for the professional and personal development of companies' staff and managers. To encourage this, this project will develop a working instrument for companies to enable them to plan and detect their employees vocational training requirements more accurately.

ACTIVITIES :

The project's support team is to conduct a survey of skill and training needs amongst firms of all sizes from the big industrial sectors in the different Member States involved in the project.

Once the survey findings have been analysed, a forecasting model/instrument will be developed and tested in companies which did not take part in the survey. The finalised instrument will integrate feedback from the pilot companies.

RESULTS :

The forecasting model will include a software package and working documents in several languages.

Transnational symposia in collaboration with the partners and workshop sessions for training managers will be held as part of the dissemination process, both in the countries involved and others not included in the partnership.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training bodies, associations of training managers, companies and universities from Belgium, Denmark and the Netherlands.

Members of the partnership :

GENT (B) : BARCO GRAPHICS
GENT (B) : DE PECKER NV
ROESELARE-RUMBEKE (B) : ESPEEL NV
GENT (B) : SIDMAR NV
DIEPENBEEK (B) : VIA - VERVOLMAKINGSCENTRUM INDUSTRIEEL-TECHNISCHE APPLICATIES
BRUGGE (B) : VOV - VERENIGING VAN OPLEIDINGS-EN VORMINGSVER-ANTWOORDELIJKEN .
ARHUS (DK) : SBK VIDEN OM VIDEN
HELMOND (NL) : SBK KENNERS VAN KENNIS
GENT (B) : RIJKSUNIVERSITEIT- GENT - SEMINARIE VOOR SOCIALE ECONOMIE

ETUDES - EUROPEAN TRADE UNION EDUCATION AND TECHNOLOGY SYSTEMS

BELGIUM

OBJECTIVES :

This project aims to create a series of learning packages for the implementation of continuing vocational training aimed at European trade union officials and workers in industry responsible for industrial relations. ETUDES is central to the development of the European Trade Union College and the evolution of vocational training for the European trade union movement and European labour relations.

ACTIVITIES :

The project will develop policies and scenarios in wide consultation with European trade unions, and representatives of European industry. Following this, an outline curriculum will be established leading to a course programme and range of alternative implementation strategies. A curriculum development seminar will also be held.

A final period of consultation with the target audiences and a second seminar will lead to a draft implementation plan for the second year of the project, which will be devoted to course development.

RESULTS :

A series of independent multi-media and multi-lingual learning packages will be produced. These will constitute a European curriculum of open and distance learning, which will be supported by seminars and other events run by the European Trade Union College. On and off-line telematics support will also be used.

There will be three main methods of transfer and publicity :

- consultations held during the project itself;
- concertation between ETUDES and

- other projects and programmes;
- application of ETUDES expertise to other projects.

The products will be offered for use by small businesses which would otherwise lack the means to train their staff (management included) in industrial relations and co-operative development.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Multi-media and interactive learning material production companies, from Belgium, Germany and the United Kingdom.

Members of the partnership :

ISMANING (D) : 3V MULTIMEDIA
COMPUTERSYSTEME GMBH
GATESHEAD (UK) : TRADE FILMS LTD
BRUXELLES (B) : ILS - INTERACTIVE
LEARNING SERVICES LTD
EDINBURGH (UK) : INSTITUTE OF
COMPUTER BASED LEARNING

CONTRACTANT :

ETUC - EUROPEAN TRADE UNION
COLLEGE

CO-ORDINATOR :

ETUC - EUROPEAN TRADE UNION
COLLEGE

MR JEFF BRIDGFORD
RUE MONTAGNE-AUX-HERBES-
POTAGÈRES 37

B-1000 BRUXELLES

TEL : 32/2/2183100

FAX : 2183566

BELGIUM

EUROPEAN NETWORK OF AID TO NEGOTIATION IN THE FIELD OF EMPLOYMENT AND TRAINING FOR TRADE UNION REPRESENTATIVES

CONTRACTANT :

FGTB - FÉDÉRATION GÉNÉRALE DES
TRAVAILLEURS BELGES

CO-ORDINATOR :

FGTB - FÉDÉRATION GÉNÉRALE DES
TRAVAILLEURS BELGES

MR JEAN-CLAUDE PALMANS

RUE DES ALEXIENS 18

B-1000 BRUXELLES

TEL. : 32/2/5068211

FAX : 5020828

OBJECTIVES :

Despite the extent of unemployment, industrial sectors are often faced with a lack of skilled labour. This trade union partnership aims to contribute to the solution of this problem by building a European model of aid to negotiation in companies in the field of training and employment and, to further this aim, to produce relevant training materials for trade-union representatives.

ACTIVITIES :

The developmental stage of the project comprises three main stages :

- a steering group survey of collective bargaining practices in selected sectors followed by the organisation of a transnational seminar to draw up an inventory of training and employment negotiation practices in companies;
- drafting of a training programme based on best practices and presentation of national experiences at a second seminar;
- development of teaching aids and piloting of training materials.

RESULTS :

A training module on negotiation of vocational training in companies will be produced for European trade unionists. This will be accompanied by a teaching guide and information booklet.

Distribution and transfer will take place towards other training and research programmes of the European Trade Union Confederation.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions and training organisations from Belgium, France, Greece and Portugal.

Members of the partnership :

ROMA (I) : IAL/CISL - ISTITUTO PER LA FORMAZIONE PROFESSIONALE/
FEDERAZIONE ITALIANA SINDICATO
DEI LAVORO

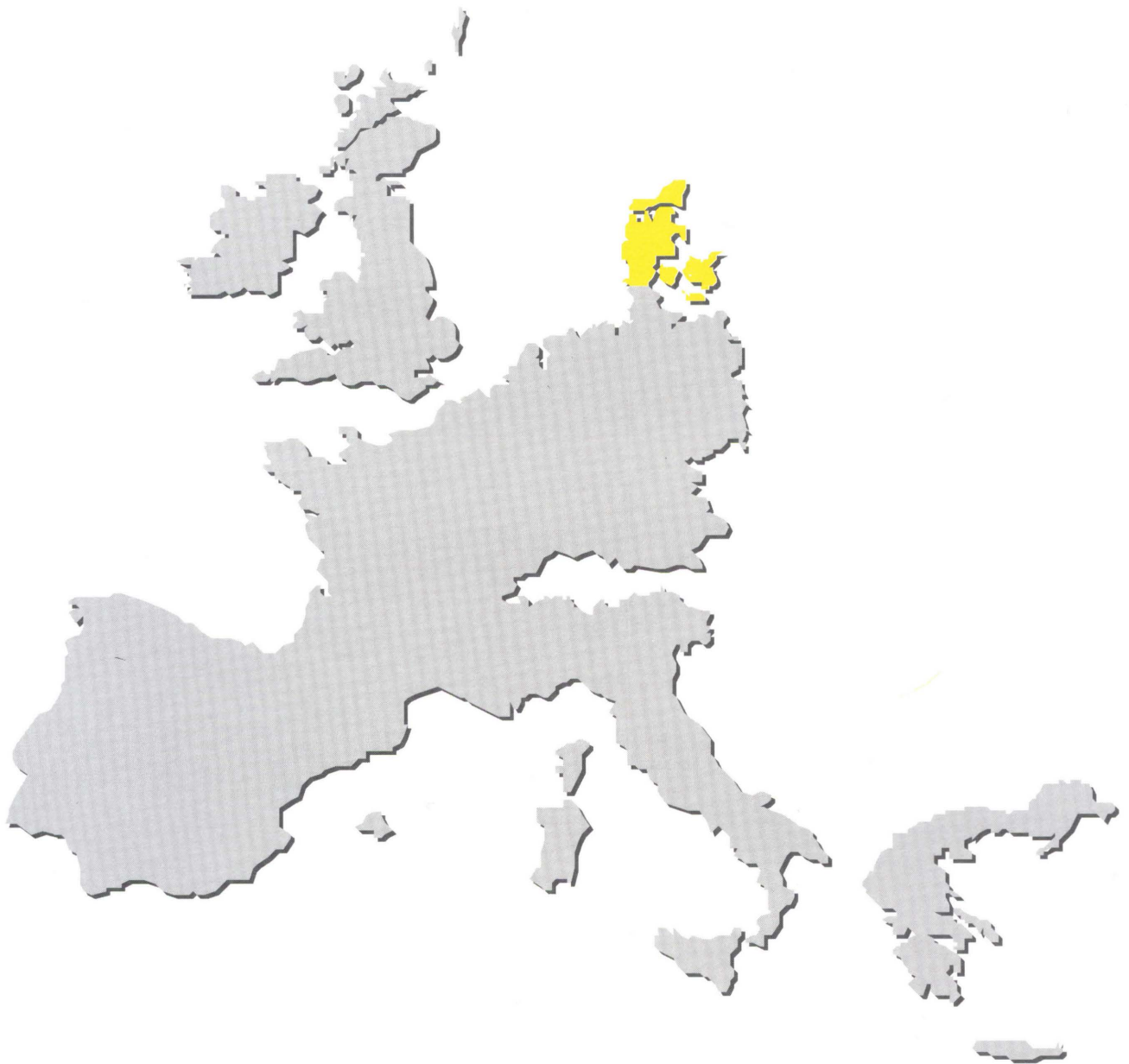
BRUXELLES (B) : ACADEMIE SYNDI-
CALE EUROPEENNE

PARIS (F) : CFDT - CONFEDERATION
FRANCAISE DEMOCRATIQUE DU
TRAVAIL

ATHINA (GR) : GSEE - CONFEDERA-
TION GENERALE DES OUVRIERS DE
GRECE

LISBOA (P) : UGT PORTUGAL -
UNIAO GERAL DE TRABALHADORES

D E N M A R K



DEVELOPMENT OF A MULTI-MEDIA, MULTI-LINGUAL PROGRAMME IN TECHNICAL LANGUAGE FOR MIDDLE LEVEL TECHNICIANS SKILLED AND SEMI-SKILLED WORKERS

DENMARK

OBJECTIVES :

This project aims to enhance workers knowledge of technical terms in foreign languages via multi-media (interactive/computer) programmes.

ACTIVITIES :

The developmental stage of the project comprises three parts :

- preliminary survey of similar projects and existing products on the market;
- development and testing of programmes in Danish and in English;
- adaptation for a third language (Portuguese).

RESULTS :

A multi-media language teaching programme that can be used in connection with distance learning in small firms is the main product. The programme will consist of two modules : a basic programme on general technical terminology; and subject specific modules. The modules are adaptable to other languages and will be disseminated via the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Denmark and the United Kingdom.

Members of the partnership :

VIRUM (DK) : B AND K - BIRCH AND KROGBOE
KØBENHAVN (DK) : IA - INDUSTRIENS ARBEJDSGIVERE
WORSLEY (UK) : SALFORD COLLEGE OF FURTHER EDUCATION
FREDERIKSBURG (DK) : EFU - ELFAGETS UDDANNELSESÆVN
KØBENHAVN (DK) : DANSK METALARBEJDERFORBUND

CONTRACTANT :

TEKNISK SKOLE SLAGELSE

CO-ORDINATOR :

TEKNISK SKOLE SLAGELSE

MR PREBEN KNORRENBORG

1 BRED AHLSGADE

DK-4200 SLAGELSE

TEL : 45/53525860

FAX : 53522046

DENMARK

WORKFORCE DEVELOPMENT BY FLEXIBLE LEARNING

CONTRACTANT :

ÅRHUS TECHNICAL COLLEGE

CO-ORDINATOR :

ÅRHUS TECHNICAL COLLEGE

MR THOMAS MOHR RASMUSSEN

HALMSTADGADE 6

DK-8200 ÅRHUS N

TEL : 45/86166100

FAX : 86108549

OBJECTIVES :

The intention of the project is to identify opportunities for the use of innovative flexible learning, and to develop a systematic approach to the theme by training providers.

ACTIVITIES :

Studies covering a number of different sectors are conducted by working groups comprising training institutions, businesses and trade unions in each of the countries involved. Previous agreement on methodology will ensure that the findings are comparable.

RESULTS :

A report outlining strategies for the implementation of flexible learning techniques in the training carried out in small and medium-sized enterprises will be produced and disseminated via the network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Universities, vocational training colleges, trade unions, small and medium-sized enterprises from Denmark, Portugal and the United Kingdom.

Members of the partnership :

LISBOA (P) : FUNDETEC - FUNDO PARA O DESENVOLVIMENTO DO ENSINO DA ENGENHARIA DA TECNOLOGIA ELECTROTÉCNICA, ELECTRONICA E DOS COMPUTADORES

SLOUGH/BERKS (UK) : POLYTECHNIC OF WEST LONDON

KØBENHAVN (DK) : DANISH METAL WORKER'S UNION

PORTO (P) : FESETE - FEDERACAO DOS SINDICATOS DOS TRABALHADORES TÊXTEIS, LANIFICIOS, VESTUÁRIO, CALÇADO E PELES DE PORTUGAL

LONDON (UK) : TRANSPORT GENERAL WORKERS UNION

BREDEBRO (DK) : ECCOLET

SETUBAL (P) : SETCOM ELECTRONICA IDA

MIDDLESEX (UK) : PETER TILLING PLASTICS

DISSEMINATION OF KNOWLEDGE ABOUT PUMPS AND PUMP SYSTEMS IN EUROPE

DENMARK

OBJECTIVES :

Pump manufacturers have a general wish to improve knowledge of pumps and pump systems among employees as well as customers. This project will therefore develop training programmes for local instructors who work as contact persons between the market and pump manufacturers.

ACTIVITIES :

Elaboration of course materials will be directed by monthly meetings of the partnership. The materials will be designed for use by international and national courses.

RESULTS :

The training products will include audio-visual material, demonstration models, and course plans. It is hoped that the results will give rise to increased consumer awareness in the choice of pump products and create significant savings in resources.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Enterprise and subsidiary companies from Germany, Denmark, Spain and Portugal

Members of the partnership :

LÜNEBURG (D) : LOEWE PUMPENFABRIK GMBH

ALCOBENDAS (E) : BOMBAS GRUNDFOS ESPANA S.A.

QUELUZ OCIDENTAL (P) : BOMBAS GRUNDFOS LDA.

WAHLSTEDT (D) : GRUNDFOS GMBH

CONTRACTANT :

GRUNDFOS INTERNATIONAL A/S

CO-ORDINATOR :

GRUNDFOS INTERNATIONAL A/S

MR JAKOB LØCHTE

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DK-8850 BJERRINGBRO

TEL : 45/86681400

FAX : 86680426

DENMARK

QUALIFICATIONS AND CONTINUING TRAINING FOR SMALL AND MEDIUM-SIZED COMPANIES IN THE METAL AND CONSTRUCTION INDUSTRIES

CONTRACTANT :

AMU-CENTER ÅRHUS

CO-ORDINATOR :

AMU-CENTER ÅRHUS

MR CARSTEN SCHMIDT

HASSELAGER ALLÉ 2

DK-8260 VIBY J

TEL : 45/86/285455

FAX : 289122

OBJECTIVES :

The project aims to improve training efforts for unskilled workers in the metal and construction industries and to provide the necessary training tools.

ACTIVITIES :

During the initial phase of the work, a questionnaire survey among employees in companies is to be carried out in the two sectors in a region in Denmark followed by in-depth interviews to map out the present qualifications in the target group, and the organisation of training in the companies.

On the basis of the results acquired, new training materials will be developed and tested in selected British, Irish and Danish companies to assess their validity in each of the national contexts.

RESULTS :

Aside from the development of new training materials, model training plans and model collective agreements concerning training will also be produced and disseminated.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, trade unions, employers' associations, enterprises, public authorities, from Denmark, Ireland and the United Kingdom.

Members of the partnership :

RISKOV (DK) : HØJGAARD AND SCHULTZ VEST A/S

VIBY J (DK) : DANFOSS A/S

ÅRHUS (DK) : ÅRHUS FLYDEDOK A/S

ÅRHUS (DK) : ARBEJDSMARKEDSNÆTETS SEKRETARIAT

VIBY J (DK) : ENTREPRENØRFORENINGEN

VIBY J (DK) : MIDTJYSK JERNINDUSTRI FORENING

DUBLIN (IRL) : FAS - FORAS AISEANNA SAOTHAIR (TRAINING AND EMPLOYMENT AUTHORITY)

WEST SUSSEX (UK) : NORTHBROOK COLLEGE

ÅRHUS (DK) : SID - ANLÆGS-OG BYGNINGSARBEJDERNES FAGFORENING

ÅRHUS (DK) : SID-ÅRHUS FABRIK

TRAINING MODEL FOR INTEGRATED USE OF TECHNOLOGY IN MANUFACTURING

DENMARK

OBJECTIVES :

The project aims to develop a new model for training in Computer Aided Design/Computer Assisted Manufacturing (CAD/CAM) in the metal-industry, where all types of employees are taught together, and not in separate groups according to background. The project has particular emphasis on the transferability of the modules to small firms.

ACTIVITIES :

The first part of the project involves a preliminary survey to identify training needs. Introductory courses will be run at a training centre with follow-up training in the enterprises using personal computers and software programmes to allow for the flexibility necessary when dealing with training and small and medium-sized companies. A model-course integrating all levels of employees will be developed and piloted in both partner countries.

RESULTS :

Three course models will be developed on training schedules, training funds, training methods and training materials. Most of the materials will be stored electronically and will be available to course participants at varying levels. Dissemination will take place through the partnership's network, and also through employer bodies and trade unions.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Denmark and Ireland.

Members of the partnership :

SØNDERBORG (DK) : ARCODAN
TNDER (DK) : HYDRO ALUMINIUM
HEAT TRANSFER
SØNDERBORG (DK) : LODAM AUTOMATIC A/S
TINGLEV (DK) : MAERSK CONTAINER
SØNDERBORG (DK) : SERVODAN
TONDER (DK) : ITAI
AABENRAA (DK) : SONDERJYLLANDS MASKINFABRIK
CORK (IRL) : FAS - FORAS AISEANNA SAOTHAIR
DUBLIN (IRL) : FAS - TRAINING CENTER

CONTRACTANT :

DANFOSS A/S

CO-ORDINATOR :

SØNDERBORG TECHNICAL COLLEGE
MS. KIRSTEN MOESGAARD
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DK-6400 SØNDERBORG
TEL : 45/74424744
FAX : 74434047

DENMARK

PARTNERSHIP AND QUALIFICATION PROJECT ANKLAM-NAKSKOV

CONTRACTOR:

NUC-LINK - NAKSKOV UDDANNELSES
CENTER

CO-ORDINATOR:

NUC-LINK - NAKSKOV UDDANNELSES
CENTER

MR NIELS PETER SKOV-LARSEN

SVEJ 6

DK-4900 NAKSKOV

TEL : 45//53922000

OBJECTIVES :

The aim of the project is to adapt Danish training modules for use in one or more companies in the Baltic Sea region of the new German "Länder". These will take into account the considerable change in working procedures currently taking place in the sugar industry.

ACTIVITIES :

The adapted training models will provide for practical work on the job in the German sugar factories combined with periods at the training centre in Denmark. The target employees of the training modules are skilled and non-skilled workers, technicians and managers.

RESULTS :

The principle result of the project will be a more highly qualified staff in the factories concerned and increased interest in the value of combined practices and theory training.

The training seminars held will be extended to other German companies in the region.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Companies and training bodies from Denmark and Germany.

Members of the partnership :

ANKLAM (D) : ZUCKERFABRIK ANK-
LAM

NAKSKOV (DK) : DANISCO A/S -
NAKSKOV SUKKERFABRIK

DEMETER

DENMARK

OBJECTIVES :

These exchanges involve personnel concerned with continuing vocational training in services, administration and new technologies. They are part of an integrated project to adapt the Danish HK trade union's training programmes to the needs of workers in Greece.

ACTIVITIES :

The visits, which include trade union officials, will be used to adjust and transfer the specific form of training which has been used successfully in Denmark by the HK trade union to Greek conditions. Involvement of Greek trainers is an essential aspect of the scheme.

RESULTS :

The exchanges will contribute to the development of future training manuals designed to complement future courses.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, companies, company associations and training bodies from Denmark and Greece.

Members of the partnership :

KØBENHAVN (DK) : DANSK FOLKEFERIE

KØBENHAVN (DK) : DBL

KØBENHAVN (DK) : DE DANSKE HANDELSSELSKABERS EJENDOMSKONTOR

FREDERIKSBERG (DK) : HANDELSHØJSKOLEN

VEDBÆK (DK) : SYNERGI

ATHINA (GR) : GSEE - CONFEDERATION GENERALE DES OUVRIERS DE GRECE

ATHINA (GR) : OTOE - CONFEDERATION SYNDICALE DES EMPLOYES DE BANQUE DE GRECE

CONTRACTOR :

DEMETER

CO-ORDINATOR :

HK-KØBENHAVN

MR POUL VINHOLT

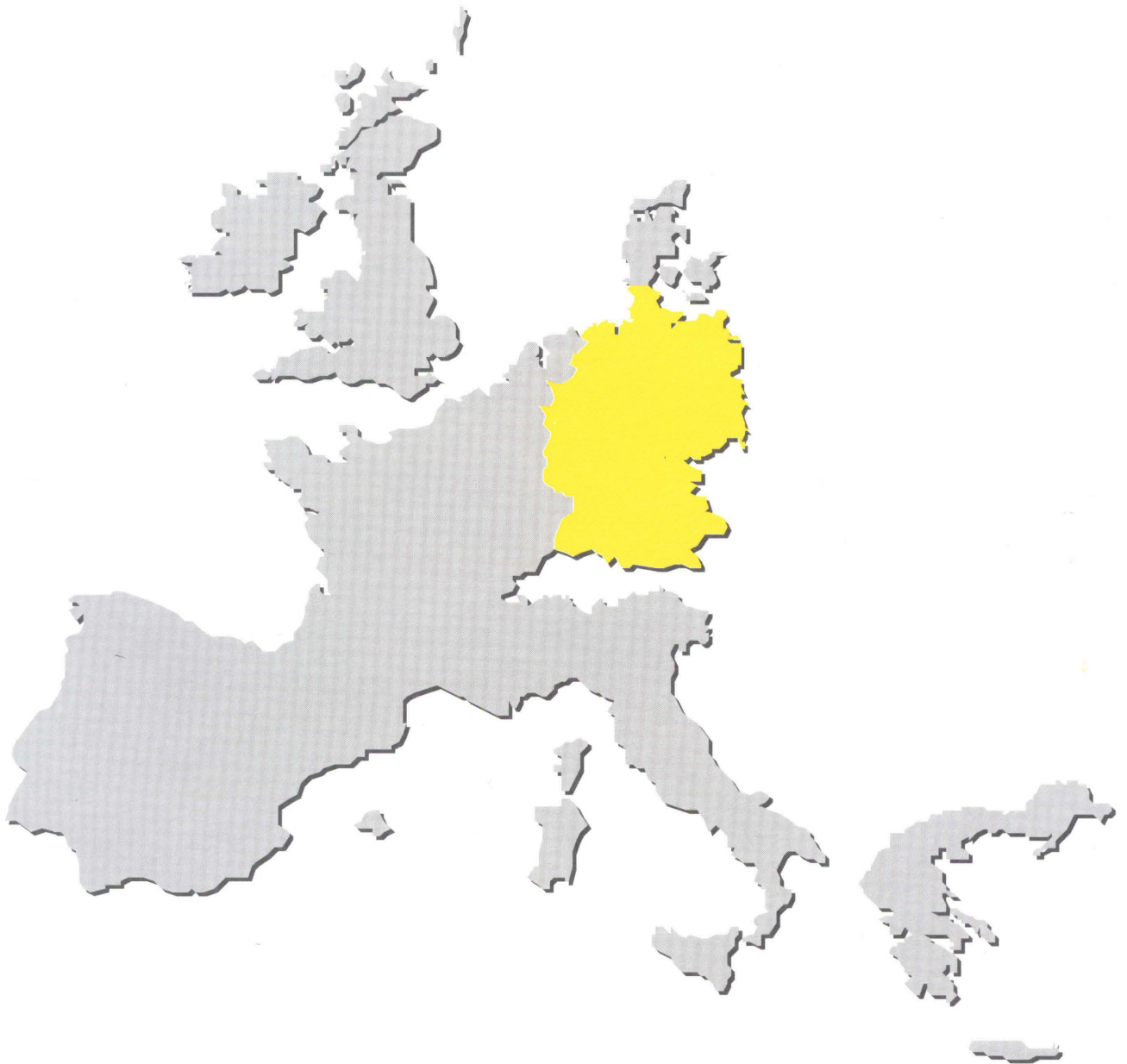
GYLDENLVESGADE 19

DK-1790 KØBENHAVN V

TEL : 45/33/144444

FAX : 937644

G E R M A N Y



PLANNING OF CONTINUING TRAINING OF COMPANY EMPLOYEES IN MACHINE MAINTENANCE

GERMANY

OBJECTIVES :

The project has three aims :

- to determine the content of continuing training modules for employees in small and medium-sized companies in servicing and repairing machine tools;
- to establish advice facilities for companies on integrating qualification needs into personnel management plans;
- to pool different countries' experience in training in machine tool repair and maintenance.

ACTIVITIES :

The project will do the following :

- develop technological expertise on the causes of machine failure and maintenance solutions;
- use questionnaires interviews and case studies to determine companies skill and qualifications needs, notably for staff working with CNC machines in Bremen, Rostock and Dublin;
- draw up a manual on planning of continuing training, to be discussed in pilot seminars with companies before wider distribution.

RESULTS :

The definitive guidance manual produced will be based on the practical results of the company interviews, case studies and seminars and will contain chapters on the following :

- conclusions and recommendations for small business managers and training staff;
- advice on training plans for organisations other than companies themselves;
- information for employees and their representatives.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

An industrial group, small and medium-sized companies, universities and other training providers from Ireland and Germany (including the five new Länder).

Members of the partnership :

DUBLIN (IRL) : DTP - DUBLIN TECHNOLOGY PARTNERSHIP

BREMEN (D) : BWU - BILDUNGSZENTRUM DER WIRTSCHAFT IM UNTERWESERGEBIET

ROSTOCK (D) : HWR - HANSEATISCHE WEITERBILDUNGSGEMEINSCHAFT ROSTOCK

DUBLIN (IRL) : FAS - FORAS AISEANNA SAOTHAIR, INDUSTRIAL TRAINING AND EMPLOYMENT

BREMEN (D) : KVT - KURLBAUM VERSCHLEISS - SCHUTZ TECHNOLOGIEN GMGH

BREMEN (D) : HAßFELD GMBH

DUBLIN (IRL) : GENERAL CONTROLS ANS AUTOMATION LTD

BREMEN (D) : ITB - INSTITUT TECHNIK UND BILDUNG - PROJEKTRÄGER ARBEIT UND TECHNIK UNIVERSITÄT BREMEN

CONTRACTANT :

UNIVERSITY OF BREMEN - KUA -
KOOPERATION UNIVERSITÄT /
ARBEITERKAMMER

CO-ORDINATOR :

EQUIB FORSCHUNGSPROJECT
DR. MICHAEL KUHN
UNIVERSITÄT BREMEN
D-2800 BREMEN 1
TEL: 49/421/444343
FAX: 2182680

GERMANY

ADAPTATION OF THE CONTINUING TRAINING SYSTEM IN THE NEW GERMAN LÄNDER - PARTNERSHIP BETWEEN COMPANIES AND TRAINING ORGANISATIONS

CONTRACTOR :

MASCHINENBAU HALBERSTADT
GMBH

CO-ORDINATOR :

HALBERSTADT AUS- UND
WEITERBILDUNGSZENTRUM
HALBERSTADT (CENTRE FOR INITIAL
AND CONTINUING VOCATIONAL
TRAINING)
DR HANS-ULRICH SCHOLL
RUDOLF-DIESEL-STRASSE 4
D-O-3600 HALBERSTADT - SACH-
SEN ANHALT
TEL: 0037/926/32438

OBJECTIVES :

The partners to this project will collaborate with a view to adapting the training system in the new German Länder. Part of the work is focussed on establishing information support on continuing training programmes in the European Community and their potential use in the new Länder and the partner regions in the project.

ACTIVITIES :

The project is organised into different phases :

- investigation into available material, at federal level and in the new Länder, on questions relating to vocational training provision (such as the legal framework);
- interviews by experts and the development of contracts for co-operation between businesses and training organisations;
- meetings to debate the intermediate results of the work;
- case studies of continuing training provision with special emphasis on the practical benefits for employees.

RESULTS :

The results of the work will be used to help overcome structural weaknesses of the current restructuring process. This experience will be documented and published.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training providers, a chamber of commerce and companies from the Netherlands and Germany.

Members of the partnership :

BOXMEER (NL) : SDV INFORMATICA B.V.
KREFELD (D) : IHK - AUSBILDUNGS-
GMBH

QUALIFICATION DEVELOPMENT AND WORK ORGANISATION IN THE METAL-WORKING AND TRANSFORMATION INDUSTRIES OF THE RHONE-ALPES, CATALONIA, BADEN WÜRTTEMBERG AND EMILIA ROMANA REGIONS

GERMANY

OBJECTIVES :

The work will develop means to anticipate training needs in the metal-working and transformation industries. Priority is given to the identification of social and methodological skills which help employees carry out integrated functions in new production systems, such as quality control and logistics.

ACTIVITIES :

The anticipation of qualification needs and the introduction of new forms of organisation will involve :

- quantitative case studies of the company partners to the project, and analysis of work organisation;
- debates between experts and contacts with other research projects;
- investigation of the barriers to the introduction of new forms of work organisation;
- organisation of a series of seminars on qualification needs relating to specific functions;
- practical application of test scenarios in companies.

RESULTS :

The project will contribute to qualification development in the metal sector through :

- producing qualification profiles designed to promote employees social and work skills;
- aids for the implementation of qualification forecasting exercises;
- documentation of innovative work organisation practices and qualification strategies;

A report will be drawn up on qualification needs relating to specific functions :

- quality assurance;
- reduction of breakdowns in machine maintenance and repair;
- useful logistic concepts in work organisation.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Small and medium-sized metal companies from the four European "high-tech" regions of Italy, Spain, France and Germany.

Members of the partnership :

MODENA (I) : SAI

BARCELONA (E) : SAENGER S.A. -

GRUPO ESPANOL GENERAL CABLE

VEUREY - VOROIZE (F) : SICN -

SOCIETE INDUSTRIELLE DE COMBUS-

TIBLE NUCLEAIRE

KIRCHHEIM (D) : ABC-ELEKTRO-

GERÄTE

CONTRACTANT :

UNIVERSITY OF STUTTGART; INSTITUT FÜR ARBEITSWISSENSCHAFT UND TECHNOLOGIEMANAGEMENT (INSTITUTE FOR LABOUR SCIENCES AND TECHNOLOGY MANAGEMENT)

CO-ORDINATOR :

UNIVERSITY OF STUTTGART; INSTITUT FÜR ARBEITSWISSENSCHAFT UND TECHNOLOGIEMANAGEMENT (INSTITUTE FOR LABOUR SCIENCES AND TECHNOLOGY MANAGEMENT)

MS. TINA GISON-HÖFLING

NOBELSTRASSE 12C

D-7000 STUTTGART

TEL: 49/711/97001

FAX: 9702299

GERMANY

COMPUTER SUPPORTED MEASUREMENT TECHNIQUES

CONTRACTANT :

HANDWERKSKAMMER AACHEN

CO-ORDINATOR :

HANDWERKSKAMMER AACHEN

MR F.W. WEBER

SANDKAULBACH 21

D-5100 AACHEN

TEL: 49/241/471221

FAX: 471103

OBJECTIVES :

This project will develop and produce an open learning programme for computer assisted measurement techniques in small businesses. This will enable employees to adapt technology to the needs of companies which produce and maintain measurement instruments. The training materials will be usable in group or self-learning contexts and it will be possible to use them in existing qualification strategies.

ACTIVITIES :

The project comprises the following :

- research to develop a training concept based on company needs;
- development of the content of the training programme and corresponding materials and study guides;
- piloting of course work with appropriate computer support;
- evaluation, adaptation and implementation of the training programme;
- application of the approach in different areas.

RESULTS :

The programme will be disseminated through courses organised by the Aachen and Schwerin chambers of commerce and federal training institutes, with similar activities in the Netherlands. Training of trainers will take place in order to maximise potential use by companies. Special measures will be taken to transfer the materials to less developed regions.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Chambers of commerce, small and medium-sized businesses and training organisations from the Netherlands and Germany (including the 5 new Länder).

Members of the partnership :

SCHWERIN (D) : HANDWERKSKAMMER SCHWERIN
AACHEN (D) : ARNOLD BEYSS
WÜRSELEN (D) : ELEKTRO PALAND GMBH
ESCHWEILER (D) : ELEKTRO WINNEN
HEINSBERG-OBERBRUCH (D) : ELTEBA
ESCHWEILER (D) : HEINRICHSCHEEN GMBH
ESCHWEILER (D) : KORDT
AACHEN (D) : KRANTZ
AACHEN (D) : RHEINNADEL GMBH
STOLBERG (D) : VEREINIGTE KETTENFABRIKEN - VAUKA
AACHEN (D) : WIGRA GMBH
URMOND (NL) : DSM CHEMICALS
KERKRADE (NL) : MEDTRONIC KERKRDE
HEERLEN (NL) : ADVIES-EN STUDIECENTRUM
HEERLEN (NL) : PROBOL
GEILENKIRCHEN (D) : ELO GMBH

CONTINUING TRAINING FOR LASER TECHNIQUES IN MATERIAL TREATMENT

GERMANY

OBJECTIVES :

The project will develop a continuing training programme incorporating new learning technologies. It will be applicable to European businesses, notably small ones, working in the automobile, electrical engineering, machine tool and textile manufacturing sectors.

ACTIVITIES :

The work will cover the following areas :

- development of qualification profiles for certain occupations, notably engineers involved in laser production and application;
- preparation of course content, form and method of delivery in conjunction with video specialists and German TELEKOM;
- piloting of the course in real company situations.

RESULTS :

A modular course will be produced, for use by small businesses. It will include graphic, video and computer material and will be accompanied by a guide for use. It will be suitable for distance learning and teleconferencing.

Advice facilities will be set up and a maximum effort will be made to publicise and disseminate the course.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small companies, training organisations, chambers of commerce and research institutes from Denmark, the Netherlands and Germany (including the five new Länder).

Members of the partnership :

HAMBURG (D) : HANDELSKAMMER HAMBURG
KOBLENZ (D) : IHK KOBLENZ
SIEGEN (D) : IHK SIEGEN
KÖLN (D) : KLÖCKNER-MÖLLER WERK BAYENTHAL
WITTENBERG-PIESTERITZ (D) : STICKSTOFF-WERKE AG WITTENBERG-PIESTERITZ
BONN (D) : TELEKOM GENERALDIREKTION
AACHEN (D) : FRAUNHOFER INSTITUT FÜR LASERTECHNIK
REMSHALDEN(D) : IHK-BILDUNGSZENTRUM GRUNBACH
HAMBURG (D) : LASER-AUSBILDUNGSZENTRUM NORD
HORSENS (DK) : HORSENSPOLYTECHNIC
BREDA (NL) : BEDRIJSSCHOOL MASCHINEFABRIEK
ESSLINGEN (D) : FESTO DIDACTIC KG
SCHRAMBERG (D) : HAAS-LASER
DITZINGEN-STUTTGART (D) : TRUMPF-LASER
MITTWEIDA (D) : LAZ LASERAPPLIKATIONSZENTRUM MITTWEIDA

CONTRACTANT :

DIHT - GESELLSCHAFT FÜR BERUFLICHE BILDUNGORGANISATION ZUR FÖRDERUNG DER IHK-WEITERBILDUNG MBH

CO-ORDINATOR :

DIHT - GESELLSCHAFT FÜR BERUFLICHE BILDUNGORGANISATION ZUR FÖRDERUNG DER IHK - WEITERBILDUNG MBH
MR DIETER QUADE
SCHEDESTRASSE 1-3
D-5300 BONN
TEL : 49/228/104450
FAX:104158

GERMANY

EUROPEAN PARTNERSHIP FOR CONTINUING TRAINING IN ADVANCED TECHNOLOGIES AND ORGANISATIONAL STRUCTURES IN THE WOOD INDUSTRIES OF LIPPE EAST WESTPHALIA AND NORTH PORTUGAL

CONTRACTANT :

MÖBEL-SCHIEDER-GRUPPE

CO-ORDINATOR :

MÖBEL-SCHIEDER-GRUPPE

DR. HEINRICH GRIEM

BAHNHOFSTASSE 9

D-4938 SCHIEDER SCHWALEN-
BERG

TEL : 49/5282/14224

FAX : 14400

OBJECTIVES :

The project will develop training units in wood manufacturing techniques, notably for use by small firms, and dealing with :

- application of new technologies, notably use of digitally controlled machines;
- methods to enable workers to take initiatives, act autonomously and and solve problems.

ACTIVITIES :

The training programme will be developed through close collaboration between the German and Portuguese partners to the project. Joint working groups will design and develop practical training units using real machines and under realistic production conditions. The units will include training for team work and problem solving.

RESULTS :

The training materials will be produced in German and Portuguese and made available to companies. Feedback from the latter will contribute to evaluation and improvement of future programmes.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, a chamber of commerce, a training organisation and an employers association from Germany and Portugal.

Members of the partnership :

PORTO (P) : CAMARA DE COMÉRCIO E INDUSTRIA LUSO-ALEMA

PORTO (P) : APIMA - ASSOCIAÇÃO PORTUGUESA DAS INDUSTRIAS DE MOBILIARIO E AFINS

DETMOLD (D) : FACHSCHULE FÜR HOLZBETRIEBSTECHNIK

PADERBORN (D) : UNIVERSITÄT-GESAMTHOCHSCHULE-PADERBORN

EUROPEAN TRAINING MODULES FOR SMALL AND MEDIUM-SIZED COMPANIES

OBJECTIVES :

This project addresses the training needs of small and medium-sized companies with a view to achieving convergence of the qualifications of employees in the German and Dutch partner companies.

Synthetic material manufacturing companies in the Netherlands employ more advanced techniques than German ones. This transfrontier partnership will work to reduce the regional imbalance between more developed areas such as Munster and less developed ones such as the five new German Länder.

ACTIVITIES :

The project is organised as follows :

- structuring and strengthening of the industry/training provider co-operation and integration of partners from the five new Länder;
- organisation of joint meetings to pool existing experiences and develop the content of new continuing training modules;
- testing of training course in companies and improvement by training centres;
- establishment of advice facilities for small companies;
- adaptation and transfer of the work to small companies in the new Länder.

RESULTS :

"Dual" (on and off the job) training modules will be produced. They will include multi-media tools for use in training centres and training guides for companies.

A series of seminars will be held to provide small companies with information on this training, as part of the advice facilities to be set up by the partnership.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, business associations, a works council, large and small companies from the Netherlands and Germany (including the five new Länder).

Members of the partnership :

HENGLO (NL) : TWENTS MBO-COLLEGE
AHAUS (D) : EUREGIO QUALIFIZIERUNGS-
UND TECHNOLOGIEFORUM E.V.
OLDENZAAL (NL) : PLASTICON
HENGLO : GRAVEERTECHNIEK NED. BV
HENGLO (NL) : HOLLANDSE SIGNALAPPARA-
TEN BV
GRONINGEN (NL) : ELBO TECHNICS
WIERDEN (NL) : TWENTSE RUBBER KUNSTOFIN-
DUSTRIE BV
HENGLO (NL) : KLEIZEN MODELMADERIJ BV
HENGLO (NL) : MACHINEFABRIEK TEN HEGGE-
LER
VREDEN (D) : WEFAPRESS WERKSTOFFE BECK +
CO. GMBH
AHAUS (D) : KURT PIETSCH GMBH & CO. KG
VREDEN (D) : TEWE-ELEKTRONIK
AHAUS (D) : TIDLAND GMBH
STADTLOHN (D) : HÜLSTA-WERKE HÜLS GMBH
COESFELD (D) : THIES GMBH & CO KG
LUDWIGSLUST (D) : BERUFSBILDUNGSSTÄTTE
"START" LUDWIGSLUST
DRESDEN (D) : CIM-TECHNOLOGIE-TRANSFER-
ZENTRUM DER GESELLSCHAFT
E.V. BILDUNGSSTÄTTE POSTDAM
WERDER/HAVEL (D) : ZENTRUM FÜR
ARBEITSFÖRDERUNG UND WEITERBILDUNG
WERDER E.V.
AHAUS (D) : GEWERKSCHAFT HOLZ UND
KUNSTSTOFF
AHAUS (D) : WIRTSCHAFTSFÖRDERUNGSGE-
SELLSCHAFT FÜR DEN KREIS BORKEN
GRONAU (D) : BROCOLOR LACKFABRIK
GRONAU (D) : INDUSTRIEVEREIN WESTMÜN-
STERLAND E.V.
HANNOVER (D) : INDUSTRIEGEWERKSCHAFT
CHEMIE-PAPIER-KERAMIK

GERMANY

CONTRACTANT :

BBS - BERUFSBILDUNGSSTÄTTE
WESTMÜNSTERLAND GMBH FÜR
HANDWERK UND INDUSTRIE / TAA -
TECHNISCHE AKADEMIE AHAUS

CO-ORDINATOR :

BBS - BERUFSBILDUNGSSTÄTTE
WESTMÜNSTERLAND GMBH FÜR
HANDWERK UND INDUSTRIE / TAA -
TECHNISCHE AKADEMIE AHAUS
LÜDGER ALTHOFF
WEIDENSTRASSE 2
D-4422 AHAUS
TEL : 49/2561/76-253
FAX : 699-510

GERMANY

QUALIFICATION NEEDS IN SELECTED REGIONS

CONTRACTANT :

AHAUS : BBS -
BERUFSBILDUNGSSTÄTTE
WESTMÜNSTERLAND GMBH FÜR
HANDWERK UND INDUSTRIE / TAA -
TECHNISCHE AKADEMIE AHAUS

CO-ORDINATOR :

AHAUS : BBS -
BERUFSBILDUNGSSTÄTTE
WESTMÜNSTERLAND GMBH FÜR
HANDWERK UND INDUSTRIE / TAA -
TECHNISCHE AKADEMIE AHAUS
DR PETRA BOXLER
WEIDENSTASSE 2
D-W 4422 AHAUS
TEL : 49/2561/76-253
FAX : 699-510

OBJECTIVES :

The project will forecast skill and qualification needs for unqualified and poorly qualified worker employees in the German Dutch frontier areas. The needs identified will be applied to small businesses from all sectors in the new German Länder. This will enable the companies involved to determine accurately minimum levels of training needed.

ACTIVITIES :

The work is organised as follows :

- research involving the employee target groups, company managers and works councils;
- cataloguing of skill needs, with possible differentiation between men and women;
- analysis of skill needs at sectoral level;
- transfer of the results to the new Länder.

RESULTS :

The work will lead to :

- the production of a catalogue of skill needs according to gender and sector;
- identification of skills deficits and training requirements for low and unskilled workers;
- pilot training plans in the new Länder.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training institutes, large and small companies and a university enterprise training partnership from the Netherlands and Germany (including the new Länder).

Members of the partnership :

AHAUS (D) : EQT - EUREGIO QUALIFIZIERUNGS UND TECHNOLOGIEFORUM
GRONAU (D) : AMOCO FABRICS
GRONAU (D) : REGIONALSTELLE FRAU UND WIRTSCHAFT
AHAUS (D) : WFG - WIRTSCHAFTSFÖRDERUNGSGESELLSCHAFT FÜR DEN KREIS BORKEN MBH
HENGELO (NL) : IKT - STICHTING INDUSTRIELE KRING TWENTE
LUDWIGSLUST (NL) : BERUFSBILDUNGSSTÄTTE "START" LUDWIGSLUST
GELSENKIRCHEN (D) : IAT - INSTITUT FÜR ARBEIT UND TECHNIK
HENGELO (NL) : TMC - TWENTS MBO-COLLEGE
SÜDLOHN (D) : ALUTEC GMBH - BÜRO FÜR BAULEITUNG
VELEN (D) : BUDDENKOTTE APPARATEBAU GMBH + CO KG
VREDEN (D) : SAUERESSIG GMBH & CO
VREDEN (D) : SOLIDUR DEUTSCHLAND GMBH AND CO. KG
DRESDEN (D) : CIM - TECHNOLOGIE-TRANSFERZENTRUM DER TU DRESDEN
ENSCHDEDE (D) : HITEC - HOGER ONDERWIJS EN INDUSTRIE IN TECHNOLOGIE UNIVERSITÄT TWENTE

QUALIFICATION AND CONTINUING TRAINING FOR PEOPLE EMPLOYED IN ENVIRONMENTAL PROTECTION AND WASTE DISPOSAL

GERMANY

OBJECTIVES :

Employees in waste disposal companies are faced with demands on their work load and scientific expertise. This project will address the corresponding need for structured provision of training and qualifications to the benefit of all levels of personnel. The European dimension of this work will ensure that relevant training is delivered and applicable to as wide an audience as possible.

ACTIVITIES :

The project is organised as follows :

- a joint seminar will be held for an initial exchange of views on the subject;
- creation of a model, for use by companies, for anticipating qualification needs and indentifying solutions;
- development of pilot advice structures for companies and their employees;
- implementation of training plans and final seminar to evaluate experience and draw up final report.

RESULTS :

Multi-media training materials, including videos, modular working documents and software, will be produced. The outputs of the project will be made available to other companies and will be adaptable to their specific situation.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, environmental protection agencies and municipal recycling companies from Germany and Spain.

Members of the partnership :

OTTERSBERG (D) : ABWASSERZWECKVERBAND OYTEN/OTTERSBERG

BREMEN (D) : BLOCKLANDDEPONIE
BREMEN AMT FÜR STAADTENTWÄSSERUNG UND ABFALLWIRTSCHAFT
LEBRUA (E) : MANCOMUNIDAD DE MUNICIPIOS DEL BAJO GUADALQUIVIR

ROSTOK (D) : BERUFSFORTBILDUNGSWERK GMBH BERLIN/BERUFSBILDUNGSSTÄTE ROSTOCK

CADIZ (D) : FONDO PROMOCION DE EMPLEO S.C.N.

CONTRACTANT :

BFW - BERUFSFORTBILDUNGSWERK
(GEMEINNÜTZIGE

BILDUNGSEINRICHTUNG DES
DEUTSCHEN

GEWERKSCHAFTSBUNDES GMBH),

BEZIRKSGESCHÄFTSSTELLE

UNTERWESER

CO-ORDINATOR :

BFW - BERUFSFORTBILDUNGSWERK
(GEMEINNÜTZIGE

BILDUNGSEINRICHTUNG DES
DEUTSCHEN

GEWERKSCHAFTSBUNDES GMBH),

BEZIRKSGESCHÄFTSSTELLE

UNTERWESER

HERRN WOLFGANG LÜCKE

BEIM SATTELHOF 14

D-2800 BREMEN

TEL : 49/421/450 225/321

FAX : 450 755

GERMANY

QUALIFICATION NEEDS FOR THE INTRODUCTION OF "LEAN PRODUCTION" IN THE RUBBER INDUSTRY

CONTRACTANT :

CONTINENTAL AG

CO-ORDINATOR :

CONTINENTAL AG

DR WERNER HARTKE

WUNSTORFER STR. 130

D - 3000 HANNOVER 91

TEL : 49/0511/2141480

FAX : 2141589

OBJECTIVES :

The project has two principal aims :

- to identify qualification needs arising from the introduction of "lean production" systems;
- to pool the training methods used in the different countries involved. Special attention will be given to comparing social skills which are the key to the corporate culture of an internationally organised company.

ACTIVITIES :

The project involves :

- a study of the continuing training programmes of employees and managers in the different partner companies;
- a skill needs forecasting exercise based on company interviews and on new forms of work organisation;
- transformation of the skill needs work into training programmes.

RESULTS :

The project will produce :

- a report on qualification needs of company personnel and an inventory of specific training requirements for a range of occupations.
- an evaluation report on the results of training activities;
- recommendations for continuing training programmes adapted to the situation of each country.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small companies and university training centres from Germany, France, the United Kingdom and Belgium.

Members of the Partnership :

HANNOVER (D) : CONTINENTAL AG
NEWBRIDGE (UK) : UNIROYAL
ANGLEBERT TYRES LTD
DUBLIN (IRL) : SEMPERIT LTD
DILSEN - LEKLAAR (B) : N.V.
BEKAERT S.A.
SARREGUEMINES (F) : SICUP SNC
HANNOVER (D) : UNIVERSITÄT
HANNOVER

GUIDELINES FOR PARTICIPATIVE MANAGEMENT IN THE STEEL INDUSTRY

GERMANY

OBJECTIVES :

This project is based on the principles of participative or co-operative personnel management and on the collaboration between administrative and production staff. It will develop a series of continuing management / training modules for integration into companies qualification strategies. This will be appropriate for use in small and medium-sized companies.

ACTIVITIES :

This project involves :

- design of a management training concept and development of appropriate course content, materials and assessment tools;
- pilot training programmes for production and administrative personnel;
- evaluation and improvement of the programme.

RESULTS :

A multi-media training package specifically adapted for use by small businesses will be produced.

Meetings will be organised to debate the outcomes of the project with external organisations and other interested FORCE projects.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and a research institute from Germany and the Netherlands.

Members of the partnership :

IJMUIDEN (NL) : ESTS - HOOGOVENS TECHNICAL SERVICES
DORTMUND (D) : SFS - SOZIALFORSCHUNGSSTELLE

CONTRACTANT :

MHU - MAX HÜTTE
UNTERWELLENBORN GMBH

CO-ORDINATOR :

MHU - MAX HÜTTE
UNTERWELLENBORN GMBH
DR DIRK NOLTE
ERNST-THÄLMANN-STRASSE
D-0-6806
UNTERWELLENBORN/THÜR
TEL : 49/37/79246
FAX : 792/41019

GERMANY

CONTINUING VOCATIONAL TRAINING IN THE EUROPEAN COMMUNITY LEATHER INDUSTRY

CONTRACTANT :

WGR - WESTDEUTSCHE
GERBERSCHULE REUTLINGEN
(LEER-PRÜF- UND
FORSCHUNGSINSTITUT)

CO-ORDINATOR :

COTANCE - CONFÉDÉRATION DES
ASSOCIATIONS NATIONALES DE
TANNEURS ET MÉGISSIERS DE LA
COMMUNAUTÉ EUROPÉENNE
MR GUSTAVO GONZALEZ-QUIJANO
RUE BELLIARD 3
B-1040 BRUXELLES
TEL : 32/2/5127703
FAX : 5129157

OBJECTIVES :

This project will develop new distance learning/training materials for tanners in the European Community's leather industry. This is especially necessary given fierce external competition and new environmental standards concerning leather treatment.

ACTIVITIES :

The first phase of this project involves the pooling of the experiences of the different partners involved. This will focus on the particular structure, method and materials employed for training and will also include an exchange of information on collective bargaining agreements with trade unions.

In the second phase, new audio-visual training materials will be designed, developed and piloted by joint working groups.

RESULTS :

Multi-media training materials, which are suitable for self-learning, will be produced. These will include videos, practical experience equipment and a guide for self-learners.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Leather industry employer federations from Germany, Denmark, France, Greece, Italy, Belgium and the Netherlands.

Members of the partnership :

KALLITHEA-ATHINA (GR) : EL.KE.DE.
- HELLENIC LEATHER CENTER
MILANO (I) : UNIC - UNIONE
NAZIONALE INDUSTRIA CONCIARIA
LYON (F) : CTC - CENTRE TECH-
NIQUE CUIR CHAUSSURE MARO-
QUINERIE
NAPOLI (I) : SSIP - STAZIONE SPERI-
MENTALE PER L'INDUSTRIA DELLE
PELLI E DELLE MATERIE CONCIANTI
WAALWIJK (NL) : TNO - INSTITUUT
VOOR LEDER EN SCHOENEN
TAASTRUP (DK) : DTI - DANSK TEK-
NOLOGISK INSTITUT

THE USE OF "SUGGESTOPEDIA" TRAINING METHODS IN CONTINUING VOCATIONAL TRAINING

GERMANY

OBJECTIVES :

The project will develop "suggestopedia" training methods for use in the continuing vocational training strategy of different types of organisations and companies.

ACTIVITIES :

The work is organised as follows :

- analysis of existing training programmes and how they are structured in different situations;
- definition of qualification and training needs for target groups of employees;
- design and development of a training programme;
- testing and validation of "suggestopedia" training concepts.

RESULTS :

The project will lead to :

- a training programme and relevant qualification for trainers;
- the production of training materials, a self-learners guide and supports for different training situations;
- transferable training modules for employees with different levels of education.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

A large and a small company and university training organisations from Germany, Ireland and the United Kingdom.

Members of the partnership :

HULL (UK) : HULL COLLEGE OF FURTHER EDUCATION
CARLOW (IRL) : LAPPLE LIMITED
KASSEL (D) : GHK - GESAMTHOCHSCHULE KASSEL - UNIVERSITÄT

CONTRACTANT :

AUDI AG

CO-ORDINATOR :

AUDI AG

MR. ALBRECHT NENNER

NSU-STRASSE

D-7107 NECKARSULM

TEL : 49/7132/312432

FAX : 312202

GERMANY

MULTI-MEDIA OPEN LEARNING FOR ADVISERS ON EXTERNAL TRADE

CONTRACTANT :

HÜLS AKTIENGESELLSCHAFT .

CO-ORDINATOR :

EXPORT-AKADEMIE BADEN-
WÜRTTEMBERG EINE ZENTRALE
EINRICHTUNG DER STAATLICHEN
FACHHOCHSCHULE FÜR TECHNIK
UND WIRTSCHAFT
MS. ULLA SCHWARZ
ALTEBURGSTRASSE 150
D- 7410 REUTLINGEN
TEL : 49/7121/271219(220,221)
FAX : 271224

OBJECTIVES :

This project will design an open learning package called "adviser on external trade" for companies in the new Länder. It will also be adapted to companies from the south of Italy.

ACTIVITIES :

The partners to this project will develop training concepts which draw from the specific circumstances of both the Saxon Anhalt region of Germany and Southern Italy. Pilot training programmes will be tested out in both areas before improvement and final production.

The possibility of using the product elsewhere in the Community will also be looked into.

RESULTS :

A modular open learning package will be produced, for tutor guided and self learning situations. It will contain study documents, inter-active computer programmes, videos, and assessment tests.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and trade training centres from Germany and Italy.

Members of the partnership :

VALENZANO-BARI (I) : TECNOPOLIS
CSATA NOVUS ORTUS
SCHKOPAU/SACHSEN-ANHALT (D) :
BUNA AG

CHEMVOC - CONTINUING VOCATIONAL TRAINING PLAN FOR EMPLOYEES IN THE CHEMICAL INDUSTRIES

GERMANY

OBJECTIVES :

CHEMVOC is concerned with planning and improving vocational training systems for chemical process employees. The training programme it develops will draw on and improve training courses currently available in different countries. The project is one of a series organised by trade unions and will contribute to the improvement of information on the benefits of continuing vocational training in the European Community as a whole.

ACTIVITIES :

Using a training model designed by VEBA (the co-ordinator) as a starting point, the partnership will develop a training course which will be tested in sample chemical companies. After feedback from the pilot courses have been integrated into the final design, further courses will be organised in industry as part of an overall action plan.

RESULTS :

The training materials produced will be accompanied by a CHEMVOC training plan and disseminated throughout Europe by the European Trade Union Confederation and Colleague. Maximum effort will be made to make the course available to small companies and trade unions at sectoral level.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

An oil company and trade union training centres from Germany, Belgium and Spain.

Members of the partnership :
DORTMUND (D) : SFS-LANDESINSTITUT SOZIALFORSCHUNGSSTELLE DORTMUND
MADRID (E) : INSTITUTO DE FORMACIÓN Y ESTUDIOS SOCIALES
BRUXELLES (B) : EUROPEAN TRADE UNION COLLEGE

CONTRACTANT :

VEBA OEL AG

CO-ORDINATOR :

VEBA OEL AG

MR. GERHARD LAPKE

ALEXANDER-VON-HUMBOLDT-STRASSE

D-4650 GELSENKIRCHEN

TEL : 49/209/3661

FAX : 3667820

GERMANY

IN-COMPANY CONTINUING TRAINING ADVISER ON NEW TECHNOLOGIES - DEVELOPMENT OF COMPANY INFORMATION SYSTEMS

CONTRACTANT :

ARBEITERKAMMER BREMEN

CO-ORDINATOR :

KUA - KOOPERATION

UNIVERSITÄT/ARBEITERKAMMER,

UNIVERSITÄT

BREMEN

DR MICHAEL KUHN

POSTFACH : 330440

D-2800 BREMEN

TEL : 49/421/444343

FAX : 2182680

OBJECTIVES :

The project will develop the following tools to assist companies, notably small ones, develop their continuing training strategy :

- criteria for forecasting future training needs;
- model training plans;
- techniques for solving industrial unrest;
- continuing training modules for unqualified or semi-skilled workers.

ACTIVITIES :

The training supports developed by training specialists will be based on new concepts and fresh approaches inspired by the series of meetings organised by the partnership at regional and transnational level. The participation of companies, employers associations, trade unions as well as training experts will ensure that the work is relevant to current needs.

RESULTS :

Multi-media materials and accompanying manuals will be produced on :

- planning of training for small and medium-sized companies;
- advice on the introduction of new training methods;
- advice on resolution of industrial conflicts;
- training for little or un-qualified workers.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, small and large companies, universities and other continuing training providers from Germany (including the new Länder) and Ireland.

Members of the partnership :

BREMEN (D) : FORSCHUNGSPROJEKT EQUIB - ENTWICKLUNGSPLANUNG QUALIFIKATION INDUSTRIE-REGION BREMEN

BREMEN (D) : KLÖCKNER STAHL GMBH HÜTTE BREMEN

BREMEN (D) : BWU - BILDUNGSZENTRUM DER WIRTSCHAFT IM UNTERWESERGEBIET

ROSTOCK (D) : HWR - HANSEATISCHE WEITERBILDUNGSGEMEINSCHAFT ROSTOCK

DUBLIN (IRL) : DTP - DUBLIN TECHNOLOGY PARTNERSHIP

DUBLIN (IRL) : GENERAL CONTROLS AND AUTOMATION LTD

BREMEN (D) : ITB - INSTITUT TECHNIK UND BILDUNG - PROJEKTRÄGER ARBEIT UND TECHNIK, UNIVERSITÄT BREMEN

NEW QUALIFICATIONS FOR SMALL BUSINESS MANAGERS, NOTABLY FROM THE FIVE NEW LÄNDER

GERMANY

OBJECTIVES :

The project will develop and pilot a training plan for the introduction of new organisational structures in companies. This is designed to respond to the need for improved communication between different parts of the company and integrates the "company as training provider" model into business strategies. It addresses employees at middle management level who are faced with increasing multi-cultural influences on their work.

ACTIVITIES :

Through a series of exchanges and the creation of working groups, a training programme will be developed. Testing of the programme in partner companies will ensure the programme's relevance.

Regular meetings between representatives of the partners will be organised for on-going monitoring and evaluation of the product development.

RESULTS :

The multi-media training programme will include :

- documentation for theoretical work;
- working papers and exercises;
- over-head slides and graphic material;
- videos of case studies;
- computer assisted learning materials.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Germany, France and Portugal.

Members of the partnership :

BITTERFELD (D) : MASCHINEN UND STAHLBAU GMBH

LISBOA (P) : SIDERURGICA NACIONAL

VILLINGEN (D) : ICARE - INSTITUT FÜR COMPUTER-AUSBILDUNG UND RECHNER-EINSATZ

RIESA (D) : QUALIFIZIERUNGSZENTRUM REGION RIESA

LE MANS (F) : CESI - CENTRE D'ETUDES SUPERIEURES INDUSTRIELLES

CONTRACTANT :

KLÖCKNER ROHRWERK MULDENSTEIN GMBH

CO-ORDINATOR :

GESELLSCHAFT FÜR

ZUSAMMENARBEIT VON

HOCHSCHULEN UND INDUSTRIE E.V.

MS. SIGRID OTTENS MANN

AUF DER STEIG 6

D-W-7730 VILLINGEN-BRD

TEL : 49/7721/28750 OR 27162

FAX : 3353

GERMANY

NEW MANAGEMENT SKILLS FOR SMALL AND MEDIUM-SIZED COMPANIES, NOTABLY IN THE FIVE NEW GERMAN LÄNDER

CONTRACTANT :

KLÖCKNER ROHRWERK MULDENSTEIN
GMBH

CO-ORDINATOR :

BRD : GESELLSCHAFT FÜR
ZUSAMMENARBEIT VON
HOCHSCHULEN UND INDUSTRIE E.V.
MS. SIGRID OTTENSMAHN
AUF DER STEIG 6
D-W-7730 VILLINGEN-BRD
TEL : 49/7721/28750 OR 27162
FAX : 3353

OBJECTIVES :

These exchanges aim to encourage closer co-operation between different companies and indeed different parts of individual companies themselves. They support a pilot project for the development of a training programme on new work methods needed to achieve such co-operation.

ACTIVITIES :

Visits between partners will be used to reinforce the transnational element of the following aspects of the pilot project linked to the exchanges :

- design and development of a training programme;
- testing and evaluation of training modules;
- improvement of the training programme and preparation of dissemination activities.

RESULTS :

The exchanges will contribute to the production of a multi-media training product on future skills needed by the workforce of small companies. Co-operation between companies and training organisations will ensure maximum use of the product, to the benefit of employees.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Germany (including the new Länder), France and Portugal.

Members of the partnership :

BITTERFELD (D) : MASCHINEN- UND STAHLBAU GMBH
LISBOA (P) : SIDERURGICA NACIONAL
VILLINGEN(D) : ICARE - INSTITUT FÜR COMPUTER-AUSBILDUNG UND RECHNER-EINSATZ
RIESA (D) : QUALIFIZIERUNGSZENTRUM REGION RIESA
LE MANS (F) : CESI - CENTRE D'ETUDES SUPERIEURES INDUSTRIELLES

MANAGEMENT, INFORMATION TECHNOLOGIES AND LANGUAGES

GERMANY

OBJECTIVES :

This project has three main aims :

- to develop modern management methods for small and medium-sized companies;
- to integrate standard information systems and new technologies into company management;
- to promote language learning programmes in the five new Länder.

ACTIVITIES :

The work is based on analysis of current skill needs in the companies concerned. The progress and pilot phase of the project will be monitored by a group composing representatives from each partner, with ASCI, BULL and CESI responsible for the production of course material and evaluation.

RESULTS :

The package produced will include :

- a summary of topics dealt with;
- over-head slide material;
- practical exercises and questionnaires;
- videos on case studies;
- course material adapted to the specific circumstances of the new Länder.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training and information system specialists, an association of chambers of commerce and a company association from Germany (including the new Länder) and France.

Members of the partnership :

BONN (D) : DIHT - DEUTSCHER INDUSTRIE UND HANDELSTAG
FONTENAY-SOUS-BOIS (F) : BULL - RÉSEAUX ET SYSTÈMES D'INFORMATION
PARIS (F) : GFI-TB - FILIALE DE SD SCICON
BERLIN (D) : UNTERNEHMERVERBAND

CONTRACTANT :

ASCI SYSTEMHAUS

CO-ORDINATOR :

CESI - CENTRE D'ETUDES SUPÉRIEURES INDUSTRIELLES
MR PAUL GIROT
2BIS RUE THORÉ
F-72000 LE MANS
TEL : 33/43846152
FAX : 43722523

GERMANY

INTRODUCTION OF THE EUROPEAN NORM 267 ON WELDING TECHNIQUES

CONTRACTANT :

HK - INDUSTRIE- UND
HANDELSKAMMER

CO-ORDINATOR :

IHK - INDUSTRIE- UND
HANDELSKAMMER
MS INGBORG KUHNE
RUDOLF-BREITSCHIED-STR. 63
D-4020 HALLE / SAALE
TEL : 49//21715 / 25987
FAX : 29649

OBJECTIVES :

This project will bring current training practices (programmes, plans and methods) into line with the stipulations of the European Norm N°. 287 on welding.

ACTIVITIES :

Working groups are responsible for conducting analyses of steel welding training subject to national norms and for comparing them with training needed to introduce practices required by the new European norm.

Courses, accompanied by corresponding courseware, will be developed to train the trainers. Exchange visits will take place between welders from the companies involved as part of the process for testing the validity of the materials.

RESULTS :

The project will produce new training and retraining courses and appropriate materials (such as overhead-slides and videos) for training delivery.

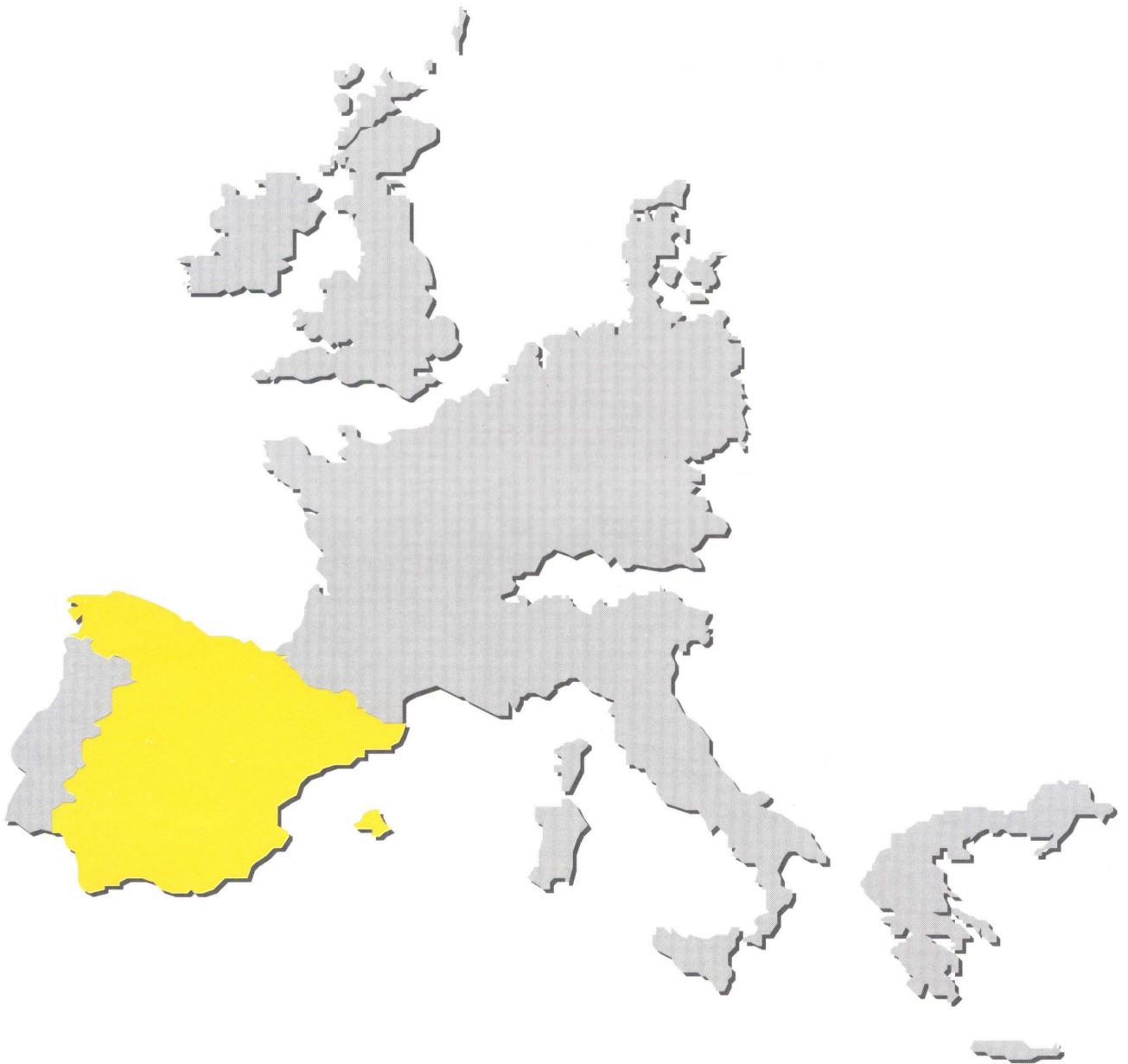
TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

A chamber of commerce, companies and training development specialists from Germany and Ireland.

Members of the partnership :

THALE (D) : EHW - EISENHÜTTEN-
WERKE AG
DUBLIN (IRL) : IPC - IRISH PRODUCTI-
VITY CENTRE

S P A I N



TRANSNATIONAL PROJECT FOR CONTINUING VOCATIONAL TRAINING IN COMPUTING AND THE GRAPHIC ARTS

SPAIN

OBJECTIVES :

To establish a system of joint ventures between companies and training centres to solve problems relating to continuing vocational training in small and medium-sized companies, this project will prepare training materials to assist in the retraining of employees and their adaptation to the new technologies.

ACTIVITIES:

A network of training organisations and graphic arts companies in four countries will undertake the following activities :

- detection of training requirements;
- definition of appropriate training materials;
- development and assessment of training plans;
- elaboration and piloting of multimedia materials to meet training requirements.

RESULTS :

Training provider / client co-operation will be strengthened through this project, which will also lead to:

- the development of training materials;
- the implementation of pilot training plans;
- the creation of a multi-use training centre.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations in the field of graphic arts, company associations and co-operatives from Spain, Italy, Portugal and the United Kingdom.

Members of the partnership :

VERONA (I) : SCUOLA GRAFICA DE SAN ZENO
LONDON (UK) : LONDON COLLEGE OF PRINTING
MADRID (E) : JESACOLOR
MADRID (E) : PROTEC
MADRID (E) : TORREANGULO
VERONA (I) : COOPERATIVA GRAFICA VERONESE
LISBOA (P) : INFORMAÇÃO CIENTÍFICA E TÉCNICA, LDA

CONTRACTANT :

FUNDACIÓN TAJAMAR

CO-ORDINATOR :

FUNDACIÓN TAJAMAR

MR MARIANO DEL CASTILLO RODRIGUEZ

PIO FELIPE, 12

E-28038 MADRID

TEL: 34/1/4772500

FAX: 4782036

SPAIN

"KEY" POSTS IN A FACTORY FOR 1993

CONTRACTANT :

FASA RENAULT, S.A. -
FABRICACIÓN DE AUTOMÓVILES
RENAULT DE ESPAÑA

CO-ORDINATOR :

FASA RENAULT, S.A. -
FABRICACIÓN DE AUTOMÓVILES
RENAULT DE ESPAÑA

MR ADRELIO HERNANDEZ GONZA-
LEZ

CTRA. DE MADRID, KM. 184
E-47008 VALLADOLID

TEL : 34/83/417753

FAX : 478808

OBJECTIVES :

The aim of this study is to analyse the situation of specific professions which are considered to be "key" professions in a car factory, and to analyse the possibilities for change. The categories involved in this study are middle-management executives and qualified technicians.

ACTIVITIES :

The project will involve the following elements :

- establishment of an inventory of present activities;
- forecasting of future activities;
- classification of the "key" activities;
- elaboration of a study of future occupational profiles;
- development of an action plan in the field of vocational training on the basis of future profiles.

RESULTS :

The study of qualification requirements will provide an accurate picture of occupational profiles which will be required in the short term. This analysis will be transferable to other car manufacturers undergoing the same changing situation.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Car manufacturers and a university enterprise training partnership from Portugal and Spain.

Members of the partnership :

VALLADOLID (E) : FUEVA COMETT
LISBOA (P) : RENAULT PORTUGUESA

VALIDATION OF A METHOD OF SETTING UP A SYSTEM FOR PLANNED MANAGEMENT OF HUMAN RESOURCES

SPAIN

OBJECTIVES :

The aim of this project is to define a human resources management plan for car manufacturers. This plan will include continuing vocational training, professional requalification, human resources and professional development strategies.

ACTIVITIES :

The work is organised as follows :

- assessment of the current situation of the workforce in companies;
- production of job profiles;
- study of existing skills and investigation of other data concerning the workforce;
- analysis of the evolution of occupational requirements;
- development of occupational models;
- development of appropriate training plans for the workforce.

RESULTS :

A validated operating manual for planned human resources management will be produced, together with models for application of the manual to small and medium-sized companies. These results will be disseminated through the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Car manufacturers, small companies and a university enterprise training partnership from Spain and Portugal.

Members of the partnership :

VALLADOLID (E) : FUEVA COMETT
LISBOA (P) : RENAULT PORTUGUESA
MADRID (E) : MECONSA

CONTRACTANT :

FASA RENAULT, S.A. -
FABRICACIÓN DE AUTOMÓVILES
RENAULT DE ESPAÑA

CO-ORDINATOR :

FASA RENAULT, S.A. -
FABRICACIÓN DE AUTOMÓVILES
RENAULT DE ESPAÑA
MR J. CÁNDIDO RUBIO RAMOS
AVDA. DE BURGOS 89
E-28050 MADRID
TEL: 34/1/3741509
FAX: 7672490

SPAIN

DISTANCE LEARNING IN THE RETAIL DISTRIBUTION TRADE

CONTRACTANT :

HISPACOOOP - CONFEDERACIÓN
ESPAÑOLA DE COOPERATIVAS DE
CONSUMIDORES Y USUARIOS

CO-ORDINATOR :

HISPACOOOP - CONFEDERACIÓN
ESPAÑOLA DE COOPERATIVAS DE
CONSUMIDORES Y USUARIOS
MS TERESA UDINA
RDA UNIVERSIDAD 16 PISO 7º
E-08007 BARCELONA
TEL : 34/3/3172521
FAX : 4125657

OBJECTIVES :

There is a need to provide employees with a global view of the different parts of the retail company to promote multi-skilling and motivation. This project will design and test a distance learning training programme in retail distribution specifically tailored to the needs of sales staff and other interested workers.

ACTIVITIES :

40 modules divided into four categories will be developed and tested on the partnership's company employees :

- general knowledge of the basic elements of retail trade;
- product use and treatment (i.e. for fruit, vegetables, textiles etc);
- business administration, including productivity ratios, team work, quality standards and meetings.

RESULTS :

A distance learning training package for the 40 modules will be produced, with a questionnaire for evaluation of acquired knowledge for each module. The training cycle is expected to last two months.

A methodological guide for trainers will also be produced, on how to produce videos on client service skills. This package will also include a model video.

TYPE OF ORGANISATION AND COUNTRIES INVOLVED :

Co-operative retailers and co-operative associations from Spain, Portugal and France.

Members of the partnership :

SILLA-VALENCIA (E) : CONSUM
ELORRIO (E) : EROSKI
LONS (F) : ALTIS
LISBOA (P) : FENACOOOP - FEDE-
RAÇÃO NACIONAL DAS COOPERA-
TIVAS DE CONSUMO
BRAGA (P) : NOVOS PIONEIROS
BARCELONA (E) : FEDERACIO DE
COOPERATIVES DE CONSUMIDORS
DE CATALUNYA

ANTICIPATION OF NEW QUALIFICATIONS IN THE SUGAR INDUSTRY

SPAIN

OBJECTIVES :

This project will forecast future trends in the evolution of skills, qualifications and occupations in the Spanish and Italian sugar industries. The aim is to use the results of the analysis to develop relevant training plans for different categories of occupations in the industry.

ACTIVITIES :

Once the forecasting exercise is complete and the training plans have been drafted, the method will be tested and validated in companies. Testing of the method will also take place in other sectors.

RESULTS :

A model method for forecasting skills will be produced, together with documentation on new qualification profiles and relevant training programmes.

Dissemination of the results will take place through the networks of the partners associated to the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations, agricultural co-operatives and agricultural professional organisations from Spain and Italy.

Members of the partnership :

MADRID (E) : EBRO AGRICOLAS
COMPAÑIA DE ALIMENTACIÓN

MADRID (E) : COMITE INTERCENTROS DE EBRO AGRICOLAS

ROMA (I) : FEDERAZIONE LAVORATORI DELL'AGROINDUSTRIA - CGIL

CONTRACTANT :

FEDERACIÓN SINDICAL DE LAS INDUSTRIAS DE ALIMENTACIÓN BEBIDAS Y TABACOS DE COMISIONES OBRERAS (CC.OO)

CO-ORDINATOR :

FOREM - FUNDACIÓN FORMACIÓN Y EMPLEO

MS JULIA FRIAS GOMEZ

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E-28004 MADRID

TEL: 34/1/4106963

FAX: 3196160

SPAIN

PROGRAMME FOR EXCHANGE OF EXPERIENCES IN THE BAKERY SECTOR

CONTRACTANT :

CEEAP / UIPCG - CONFEDERACIÓN
ESPAÑOLA DE EMPRESARIOS DE
PASTELERIA / UNION
INTERNATIONALE DE LA PATISSERIE,
CONFISERIE, GLACERIE

CO-ORDINATOR :

CEEAP / UIPCG - CONFEDERACIÓN
ESPAÑOLA DE EMPRESARIOS DE
PASTELERIA - UNION
INTERNATIONALE DE LA PATISSERIE,
CONFISERIE, GLACERIE.
MR SALVADOR SANTOS CAMPANO
RAFEL CALVO N°9
E-28010 MADRID
TEL : 34/1/553.29.00
FAX : 1/553.29.09

OBJECTIVES :

Information on innovative practices in the bakery sector, particularly concerning sales, production and food hygiene, will be exchanged and transferred through a series of exchanges.

ACTIVITIES :

Two types of candidate will benefit from the exchanges : managers and technical staff from the training departments of the associations involved; and trainers from the associations' training institutes. The first round of visits will involve the Spanish group visiting centres in the other countries involved. During the second round, all other countries will spend time at the Spanish training centres, associations and companies.

RESULTS :

Through the liaison with the International Union of Bakers, Confectioners and Ice Cream Makers, this project will have an impact throughout all Community Member States. Reports on the information and experiences acquired will be disseminated through the appropriate structures.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Bakery, confectionary and ice cream employer associations from France, Luxembourg, Italy, Germany and Spain.

Members of the partnership :

PARIS (F) : CONFEDERATION
NATIONALE DE LA PATISSERIE-
CONFISERIE-GLACERIE FRANCAISE
SAN GIULIANO MILANESE (I) : APAL
- ASSOCIAZIONE PASTICCIERI ARTI-
GIANI LOMBARDI
LUXEMBOURG (L) : CONFEDERA-
CIONES Y ASOCIACIONES DE LA
UNION INTERNACIONAL DE PAS-
TELERIA, CONFITERIA Y HELADERIA
MÜNCHEN-GLADBACH (D) : DKB -
DEUTSCHER KONDITORENBUND
MADRID (E) : ASOCIACION PROVIN-
CIAL DE EMPRESARIOS DE PASTELE-
RIA Y ESCUELA SUPERIOR DE FOR-
MACION PROFESIONAL OCUPA-
CIONAL

DEVELOPMENT OF A RANGE OF QUALIFICATIONS ELEMENTS FOR THE CONTINUING VOCATIONAL TRAINING OF WORKERS IN METAL WORKING COMPANIES

SPAIN

OBJECTIVES :

The aim of this project is to develop a range of qualification strategies for the continuing vocational training of employees in the metal working sector and to transfer these elements to small and medium-sized companies. The project involves setting up links between remote regions of the Community which face similar structural problems.

ACTIVITIES:

The work of the partnership during the two year duration of the project will be developed through a series of joint seminars and will involve the following aspects :

- reassessment of the qualification requirements of each of the partners, and of the structures encountered in the metal sector;
- development of advice facilities for workers and companies;
- teaching materials and model qualification strategies for companies;
- final assessment of the project.

RESULTS :

A multi-media package, including audio-visual materials and modular documentation, will be produced. This will include programmes for simulated learning using personal computers. These results will be disseminated through the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, shipyards and small and medium-sized companies in the naval sector from Germany and Spain.

Members of the partnership :

RITTERHUDE (D) : RATHMANN
MASCHINENBAU
BREMEN (D) : IHMELS
ROSTOCK (D) : DEUTSCHE MASCHINEN
UND SCHIFFBAN A.G.
ROSTOCK (D) : BERUFSFORTBILDUNGSWERK
ROSTOCK
BREMEN (D) : BFW-BERUFSFORTBILDUNGSWERK
GMBH

CONTRACTANT :

NAVALIPS, S.A.

CO-ORDINATOR :

FONDO PROMOCIÓN EMPLEO S.C.N.
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SPAIN

FORECASTING STUDY OF QUALIFICATIONS AND OCCUPATIONS IN THE ELECTRO-TECHNICAL SECTOR

CONTRACTANT :

ASOCIACIÓN ELECTRÓNICA
ESPAÑOLA - AGRUPACIÓN
BARCELONA

CO-ORDINATOR :

TECHNE FORMACIONES S.L.
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OBJECTIVES :

The exchanges will be used to analyse the changes in qualification and skills resulting from the introduction of new technologies and changes in work practices, which affect technicians and operators working in the electro-technical sector. One of the major objectives of this study is to ensure the participation of small businesses.

ACTIVITIES :

Strategic training plans for professionals and technicians will be developed using the following work plan :

- negotiations with and involvement of businesses;
- application in sample businesses of the methodology defined by the EUROTECNET programme in the document "Instrument for Monitoring of Changes in Occupational Profiles";
- studies of specific occupational groups identified by the partners as key categories;
- design of training plans for the different occupations in selected businesses.

RESULTS :

The work will lead to :

- working references for the new qualifications in the electro-technical sector.
- information on existing training provision for groups surveyed;
- an evaluation report on the application of the EUROTECNET instrument;
- constitution of model training plans for electro-technical companies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Small and large business associations in the electro-technical sector, universities and training bodies from Spain and Italy.

Members of the partnership :

GERONA (E) : HIDROELECTRICA DE L'EMPORDA
BARCELONA (E) : SIEMENS S.A.
MILANO (I) : ANIE-ASSOCIAZIONE NAZIONALE INDUSTRIE ELECTRONICHE
BARCELONA (E) : DIRECCION GENERAL D'OCUPACIO DE LA GENERALITAT DE CATALUNYA
BARCELONA (E) : ICANOP-INSTITUT CATALA DE NOVES PROFESSIONS
BARCELONA (E) : DEPARTAMENTO DE INGENIERIA ELECTRICA
BARCELONA (E) : DEPARTAMENTO DE PROYECTOS DE INGENIERIA

PATED

SPAIN

OBJECTIVES :

PATED is concerned with the design of new courses and training materials for training centres which provide distance learning for small and medium-sized businesses.

ACTIVITIES :

A permanent committee of working parties will be responsible for conducting work in three areas :

- development of structured modules suitable for distance learning;
- piloting of materials in both large and small companies;
- evaluation, adaptation and final development of training modules;

RESULTS :

Two main products will be developed by the PATED project :

- a vademecum for the design and production of distance-learning courses, and for their management. This will include a description of the methodological and structural elements of a course, teaching guidelines, and forms of assessment. It will also describe management processes, guidance, distance-tutoring, communication and general management;
- a series of distance-learning modules which will be used in large and small companies working with the ANCED National Association of Distance Learning Centres.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Open universities and their associations, small medium-sized companies and their groupings from Spain and Italy.

Members of the partnership :

MADRID (E) : FUNDESCO/TAF - FUNDACION PARA EL DESARROLLO DE LAS COMUNICACIONES
BOLOGNA (I) : SCIENTER - CENTRO DI RICERCHE E SERVIZI AVANZATI PER LA FORMAZIONE
MADRID (E) : IUED - INSTITUTO UNIVERSITARIO DE EDUCACION A DISTANCIA

CONTRACTANT :

ANCED - ASOCIACIÓN NACIONAL DE CENTROS DE ESEÑANZA A DISTANCIA

CO-ORDINATOR :

ANCED - ASOCIACIÓN NACIONAL DE CENTROS DE ESEÑANZA A DISTANCIA

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5554170

FAX: 5556090

SPAIN

DISTANCE LEARNING COURSES ON QUALITY MANAGEMENT AND CONTROL FOR SMALL AND MEDIUM-SIZED BUSINESSES

CONTRACTANT :

FUNDACIÓN CONFEMETAL

CO-ORDINATOR :

FUNDACIÓN CONFEMETAL

MR LUIS ASENSIO SANCHEZ

PRINCIPE DE VERGARA, 74 PISO 5

E-28006 MADRID

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OBJECTIVES :

The aim of this project is to make up for the shortfall of proper management and quality control which exists especially in small and medium-sized companies. Using distance learning methodology, the aim is to offset the shortfall in resources which affects small and medium-sized companies. Furthermore, the aim is to bring training courses closer to the workplace and to avoid workers having to travel to training centres.

ACTIVITIES :

The training programme will be developed in the following way :

- agreements between the institutions within the metal industry associations involved;
- definition of content by the authors of each quality control module and development of the course;
- piloting of the course with press announcements, sale of the course by post, administrative follow-up with trainees, telephone tutoring, correction of texts, examinations and organisation of seminars.

RESULTS :

A distance learning package will be put together for middle management executives and qualified workers, leading to qualifications as "technicians in quality management and control".

The course will be supported by video and computer-assisted teaching and will be transferable to the numerous small and medium companies which make up the confederations connected with the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Confederation of metal working companies and individual companies from Spain and Portugal.

Members of the partnership :

PORTO (P) : ASSOCIAÇÃO DOS INDUSTRIAIS METALÚRGICOS E METALOMECÂNICOS DO NORTE

EXCHANGE OF THE HEADS OF TRAINING DEPARTMENTS OF EUROPEAN ASSOCIATIONS AND SAVINGS BANKS

SPAIN

OBJECTIVES :

The project will consolidate a partnership through exchanges between training bodies and savings banks in different countries with a view to encouraging the development of joint training policies and training plans in the European financial sector. It is intended as the basis for subsequent qualification projects and pilot projects.

ACTIVITIES :

In order to analyse the workforce of savings banks, their structures, programmes, and training provision, the programme will be implemented in several phases:

- joint meetings to present the above training topics as they exist in the different organisations;
- mutual visits for more detailed exchanges of experiences;
- pooling and documentation of the results of the different exchanges.

RESULTS :

The project will lead to the creation of a permanent association for the development of continuing vocational training in the financial sector. This association will be open to other bodies and countries.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Savings banks, their associations and specialist training providers from Spain and Italy.

Members of the partnership :

MURCIA (E) : CAJA DE AHORROS DE MURCIA
PAMPLONA (E) : CAJA DE AHORROS DE NAVARRA
ALICANTE (E) : CAJA DE AHORROS DEL MEDITERRANEO
ROMA (I) : ACRI-ASSOCIAZIONE FRA LE CASSE DI RISPARMIO ITALIANE
GENOVA (I) : CAJA DE AHORROS DE GENOVA
TREVISO (I) : CAJA DE AHORROS DE LA MARCA TRIVIGNANA ACRI

CONTRACTANT :

ESCUELA SUPERIOR DE CAJAS DE AHORROS - CONFEDERACIÓN ESPAÑOLA DE CAJAS DE AHORROS

CO-ORDINATOR :

ESCUELA SUPERIOR DE CAJAS DE AHORROS - CONFEDERACIÓN ESPAÑOLA DE CAJAS DE AHORROS
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SPAIN

EXCHANGES WITH A VIEW TO INVESTIGATING POSSIBLE APPLICATIONS IN THE FIELD OF TRAINING FOR POLYVALENCY IN MULTI-FUNCTIONAL GROUPS

CONTRACTANT :

INI - DIVISIÓN DE CONSTRUCCIÓN
NAVAL

CO-ORDINATOR :

INI - DIVISIÓN DE CONSTRUCCIÓN
NAVAL

MR MARIO BUSTAMANTE COCERA

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OBJECTIVES :

The partnership intends to transfer experience with regard to existing training systems in the shipyards which are members of the partnership, particularly with regard to the training and motivation of middle management executives.

ACTIVITIES :

The project involves exchanges between technical staff and managers of human resources in both shipyards, to conduct the following :

- exchange of information on the current situation;
- exchange of documentation and information on curricula groups;
- design and development of multi-qualification groups.

RESULTS :

These exchanges will lead to :

- the production of joint training programmes designed to introduce multi-skilling and employee versatility;
- documentation of multi-functional qualification and training requirements.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Shipyards from Spain and Italy.

Members of the partnership :

PUERTO REAL-CADIZ (E) : ASTIL-
ROS ESPAÑOLES
TRIESTE (I) : FINCANTIERI (CANTIERI
NAVALITALIANA)

SHOVOC - SHOP FLOOR EMPLOYEES CONTINUING VOCATIONAL TRAINING SYSTEMS

SPAIN

OBJECTIVES :

Experiences, procedures and opportunities for training at this level vary widely throughout the Community. SHOVOC aims to improve continuing vocational training at shop floor level. This situation can only change through the introduction of a range of training policies and practices defined by companies and their employees. This project will develop a co-operative training infrastructure designed to enable companies to cater for their shop floor needs.

ACTIVITIES :

The project involves seminars and working parties which will put together preliminary information, a plan of work, and assessment of :

- concept and method development;
- training course and curricula design;
- material development (including a training normal and audio-visual tools);
- design and development of a course for trainers.

RESULTS :

In order to finalise the project, a training plan will be put together for implementation and subsequent transfer to trainers and entrepreneurs.

The results of SHOVOC will be transferred to other sectors of European industry and to the branches of European Trade Unions which do not yet participate in the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, small and medium-sized companies, European institutions and independent consultants from Germany, Spain and Belgium.

Members of the partnership :

KASSEL (D) : BÜRO FÜR SOZIALFORSCHUNG

BARCELONA (E) : CIREM-CENTRE D'INVESTIGACIO I RICERCE ECONOMIA MEDITERRANEA

BRUXELLES (B) : ILS-INTERACTIVE LEARNING SERVICE LTD

BRUXELLES (B) : EUROPEAN TRADE UNION COLLEGE

KREIS KASSEL (D) : DEUTSCHER GEWERKSCHAFTBUND

CONTRACTANT :

UNIÓN GENERAL DE TRABAJADORES

CO-ORDINATOR :

UNIÓN GENERAL DE TRABAJADORES

MR SERAFIN PRIETO

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SPAIN

CONTINUING TRAINING IN BANKING PRODUCTS THROUGH COMPUTER-ASSISTED LEARNING

CONTRACTANT :

BANC DE SABADELL

CO-ORDINATOR :

BANC DE SABADELL

MR ADRIÀ GALIÀ I VALLDENEU

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FAX: 7270606

OBJECTIVES :

In view of the new dimension of the Community banking market, training must be developed to enable employees to manage new products. This is all the more necessary in view of the growing competitiveness of the sector. The aim of this computer-assisted distance-learning training project is to allow horizontal rotation of employees between work places.

ACTIVITIES :

The partners will undertake activities with a view to producing five courses :

- "financial products and intermediation";
- "foreign products" (external trade);
- "banking services" (methods of payment);
- "client accounts";
- "opening accounts".

These courses will subsequently be put on computer, and the courses will be piloted.

RESULTS :

A package of courses developed will be transferable to the financial institutions of the European Community. Their fundamental objective will be to allow horizontal movement of workers in the financial sector.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Financial institutions from Spain, Germany and Greece.

Members of the partnership :

MÜNCHEN (D) : BAYERISCHE VEREINSBANK

PIRAEUS (GR) : IONIAN BANK

FORECASTS OF FUTURE REQUIREMENTS WITH REGARD TO QUALIFICATION AND JOBS IN THE DISTRIBUTION SECTOR

SPAIN

OBJECTIVES :

The aim of this project is to provide a clear definition of occupational profiles and qualification requirements with regard to middle management executives in companies operating in the distribution sector. This study is absolutely necessary in view of current technical and organisational changes.

ACTIVITIES :

An introductory meeting will be held to set out the practical phases and responsibilities of the partners.

At a later stage, meetings will be held with a view to conducting and assessing the study.

The final phase of the qualification study will lead to the elaboration of a pilot project for which a training plan will be defined.

RESULTS :

The project will provide a greater level of information between experts in the field of training concerning the changes in the occupational profiles of middle management executives in the distribution sector.

A training itinerary will be developed for these executives and implemented at a later stage.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Regional employers confederations, Chambers of Commerce and small and medium-sized companies from France, Italy, Portugal and Spain.

Members of the partnership :

LYON (F) : CCIL-CHAMBRE DE COMMERCE ET D'INDUSTRIE DE LYON
GENOVA (I) : ENFAPI SOGEA
LISBOA (P) : AIP-COPRAI-ASSOCIAÇÃO INDUSTRIAL PORTUGUESA

CONTRACTANT :

CREA - CONFEDERACIÓN REGIONAL
DE EMPRESARIOS DE ARAGÓN

CO-ORDINATOR :

CREA - CONFEDERACIÓN REGIONAL
DE EMPRESARIOS DE ARAGÓN
MR IGNACIO CASADO CASADO
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FAX : 322956

SPAIN

EXCHANGES IN THE FIELD OF TRANSPORT TRAINING AND RETRAINING

CONTRACTANT :

AGENCIA DE DESARROLLO
ECONÓMICO DE IRÚN - ZAISA

CO-ORDINATOR :

ZAISA-SOCIEDAD PROMOTORS DE LA
ZONA ADUANERA DE BEHOBIA
MR EUGENIO SESE SARAISTI
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OBJECTIVES :

The study will obtain information on current experience regarding training infrastructures and distribution logistics, and pool analyses of training requirements in the transport sector relating to the Single European Market.

ACTIVITIES :

The exchanges will focus on the following :

- information on transport problems in Denmark and Spain;
- training for Spanish technicians by means of study visits to the Danish training and research centre, bearing in mind the fact that Spain does not possess a centre which is devoted specifically to transport;
- collaboration between researchers and training staff with a view to the subsequent elaboration of common training programmes.

RESULTS :

The programme hopes to achieve :

- North-South transfer of know-how with regard to the organisation of continuing vocational training in the transport sector;
- launching of similar training plans in both countries.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Transport companies and federations, municipal development agencies and training bodies from Denmark and Spain.

Members of the partnership :
PADBORG (DK) : FORENINGEN AF
DANSKE EKSPORTVOGNAE-
MAEEND

F R A N C E



CRISTAL-ENERGIE

FRANCE

OBJECTIVES :

This project will develop training methods for the individual or group training of sugar manufacturing personnel, using interactive multi-media systems. It will also include work on the training of trainers.

ACTIVITIES :

Training programmes will be designed and validated by a group of experts from the partnership in accordance with the needs of the companies involved.

Software training materials and accompanying training manuals will be developed and tested with sample groups of employees in factories. The materials will then be adapted and translated.

RESULTS :

The training materials produced will include :

- interactive software using hypertext systems;
- computer-assisted simulation of shop-floor situations and workshop management;
- self-assessment tests;
- a trainers' manual of computer-assisted teaching;
- booklets of important reminders and applied exercises.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Sugar factories (both large and small) and industrial training organisations from Belgium, Spain, France and Greece.

Members of the partnership :

MADRID (E) : EBRO AGRICOLAS
COMPANIA DE ALIMENTACION
PARIS (F) : CFS - COMPAGNIE FRAN-
CAISE DE SUCRERIE
PARIS (F) : GENERALE SUCRIERE
THESSALONIKI (GR) : HELLENIC
SUGAR INDUSTRY S.A.
MOERBEKE (B) : SUIKERFABRIEK
MOERBEKE
FONTAINE-LE-DUN (F) : SAFBA S.A.
CUISE LAMOTTE (F) : SUCRIERE DE
BERNEUIL
TOURY (F) : SUCRERIE DE TOURY

CONTRACTANT :

ASFORIS - ASSOCIATION
FRANÇAISE POUR LA FORMATION
ET LE PERFECTIONNEMENT DANS
LES INDUSTRIES SUCRIERES ET
CONNEXES

CO-ORDINATOR :

CEFS - COMITÉ EUROPÉEN DES
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FAX: 7710026

FRANCE

THE ABC OF SME'S - ANTICIPATING SMALL BUSINESSES' SKILL NEEDS

CONTRACTANT :

VALEURS ET PERFORMANCE

CO-ORDINATOR :

NANTES : VALEURS ET
PERFORMANCE

MR OLIVIER DE LABARTHE

37 BIS, QUAI DE VERSAILLES - B.P.

459

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OBJECTIVES :

Technological, economic and commercial changes bring with them considerable risks for small companies as they try to adapt. This transnational consortium will analyse large companies' methods of anticipating skill needs and will adapt the most relevant ones for use in small companies.

ACTIVITIES :

The project comprises :

- organising seminars, with participants from companies to draw from existing experience of skill needs forecasting ;
- cataloguing practices which can be transferred to small companies;
- production, assessment and publication of a model skill needs forecasting instrument.

RESULTS :

A model skill needs forecasting instrument will be produced for use by small companies. It will include information on methods and techniques and accompanied by practical tools. This will provide the basis for a future pilot project for the development of a training and advice package for small companies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations, companies, universities and banks from France, Italy, the United Kingdom, Belgium and Spain.

Members of the partnership :

ESCORIAZA (E) : FAGOR - EDERLAN
BRUXELLES (B) : BBL - BANQUE
BRUXELLES LAMBERT

BOUGUENAI (F) : AEROSPATIALE
SAN SEBASTIAN (E) : DIPUTACIÓN
FORAL DE GUIPUZKOA

SAN SEBASTIAN (E) : EUSKAL - HER-
RIA

VICENZA (I) : STUDIO CENTRO FOR-
MAZIONE

FRAMERIES (B) : S.A. ETABLISSE-
MENTS TAQUIN

QUAREGNON (B) : SOCIETE INDUS-
TRIELLE BAYS

MONDRAGON (E) : AMAT
SAINT-HERBLAIN (F) : SFCMM -
SOCIETE FRANCAISE DE CHAU-
DRONNERIE

MECANIQUE-TUYAUTERIE-MONTA-
GE

SAINT-BREVIN LES PINS (F) : SLAM
TECNOLOGIE

MONS (B) : FUCAM - FACULTES UNI-
VERSITAIRES CATHOLIQUES DE
MONS

MONTECCHIO MAGGIORE (I) :
LOWARA SPA

ROSSANO VENETO (I) : CARTIERA
FAVINI SARL

ROSSANO VENETO (I) : CARTOTEC-
NICA FAVINI SARL

ALTE DI MONTECCHIO (I) : BISAZZA
SPA

POVOLARO DUEVILLE (I) : TAPLAST
SRL

SAN SEBASTIAN (E) : CDE CENTRO
PARA EL DESAROLLO DE LA EMPRE-
SA

TRAINING OF PRODUCTION STAFF IN AUTOMATED MACHINERY AND EQUIPMENT IN FRANCE AND GERMANY

FRANCE

OBJECTIVES :

As part of a general human resources development plan, this project will examine and redefine the position of production operators in the steel industry. A French steel spring producer and a German construction steel producer will collaborate to structure their training provision for operators of automated equipment and machines.

ACTIVITIES :

A series of exchanges will take place to analyse skill needs. Two working groups, one composed of tutors and the other of trainers will develop a series of training materials. The work will be overseen by a steering group with representatives from the project partners.

RESULTS :

There will be three main types of product :

- written training materials for operators of automated equipment and machines;
- a computer assisted self learning programme for steel workers covering arc furnaces, ladle technology, metal working and casting;
- the basis for a Community level qualification.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Germany and France.

Members of the partnership :

KEHL/RHEIM (D) : BAG-BSW - AUSBILDUNGS GMBH
DOMENE (F) : ETS BONMARTIN - LAMINOIRS DU DAUPHINE
PONTCHARRA (F) : PAPETERIES MOULIN-VIEUX
CHEYLAS (F) : WA - WHEELABRATOR ALLEVARD - LA GRENAILLE ABRASIVE
LE PONT DE CLAIX (F) : AFPA - ASSOCIATION POUR LA FORMATION PERMANENTE DES ADULTES.

CONTRACTANT :

ACIERS D'ALLEVARD

CO-ORDINATOR :

ACIERS D'ALLEVARD

MR JEAN-CHARLES RIERA

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F-38570 GONCELIN

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FRANCE

TRAINING AND MOBILITY OF PERSONNEL IN EUROPE

CONTRACTANT :

TRANSPORTS GRAVELEAU

CO-ORDINATOR :

ASFO - 44

MR JEAN BRETIN

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OBJECTIVES :

These exchanges will look into problems of mobility faced by European employees who take up work in a Community country other than their own. They will prepare the ground for future work on the development of multi-media and multi-lingual training modules on : mobility and legal status, personal and family life, company life, social and cultural life.

ACTIVITIES :

Training strategies will be developed to prepare employees, their families, the sending enterprise and the receiving enterprise for the different problems of integration caused by job mobility. These strategies cover all aspects: legal, economic, social and cultural.

RESULTS :

The work will lead to the preparation of a pilot project on employee mobility through a consolidated and enlarged partnership.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations, companies, professional chambers and transport associations from France, Germany, Spain and the United Kingdom.

Members of the partnership :

VALENCIA (E) : ADEIT - FUNDACIÓN UNIVERSIDAD EMPRESA DE VALENCIA

KOBLENZ (D) : HANDWERKSKAMMER KOBLENZ

BRISTOL (UK) : BRISTOL BUSINESS SCHOOL

A NEW JOB - IN-COMPANY TRAINING ADVISERS

FRANCE

OBJECTIVES :

This project will develop materials to train in-company training advisers. The work will focus on establishing the skills, aptitudes and methods needed for this new advisory position.

ACTIVITIES :

The work is organised as follows :

- analysis of socio-economic situation of the three countries and survey of the needs and expectations of sample companies;
- development of an occupational profile for in-company advisers and a grid of training requirements;
- production, testing and evaluation of a "Profile for the Training Adviser in the European Community";
- preparation activities to transfer and disseminate the results of the work.

RESULTS :

The partnership will make recommendations on how the results of the work can be validated and used in other countries, and on the necessary means. These results will contribute to the Community's debate on how to promote training for employees in small companies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations, small business associations, advice centres and small businesses from France and Greece.

Members of the partnership :

ATHINA (GR) : ERGON - ADVANCED TECHNOLOGY PRODUCTS S.A.
PAIANIA (GR) : UNIMA TEXTIL S.A.
ATHINA (GR) : HELLENIC ORGANISATION OF SMALL AND MEDIUM-SIZED INDUSTRIES AND HANDICRAFTS

CONTRACTANT :

AGEFOS - ASSOCIATION DE GESTION DES FONDS DE FORMATION DES SALARIÉS DES PME

CO-ORDINATOR :

INSTITUT FRANCOPHONE DE FORMATION PERMANENTE DES CLASSES MOYENNES
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FRANCE

AUDIT AND MANAGEMENT OF THE INDUSTRIAL ENVIRONMENT

CONTRACTANT :

ENSAIS - ECOLE NATIONALE
SUPÉRIEURE DES ARTS ET
INDUSTRIES DE STRASBOURG

CO-ORDINATOR :

ENSAIS - ECOLE NATIONALE
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FAX: 241490

OBJECTIVES :

This pilot project will develop a range of training courses designed to encourage small businesses to view the environment as a vital element of their present and future economic life. The courses will include practical tools for use by manufacturers, such as guides to analysing and correcting situations using, for example, aids such as photographs. It is specifically focussed on air and water environment.

ACTIVITIES :

The work is carried out by three partners (a French school of engineering, a German service firm and a French manufacturer) over a two year period. The development of the environmental audit and management training package will include :

- a study of scientific, legal and technical matters;
- the design and method of training ;
- testing and evaluation.

RESULTS :

A training package tailored to the needs of small businesses will be produced. The piloting of the materials in real company situations will ensure that they reflect current concerns of staff.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from France and Germany.

Members of the partnership :
MÜNCHEN (D) : TÜV - AKADEMIE
BAYERN/HESSEN
NIEDERBRONN-LES-BAINS (F) : DE
DIETRICH THERMIQUE

MR BRICOLAGE EXCHANGE PROGRAMME BETWEEN FRANCE AND PORTUGAL

FRANCE

OBJECTIVES :

These exchanges will transfer French experience in training in do-it-yourself (DIY) stores to companies in Portugal and prepare the ground for the development of new training programmes and recognised qualifications, in the context of a future pilot project.

ACTIVITIES :

Participants in the exchanges are training managers from DIY stores and other training specialists. The visits will be used to apply French techniques in Portugal and to consolidate a transnational partnership.

RESULTS :

The programme will lead to a future training project in Portuguese DIY stores, and the development of audio visual training materials.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from France and Portugal.

Members of the partnership :
LISBOA (P) : BRIDECO - BRICOLAGE
E DECORAÇÃO S.A.
LISBOA (P) : CECOA

CONTRACTANT :

ANPF FORMATION

CO-ORDINATOR :

ANPF

MR DOMINIQUE RODA

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F-45140 INGRE

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FAX: 431158

FRANCE

EUROPEAN TRAINING IN AUTOMOBILE ELECTRONICS FOR EMPLOYEES IN SMALL BUSINESSES

CONTRACTANT :

ANDFPCRACM - ASSOCIATION
NATIONALE POUR LE
DÉVELOPPEMENT DE LA FORMATION
PROFESSIONNELLE DU COMMERCE ET
DE LA RÉPARATION DE
L'AUTOMOBILE, DU CYCLE ET DU
MOTOCYCLE

CO-ORDINATOR :

ANDFPCRACM - ASSOCIATION
NATIONALE POUR LE
DÉVELOPPEMENT DE LA FORMATION
PROFESSIONNELLE DU COMMERCE ET
DE LA RÉPARATION DE
L'AUTOMOBILE, DU CYCLE ET DU
MOTOCYCLE
MR DIDIER GELIBERT
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F-92318 SEVRES CEDEX
TEL: 33/1/45347557
FAX: 45345277

OBJECTIVES :

This project is based on needs expressed by companies themselves, for increased investment in training to respond to the challenges of competition and technological change. A training programme will be developed for car repair mechanics on preventive maintenance in electronics and electricity. As well as raising skill levels, employees' possibilities for promotion will be furthered.

ACTIVITIES :

The work involves :

- development of a common skills grid based on a pooling of national experiences;
- design and development of the training programme based on regular checks with company needs;
- piloting, evaluation and improvement of the programme;
- design and production of a user's guide.

RESULTS :

The training package produced will contain a mini electronic laboratory, a self learning manual, a workbook and a tutor's guide.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Joint body training organisations and motor traders from France, Spain and the United Kingdom.

Members of the partnership :

MADRID (E) : CONCESIONARIO
MERCEDES-BENZ
MADRID (E) : GANVAM
BRICKENDON, HERTFORD (UK) : IMI
- THE INSTITUTE OF THE MOTOR
INDUSTRY
BAUGE (F) : BEAUGE AUTO
VALANJOU (F) : GARAGE LAUREN-
DEAU
BOREHAMWOOD, HERTS (UK) :
HENLYS LTD

ELECTRONICS, COMPOSITES AND ROBOTICS

FRANCE

OBJECTIVES :

This pilot project will design, develop and organise new training programmes for aerospace, defence and related industry employees of a "BAC minus 2" to "BAC plus 2" level (in other words two years before the French school leavers' certificate and two years after the leavers' certificate). The programmes will focus on three fields of excellence to be achieved : electronics; composites; and robotics.

ACTIVITIES :

Working groups composed of experts are to design and develop training programmes for both trainees and tutors.

A steering pilot group comprising representatives from each of the partner countries will test the validity of the programmes and draw up recommendations for future activities.

RESULTS :

New training products, including videos, written materials and computer programme support will be the prime outputs of the project. These will be transferred and disseminated through the "New Technologies Centre" ("Espace Nouvelles Technologies"), which are open to the employees of Eurocopter Marignane plant and employees of other small businesses and industries of the region.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Aerospace companies and training organisations from France, Germany and Portugal.

Members of the partnership :

MÜNCHEN (D) : MBB - MESSERSCHMITT - BOLKOW - BLOHM GMBH
ROUSSET (F) : SGS THOMSON
LE PUY ST-REPARADE (F) : TECHNIPHONE

ALVERCA DO RIBATEJO (P) : OGMA
- OFICINAS GERAIS DE MATERIAL AERONAUTICO
MARSEILLE (F) : ASFO PROVENCE
VITROLLES (F) : LYCEE TECHNIQUE MENDES FRANCE

CONTRACTANT :

AEROSPATIALE-SDFC DIRECTORATE GENERAL

CO-ORDINATOR :

EUROCOPTER

MR MICHEL ANQUETIL

TRAINING DEPARTMENT

F-13725 MARIGNANE

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FRANCE

CREATION OF CONTINUING TRAINING MODULES ON THE STRATEGIC DEVELOPMENT OF EUROPEAN ROAD TRANSPORT

CONTRACTANT :

AFT - ASSOCIATION POUR LE
DÉVELOPPEMENT DE LA FORMATION
CONTINUE DANS LES TRANSPORTS

CO-ORDINATOR :

AFT/FC - ASSOCIATION POUR LE DÉ-
VELOPPEMENT DE LA FORMATION
CONTINUE DANS LES TRANSPORTS
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F-94152 RUNGIS
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FAX: 46874389

OBJECTIVES :

The aim of the project is to expand the specialised continuing vocational training on offer in the transport sector through the following means :

- development of courses suitable for use at a European level;
- harmonisation of training methods and approaches;
- recognition of employees' qualifications;
- organisation of a network of European experts in training and advice;
- promoting the industry's strategic development.

ACTIVITIES :

Three training modules will be developed covering :

- logistics;
- truck fleet management;
- commercial services aspects.

The modules will be piloted and improved before they are produced for wider use.

RESULTS :

The organisation of courses and seminars will ensure that the materials produced have the greatest possible impact.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Companies, groups of companies and industrial training organisations from Germany, Belgium, Denmark, France, the Netherlands, the United Kingdom and Portugal.

Members of the partnership :

BEAUVAIS (F) : SOTRAPOISE SA
NOGENT S/OISE (F) : TRANSPORTS
RAPIDES VAUTHRIN SA
JONQUIERES (F) : TRANSPORTS ROL-
LAND FRERES
FRANKFURT (D) : BDF - BUNDESVER-
BAND DES DEUTSCHEN GÜTER-
FERNVERKERHRS
MADRID (E) : CETM - CONFEDERA-
CION ESPAÑOLA DE TRANSPORTE
DE MERCANCIAS
PARIS (F) : TFE - TRANSPORTS FRI-
GORIFIQUES EUROPEENS
LISBOA (P) : ANTRAM - ASSOCIA-
ÇAO NACIONAL DOS TRANSPOR-
TADORES PUBLICOS RODOVIARIOS
DE MERCADORIAS
TUNBRIDGE WELLS (KENT) (UK) : FTA
- FREIGHT TRANSPORT ASSOCIA-
TION
BRUXELLES (B) : ITR - INSTITUT DU
TRANSPORT ROUTIER
KOBENHAVN (DK) : VA - VOGN-
MANDSFAGETS ARBEJDSGIVERFO-
RENING
RUNGIS (F) : IFTIM - INSTITUT DE
FORMATION AUX TECHNIQUES
D'IMPLANTATION ET DE MANUTEN-
TION
AM ALPHEN AAN DEN RIJN (NL) :
SVW - STICHTING VAKOPLEIDING
WEGVERVOER
WEMBLEY (MIDDLESEX) (UK) : RTITB -
ROAD TRANSPORT INDUSTRY TRAI-
NING BOARD

FORMEX - DEVELOPMENT OF A CONTINUING VOCATIONAL TRAINING PROGRAMME IN THE MASTERY OF TECHNOLOGIES APPLIED TO EXTREME ENVIRONMENTS

FRANCE

OBJECTIVES :

This project will develop a training programme on applied technologies in "extreme" environments such as chemistry, nuclear technology, marine engineering, pyrotechnics and industrial engineering.

ACTIVITIES :

The partners to the project will organise working meetings to : gather and collate information on current changes; forecast future training needs; and design and develop training modules for use by small businesses and industries.

RESULTS :

Two types of training programme will be developed, one covering four modules of one week each and the other involving placements of five 24 hour weeks for in-depth case studies. Multi-media training materials, including computer programmes and videos will be produced and will be disseminated throughout the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, groups of companies, training and advice centres and research consortia from France, Spain, Italy and Portugal.

Members of the partnership :

MARSEILLE (F) : CAI CETE-APAVE INTERNATIONAL - ENTREPRISE DE CONTRÔLE TECHNIQUE-ASSISTANCE

MARSEILLE (F) : SGIC - SYNDICAT GENERAL DES INDUSTRIES CHIMIQUES DE LA RÉGION PROVENCE-ALPES-CÔTE D'AZUR

MARSEILLE (F) : CELLULE EUROPE - RHT (ROUTE DES HAUTES TECHNOLOGIES)

MARSEILLE : ASFO PROVENCE

MADRID (E) : CEPREVEN - CENTRO NACIONAL DE PREVENCIÓN DE DAÑOS Y PERDIDAS

MILANO (I) : FAST - FEDERAZIONE DELLE ASSOCIAZIONI SCIENTIFICHE E TECHNIQUE

BOLOGNA (I) : SCIENTER - CENTRO DI RICERCA E SERVIZI AVANZATI PER LA FORMAZIONE

LISBOA (P) : CERTITECNA - CABINET DE CONSULTANTS EN RISQUES INDUSTRIELS ET CONTROLE TECHNIQUE

MARSEILLE : ONECTRA - ENTREPRISE DE MAINTENANCE INDUSTRIELLE EN MILIEUX EXTRÊMES

TOULON : PYROMECA - ENTREPRISE D'ÉTUDE ET PRODUCTION DE PYROMÉCANISMES

CONTRACTANT :

PÔLE TECHNOLOGIQUE MILIEUX
EXTRÊMES

CO-ORDINATOR :

CENTRE NATIONAL DE PRÉVENTION
ET DE PROTECTION - DIRECTION SUD-
EUROPE

MR JEAN-CLAUDE RICHARD

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FRANCE

FORECASTING STUDY OF JOBS AND QUALIFICATIONS IN A LARGE AND SMALL COMPANY IN THE PRESERVES AND READY-COOKED MEALS SECTOR

CONTRACTANT :

GROUPE CRP SA - ORGANISME DE
FORMATION ET CONSEIL

CO-ORDINATOR :

GROUPE CRP SA - ORGANISME DE
FORMATION ET CONSEIL
MR MICHEL FAYET
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TEL: 33/61227313
FAX: 61220843

OBJECTIVES :

This study will analyse changes in employment and job qualifications in a large and small company in the preserves and ready-cooked meals sector. The aim is to use the study to support a method of analysis of future trends to enable the development of training plans. The method and the training plans will then be transferable to European companies within the same sector.

ACTIVITIES :

The project's work plan is organised along the following lines :

- creation of a job profile chart in the large and small companies;
- analysis of factors affecting the evolution of the small company;
- creation of scenarios in the large and small companies;
- development and pilot implementation of training action plans in the large and small companies;
- final compilation of models.

RESULTS :

An up-dated method for the planned management of jobs and qualifications in a large company and adapted materials on the method for use in small companies will be the principal outputs of this project.

Dissemination of the method and model of the two cases studied will take place through the CONSERVASFO small business training network (for the preserve and tinned food sector) in France and through the COEMSA small business network in Spain. The outputs will be made available to those interested in other Community countries through seminars.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from France and Spain.

Members of the partnership :

NANTES (F) : SAUPIQUET - GRANDE
ENTERPRISE DE CONSERVES ET DES
PLATS CUISINES
BARCELONA (E) : COEMSA SA -
ORGANISME DE CONSEIL ET DE
FORMATION
PARIS (F) : CONSERVASFO - ORGA-
NISME DE FORMATION
CAVAILLON (F) : JOUVAL - ENTRE-
PRISE DE LA CONSERVE

TRANSFER OF INNOVATIVE CONTINUING VOCATIONAL TRAINING METHODS TO LEARN ABOUT EUROPE

FRANCE

OBJECTIVES :

The aim of the project is to enable all employees to take advantage of the opportunities and consequences resulting from the completion of the Single Market through the use of new training technologies.

ACTIVITIES :

The work undertaken will cover the following :

- up-dating of existing training materials and adaptation for use by small companies;
- skill needs forecasting exercise in companies and development of training materials;
- organisation of activities for transfer and dissemination.

RESULTS :

The project will lead to :

- intensified exchanges between the partners to the project;
- the organisation of inter-company conferences and seminars;
- the establishment of advice structures.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large companies, company associations, chambers of commerce and training organisations from France and Spain.

Members of the partnership :

PARIS (F) : CCIP - CHAMBRE DE COMMERCE ET INDUSTRIE DE PARIS
TORRENT (E) : CLUB DE GERENTES DE TORRENT

CONTRACTANT :

RHÔNE-POULENC INTERSERVICES

CO-ORDINATOR :

FONDO FORMACIÓN
MR PEREZ CORNIDE
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E-28020 MADRID
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FAX: 5531829

FRANCE

THE NOTION OF SERVICE TO CUSTOMERS IN TOURISM COMPANIES

CONTRACTANT :

INFATH - INSTITUT NATIONAL DE
FORMATION PROFESSIONNELLE POUR
ADULTES AUX MÉTIERS DU TOURISME
ET DE L'HÔTELLERIE

CO-ORDINATOR :

INFATH/CFTH RHONE ALPES -
CENTRE DE FORMATION
PROFESSIONNELLE POUR ADULTES
AUX MÉTIERS DU TOURISME ET DE
L'HÔTELLERIE
MR RENÉ EYMARD
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F-73000 CHAMBERY
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FAX: 79751354

OBJECTIVES :

This project is part of a series of activities in the transnational QUALIFOR-TOUR network on the development of qualifications of continuing vocational training in the tourism industry. Its aim is firstly to define clearly what is meant by the notion of customer service, a weak point in the provision of training, and subsequently to design new training programmes in close collaboration with company managers, employees and others involved in the hotel, catering and restaurant industry.

ACTIVITIES :

Regional surveys in four regions will look into existing innovative training practices and assess future needs. The results of the regional research will be discussed in seminars with representatives from all transnational partners. An appropriate training programme will then be designed, developed, tested, evaluated and produced.

RESULTS :

The multi-media training package produced by the partnership will include :

- written materials;
- comic strips;
- videos; and
- computer support.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Company associations and training organisations from France, Spain, Ireland and Denmark.

Members of the partnership :

AABYBRO (DK) : JYLLAND TOURISM AND MARKETING
BENIDORM (E) : ASOCIACIÓN HOS-BEC
VALENCIA (E) : CONSELERÍA DEL TRABAJO
VALENCIA (E) : CONSELERÍA DEL TURISMO COMERCIO Y INDUSTRIA
CHARBONNIERES-LES-BAINS (F) : COMITE REGIONAL DU TOURISME SAVOIE-MONT-BLANC
DUBLIN (IRL) : BORD FAILTE EIREANN - THE IRISH TOURIST BOARD
CORK (IRL) : CORK-KERRY REGIONAL TOURISM ORGANISATION
VALENCIA (E) : FEDERATION PROVINCIALE DE L'HOTELLERIE
KOBENHAVN (DK) : TURISMENS UDDANNELSESSEKRETARIAT
VALENCIA (E) : SEID - SOCIETE EUROPEENNE D'INGENIERIE ET DE DEVELOPPEMENT
CHAMBERY (F) : FAGIHT
DUBLIN (IRL) : CERT - COUNCIL FOR EDUCATION, RECRUITMENT AND TRAINING
TRALEE (IRL) : TRALEE REGIONAL TECHNICAL COLLEGE
VALENCIA (E) : TERMAS DE FUEN CALIENTE SA

STRATEGY FOR SMALL CLOTHING INDUSTRY BUSINESSES - MANAGEMENT OF STRATEGIC INFORMATION

FRANCE

OBJECTIVES :

The project will create a new multi-media training programme for strategic information management in small clothing industry businesses, aimed at executives and middle managers.

ACTIVITIES :

These include :

- development of training materials by a team of university trainers and technical engineers;
- piloting of materials in companies in conjunction with the French Clothing Industries Employers Union (UIH) and the National Centre for Scientific Research (CNRS);
- final production of materials and intermediate evaluation of the prototype training package by the UIH/CNRS and four of the pilot companies;
- final evaluation and dissemination.

RESULTS :

The training package produced will be designed to allow users to learn at their own pace and at their place of work, thanks to an individualised system of images and sounds. The course will last a total of 150 hours. It will be up-dated every two years.

Dissemination will take place in conjunction with professional organisations from across the European Community.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, training organisations and technical specialists from the United Kingdom, France and Greece.

Members of the partnership :

AULNAY/BOIS (F) : LC - LINA COU-
TURE

LIMOGES (F) : LIMOUSINE DE
CONFECTION

ATHINA (GR) : NOTA LINGERIE

CHESHIRE (UK) : WEBSTAR (SHIRTS)

RENNES (F) : APFCOH

LEEDS (UK) : CAPITB

POITIERS (F) : MEDIACONCEPT
TECHNOLOGIES

CONTRACTANT :

UNION DES INDUSTRIES DE
L'HABILLEMENT

CO-ORDINATOR :

UNION DES INDUSTRIES DE
L'HABILLEMENT

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F-75001 PARIS

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FAX: 42964841

FRANCE

QUALIFICATION OF EMPLOYEES IN OLD BUILDING RESTORATION AND PRODUCTION OF A PILOT CONTINUING TRAINING PROGRAMME

CONTRACTANT :

PYTHAGORE FRANCE

CO-ORDINATOR :

PYTHOGORE FRANCE

MR MICHEL AUCOUTURIER

66 RUE GUÉ DE VERTHAMONT

F-87000 LIMOGES

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FAX : 55.79.22.40

OBJECTIVES :

The restoration of old buildings is a dominant activity in the Community's construction industry, and there is a corresponding need for qualified employees with specialised skills. The project will develop a programme to address this need.

ACTIVITIES :

The project has two main phases. The first involves a qualitative and quantitative analysis of the training needs in the countries involved and the production of a corresponding training plan. This plan provides for individualised training in restoration techniques. It is piloted by a group of training experts, who are responsible for work on the specific situation concerning restoration in the different countries. The methodological tools will be produced in collaboration with an experts group.

RESULTS :

The project will produce a document on skill needs and a modular continuing training plan. The dissemination of the products to heads of companies will be done in collaboration with joint bodies and employer organisations from the construction industry.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, companies, joint bodies and construction industry employer associations from France, Portugal, Spain and the United Kingdom.

Members of the partnership :

SAINT-EMILION (F) : ENTREPRISE GRACIA
COUZEIX (F) : LE TRAVAIL
GIJÓN (E) : ASPROCON
BORDEAUX (F) : RENAISSANCE DES CITES DE FRANCE
LISBOA (P) : CENFIC - INDUSTRIAL TRAINING ORGANISATION
GIJÓN (E) : ETG - ESCUELAS TALLER DE GIJÓN
LIMOGES (F) : FCMB - ORGANISME DE FORMATION SPECIALISE DANS LA FORMATION CONTINUE A LA REHABILITATION DE L'HABITAT
BIRMINGHAM (UK) : HALL GREEN COLLEGE
BORDEAUX (F) : AREF BTP AQUITAINE

TRAINING FOR SAWYERS - SIMULATION OF THE WORK PLACE

FRANCE

OBJECTIVES :

The sawyer's skills are essential for the profitability of the primary wood transformation industries. Training these employees is therefore a key element in the competitiveness of sawmills.

To address the problem of organising this type of training, this project will create a job simulation package for sawyers.

ACTIVITIES :

The first stage of the work involves an enquiry into companies' needs in order to determine which physical skills are required and how best to develop an appropriate training course. Transnational differences in sawyer occupations will be fully taken into account.

A feasibility study into the application of a simulation package to the profession will be conducted in collaboration with simulation specialists from airline companies. The study will look into production costs and market research.

RESULTS :

A comprehensive package simulating all aspects of the sawyers' profession, and applicable in all types of sawmills, will result from the project.

The transnational approach to the work will ensure that different cultural elements are integrated into the package and will contribute to improving work organisation in sawmills.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and their associations, research centres and a wood industry training organisation from France and Portugal.

Members of the partnership :

PORTO (P) : ASSOCIAÇÃO NACIONAL DAS INDUSTRIAS DE MADEIRA
BORDEAUX (F) : ARBORA - ASSOCIATION POUR LA RECHERCHE SUR LA PRODUCTION FORESTIERE ET LE BOIS EN REGION AQUITAINE
EPINAL (F) : CRITT/BOIS - CENTRE REGIONAL D'INNOVATION ET DE TRANSFERT DE TECHNOLOGIE POUR LES INDUSTRIES DU BOIS
BERGERAC (F) : ETS DEBEVER SA

CONTRACTANT :

SYNDICAT DES EXPLOITANTS FORESTIERS, SCIEURS ET INDUSTRIELS DU BOIS DE LA DORDOGNE

CO-ORDINATOR :

ASFO 24

MR JEAN-LOUIS FAYE

2, COURS FÉNELON

F - 24000 PERIGUEUX

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FAX : 535.324.70

CONTRACTANT :

ASSOCIATION RÉGIONALE DES
ORGANISMES HLM PACA
(PROVENCE-ALPES-CÔTES D'AZUR)
ET CORSE

CO-ORDINATOR :

FAF LOSFOR - FONDS D'ASSURANCE
FORMATION
MR JEAN-LUC FOLLIOT
97 AVENUE DE LA CORSE
F-13007 MARSEILLE
TEL: 33/91520205
FAX: 91521201

OBJECTIVES :

The project will develop a multiple target training programme to enable different types of employee (such as technicians and poorly qualified staff who have regular contact with tenants) to work in partnership to regenerate the community in housing estates, with special attention given to work with under-privileged people.

ACTIVITIES :

The work, which is co-ordinated by regular meetings of the project steering group, is divided into three stages :

- comparative analysis of the situation in housing estates in the different partner countries;
- design and development of a series of training tools and other aids for housing estate employees, based on the needs observed in the first phase;
- evaluation and final development of materials.

RESULTS :

The project will produce, on the one hand, awareness-raising tools such as videos and aids for setting up advice facilities and, on the other hand, a multi-media training package for housing estate employees.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

A professional association, training organisations, public housing companies and building and public works contractors from France and Italy.

Members of the partnership :

MARSEILLE (F) : LES TRAVAUX DU MIDI
GAP (F) : OPDHLM DES HAUTES-ALPES-OFFICE PUBLIC D'HABITATION A LOYER MODERE DES HAUTES-ALPES
MARSEILLE (F) : OPHLM DE MARSEILLE - OFFICE PUBLIC D'HLM DE MARSEILLE
DIGNE-LES-BAINS (F) : SA D'HLM ALPES DE HAUTE-PROVENCE
MARSEILLE (F) : SA PROVENCE-LOGIS
VENETIA (I) : IACP DELLA PROVINCIA DI VENETIA
CUENO (I) : IACP DELLA PROVINCIA DI CUENEO
BRESCIA (I) : IACP DE LA PROVINCE DE BRESCIA - ISTITUTO AUTONOMO CASE POPOLARI DELLA PROVINCIA DI BRESCIA
TORINO (I) : ENAIP CEP - CENTRO ESTERO PIEMONTE

CREATION OF A EUROPEAN NETWORK OF INSTITUTEs FOR TRAINING IN BANKING

FRANCE

OBJECTIVES :

These exchanges will contribute to the creation of a European network of banking and financial training organisations with a view to developing a European approach to catering for training needs and to boost the efforts of individual countries.

Work will also be undertaken on the definition of banking qualifications with possible future validation by a European diploma.

ACTIVITIES :

Plenary meetings bring together network members for general assemblies in Paris, Luxembourg and Lisbon and meetings of the executive bureau are held in Brussels.

Research in the financial area will be undertaken into the general evolution of occupations and skills, with a view to adapting the qualifications of employees to current job demands.

RESULTS :

Common training activities will be developed in European bank management training for middle managers (by Italy, France and the United Kingdom) and training of trainers (by Germany). The surveys and studies conducted by the partners will be disseminated through the network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training institutes for banks and bankers' associations from France, Germany, Belgium, Denmark, Greece, Italy, Luxembourg, the Netherlands, Portugal and the United Kingdom.

Members of the partnership :

BRUXELLES (B) : AAB - ASSOCIATION BELGE DES BANQUES

KOBENHAVN (DK) : DANSKE PENGEINSTITUTTERS FORENING

ATHINA (GR) : HELLENIC BANKS ASSOCIATION

ROMA (I) : ABI - ASSOCIAZIONE BANCARIA ITALIANA

FRANKFURT/MAIN (D) : BANK AKADEMIE

FRANFURT (D) : VBB - VEREINIGUNG FUR BANKBERUFSBILDUNG

PARIS (F) : CENTRE DE FORMATION DE LA PROFESSION BANCAIRE

DUBLIN (IRL) : INSTITUTE OF BANKERS IN IRELAND

LUXEMBOURG (L) : IFBL - INSTITUT DE FORMATION BANCAIRE LUXEMBOURGEOIS

AMSTERDAM (NL) : NIBE - NEDERLANDS INSTITUUT VOOR HET BANK EN EFFECTEMBEDRIJF

LISBOA (P) : IFB - INSTITUTO DE FORMAÇÃO BANCARIA

LONDON (UK) : THE CHARTERED INSTITUTE OF BANKERS

CONTRACTANT :

CFPB - CENTRE DE FORMATION DE LA PROFESSION BANCAIRE

CO-ORDINATOR :

CFPB - CENTRE DE FORMATION DE LA PROFESSION BANCAIRE

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FAX: 88370597

FRANCE

REQUALIFICATION IN BIOLOGICAL TRANSFORMATION INDUSTRIES

CONTRACTOR :

FEFIM - FÉDÉRATION FRANÇAISE DES
INDUSTRIES DU MÉDICAMENT

CO-ORDINATOR:

IFIP - INSTITUT DE FORMATION DE
L'INDUSTRIE PHARMACEUTIQUE
MR FRANÇOIS FERRAND
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COURT
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FAX: 46039834

OBJECTIVES :

This project will set up training programmes to qualify production personnel in the biological transformation industry (pharmaceutical, cosmetics, dietary and bio-medical products).

ACTIVITIES :

The work concerns the development of new training methods and materials to requalify the 250,000 people employed in the "bio-industries" of the four partner countries involved, in face of technological and organisational changes and new legal requirements concerning standards in the industry. Special emphasis is given to the importance of developing training for trainers in companies, in view of their multiplier rôle, and to improving the structure of training provision in the participating countries.

RESULTS :

The project will lead to :

- the production of a users' guide on qualifying training;
- the organisation of pilot training courses and exchanges between trainers;
- the creation of newly adapted training materials for employees and trainers, including documents on quality assurance and learning supports;
- a data base on relevant technologies.

TYPES OF ORGANISATION AND COUNTRIES

INVOLVED :

Laboratories, drugs companies, training specialists and training organisations from France, Belgium, Spain, Italy and Portugal

Members of the partnership :

LIBRAMONT (B) : L'OREAL - COSMETICS MANUFACTURER
WAREMME (B) : MOLNLYCKE - STERILE PRODUCTS MANUFACTURER
ALCOBENDAS (E) : DELAGRANGE SA - DRUG MANUFACTURER
TRESCANTOS (E) : GLAXO - DRUG MANUFACTURER
SANT ANDREU DE LA BARCA (E) : LABORATORIOS ALMIRALL S.A. - DRUG MANUFACTURER
BARCELONA (E) : PARKE DAVIS SA - DRUG MANUFACTURER
MADRID (E) : PRODUCTOS ROCHE - DRUG MANUFACTURER
MADRID (E) : UPJOHN FARMOQUIMICA - DRUG MANUFACTURER
MONTROUGE (F) : BESINS ISCOVESCO - DRUG MANUFACTURER
QUETIGNY (F) : DELALANDE SA - DRUG MANUFACTURER
LYS-LEZ-LANNOIS (F) : SCHERING AG DRUG MANUFACTURER
MAYENNE (F) : SMITH KLINE BEECHAM - DRUG MANUFACTURER
PARMA (I) : CHIESI SPA - DRUG MANUFACTURER
MILANO (I) : DOMPE SPA - DRUG MANUFACTURER
ALCOBENDAS (E) : INATEC SA - INDUSTRIAL TRAINING ADVICE
VINCENNES (F) : ANFI SA - INDUSTRIAL TRAINING ADVICE
BOULOGNE BILLANCOURT (F) : IFIP - PHARMACEUTICAL INDUSTRY TRAINING ORGANISATION
LE VAUDREUIL CEDEX (F) : SIGMA CONTROLE - CLEAN ROOM AND STERILE INSTRUMENT TRAINING CENTRE

G R E E C E



TOURISM TOMORROW

GREECE

OBJECTIVES :

In view of the economic importance of the hotel and tourist trade to the Crete area of Greece, this exchange scheme will transfer innovation in vocational training through exchanging personnel from establishments in the local tourism industry with specialist organisations in other Member States.

ACTIVITIES :

Hotel personnel managers, other senior staff and trainers from the Greek partners to the project will spend 3 months each working with hotels and other tourism enterprises. The exchanges are linked to a possible future pilot project with the production of distance learning materials using inter-active software packages.

RESULTS :

An evaluation report will judge the success of the project according to the following criteria : innovation transfer, productivity increase and to what extent a European dimension to training has been achieved. This evaluation will be carried out both in the receiving and sending organisations, after the end of the placements.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Hotels, catering establishments and associations, trade unions, chambers of commerce, training organisations, universities and Comett UETP's from Greece, France, Spain, Italy and the United Kingdom.

Members of the partnership :

VALENCIA (E) : ADEIT - FUNDACIÓN UNIVERSIDAD EMPRESA DE VALENCIA
TALENCE (F) : STAR - COMETT UETP RENDE (I) : CRAI
RENNES (F) : CRCI - CHAMBRE REGIONALE DE COMMERCE ET D'INDUSTRIE DE BRETAGNE
HONFLEUR (F) : FERME SAINT-SIMEON
PARIS (F) : HOTEL COMMODORE
HERAKLION (GR) : AGAPI BEACH HOTEL
HERAKLION (GR) : HOTEL APOLLONIA BEACH
AGHIOS NIKOLAOS (GR) : HOTEL ELOUNDA MARE
AGHIOS NIKOLAOS (GR) : HOTEL PORTO ELOUNDA MARE
SCALETIA (GR) : RETHYMNO MARE HOTEL
MATALA (GR) : VALLEY VILLAGE HOTEL
HERAKLION (GR) : PANCRETAN ASSOCIATION OF HOTEL MANAGERS
LLANELLI DYFED (UK) : CCTA - CARMARTHENSHIRE COLLEGE OF TECHNOLOGY AND ART
SWANSEA (UK) : WEST GLAMORGAN INSTITUTE OF HIGHER EDUCATION
HERAKLION (GR) : UNION OF HOTEL EMPLOYEES OF HERAKLION
HERAKLION (GR) : TECHNOLOGICAL EDUCATION INSTITUTE OF HERAKLION

CONTRACTANT :

ACTION BUSINESS CENTER

CO-ORDINATOR :

ACTION BUSINESS CENTER

Ms NATASSA BALASCA

19-21, DIKEOSSINIS STREET

GR-71201 IRAKLIO

TEL : 30/81/229611-244783

FAX : 246407

GREECE

INTER-URBAN PASSENGER TRANSPORTATION - INTRA

CONTRACTANT :

ACC - ATHENS CONSULTANCY
CENTRE LTD

CO-ORDINATOR :

ACC - ATHENS CONSULTANCY
CENTRE LTD
MR ALEXANDROS ROUSSOPOULOS
1 PERIKLEOUS STREET
GR-15122 MAROUSSI-ATHŌNA
TEL : 30/1/802.04.44
FAX : 806.54.03

OBJECTIVES :

The aim of this qualification project is to anticipate future skill needs resulting from the introduction of new information technologies in the public transport sector. This will improve the efficiency of operational planning and scheduling in transport companies, with significant benefits for passengers.

ACTIVITIES :

The work will involve a survey of skill and training needs resulting from the introduction of computer systems in transport planning activities such as travel information, timetabling, maintenance and administration. The results of the survey will enable the project team to elaborate tools to assist management to plan their training provision in accordance with the most up-to-date information.

RESULTS :

The final output of the work will be a report on the training and selection of personnel. This will be disseminated in collaboration with national inter-urban transport unions and through corresponding structures at Community level.

The ultimate effect of the project will be to render public passenger transport more attractive to users and to cut companies running costs.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Training specialists and public transport companies from Greece and the United Kingdom.

Members of the partnership :

ACHAÏA, EVIA, EVROS, (GR) : KTEL
CORINTHOS (GR) : KTEL OF CORIN-
THOS
STAINES MIDDLESEX (UK) : NEXTBA-
SE LTD

EURO WELDING TECHNOLOGY

[Euro Techno Soudure]

GREECE

OBJECTIVES :

Through the transfer and introduction of know-how in new welding technologies between French and Greek groups of industries.

This project aims to develop continuing training programmes integrated into company training plans for the re-qualification of metal-working employees.

Training centres will link up and establish close relationships between French and Greek companies in a number of sectors of industrial activity.

ACTIVITIES :

The programme involves :

- exchanges of instructors for the transfer of know-how;
- visits to businesses and workshops to discuss how procedures can be adapted to the different levels of personnel and companies through tests, assessment and qualification based standards;
- implementation of test training programmes, adaptation and translation of training materials.

RESULTS :

The training package will include a handbook, diagrams, texts and photos. A follow-up notebook of the welder's annual qualifications will also be drafted and produced in French and Greek.

National studies will be published and an accredited programme will be made available to companies with priority transfer to under-developed regions.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and groups of companies, training bodies and associations of small and medium-sized firms from France and Greece.

Members of the partnership :

GASNY (F) : APPLICATIONS DE BRASSAGE

MESSEI (F) : ELI ECHAPPEMENT

GRAVISNY (F) : SAMYP - SAMINOX YPSA

SEIFONTAINE (F) : TREFIMETAUX

ATHINA (GR) : HELLENIC STEEL CO

THESSALONIKI (GR) : NORTHERN GREECE CHEMICAL INDUSTRIES LTD

ATHINA (GR) : GREECE ALUMINIUM PARIS (F) : UIMM - UNION DES INDUSTRIES METALLURGIQUES ET MINIERES

ATHINA (GR) : HELLENIC ALUMINIUM ASSOCIATION

EVREUX (F) : CFPE - CENTRE DE FORMATION POUR LES ENTREPRISES

CONTRACTANT :

CAIPT - COMPANIES ASSOCIATION FOR INDUSTRIAL AND PROFESSIONAL TRAINING

CO-ORDINATOR :

CAIPT - COMPANIES ASSOCIATION FOR INDUSTRIAL AND PROFESSIONAL TRAINING

MR GEORGES TRIANTAFILOPOULOS

79, KARAMANLI & DEKELLIAS

GR-136 71 - AHARNES ATTIKI

TEL. : 30/1/24.66.392

FAX : 24.66.160

CONTRACTANT :

GREECE ALUMINIUM

CO-ORDINATOR :

GREECE ALUMINIUM
MR DIMITRIOS FAFOUTIS
SAINT-NICHOLAS FACTORY
GR-32003 BEOTIE
TEL : 30/267/41863
FAX : 49180

OBJECTIVES :

This project involves the transfer and application of the "Professional Qualifying Training" [Formation Qualifiante au Métiers] method to large and small companies from France and Greece. This method involves a continuing vocational training system worked out and implemented in companies in France with the co-operation of the Ministry of National Education.

It aims to narrow the gap between the skills required by the profession and skills existing at the present time leading to a classification of jobs in relation to the evolution of occupations, increased autonomy for employees, and new work organisation in the company.

ACTIVITIES :

Working groups comprising representatives from a number of occupations (managers, training managers, foremen/supervisors and operatives) will themselves adapt the training reference systems. These will then be validated by the steering group and team of training experts from companies and education ministry training organisations.

Training materials and documents will then be designed, drafted and published before implementation and management of the training activity.

RESULTS :

The personalised approach to the design of the training programme will enhance participative management and total quality policy in companies. Company management staff (including human resources department managers, trainers and technicians) will be trained in the principles of "Professional Qualifying Training" as a result of the project.

The training package will include teaching manuals, technical documents and management tools for the follow-up and assessment of activities.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Public and private training bodies, companies and small and medium-sized firms from Greece and France.

Members of the partnership :

GARDANNE (F) : ALUMINIUM PECHINEY - GARDANNE FACTORY
THESSALONIKI (GR) : NORTHERN GREECE INDUSTRIAL CHEMICAL COMPANY
ATHINA (GR) : IVEPE/COMPANIES ASSOCIATION FOR THE INDUSTRIAL AND PROFESSIONAL TRAINING
ISTRES (F) : MINISTRY OF NATIONAL EDUCATION/LYCEE PROFESSIONNEL LATECOERE
ATHINA (GR) : NATIONAL TEACHING INSTITUTE
DISTOMON (GR) : BAUXITES DISTOMON

TRAINING OF HUMAN RESOURCES MANAGERS FROM SME'S IN NORTHERN GREECE IN MODERN WESTERN EUROPEAN HUMAN RESOURCES TECHNIQUES

GREECE

OBJECTIVES :

This project is a collective initiative by the Federation of Industries of Northern Greece and several small and medium-sized companies to train their personnel and managers in organisational skills, in human resources management techniques and in methods of continuing vocational training.

ACTIVITIES :

Human resources managers and personnel directors from various companies and from various areas of activity will be trained in the United Kingdom in the new techniques of training, management and organisation.

A two-week closing seminar for the distribution and transfer of the results of this exchange programme will be organised in Macedonia and will bring together the transnational partners and several of the region's industries and companies.

RESULTS :

The main effect of the project will be the transfer of know-how and experience in training and personnel management from companies which have either already applied innovative systems of management to those which still need to put together a personnel management programme.

A transnational partnership of industry will be consolidated and will provide the basis for future collaborative ventures, such as an in-house training programme shared between several companies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED:

Large, small and medium-sized companies and companies working in the

following sectors: farm-produce, beverages, off-the-peg clothing, textiles, chemical products, paper, wood and trading; a training organisation and an employers' confederation from Greece and the United Kingdom.

Members of the partnership:

KOMOTINI (GR) : CHARTOPIA KOMOTINIS SA

THESSALONIKI (GR) : HELLAS CAN METAL PACKAGE CONTAINERS

ALEXANDROUPOLIS (GR) : MILI THRAKIS OUZOUNOPOULOS SA

KOZANI (GR) : SOFTY SA

THESSALONIKI (GR) : VIAMIL

THESSALONIKI (GR) : ATHINAIKI ZYTHOPIA SA

IMATHIA (GR) : NESTLE HELLAS SA

THESSALONIKI (GR) : SA CEMENTS TITAN

THESSALONIKI (GR) : BALKANEXPORT SA

LONDON (UK) : KINGSTON POLYTECHNIC

THESSALONIKI (GR) : ANGYRA

KATERINI (GR) : CATERINA LTD

THESSALONIKI (GR) : DORAL

THESSALONIKI (GR) : ELDOR SA

THESSALONIKI (GR) : GEORGES PEFTITSELIS SA EVIK

KILKIS (GR) : ILIOTEX

THESSALONIKI (GR) : INDUSTRIE TEXTILE KOSTAS DOUDOS SA

THESSALONIKI (GR) : K.D. KATSAVOUNIDI SA INDUSTRIE FARINE

THESSALONIKI (GR) : K.N. EFTHIMIADIS

SAIMATHIA (GR) : KYRIAZIS

SADRAMA (GR) : MASS FASHION MANUFACTURE READY TO WEAR - INDUSTRIAL REGION DRAMA

THESSALONIKI (GR) : MICHAENOLOGISTIKI

THESSALONIKI (GR) : TITAN SA

NAOUSSA (GR) : VARVARESSOS SA FILAGE NAOUSSA

THESSALONIKI (GR) : VITOUMINA

CONTRACTANT :

CONFEDERATION OF INDUSTRIES OF
NORTHERN GREECE

CO-ORDINATOR :

HELLENIC CONSULTANTS S.A.

MR IOANNIS KARATZOGLOU

MITROPOLEOS, 24

GR-54624 THESSALONIKI

TEL : 30/31/236105

FAX: 286404

GR/91/407/E-FPC

GREECE

EXCHANGES OF EXPERIENCES FOR THE ORGANISATION AND THE OPERATION OF A NATURAL GAS TRAINING CENTRE

CONTRACTANT :

DEPA CO. - PUBLIC GAS
CORPORATION

CO-ORDINATOR :

DEPA CO - PUBLIC GAS
CORPORATION
MR SPYROS PALEOYIANNIS
L. MESSOGION 207
GR-115 25 ATHINA
TEL. : 30/1/6470106-9
FAX : 6479504

OBJECTIVES :

This programme concerns the setting up and the running of a natural gas training centre in Greece. It will transfer experiences between gas distribution companies involving managerial, administrative and technical staff who are responsible for training, co-ordination of company training policy and strategy, and the equipment necessary for the running of the training centre.

This will contribute notably to the development of qualification structures in the Greek industry.

ACTIVITIES :

Human resources directors and managers and company instructors are to visit other companies of the partnership to acquire direct knowledge of the running of a sectoral training centre and the implementation of training programmes intended for various levels of qualifications relevant to the gas industry.

RESULTS :

The consolidation of the partnership will lead to further co-operation between the sending and receiving companies in the area of continuing vocational training, the distribution of technologies for development, and operation of natural gas networks.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Natural gas companies from Greece, France, Denmark and the United Kingdom.

Members of the partnership :

HORSHOLM (DK) : DANSKE OLIE
AND NATURAL GAS S.A.

CLICHY (F) : GAZ DE
FRANCE/SOFREGAZ

LONDON (UK) : BRITISH GAS TECH-
NOLOGY TRANSFER

CONTINUING TRAINING PROGRAMME ON TOTAL QUALITY MANAGEMENT AND STATISTICAL PROCESS CONTROL FOR THE ALUMINIUM INDUSTRY

GREECE

OBJECTIVES :

This project aims to design and produce training materials on Total Quality Management and Statistical Process Control for personnel in the aluminium industry, with a view to reducing the lack of staff specialised in quality matters and quality control techniques.

ACTIVITIES :

The project includes the following activities :

- definition of target groups and the structure of the content;
- elaboration of written documents and selection of appropriate training tools;
- experimentation, evaluation and final production of materials.

The above steps will be carried out by working groups composed by engineers working in the aluminium industry and experts on training and quality systems.

RESULTS :

Written documents, overhead slides and videos on Total Quality Management and Statistical Process Control for use by personnel in the small processing companies from the aluminium industry. These materials will be in modular form.

The transfer of the materials will take place as follows :

- staff in the partner industries will be trained so that all the employees will have the opportunity to benefit from the results of the project;
- The Aluminium Association and the Greek Small Businesses Organisation, assisted by a Committee of Quality Assistance to be established by the project, will also train staff from other small businesses both from the aluminium

sector and other sectors.

Dissemination of information on the results of this project will be published in sectoral magazines and other specialised journals.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training bodies, business associations, and small companies from Greece and the United Kingdom.

Members of the partnership :

ATHINA (GR) : IVEPE/COMPANIES ASSOCIATION FOR THE INDUSTRIAL AND PROFESSIONAL TRAINING OF THEIR STAFF

ATHINA (GR) : EOMMEX/GREEK SMALL BUSINESSES' ASSOCIATION
BEDFORD (UK) : CRANFIELD INSTITUTE OF TECHNOLOGY

CONTRACTANT :

ALUMINIUM ASSOCIATION OF GREECE

CO-ORDINATOR :

ALUMINIUM ASSOCIATION OF GREECE

MS ELLIE GANAKOU

25-27 KYRILLOU LOUKAREOS STREET

GR-11475 ATHINA

TEL : 30/1/6443109

FAX : 6432980

GREECE

CONTINUING VOCATIONAL TRAINING IN THE FOOTWEAR INDUSTRY

CONTRACTANT :

ELKEDE - HELLENIC LEATHER
CENTER S.A.

CO-ORDINATOR :

ELKEDE - HELLENIC LEATHER
CENTER S.A.
MR DIMOSTHENIS PAPAKONSTAN-
TINO
THISEOS 7A, KALLITHEA
GR-176 76 ATHINA
TEL : 30/1/9025595-7
FAX : 9025598

OBJECTIVES :

This project has been designed to provide the footwear industry with easy to use in-house training materials and to establish a European Certificate for those taking exams based on the above courses.

The training materials will be directly addressed to the current needs of the European footwear industry.

ACTIVITIES :

The work involves the following :

- collection and evaluation of existing training materials, further development of new materials;
- presentation and testing of the training packages to the footwear industry through seminars. These packages will become modules for training in a factory, for open or distance learning for craftsmen;
- final workshop for the evaluation of the project.

RESULTS :

The training packages will include printed material, videos, slides, software and laboratory kits.

The presentation and testing of the packages with the industry will take place in the form of seminars conducted by the relevant institute at each country.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Sectoral associations, technical institutes from Greece, Germany, Spain, France, the Netherlands, Portugal and the United Kingdom.

Members of the partnership :

OFFENBACH (D) : HAUPTVERBAND
DER DEUTSCHEN SCHUHINDUSTRIE
E.V.

MADRID (E) : FICE - FEDERACION DE
INDUSTRIAS DEL CALZADO ESPANOL
PARIS (F) : FEDERATION NATIONALE
DE L'INDUSTRIE DE LA CHAUSSURE DE
FRANCE

PSYCHIKO (GR) : ELSEVIE - HELLENIC
ASSOCIATION OF FOOTWEAR
MANUFACTURERS AND EXPORTERS
THESSALONIKI (GR) : FOOTWEAR
MANUFACTURERS ASSOCIATION OF
THESSALONIKI

ATHINA (GR) : OBYE - HELLENIC FEDE-
RATION OF SME FOOTWEAR ENTER-
PRISES

TILBURG (NL) : BEDRIJFSCHAP VOOR
DE SCHOENINDUSTRIE

TILBURG (NL) : FEDERATIE VAN
NEDERLANDSE SCHOENFABRIKAN-
TEN

PORTO (P) : APICCAPS - ASSO-
CIAÇÃO PORTUGUESA DOS INDUS-
TRIAIS DE CALÇADO, COMPO-
NENTES E ARTIGOS

LONDON (UK) : BFMF - BRITISH FOOT-
WEAR MANUFACTURERS FEDERA-
TION

PIRMASENS (D) : PFI - PRÜF UND FOR-
SCHUNGSINSTITUT FÜR DIE SCHUH-
HERSTELLUNG

ELDA (E) : INESCOP - INSTITUTO
ESPANOL DEL CALZADO Y CONEXAS
ASOCIACION DE INVESTICACION

LYON (F) : CTC - CENTRE TECHNIQUE
CUIR CHAUSSURE MAROQUINERIE
WAALWIJK (NL) : TNO - INSTITUT
VOOR LEDER EN SCHOENEN

SAN JOAO DA MADEIRA (P) : CTCA -
CENTRO TECNOLOGICO DO CALÇA-
DO

NORTHAMPTONSHIRE (UK) : SATRA -
SHOE AND ALLIED TRADES RESEARCH
ASSOCIATION

NEW QUALIFICATIONS IN THE FUR TRADE

GREECE

OBJECTIVES :

The aim of this project is to investigate the evolution of qualifications and trades in the fur industry, and the appearance of new qualifications following the rapid introduction of new technologies in the processing of hides and furs.

The work is centred on production and administrative technicians and managerial staff from the industry in the fields of model design, cutting, new production, processing and skin dyeing technologies as well as the organisation and control of the production procedure.

ACTIVITIES :

A research phase, involving scientific experts, will use questionnaires on foreseeable needs for new qualifications. Data will also be collected from national and Community sources and assessed by external experts.

An inventory of the results will be drawn up and training booklets designed for use by interested companies. Collective organisations from both sides of industry from the sector will validate the results.

RESULTS :

The principal product will be an inventory of new qualifications and skills in the fur trade, based on Community experience and scientific forecasting. The training booklets and the method may be used as the basis of a programme of training and distribution of the knowledge and the results of the surveys carried out. They may also be used for working out a sectoral strategy, or for individual use by small and medium-sized firms from the trade in all the Member States with a view to helping them prepare for future restructuring.

Organisation of sectoral and special topic days in Frankfurt and in Kastoria.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Specialist fur industry training centres, consultancy firms and organisations representing employers and workers from the trade in Greece and in Germany.

Members of the partnership :

FRANCFÜRT (D) : FRANCFÜRT FURRIERS' UNION - PROFESSIONAL ASSOCIATION OF FUR COMPANIES
KASTORIA (GR) : MICROIPOLOGISTIKI CO - TECHNICAL ASSISTANCE AND SERVICE COMPANY FOR SMALL- AND MEDIUM-SIZED FIRMS
KASTORIA (GR) : KASTORIA WORKERS' AND CLERICAL STAFF CENTRE

CONTRACTANT :

THE HELLENIC FUR CENTRE LTD.

CO-ORDINATOR :

THE HELLENIC FUR CENTRE LTD

MR ATHANASSIOS VENETIS

PERIOCHI FOURKAS KASTORIAS

GR-52100 KASTORIA

TEL. : 30/467/26821

GREECE

NEW QUALIFICATIONS FOR THE CATERING PROFESSIONS

CONTRACTANT :

GOODY'S GROUP LTD

CO-ORDINATOR :

GOODY'S COMPANIES LTD

MR ATHANASSIOS KARAMOSCHOS

VAS OLGAS 196 AND PLOUTONOS

GR-54655 THESSALONIKI

TEL. : 30/31/426 261-2-3-4/973 34 61 :

FAX : 429 124

OBJECTIVES :

This project concerns the implementation of an experimental programme for running a training centre in the hotel, catering and tourism sector, with wide representative involvement of companies and training bodies from the sector.

ACTIVITIES :

Preparatory activities will involve an analysis of existing human resources, a definition of training requirements and a feasibility study on the introduction of new training programmes.

The design and production of the training programmes will cover the choice of method and training techniques, production of training packages and a guide to their use for instructors, covering economic factors and material environment.

Experimental training seminars will be held to test the package with target professions and instructors will also be trained.

RESULTS :

The finalised training modules and instructors' guides will be disseminated by the O.A.E.D. (Organisation for the Use of the Workers's Potential) to all companies which carry out continuing vocational training and by the organiser of the project to all employees in its 65 companies.

Other companies from the industry will have access to the result through a training centre which will be set up for catering and tourism.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Groups of companies, public and private training bodies from Greece and Germany

Members of the partnership :

BREMEN (D) : BERUFSBILDUNGS INSTITUT BREMEN GMBH

ATHINA (GR) : OAED - ORGANISATION FOR THE USE OF THE WORKER'S POTENTIAL

INNOVATORY PROGRAMMES FOR CONTINUING TRAINING IN NON- DESTRUCTIVE TESTING USING DISTANCE LEARNING METHODS

GREECE

OBJECTIVES :

This project aims to design and prepare training programmes concerning the basic knowledge and skills required for personnel performing various types of non-destructive testing, taking into account the draft European Standard for Personnel Qualification. Non-destructive testing methods are used for controls on raw materials, final and semi-final products and for controls on machinery and installations in heavy industries.

ACTIVITIES :

Further to the design, development and testing of the training materials, the training programme will be presented for use by all interested companies.

RESULTS :

The training materials will mainly consist of programmed instruction handbooks on specific non-destructive testing methods with support videos and computer programmes, self-tests (pilot test pieces for specific testing methods), questionnaires and practical exercises based on real factory activities. The project will also develop the necessary materials for sample implementation of the training methods in various industries.

The training units, offered as a whole or separately, will be designed for distance self or group learning which can easily be used by small and medium-sized companies.

The collaboration of European non-destructive testing specialists will be reinforced as a direct result of the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small companies, technology institutes and training organisations from Greece and the United Kingdom.

Members of the partnership :
THESSALONIKI (GR) : CHEMICAL INDUSTRY OF NORTHERN GREECE
ATHINA (GR) : TITAN SA - INDUSTRY (CEMENT AND CERAMICS BRANCH)
ATHINA (GR) : ALUMINIUM ASSOCIATION OF GREECE
SHEFFIELD (UK) : LAVENDER INTERNATIONAL NDT LTD
BEDFORD (UK) : CRANFIELD INSTITUTE OF TECHNOLOGY

CONTRACTANT :

HELLENIC STEEL COMPANY SA

CO-ORDINATOR :

COMPANIES ASSOCIATION FOR INDUSTRIAL AND PROFESSIONAL TRAINING

MR MICHAEL KOTOUZAS

79 KARAMANLI AND DEKELIAS STREET

GR-13671 PARNITHA-ATHINA

TEL : 30/1/2466392

FAX : 2466160

GREECE

EXCHANGE OF TRAINING SPECIALISTS TO SUPPORT THE DESIGN AND PREPARATION OF INNOVATORY CONTINUING TRAINING PROGRAMMES ON NON-DESTRUCTIVE TESTING METHODS

CONTRACTANT :

HELLENIC STEEL COMPANY SA

CO-ORDINATOR :

COMPANIES ASSOCIATION FOR
INDUSTRIAL AND PROFESSIONAL
TRAINING

MR MICHAEL KOTOUZAS

79 KARAMANLI AND DEKELIAS ST.

GR-13671 PARNITHA-ATHINA

TEL : 30/1/2466392

FAX : 2466160

OBJECTIVES :

This exchange programme will enable the development and transfer of experience, technology and know-how from economically strong to weak regions of the Community. It is to be used, in liaison with a FORCE pilot project, to prepare the ground for the design and production of an innovatory programme for distance learning for personnel training in non-destructive testing, in view of the draft European Standard for Personnel Qualification.

ACTIVITIES :

Exchanges of trainers, technical directors, human resources directors and managers will take place to consolidate an already existing collaboration between the partners.

After each exchange, the candidates will prepare and submit a report on the knowledge and experience they have gathered and the eventual remarks and recommendations. Questionnaires will also be used.

RESULTS :

The reports and questionnaires will increase the possibility for transfer of new knowledge and experience to all interested parties. They will also include an estimation of the participants about the present status of the partnership and the possibilities of its further development via this exchange and the FORCE pilot project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small companies, training organisations and a technology institute from Greece and United Kingdom.

Members of the partnership :

THESSALONIKI (GR) : CHEMICAL INDUSTRIES OF NORTHERN GREECE
ATHINA (GR) : TITAN SA - INDUSTRY (CEMENT AND CERAMICS BRANCH)
ATHINA (GR) : ALUMINIUM ASSOCIATION OF GREECE
SHEFFIELD (UK) : LAVENDER INTERNATIONAL NDT LTD
BEDFORD (UK) : CRANFIELD INSTITUTE OF TECHNOLOGY

CONTINUING VOCATIONAL TRAINING IN THE CEMENT INDUSTRY

GREECE

OBJECTIVES :

The aim of this exchange programme is to help executives and personnel representatives from the project's partner companies to structure and develop training programmes for use by employees in large and small companies in the cement industry, thereby enabling the effective introduction of continuing vocational training.

ACTIVITIES :

Technical and administrative executives in companies producing technical equipment for the building trade and construction materials participate in exchanges which will lead to the organisation of training activities in routine maintenance, preventive maintenance and health and safety on work sites.

Training department managers and staff will participate to learn new forms and methods of training and to enable them to organise and implement continuing training in their companies.

Personnel and union representatives will participate to acquire experience in the areas of working conditions and developments in employer-employee relations in the company and at sectoral level, in the organisation and definition of occupational profiles and in the appraisal of skill, qualification and job needs.

RESULTS :

Specific experiences will be acquired and transferred in the following areas :

- working conditions, safety and hygiene;
- construction and technical equipment;
- routine, preventive and continuing maintenance;
- management;
- organisation and methodology of in-service training applications.

The results achieved and the experiences gained from the development of a formal framework for in-service training within companies will be widely distributed.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large, small and medium-sized companies in the field of construction materials, trade union, training agencies and centres in Greece, Belgium, Germany, Denmark and the United Kingdom.

Members of the partnership :

BECKUM (D) : KRUPP POLYSIUS A.G.
KOBENHAVN (DK) : F.L. SMIDTH A/S
MADRID (E) : HISPASILOS
MONTOR DE BRETAGNE (F) : CEMENTS DE L'ATLANTIQUE
MIGLIARINO FERRARA (I) : CEMENTIMPORT
MIGLIARINO FERRARA (I) : SOCIETA MAGNANI ITALO
MONTECCHIO MAGGIORE (I) : VENETA CEMENT
DERBY (UK) : ECC BUILDING PRODUCTS
BRUXELLES (B) : CEMBUREAU - CONFEDERATION CIMENT
BERLIN (D) : CEDEFOP - EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING
ATHINA (GR) : IVEPE - VOCATIONAL TRAINING INSTITUTE
ATHINA (GR) : TITAN WORKERS UNION

CONTRACTOR :

CIMENTS TITAN SA

CO-ORDINATOR :

CIMENTS TITAN SA

MR ATHANASSIOS MARKOU

DRAGATSANIOU 8

GR-10559 ATHINA

TEL : 30/1/32.30.101

FAX : 32.20.023

GREECE

THE CHANGING NATURE OF QUALIFICATIONS AND OCCUPATIONS IN THE CEMENT INDUSTRY

CONTRACTANT :

CIMENTS TITAN SA

CO-ORDINATOR :

CIMENTS TITAN SA

MR. ASTERIOS SGOUROS

DRAGATSANIOU 8

GR-10559 ATHINA

TEL: 30/3230101

FAX: 3220023

OBJECTIVES :

In the light of technological changes and adaptation to economic and social conditions, this project is aimed at creating an improved method of predicting changing requirements with regard to personnel and qualifications in administrative, economic, data processing, production and maintenance departments in the cement industry and in the construction equipment industry.

ACTIVITIES :

The work involves :

- gathering of data and study of the development and the changing nature of certain qualifications and occupations in the cement industry and in the production of similar goods (non-metallic minerals), in the production and manufacturing industries;
- visits to work sites and sharing of experience concerning basic qualifications in heavy industry;
- meetings to elaborate results and draft plans for application and evaluation through experimental seminars to be held in the premises of the partner companies of the project.

RESULTS :

Analysis of existing qualifications as well as future needs for jobs involved in the production processes of heavy industry will be documented together with a comparison of job profiles and existing experiences between large and small companies.

It is hoped that training programmes to enable the introduction of new training methods to work sites will result from the exchanges.

Dissemination will take place through the partnership's network to all interested parties.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large, small and medium-sized companies and industries involved in cement and concrete production and in the manufacture of technical equipment for the construction industry, trade unions at company level, and training organisations from Greece, Germany, Denmark, Belgium, Italy, Spain and the United Kingdom.

Members of the partnership :

BECKUM (D) : KRUPP POLYSIUS A.G.
KOBENHAVN (DK) : F.L. SMIDTH A/S
MADRID (E) : HISPASILOS
MIGLIARINO FERRARA (I) : CEMENT-IMPORT
MIGLIARINO FERRARA (I) : SOCIETA MAGNANI ITALO
MONTECCHIO MAGGIORE (I) : VENETA CEMENT
DERBY (UK) : ECC BUILDING PRODUCTS
BRUXELLES (B) : CEMBUREAU - CONFEDERATION CIMENT
BERLIN (D) : CEDEFOP - CENTRE DE DEVELOPPEMENT DE LA FORMATION PROFESSIONNELLE
ATHINA (GR) : IVEPE - INSTITUT DE FORMATION PROFESSIONNELLE
ATHINA (GR) : UNION DES TRAVAILLEURS TITAN

TRAINING METHODOLOGY FOR FUR PROCESSING AND MODEL DESIGN

GREECE

OBJECTIVE :

The purpose of this project is to develop pilot programmes for the vocational training of workers of various levels of qualification in fur manufacturing companies and more specifically the design of models. These programmes will be computer aided.

ACTIVITIES :

All stages of the work concerned, from processing and treatment of fur products will be documented and recorded. They will then be simulated on computer. An accompanying training method will be designed and produced.

Visual materials will also be produced.

RESULTS :

A research prototype will be designed for use with a computer assisted design system and will be produced with a guide for use. This product will be intended either for independent users, or for workers in fur companies.

Distribution and publicity of the results of the project will include exhibitions and seminars.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Fur manufacturing, processing and model design companies, universities from Greece, Germany and Italy.

Members of the partnership :

PISA (I) : GM PELLAMI - GENNARO CALO - PRODUCT SALES PROMOTION

FRANKFÜRT (D) : M.GRAVE GMBH PELZE - MODEL DESIGN CONSULTANCY

KOZANI (GR) : TECHNOLOGICAL EDUCATION INSTITUTE OF KOZANI

CONTRACTANT :

GIORAS CHRYSSOS/SULIS FURS -
MANUFACTURER OF FINE FURS

CO-ORDINATOR :

GIORAS CHRYSSOS/SULIS FURS -
MANUFACTURER OF FINE FURS
MRS ZACHARIA PAPAZAFIRIOU
KOLOKOTRONI 20
GR-52100 KASTORIA
TEL. : 30/467/26185

GREECE

PROTEAS - EXCHANGES

CONTRACTANT :

LABOUR INSTITUTE - GENERAL
CONFEDERATION OF GREEK
WORKERS

CO-ORDINATOR :

LABOUR INSTITUTE - GENERAL
CONFEDERATION OF GREEK
WORKERS

MR EVAGGELOS DIMOPOULOS

PIPINOU 27

GR - 11251 ATHINA

TEL. : 30/8834611-15

FAX : 8229802

OBJECTIVES :

These are exchanges between training organisations and a trade union training centre in Greece and in Denmark and the main trade union organisation representing workers in Greece.

The aim is to prepare, work out, develop and improve - by the transfer of experiences - the methods and practices of the implementation of continuing vocational training.

ACTIVITIES :

Danish and Greek instructors and human resources managers who have good experience in training in the metal and agro-food sectors, as well as management skills, are to visit partner organisations.

The programme, which is contracted by the General Confederation of Greek Workers, is also backed by the Workers' Centre of Heraklion in Crete and the Union of Farming Cooperatives of Heraklion.

RESULTS :

The results of the programme will prepare the ground for a future pilot project for the development of training materials. They will also support the creation of a network of data banks capable of supplying companies, workers and their representatives from the metal and agro-food sectors, with all the information necessary for the setting up of a modern continuing training infrastructure at company level.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade union training centres, trade unions and training bodies from Greece and Denmark.

Members of the partnership :

KOBENHAVN (DK) : AMU CENTER
ATHINA (GR) : PETA - INFORMATION,
TRAINING, LOCAL DEVELOPMENT

CONTINUING VOCATIONAL TRAINING AND EXCHANGE OF EXPERIENCE

GREECE

OBJECTIVES :

The exchanges involve training of in-house instructors from different company departments, to improve their knowledge and skills in technical and training matters and are designed to support the organisation and the structuring of continuing vocational training and the training department of the company.

ACTIVITIES :

Instructors from production and maintenance departments as well as human resources managers from companies in the textile industry, in Greece, Italy and Germany, will use the visits to investigate the training experiences of other project partner companies.

RESULTS :

Aside from consolidating this industrial partnership, future possibilities for collaboration in the training field will be developed in addition to already existing ventures (concerning supplies, raw materials and technical services). The companies involved hope to experience a structuring of their training department, with regard to continuing vocational training and to benefit from the transfer of know-how between the partners.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Textile manufacturing companies from Greece, Germany, and Italy.

Members of the partnership :
MONCHEGLADBACH (D) : TRUTZSCHLER GMBH AND CO KOMMANDITGESELLSCHAFT TEXTILMASCHINENFABRIK
EBERSBACH/FILS (D) : ZINSER TEXTILMASCHINEN GMBH
GORIZIA (I) : VOOK MACHINE TESSILI SPA

CONTRACTANT :

VOLOS COTTON MANUFACTURING CO.
LTD

CO-ORDINATOR :

VOLOS COTTON MANUFACTURING CO.
LTD
MR STILIANOS KARATHANOS
MITILINIS 35
GR-38445 N.IONIA MAGNISSIAS
TEL. : 30/421/66676 / 60383

GREECE

THE SPREADING OF THE USE OF LIQUID AND SOLUBLE FERTILIZERS BY MEANS OF INNOVATIVE TRAINING FOR DISTRIBUTORS AND FARMERS

CONTRACTANT :

SICNG - CHEMICAL INDUSTRIES
OF NORTHERN GREECE -
THESSALONIKI FACTORY

CO-ORDINATOR :

IVEPE THESSALONIKA
MR NIKOLOAS STOLAKIS
GR-57022 SINDOS
TEL : 30/31/797708/797709
FAX : 760422

OBJECTIVES :

These transnational exchanges between scientific and training management responsible for the documentation, preparation and adaptation of training materials to distance learning techniques support the transfer of European know-how to Greece, and the pilot project paired with these exchanges (GR/91/784/P-FPC).

Standardisation of Community practices concerning use of liquid and soluble fertilizers is the focus of this project. The training programmes developed will be targetted at small, notably farming businesses and will deal with proper use of fertilizers.

ACTIVITIES :

Company instructors and training bodies and a human resources department manager will visit the partner companies to acquire knowledge of liquid and soluble fertilizers and the application of new technical methods. They will thus be able to disseminate this know-how within the Community and assess the advantages of their use.

RESULTS :

Having learnt new techniques and methods, those involved in the exchanges will implement a training programme for small and medium-sized companies and farmworkers, using practical experiments in the fields.

A partnership between producers, suppliers, distributors and users of fertilizers will further be a result of the programme.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large companies, small and medium-sized firms and training bodies from France, Greece and the United Kingdom.

Members of the partnership :

PARIS (F) : SCPA - SOCIETE COMMERCIALE DES POTASSES ET DE L'AZOTE

SKELMERSDALE, LANCS (UK) : ATLAS INTERLATES

ATHINA (GR) : COMPANIES ASSOCIATION FOR INDUSTRIAL AND PROFESSIONAL TRAINING

THE SPREADING OF THE USE OF LIQUID AND SOLUBLE FERTILIZERS BY MEANS OF INNOVATIVE TRAINING OF DISTRIBUTORS AND FARMERS

GREECE

OBJECTIVES :

This project concerns the development of training in use of liquid and soluble fertilizers. It involves innovative training techniques which have proved successful in the modernisation of farm holdings in Greece and other Member States.

It is intended for small fertilizer manufacturing and distribution companies and for farmers - members of co-operatives or independent farmers - from the centre and north of Greece, who are holders of a Higher Certificate of Education or a diploma from a technical college.

ACTIVITIES :

The project comprises the following stages :

- analysis of the evolution and use of fertilizers, in co-operation with the partners (distributors and farmers);
- practical demonstrations in the fields by scientific staff, followed by a specific training for fertilizer distributors and farmers in use of spraying and irrigation machines;
- preparation of comprehensive texts answering practical questions;
- development of distance learning and audiovisual training equipment.

RESULTS :

The training modules will cover :

- general aspects of macro-trace elements in land under cultivation;
- fertilizing elements in the soil, in plants and in the nutrition and fertilization of land under cultivation;
- soil and plant analyses;
- principles and methods of reasoned fertilization together with environmental pollution;
- the types of mineral and organic fertilizers;
- liquid and soluble fertilizers and

their foliage use and in localised fertilizing irrigation systems;

- control of fertilizing irrigation for each plant species, as well as the handling of fertilizers (transport, storage and distribution).

Demonstration in the fields will consist of tests of the use of the different training modules.

The transfer and dissemination will take place towards the companies concerned in all the Member States of the Community.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small companies manufacturing chemical products and fertilizers, co-operatives and farm holdings, fertilizer distribution companies and training organisations from France, Greece and the United Kingdom.

Members of the partnership :

PARIS (F) : SCPA - SOCIETE COMMERCIALE DES POTASSES ET DE L'AZOTE

ATHINA (GR) : HELLENIC SPIRITS AND DISTILLATES ST. HATZIDIMA SA
SKELMERSDALE, LANCS (UK) : ATLAS INTERLATES

ATHINA (GR) : COMPANIES ASSOCIATION FOR PROFESSIONAL AND INDUSTRIAL TRAINING

THESSALONIKI (GR) : A AND E. TSAKADIS P.C.

PIREAS (GR) : AGRAFIOTIS C.L.

LARISSA (GR) : DALOUKAS C.L.

SKIDRA (GR) : TRIKALA INEMBOLIDIS C.L.

KATERINI (GR) : RODIOU C.L.

CHALKIDIKI (GR) : TSILOS P.C.

THESSALONIKI (GR) : TSOUMBARIS C.L.

KORINTHIA (GR) ZOGRAFOS P.C.

CONTRACTANT :

SICNG - CHEMICAL INDUSTRIES OF NORTHERN GREECE - THESSALONIKI FACTORY

CO-ORDINATOR :

IVEPE THESSALONIKI

MR NIKOLOAS STOLAKIS

GR-57022 SINDOS

TEL. : 30/31/797708/797709

FAX : 760422

GR/91/784/P-FPC

GREECE

TRAINING EXCHANGES IN THE BANKING SECTOR

CONTRACTOR :

IONIAN AND POPULAR BANK OF
GREECE S.A.

CO-ORDINATOR :

IONIAN AND POPULAR BANK OF
GREECE S.A.
MR. KONSTANTINOS GIORGIOU
NAVARINOU 23
GR-18531 PIREE
TEL : 30/1/4178336
FAX: 4178066

OBJECTIVES :

The aim of this exchange programme is to requalify, with special emphasis on the use of technology based training (TBT), personnel training executives in banks in the areas of training management and new services and the ability to work in an environment which has been re-organised and restructured in line with technological needs.

ACTIVITIES :

Participants come from the training department of the Ionian Bank of Greece, which is participating in this exchange with banks from other partner countries involved in the project. They are banking executives and bank personnel training staff.

RESULTS :

The experience acquired by participants in new training methods will be evaluated after each exchange through a procedure co-ordinated by banks' training departments. The results will be widely distributed.

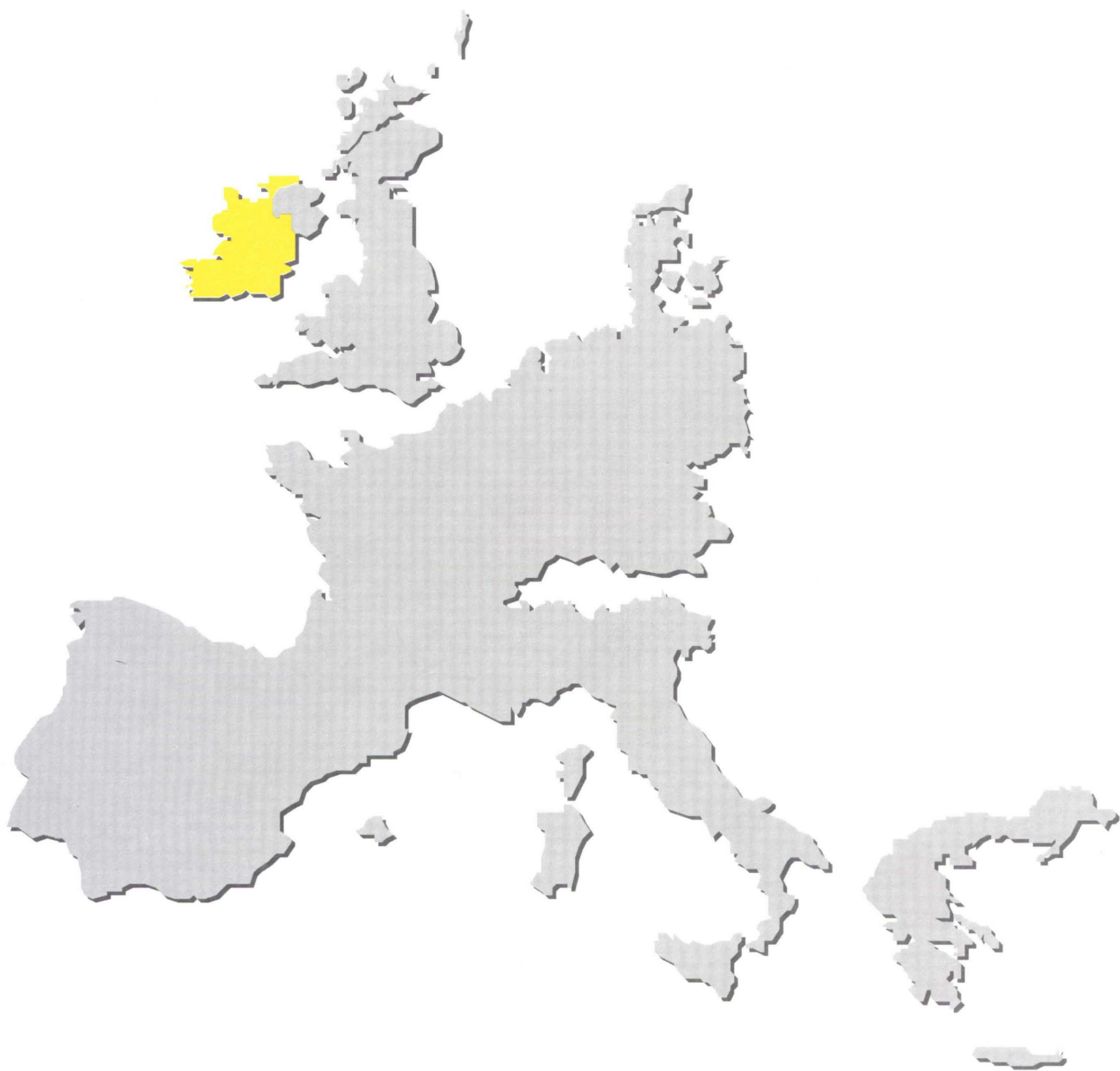
TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Banks and training organisations in Greece, Germany, Denmark, Spain, Italy, the United Kingdom and Belgium.

Members of the partnership :

FRANKFURT (D) : COMMERZBANK
FRANKFURT (D) : DEUTSCHE BANK
KOBENHAVN (DK) : DEN DANSKE BANK
SABADELL (E) : BANCO DE SABADEL
MILANO (I) : CREDITO ITALIANO
SURREY (UK) : LLOYDS BANK
LONDON (UK) : MIDLAND BANK
LONDON (UK) : NATIONAL WEST-BANK
BRUXELLES (B) : BBL - BANQUE BRUXELLES LAMBERT
FRANKFURT (D) : VEREINIGUNG FÜR BANKBERUFSBILDUNG E.V.
MARLOW, BUCKS (UK) : INSTITUTE OF TRAINING AND DEVELOPMENT

I R E L A N D



STUDY TO FORECAST CHANGING OCCUPATIONAL PROFILES IN THE RAILWAY INDUSTRY OCCASIONED BY IMPROVED OCCUPATIONAL SAFETY AND HEALTH REQUIREMENTS AND TO IDENTIFY SKILL/ATTITUDINAL NEEDS

IRELAND

OBJECTIVES :

This partnership will identify changing occupational profiles in the railways resulting from improved health and safety standards and skill needs of operatives, administrative, managerial and professional staff in railways.

ACTIVITIES :

There are four main aspects of the project :

- establishment of optimum criteria for occupational profiles by the railway partners and industrial safety specialists;
- establishment of model profiles for each category of operative and professional staff;
- a statistically representative base line study broken down into skill levels, education and attitudes;
- measurement of results through a skills and attitude needs study based on the difference between the base line study and optimal profiles.

RESULTS :

Model occupational profiles will be obtained for target groups to be used as a prototype for other Community rail networks. Details of training needs to be addressed through a specifically designed training programme will also be documented.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

National railway authorities, together with a National Fire and Safety Training Centre from Ireland and the Netherlands.

Members of the partnership :

UTRECHT (NL) : NS - NEDERLANDSE
SPOORWEGEN
DUBLIN (IRL) : CITI - CHARTERED INS-
TITUTE OF TRANSPORT IN IRELAND
RIJSWIJK (NL) : NEA - TRANSPORT
RESEARCH AND TRAINING
DUBLIN (IRL) : NIFAST - NATIONAL
INDUSTRIAL FIRE AND SAFETY TRAI-
NING CENTRE

CONTRACTANT :

CIE - CÓRAS IOMPAIR ÉIREANN

CO-ORDINATOR :

CIE - CÓRAS IOMPAIR ÉIREANN

MR TONY CLANCY

HEUSTON STATION

IRL - DUBLIN 8

TEL : 353/1/771871

FAX : 734534

IRELAND

IMPROVING ORGANISATIONAL COMPETITIVENESS THROUGH INNOVATIVE TRAINING FOR INVOLVEMENT CONSULTANTS IN THREE MEMBER STATES

CONTRACTANT :

IPC/NPA - IRISH PRODUCTIVITY
CENTRE / NATIONAL PARTICIPATION
AGENCY

CO-ORDINATOR :

IPC/NPA - IRISH PRODUCTIVITY
CENTRE / NATIONAL PARTICIPATION
AGENCY
MR ARTHUR COLDRICK
IPC HOUSE, 35-39 SHELBOURNE
ROAD, BALLSBRIDGE
IRL - DUBLIN 4
TEL : 353/1/68.62.44
FAX : 68.65.25

OBJECTIVES :

These exchanges will be used to examine the approach of three leading organisations in three countries to developing consultants engaged in the field of employee involvement.

ACTIVITIES :

Through a series of reciprocal visits and workshops the partnership will :

- identify the skills, knowledge and attitudes required;
- prioritise the training and development needs of consultants with the group; and
- agree an outline programme of training and development to further develop the consultants in the group.

RESULTS :

The exchange process will consolidate the existing network and lead to the development of a pilot training programme by the group. Involvement of the social partners in the use of the results of the project will be encouraged.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Employee involvement consultants from Ireland, Belgium and the United Kingdom.

Members of the partnership :
BRUXELLES (B) : EANPC - EUROPEAN
ASSOCIATION OF NATIONAL PRO-
DUCTIVITY CENTRES
LONDON (UK) : IPA - INVOLVE-
MENT AND PARTICIPATION ASSO-
CIATION

TRAINING IN STOCKMANSHIP KNOWLEDGE AND SKILLS FOR WORKERS IN THE PIG INDUSTRY

OBJECTIVES :

Training for the pig industry in the Community is largely college based. This pilot training project will develop workplace training for which few opportunities currently exist, leading to recognised qualifications adapted to the needs of enterprises.

ACTIVITIES :

Three training programmes will be tested and evaluated in the first year in Ireland and Scotland for pig workers, unit managers and workers in pig haulage and processing. In the proposed second year of the project, the training programmes will be extended to Greece and Spain.

RESULTS :

Training material in distance learning and multi-media format will be developed together with assessment procedures. Workers will receive certification of skills which in turn will assist their mobility.

Training materials will be advertised through trade press and negotiations will be conducted with a publisher to market the materials. The partnership will consider setting up an enterprise to conduct courses in pig producing areas of Objective 1 regions of the European Social Fund.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Pig producers, hauliers, processors and training experts from Ireland, Spain, Greece and the United Kingdom.

Members of the partnership :

EDINBURGH (UK) : SCOTTISH PIG INDUSTRY INITIATIVE
ABERDEEN (UK) : GRAMPIAN ENTERPRISE LTD
BARCELONA (E) : BARCELO E MARCO
LEÓN (E) : INATEGA
COLMENAR VIEJO (E) : NUTRAL SA
CO TIPPERARY (IRL) : ROSCREA FRESH FOODS
WHITERASHES, ABERDEEN (UK) : A. SIMMERS LTD
BUCKIE ABERDEENSHIRE (UK) : GRAMPIAN COUNTRY PORK LTD
ATHINA (GR) : AGRICULTURAL UNIVERSITY OF ATHENS
ABERDEEN (UK) : UNIVERSITY OF ABERDEEN

IRELAND

CONTRACTANT :

CLONASLEE CO-OPERATIVE SOCIETY LIMITED.

CO-ORDINATOR :

CLONASLEE CO-OPERATIVE SOCIETY LIMITED.

MR JOHN H. DUNNE

CORBALLY HOUSE

IRL-CLONASLEE, CO. LAOIS

TEL : 353/502/28051

FAX : 28137

IRELAND

TRAINING AND CERTIFICATION FOR ADVANCED TECHNOLOGIES

CONTRACTANT :

NATIONAL JOINT COMMITTEE ON
MAINTENANCE TECHNOLOGY

CO-ORDINATOR :

NATIONAL JOINT COMMITTEE ON
MAINTENANCE TECHNOLOGY
MR MATTHEW RUSSELL
C/O COLLEGE OF TECHNOLOGY,
BOLTON STREET
IRL-DUBLIN 1
TEL : 353/1/727177
FAX : 727879

OBJECTIVES :

Surveys have shown that in less developed regions of the European Community, maintenance strategies, knowledge and skills do not seem to have kept abreast of the investment in advanced manufacturing technology made by industry. They further show that existing practices tend to be college rather than industry based.

This project seeks to address this relative absence of training and certification for maintenance staff in small businesses.

ACTIVITIES :

Specific programmes on such matters as process control and refrigeration are to be developed in liaison with the small businesses involved. These will then be tested among six to ten employees in the relevant company environment and direct feedback obtained. The refined programme will be tested in the UK and in Spain for suitability to the different national contexts.

The National Council for Educational Awards in Ireland and other appropriate bodies in participating countries will act as certifying bodies for the developed programmes.

RESULTS :

Training modules, including those for use by small businesses, will be produced. Expert staff associated with the development of the modules will be available to provide advisory facilities regarding training techniques and syllabus content. An official launch will take place in Ireland once the products are developed.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Small businesses (notably from the agro-food sector), educational institutions and certifying bodies from Ireland, Spain and the United Kingdom.

Members of the partnership :

PRESTON (UK) : LANCASHIRE ENTERPRISES PLC
CARDIFF (UK) : WJEC - WELSH JOINT EDUCATION COMMITTEE
DUBLIN (IRL) : NATIONAL COUNCIL FOR EDUCATIONAL AWARDS
BURNLEY (UK) : BURNLEY COLLEGE
BADAJOZ (E) : FARNIA SA
MITCHELSTOWN (IRL) : GALTEE FOOD PRODUCTS
DUBLIN (IRL) : GILBEYS OF IRELAND LTD
BURNLEY (UK) : BURNLEY ENGINEERING PRODUCTS LTD
BADAJOZ (E) : UNIVERSIDAD DE EXTREMADURA

EUROPEAN ASSOCIATION OF SAILMAKERS

IRELAND

OBJECTIVES :

The European sailmaking market faces the threat of domination by U.S. franchise operations. European sailmakers are very small companies and there is no formal training or certification within the European industry.

This project seeks to provide certified training together with research and development co-operation and by so doing establish an accredited network of suppliers and servicing facilities within the European industry.

ACTIVITIES :

As part of the project, sailmaking activities are to be divided into different competences, which will define learning objectives and the training schedule. Training modules will be developed for craft occupational categories together with in service training for management and administrative staff and will overlap to provide a coherent body of knowledge.

In the second part of the project, staff will be seconded among the partner companies to facilitate the direct exchange of skills and expertise.

RESULTS :

Aside from enhancing labour mobility and increasing equal access to training for women and men, the qualifications and training materials could be used by other European sailmakers. In the long-run, an increase in productivity is expected.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Small sailmaking enterprises from Ireland, Italy, Greece, Portugal and the United Kingdom and an Irish university training centre.

Members of the partnership :

ISLE OF WIGHT (UK) : MC WILLIAM SAILMAKERS LTD, COWES

PIRAEUS (GR) : KAFETZIDAKIS SAILS

MUGGIA (I) : OLIMPIC SAILS S.D.F.

MATOSINHOS (P) : VELAS PIRES DE LIMA, LDA

CORK (IRL) : IRISH CENTRE FOR INDUSTRIAL TRAINING AND SECTORAL ANALYSIS, UNIVERSITY COLLEGE CORK

CONTRACTANT :

MCWILLIAM SAILMAKERS LTD

CO-ORDINATOR :

MCWILLIAM SAILMAKERS LTD

DESMOND MC WILLIAM

CO. CORK

IRL-CROSSHAVEN

TEL : 353/21/831505

FAX : 831700

IRELAND

APPLICATION OF AUTOMATION FOR QUALITY PRODUCTION

CONTRACTANT :

PARTNERSHIP-AUTOMATION FOR
QUALITY PRODUCTION

CO-ORDINATOR :

CORK REGIONAL TECHNICAL
COLLEGE
MR FACHTNA O'REILLY
ROSSA AVENUE, BISHOPSTOWN
IRL-CORK CITY
TEL : 353/21/545222
FAX : 545343

OBJECTIVES :

Training often tends to be directed at management and technical personnel. This project seeks to redress this imbalance through directing the work at those levels of personnel engaged in general production who traditionally have a low level of education and skills when recruited and therefore have few possibilities for promotion and a high exposure to redundancy due to technical change.

ACTIVITIES :

The training programme being developed is likely to consist of eight modules, covering all aspects of skill improvement to keep abreast of continuous technical change.

The key criteria in the process will be the reaction and feedback of the small companies involved. The partnership includes both technology suppliers and technology users and the output will be an integrated industrial, educational and social partner approach to the issue.

RESULTS :

The eight core modules will together have a total course length of thirty two hours. The materials associated with the course will include a course manual and appropriate overhead-slide materials. Publicity and dissemination will take place through production of articles for technical journals and further marketing through the production of a course brochure.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Technology users and suppliers in the food industry, relevant educational institutions, trade unions and employer representative bodies from Ireland, Germany and France.

Members of the partnership :

CORK (IRL) : CORK CHAMBER OF
COMMERCE
MÜNCHEN (D) : SIEMENS AG
DUBLIN (IRL) : ICTU - IRISH
CONGRESS OF TRADE UNIONS
ARGO (F) : TELEMECANIQUE
MITCHELSTOWN (IRL) : DAIRYGOLD
DUNGARVAN (IRL) : WATERFORD
FOOD LTD

CERAMICS DESIGN SKILLS PROGRAMME

IRELAND

OBJECTIVES :

The purpose of the exchange is to upgrade the instructional and design skills of ceramics trainers in local firms and to promote the rôle of trainer as tutor and adviser to craft potteries and other small businesses.

ACTIVITIES :

The visits will draw on the advanced training available to the industry in Italy to build upon the basic level training currently on offer locally in Ireland. The programme brings together ceramics and language training.

RESULTS :

A ceramics training programme for the local Irish industry is to be designed and implemented after the exchange. Beyond a consolidation of the working relationship between the partners, a twinning arrangement will be set up between the partners in 1992.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from Ireland and Italy.

Members of the partnership :
FAENZA (I) : POLO CERAMICO

CONTRACTANT :

ARKLOW ENTERPRISE CENTRE LTD

CO-ORDINATOR :

ARKLOW ENTERPRISE CENTRE LTD

MR ROBERT HICKSON

NORTH QUAY, ARKLOW, CO.

WICKLOW

IRL-ARKLOW

TEL : 353/402/32020

FAX : 39162

IRELAND

BUILDING CONSERVATION VOCATIONAL TRAINING FOR INDUSTRY

CONTRACTANT :

LAOIS COUNTY COUNCIL

CO-ORDINATOR :

LAOIS COUNTY COUNCIL

MR MICHAEL DEIGAN

COUNTY HALL / Co LAOIS

IRL-PORTLAOISE

TEL : 353/502/22044

FAX : 22313

OBJECTIVES :

In recent years there has been an emphasis on conservation and restoration of the built environment. These exchanges are to examine the need to develop new skills and transfer knowledge for people involved in the building and allied industries, with a view to developing the training of trainers in building conservation.

ACTIVITIES :

The visits are to be used to consider the cultural influence on the built environment in Germany, Portugal and Ireland and to assess the feasibility of introducing training in new technologies.

RESULTS :

The partners will have access to data-banks of historical and technological information relating to conservation of the built environment and the revival of traditional art and craft skills in building conservation. From these materials a future pilot training project for the industry will be developed.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, training organisations and university institutes from Ireland, Italy, Portugal and Germany.

Members of the partnership :

FAENZA (I) : POLO CERAMICO
MÜHLHAUSEN (D) : BERUFLICHE SCHULEN DES KREISES MÜHLHAUSEN

ELDAGSEN (D) : ENERGIE UND UMWALTZENTRUM AM DEISTER G.V.

DUBLIN (IRL) : FAS - FORAS ÁISEANNE SAOTHAIR (THE IRISH TRAINING AND EMPLOYMENT AUTHORITY)

DUBLIN (IRL) : FAS - FORAS ÁISEANNA SAOTHAIR, INDUSTRIAL TRAINING AND EMPLOYMENT

LISBOA (P) : CENFIC - INDUSTRIAL TRAINING ORGANISATION

KARLSRUHE (D) : MINERALOGISCHES INSTITUT DER UNIVERSITÄT KARLSRUHE KAISERSTR

TRAINING FOR MARGINALISED WORKERS

IRELAND

OBJECTIVES :

The aim of the project is to develop training materials and plans which can be used as elements in continuing vocational training of marginalised workers with low skill endowments. Such workers are particularly vulnerable in periods of economic fluctuation.

ACTIVITIES :

The first phase of the project involves research into existing practises and effective delivery methods and materials in selected Member States. Materials will be developed in consultation with the partners in the second phase, before being piloted and revised in phase three. These activities are supported by exchange visits.

RESULTS :

Written training plans and materials will be produced. They will be designed to promote the mobility of marginalised workers both within the enterprise and the labour market. Dissemination of the the results will take place through European Trade Union Confederation network and industry.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, private enterprise and training research specialists from Ireland, Portugal and the United Kingdom.

Members of the partnership :

DUBLIN (IRL) : AIRMOTIVE IRELAND LIMITED

DUBLIN (IRL) : ECONOMIC AND SOCIAL RESEARCH INSTITUTE

LISBOA (P) : UGT PORTUGAL - UNIÃO GERAL DE TRABALHADORES

GLASGOW (UK) : SCOTTISH TRADE UNION CONGRESS

CONTRACTANT :

IRISH CONGRESS OF TRADE UNIONS

CO-ORDINATOR :

IRISH CONGRESS OF TRADE UNIONS

MR PETER RIGNEY

19 RAGLAN ROAD

IRL-DUBLIN 4

TEL : 353/1/680641

FAX : 609027

CONTRACTANT :

FAS - FORAS ÁISEANNA SAOTHAIR,
TRAINING CENTRE

CO-ORDINATOR :

UFCM - UNITÉ DE FORMATION
CANNES MÉDITERRANÉE
MS NICOLE VALLIN
23, AVENUE DR PICAUD
F-06400 CANNES
TEL : 33/93684303
FAX : 92986972

OBJECTIVES :

The place of technology change is forcing a re-organisation of logistics departments with a corresponding need to retrain workers to higher levels of skills and qualifications. The project seeks to address these challenges by providing structured modular training programmes for all staff working in the logistics environment.

ACTIVITIES :

In the first stage of the project, working groups are developing descriptions of the the proposed course model, training modules, delivery systems and target groups.

A small team of course designers in consultation with subject matter experts from the small companies involved are to design the modules. These will be tested through the delivery system and the results will be sent to all partners for comment, editing and final agreement.

RESULTS :

The products will be text, audio/video and computer based, integrated with study guides and tutor support materials. The course will be suitable for delivery in the classroom or by distance learning. A learning management system will enable assessment testing and communication with the tutor through electronic mail.

Products will be launched at an open day by the Minister of Labour and following validation and evaluation, widely publicised through industry training committees, chambers of commerce, trade unions and employer organisations.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training institutes and public and private companies from Germany, Ireland, France and Greece.

Members of the partnership :

BREMEN (D) : CVS INGENIEURGESELLSCHAFT
CANNES LA BOCCA (F) : BALITRAND SA
CANNES (F) : DECATHLON SA
CANNES-LA-BOCCA (F) : FALDIS LECLERC SA
VOLOS (GR) : PONTOS SA COMPANYY
VOLOS (GR) : TECHNOTHERMIKI AND ANDLITIKI COMPANIES
DUBLIN (IRL) : ADM LONDIS LTD
DUBLIN (IRL) : SWITZER AND CO LTD
BREMEN (D) : ABC - ARBEITER BILDUNG CENTRUM
VOLOS (GR) : GREEK PRODUCTIVITY CENTRE

PROCESS CONTROL TECHNOLOGY TRAINING

IRELAND

OBJECTIVES :

Process control and process information systems form a vital part of the functions of the average worker in the alumina industry. Existing training practices, however, tend to be focused on those with a formal engineering background.

This project will create a training programme which trains not just engineers, but also supervisors and operators, in the discipline of process control technology. The project is of specific benefit to alumina companies located in peripheral areas of the Community.

ACTIVITIES :

Specific training needs are to be identified before an advanced control training programme in co-operation with the two companies is designed. Aughinish Alumina will test the programme initially for process control engineers and through cascade training for supervisors and operators. Relevant translation facilities will be provided to enable testing in the Spanish partner company and direct feedback will refine the developed programme.

RESULTS :

Training modules to be produced will comprise written material and overhead slides presented in learning units. Practical computer-based tutorials will be used extensively to help trainees understand the basic concepts and give them more control over the information.

Dissemination will take place through formal channels within the European alumina industry. Publicity will be generated at a formal launch of the product in Ireland.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large alumina companies, process control technology specialist trainers and a language centre from Ireland, Spain and the United Kingdom.

Members of the partnership :

LUGO (E) : ALUMINA ESPAÑOL
LIMERICK (IRL) : THE LIMERICK LANGUAGE CENTRE
SOUTHAMPTON (UK) : HONEYWELL ICOTRON LIMITED

CONTRACTANT :

AUGHINISH ALUMINA LIMITED

CO-ORDINATOR :

AUGHINISH ALUMINA LIMITED

MR PAT SWEENEY

AUGHINISH ISLAND, ASKEATON

IRL-LIMERICK

TEL : 353/61/392488

FAX : 398247

IRELAND

EXCHANGE PROJECT FOR DESIGN FOR MANUFACTURE

CONTRACTANT :

AMT RESEARCH UNIT - ADVANCED
MANUFACTURING TECHNOLOGY
RESEARCH UNIT

CO-ORDINATOR :

AMT RESEARCH UNIT - ADVANCED
MANUFACTURING TECHNOLOGY
RESEARCH UNIT
MR JOHN QUIGLEY
PLASSEY TECHNOLOGICAL PARK
IRL-LIMERICK
TEL : 353/61/333644
FAX : 330316

OBJECTIVES :

The partnership will assess the training requirements for design for manufacture in small engineering businesses with a view to developing a pilot training programme in future.

ACTIVITIES :

The exchanges are to be used to share experiences of different design processes within the partnership. At the conclusion of two groups of visits, a seminar will be held to agree on training requirements. A final report will be circulated to all partners.

RESULTS :

Short courses will be developed using a variety of products for a range of engineering disciplines.

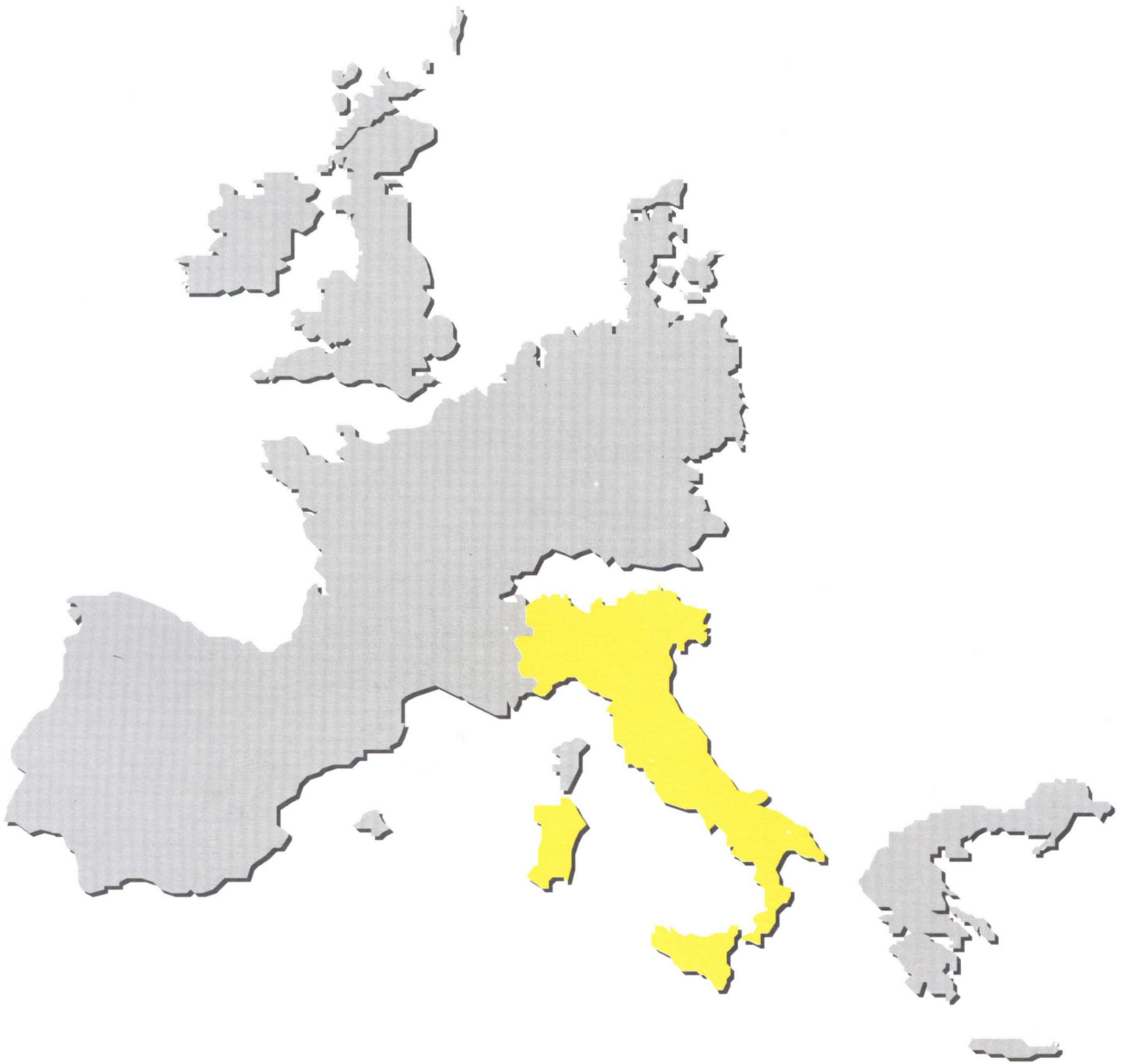
TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Public and private manufacturing enterprises and learning institutions from Ireland and the United Kingdom.

Members of the partnership :

CARLOW (IRL) : RAUN IRELAND LIMITED
GALWAY (IRL) : DIGITAL EQUIPMENT INTERNATIONAL BV
PETERBOROUGH (UK) : HOTPOINT LIMITED
WARWICKSHIRE (UK) : THE SMALL-PEICE TRUST
DUBLIN (UK) : FAS - FORAS ÁISEANNE SAOTHAIR (THE IRISH TRAINING AND EMPLOYMENT AUTHORITY)
GALWAY (IRL) : THERMO KING EUROPE
EDMONTON, LONDON (UK) : MK ELECTRIC LIMITED
CASTLETOWN (UK) : STRIX LTD - MANUFACTURER OF THERMOSTATIC CONTROL AND PROTECTION DEVICES

I T A L Y



ORGANISATION DEVELOPMENT AND QUALITY IN HUMAN RESOURCES MANAGEMENT

ITALY

OBJECTIVES :

The objective of the project is to produce material and devise training proposals for middle-management executives, including division heads or work managers, supervisors and co-ordinators of teams of workers, who play an increasingly important rôle in planning current company strategy. These people are essential for the integration of the different parts of the company, for the co-ordination of production levels and for the improvement of service quality in the company and/or in the division or workshop.

ACTIVITIES :

A research phase will establish an analysis of requirements, an inventory of specialised literature, and available computer equipment and software programmes dealing with the topic. Production and experimentation of training materials will include the design of a four-part training programme lasting a total of 80 hours and covering the company and its strategy, programming and control, the computing system, organisation and human resource management models.

The development of a continuing vocational training model, involving Italian and Spanish operators and a French partner associated with the project, will facilitate the creation of training activities at Community level.

RESULTS :

A multi-media training package, including audio-visual and computer software materials and possibly videotel (similar to the French minitel system) will be produced.

Seminars, workshops and conferences will be organised to publicise the results achieved.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, industrial co-operatives, university-company associations, training centres from Italy, Spain and France.

Members of the partnership:

VALENCIA (E) : ADEIT - FUNDACION UNIVERSIDAD EMPRESA DE VALENCIA

IMOLA (I) : CIR - COOPERATIVA INDUSTRIALE ROMAGNOLA

MILANO (I) : ISOM - GRUPPO PROFESSIONALE INTERVENTI E STUDI MULTIDISCIPLINARI NELLE ORGANIZZAZIONI

BOLOGNA (I) : SCIENTER - CENTRO DI RICERCHE E SERVIZI AVANZATI PER LA FORMAZIONE

BLANQUEFOR (F) : CESI - CENTRE D'ETUDES SUPERIEURES INDUSTRIELLES

BOLOGNA (I) : RIVA CALZONI S.P.A.

MILANO (I) : RIVA HYDROART S.P.A.

CONTRACTANT :

DUCATI MECCANICA S.P.A.

CO-ORDINATOR :

IAL/CISL DELL'EMILIA ROMAGNA,

TRAINING AGENCY

MR. GAUDENZIO GARAVINI

VIA CAIROLI 3/F

I-40121 BOLOGNA

TEL: 39/51/252552

FAX: 251440

ITALY

EXCHANGE PROGRAMME TO DEVELOP NEW VOCATIONAL QUALIFICATIONS IN THE BUILDING RESTORATION SECTOR

CONTRACTANT :

ECIPA/CNA - ENTE CONFEDERALE
ISTRUZIONE PROFESSIONALE
L'ARTIGIANATO/CONFEDERAZIONE
NAZIONALE DELL'ARTIGIANATO

CO-ORDINATOR :

ECIPA/CNA - ENTE CONFEDERALE
ISTRUZIONE PROFESSIONALE
L'ARTIGIANATO/CONFEDERAZIONE
NAZIONALE DELL'ARTIGIANATO
MR MARIO TURCO
VIA UMBRIA 7
I-00187 ROMA
TEL. : 39/6/48.68.73-474.66.92
FAX : 474.74.34

OBJECTIVES :

These exchanges aim to enable small craft industries (employers and employees) from the building restoration sector to acquire the new professional skills required by participation in the Single European Market.

ACTIVITIES :

Company managers, training consultants, employees and training managers participate in these exchanges, which focus on the following topics :

- information about European legislation and technical standards in the building sector (particularly the restoration of property and heritage);
- new markets and outlets;
- new training methods and technologies;
- assessment of continuing training requirements;

Reports will be drafted on these topics.

RESULTS :

From the assessment of new continuing training requirements in this sector, a new European continuing training model will be developed. The results will be transferred onto the telematic Network for craft industries in Europe (EUROKOM EIC distribution service).

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

National and regional trade confederations, training centres and small craft firms in the building industry from Italy and France.

Members of the partnership :

BOLOGNA (I) : CISE - COSTRUZIONI IDRAULICHE STRADALI EDILIZIE
VERGATO (I) : COSTRUZIONI F.LLI D'ANNA
SAVIGNANO SUL PANARO (I) : EDIL-GENERALI
BIBBIANO (I) : GUERRI NERIO DI GUERRI TANTEO NERIO
RAVENNA (I) : I.A.C.E.
ANZOLA (I) : IMPRESA EDILE F.LLI MIGLIORI
BOLOGNA (I) : NANNETI G.E.C.
PARIS (F) : CAPEB - CONFEDERATION DE L'ARTISANAT ET DES PETITES ENTREPRISES DU BATIMENT
ROMA (I) : CNA - ASSOCIAZIONI DI IMPRESE
BOLOGNA (I) : CNA REGIONALE EMILIA ROMAGNA
ROMA (I) : FNAE - FEDERAZIONE NAZIONALE ARTIGIANI DELL'EDILIZIA

CONTINUING VOCATIONAL TRAINING IN SAFETY IN THE BUILDING CONSTRUCTION INDUSTRY

ITALY

OBJECTIVES :

The objective of the project is to exchange information on developments in new training methods and to produce new training materials. The project is designed to complement continuing training plans in the construction sector and could be incorporated into company safety education programmes to support initiatives by small businesses and training centres in regions with few training facilities.

ACTIVITIES :

The project includes the following phases :

- launching of the project and identification of training needs;
- research and selection of existing material and basic software, and design of training modules;
- testing to determine the validity of intermediate products;
- final development of multi-media materials.

RESULTS :

Multi-media teaching materials (including software, videos and tests) will be produced. The modules will be suitable for distance learning and adaptable to different learning situations (self-learning or individualised tuition) for maximum possible use and transfer.

A permanent advice facility for the updating of training tools, resulting from technological developments, will be created.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Construction and equipment companies, associations of companies and training centres from Italy and Spain.

Members of the partnership :

PALERMO (I) : EDILPA S.P.A. - IMPRESA DI COSTRUZIONI

PALERMO (I) : EDILSTRADE SICILIANA S.P.A.

NERVIANO (I) : ICT - IMPRESA DO COSTRUZIONI

POTENZA (I) : SA.CA. COSTRUZIONI

VIGEVANO (I) : SOC. COOP MURATORI & AFFINI AR.L.

CASALMALOCCO (I) : RODIO - GRANDE IMPRESA COSTRUZIONI SPECIALI

BERGAMO (I) : ACEB - ASSOCIAZIONE DI IMPRESE COSTRUZIONE

MILANO (I) : ASSIMPREDIL - ASSOCIAZIONE DI IMPRESE DI COSTRUZIONE

CAGLIARI (I) : ASSOCIAZIONE DEGLI INDUSTRIALI DELLA PROVINCIA DI CAGLIARI

TORINO (I) : COLLEGIO COSTRUTTORI EDILI

COMO (I) : COLLEGIO DELLE IMPRESE EDILI ED AFFINI

LIVORNO (I) : CONSORZIO IMPRESE COSTRUZIONE LIVORNESI

CORNELLA DE LLOBREGAT (E) : INSTITUT GAUDI DELLA COSTRUCCIO

CONTRACTANT :

FORMEDIL - ENTE NAZIONALE PER LA FORMAZIONE E L'ADDESTRAMENTO PROFESSIONALE IN EDILIZIA

CO-ORDINATOR :

ENTE NAZIONALE PER LA FORMAZIONE E L'ADDESTRAMENTO PROFESSIONALE IN EDILIZIA
MR GIOVANNI CARAPPELLA
V.LE DI VILLA MESSIMO 39
I-00161 ROMA

TEL: 39/6/8414251/8440442

FAX: 8553738

ITALY

STATISTICAL PROCESS CONTROL IN A TOTAL QUALITY MANAGEMENT ENVIRONMENT

CONTRACTANT :

API - ASSOCIAZIONE PICCOLE MEDIE
INDUSTRIE DI TORINO E
PROVINCIA

CO-ORDINATOR :

CSEA - CONSORZIO PER LO
SVILUPPO DELL'ELETTRONICA E
L'AUTOMAZIONE
MR EUGENIO NOCE
201 VIA VENTIMIGLIA
I-10127 TORINO
TEL : 39/11/6963101/631819
FAX : 635054

OBJECTIVES :

The project will develop multi-media open learning materials on statistical process control, for small businesses that want to implement total quality management. The project involves a wide collaboration between an industrial consortium of companies, open learning structures and training centres.

ACTIVITIES :

The work is organised along the following lines :

- analysis of the situation (level of knowledge within companies perception of their requirements, cultural level of employees concerned);
- development of materials and piloting with selected groups;
- adaptation of materials and methods;
- experimental courses in different places;
- preparation of software and printed materials for dissemination of the experiences to company and training centre managers, promotion activities and training of trainers.

RESULTS :

The self-learning training modules will include written texts, guided software, audio and video cassettes, tests and self-tests. Supporting tools for tutors and company managers will also be produced.

The experimental phase conducted by API, CSEA and subsidiary partners in Italy and CESI in FRANCE will maximise training efficiency, scientific accuracy and transferability, notably to small businesses. Dissemination to other associations and Italian regions will be organised by API.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Company associations and training organisations from Italy and France.

Members of the partnership :

AOSTA (I) : REGIONE AUTONOMA
VALLE D'AOSTA - AGENZIA DEL
LAVORO
NOVARA (I) : STUDIO ERREPI
ROUEN (F) : CESI NORMANDIE -
CENTRE D'ETUDES SUPERIEURES
INDUSTRIELLES

FILM - INTER-COMMUNITY TRAINING FOR CONSERVATION LABORATORIES AND FILM ARCHIVES

OBJECTIVES :

The objective of the project is to produce tools for the continuing vocational training of operators in film preservation and restoration. The project will develop training instruments (printed and audio-visual materials) which could be used by all partners in the network and in other sectoral contexts at a Community level.

ACTIVITIES :

The project includes the formation of working parties entrusted with the task of defining training needs and methods, writing the training programme, creating written and multimedia teaching material, publicising results and preparing an international seminar.

RESULTS :

The product will consist of a series of training modules structured to provide continuing vocational training for technical personnel in different contexts and in all Community countries.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Film libraries, conservation laboratories, film archives, and training centres from Italy, Germany, Belgium, Spain, France, the Netherlands and the United Kingdom.

Members of the partnership :

MADRID (E) : FILMOTECA ESPAÑOLA
PARIS (F) : CINARCHIVES
BOLOGNA (I) : LABORATORIO P. MORSIANI L'IMMAGINE RITROVATA
LEIDERDORP (NL) : HAGHEFILM
AMSTERDAM (NL) : NEDERLANDS FILMMUSEUM
LONDON (UK) : HENDERSONS FILM LABORATORIES
BRUXELLES (B) : CINEMATHEQUE ROYALE
KOBLENZ (D) : BUNDESARCHIV/FILMARCHIV
BOIS D'ARCY (F) : SERVICES DES ARCHIVES DU FILM - CNC
BOLOGNA (I) : CINETECA DEL COMUNE DI BOLOGNA
LONDON (UK) : NATIONAL FILM ARCHIVE

ITALY

CONTRACTANT :

ECIPAR/CNA - ENTE CONFEDERALE ISTRUZIONE PROFESSIONALE ARTIGIANATO/CONFEDERAZIONE NAZIONALE DELL' ARTIGIANATO

CO-ORDINATOR :

ECIPAR/CNA - ENTE CONFEDERALE ISTRUZIONE PROFESSIONALE ARTIGIANATO / CONFEDERAZIONE NAZIONALE DELL' ARTIGIANATO
MR CERVELLATI FABIO
60/A VIA DEL LAVORO
I-40127 BOLOGNA
TEL: 39/51/373997
FAX: 359352

ITALY

SKILLS NEEDS IN THE LOWER LEVELS OF EMPLOYMENT IN THE TELECOMMUNICATIONS SECTOR

CONTRACTANT :

CHIRONE 2000 S.R.L.

CO-ORDINATOR :

ANCIFAP - INVESTIMENTI E
INIZIATIVE PER LA FORMAZIONE

PROFESSIONALE - SOCIETÀ

CONSERTILE PER AZIONI

MR FRANCO COTTINI

PIAZZA DELLA REPUBBLICA 95

I-00185 ROMA

TEL: 39/6/481671

FAX: 4741228

OBJECTIVES :

Large sums of money are invested in training for managerial executives and technicians in telecommunication companies while little attention is paid to training of the operational personnel (those working in installation and system handling) and to employees responsible for product/service sales and customer relations. The situation is even more critical for small sub-contracting firms. The project will tackle the problem through defining and testing an analytical model to determine skill needs and corresponding training needs for these levels of employee.

ACTIVITIES :

The projects work programme includes :

- defining the methodological and practical approaches of the forecasting survey;
- realisation of the survey in companies;
- developing an analytical model to determine skill needs and corresponding training needs in companies for employees;
- testing the model in a large sample of companies;
- disseminating the project results in Member States.

RESULTS :

The network of partners intends to achieve the following results :

- identification and dissemination of innovative skill needs forecasting practices in the telecommunications sector;
- adaptation and transfer of existing know-how from large companies to small sub-contracting firms;
- development of a reliable model to anticipate employees' skills and training needs;
- identification of obligations and

opportunities inherent in the different forms of organisation in order to apply an individual model.

The products will be disseminated through :

- seminars to publicise intermediate and final results;
- publications and monographs on project results;
- general outlines for the design of computing tools (hypertests).

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, training centres from Italy and Belgium.

Members of the partnership :

ROMA (I) : SIP - SOCIETÀ ITALIANA PER L'ESERCIZIO DELLE TELECOMUNICAZIONI

BRUXELLES (B) : KNOWLEDGE TECHNOLOGI

CONTINUING TRAINING IN ITALY AND FRANCE - EVALUATION OF EXPERIENCES IN THE EVOLUTION OF COLLECTIVE BARGAINING PRACTICES BETWEEN THE SOCIAL PARTNERS

ITALY

OBJECTIVES :

The purpose of this programme is to encourage, among both sides of industry, the exchange of information on collective bargaining policy and practices in the area of continuing vocational training and ultimately to improve the situation in the countries concerned.

ACTIVITIES :

Those participating in the exchanges are responsible for labour market and vocational training policies in employers' organisations, trade unions and joint bodies, as well as training experts. Each participant will use the exchanges to :

- examine experiences and practices in the receiving country and compare them with those in their own country;
- propose improvements to their own system through the drafting of recommendations and reports;
- take part in meetings and seminars in collaboration with experts.

RESULTS :

It is hoped that the exchanges will lead to :

- a structuring and expansion of continuing vocational training and the drawing up of comprehensive legal regulations;
- a definition of possible areas for further collaboration at European level and increased awareness of European integration in employers' and employees' organisations;
- assessment of likely developments in contractual policy;
- intermediate final reports which will be widely disseminated, notably at a seminar to be held in Brussels.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Employers' organisations, trade unions and training centres and from France and Italy.

Members of the partnership :

PARIS (F) : CNPF - CONSEIL NATIONAL DU PATRONAT FRANCAIS
ROMA (I) : CONFINDUSTRIA
MARSEILLE (F) : ASFO PROVENCE
PARIS (F) : CFDT - CONFEDERATION FRANCAISE DEMOCRATIQUE DU TRAVAIL
ROMA (I) : CGIL - CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
NAPOLI (I) : CISL - CONFEDERAZIONE ITALIANA SINDICATO DEI LAVORATORI
ROMA (I) : IAL - ISTITUTO ADDESTRAMENTO LAVORATORI
ROMA (I) : UIL - UNIONE ITALIANA LAVORATORI

CONTRACTANT :

ENFAPI - SISTEMI FORMATIVI
CONFINDUSTRIA

CO-ORDINATOR :

ENFAPI - SISTEMI FORMATIVI
CONFINDUSTRIA
MR. GIANFRANCO LANZONI
VIALE PASTEUR 6
I-00144 ROMA
TEL : 39/6/5903225
FAX : 5926283

ITALY

EVOLUTION OF QUALIFICATIONS AND OCCUPATIONS - COLLECTIVE BARGAINING POLICY AND CONTINUING VOCATIONAL TRAINING

CONTRACTANT :

ENFAPI - SISTEMI FORMATIVI
CONFINDUSTRIA

CO-ORDINATOR :

ENFAPI - SISTEMI FORMATIVI
CONFINDUSTRIA

MR GIANFRANCO LANZONI

VIA PASTEUR 6

I-00144 ROMA

TEL : 39/6/5903225

FAX : 5926283

OBJECTIVES :

The purpose of this qualification project is to establish a comparison between collective bargaining practices and policies in France and Italy.

The involvement of both sides of industry, within the scope of the results of the European Social Dialogue, is an essential feature of the work.

ACTIVITIES :

Experiences in the fields of vocational training and collective bargaining will be exchanged and evaluated by a transnational working party with equal representation of the social partners. Meetings and seminars will be organised for the preparation of the analysis and the development of materials on the findings.

RESULTS :

The project will achieve :

- a comparison of the systems of different countries;
- convergence of the various training mechanisms of the different European Community countries towards a single training mechanism with a European dimension.

A seminar will be held in Brussels as part of the projects dissemination strategy.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training centres, trade union and employers' organisations from France and Italy.

Members of the partnership :

PARIS (F) : CNPF - CONSEIL NATIONAL DU PATRONAT FRANCAIS

ROMA (I) : CONFINDUSTRIA

MARSEILLE (F) : ASFO PROVENCE

ROMA (I) : ENFAP/UII - UNIONE ITALIANA LAVORATORI

PARIS (F) : CFTD - CONFEDERATION FRANCAISE DEMOCRATIQUE DU TRAVAIL

ROMA (I) : CGIL : CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

ROMA (I) : CISL - CONFEDERAZIONE ITALIANA SINDACATO DEI LAVORATORI

ROMA (I) : IAL - ISTITUTO ADDESTRAMENTO LAVORATORI

ROMA (I) : UII - UNIONE ITALIANA LAVORATORI

IMAGES AND COMMUNICATION - NEW TECHNOLOGIES IN CONTINUING VOCATIONAL TRAINING

ITALY

OBJECTIVES :

This project will design a reference framework for the selection of new technologies as a support for continuing vocational training, taking into account results of different European Community programmes. The purpose is to emphasise the potential benefits of applying these technologies. The products should be specifically useful to small and medium-sized businesses in communicating and advertising their image.

ACTIVITIES :

The principal stages of the work are as follows :

- analysis of existing technologies and their use in the companies strategies;
- analysis of the impact of the introduction of new technologies on the companies' organisational structure;
- production of materials directed at trainers, using the best techniques selected;
- testing of a multi-media training tool through a short course for a representative sample of trainers.

RESULTS :

A reference framework for the application of new technologies in the provision of continuing vocational training will be produced, together with a multi-media training tool directed at trainers to improve their training methods in small companies. Information will be published on these materials and disseminated to companies and training organisations.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Public and private companies and training organisations from Italy and Belgium.

Members of the partnership :

BITONTO - BARI (I) : DEPA - AZIENDA PRODUTTRICE DI CAPI DI ABBIGLIAMENTO PER BAMBINI
BRUXELLES (B) : CEICE - CENTRE D'ETUDES ET D'INFORMATION SUR LES COMMUNAUTES EUROPEENNES
LIEGE (B) : HOLI-CONSULT-ENVIRONNEMENT
VALENCIA (E) : IMPIVA
BITONTO - BARI (I) : ITS - INNOVATECH SERVICE
LIEGE (B) : CENTRE LIEGEOIS DE FORMATION PERMANENTE DES CLASSES MOYENNES
BITONTO - BARI (I) : CNADASA - CENTRO NAZIONALE ADDESTRAMENTO E ASSISTENZA AZIENDALE

CONTRACTANT :

CESICE - CENTRO STUDI
INFORMAZIONE SULLE COMUNITA EUROPEA

CO-ORDINATOR :

CESICE - CENTRO STUDI
INFORMAZIONE SULLE COMUNITA EUROPEA

MR PASQUALE MARRONE
STRADA PROVINCIALE SPIRITO
I-70032 BITONTO-BARI
TEL : 39/80/8743426
FAX : 8743425

ITALY

OCCUPATIONAL PROFILES IN THE TEXTILE SECTOR

CONTRACTANT :

TEXILIA SPA - TEXILIA INSTITUTO PER
LA TRADIZIONE E LA TECNOLOGIA
TESSILE

CO-ORDINATOR :

TEXILIA SPA - TEXILIA INSTITUTO PER
LA TRADIZIONE E LA TECNOLOGIA
TESSILE

MR MASSIMO CODA SPUETTA

CORSO GIUSEPPE PELLA 10

I-13051 BIELLA VC

TEL: 39/15/402432

FAX: 402530

OBJECTIVES :

The aim of this project is to create original methods of analysing job profiles required by production systems and to apply them to the textile industry. To this end, it will examine consequences and implications for the training system (particularly for in-service training and continuing vocational training) and for social partners. A permanent observatory will be set up to assess the changing nature of qualifications, job profiles and the job market.

ACTIVITIES :

The major phases of the work are as follows :

- analysis by a team of experts in each country of the main trends in technology, market development and employment patterns in the textile industry and clothing manufacture;
- development of a continuing vocational training plan by experts in co-operation with company training managers;
- a qualitative and quantitative survey of companies, with transnational exchange of data and experiences;
- compilation of a report designed to involve local companies and training providers in the analyses undertaken, and to help small businesses evaluate their training needs, and develop training and human resource development plans.

RESULTS :

The main result of the project will be the development of new methods adapted to the specific requirements of the textile and clothing manufacturing industries.

The partners in this project will use the research data on a regular basis by

creating an initiative to ensure the continuing study of the job system. This will contribute to an on-going exchange of information and analyses between countries.

The project will also lead to the joint design of training activities and the intensification of contacts and business relations among the different production systems in the textile and clothing manufacture industries in the Community.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Sectoral training organisations and companies from Italy, Greece and Portugal.

Members of the partnership :

ATHINA (GR) : CLOTEFI - CLOTHING TEXTILE AND FIBER TECHNOLOGICAL DEVELOPMENT

VILANOVA DE FAMALIÇÃO (P) : CITEVE - CENTRO TECNOLÓGICO DAS INDUSTRIAS TEXTIL E DO VESTUÁRIO DE PORTUGAL

CONTINUING VOCATIONAL TRAINING FOR EUROPEAN HANDICRAFT ENTREPRENEURS

ITALY

OBJECTIVES :

The promoters of this project aim to create continuing vocational training opportunities for entrepreneurs in the handicrafts sector, for whom the consolidation of management skills is vital.

ACTIVITIES :

The project is organised into the following phases :

- collection, analysis and evaluation of current structures;
- design and development of the training programmes;
- assessment of validity with end-users and adaptation of materials;
- establishment of methods of dissemination and evaluation.

RESULTS :

A distance-training package, including manuals, files and software will be produced, together with materials for trainers, training managers and those responsible for training in small business associations.

These results will be disseminated to other Community countries via a programme of activities, and will provide for possible adaptation of the models.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Handicraft guilds, small business training centres and handicrafts, craft associations from Italy, Belgium, Spain and France.

Members of the partnership :

AVIGNON (F) : CMV - CHAMBRE DE METIERS DE VAUCLUSE

CATANZARO (I) : INECART - INTERVENTI ECONOMICI PER L'ARTIGIANATO

MADRID (E) : FCEFA - FUNDACION CULTURAL ESPAÑOLA PARA EL FOMENTO DE LA ARTESANIA

BRUXELLES (B) : IFFP - INSTITUT FRANCOPHONE DE FORMATION PERMANENTE DES CLASSES MOYENNES

CONTRACTANT :

ISVOA-ISTITUTO PER LO SVILUPPO ORGANIZZATIVO DELL' ARTGIANATO SISTEMA FORMATIVO CONFARTIGIANATO

CO-ORDINATOR :

ISVOA-ISTITUTO PER LO SVILUPPO ORGANIZZATIVO DELL' ARTGIANATO SISTEMA FORMATIVO CONFARTIGIANATO MR GIANNI MARCONATO PIAZZA VENEZIA 11 100187 ROMA TEL: 39/6/67598207 FAX: 6784519

ITALY

CONTINUING VOCATIONAL TRAINING, TECHNOLOGICAL AND ORGANISATIONAL INNOVATION IN EUROPE IN THE AUTOMOBILE AND TEXTILE SECTORS

CONTRACTANT :

CGIL PIEMONTE

CO-ORDINATOR :

CGIL PIEMONTE

MR GIUSEPPE MAURIZIO SILVERI

VIA PEDROTTI 5

I-10152 TORINO

TEL : 39/11/2442479

FAX: 2442254

OBJECTIVES :

The objective of this project is to develop training materials for union officials involved in negotiations on training processes at company, sectoral and territorial levels. To this end, the project aims to analyse planning strategies for employee training (for first level workers) in relation to technological and organisational changes in large European companies in the mechanical, metal-working and textile sectors.

ACTIVITIES :

The project involves :

- preparation of measuring instruments;
- direct survey of individual examples in companies in Italy, France, Spain, the United Kingdom and Germany;
- case study development and synthesis, leading to the creation of models for work organisation;
- design and development of training materials.

RESULTS :

Workshops and conferences will be organised to disseminate video material for companies and un-skilled workers in the partner countries. A book will be published on the subject and training activities for union officials will be organised.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade union federations and training specialists from Italy and Spain.

Members of the partnership :

TORINO (I) : INTEUROPA

MADRID (E) : FEDERACION DEL METAL DE COMISIONES OBRERAS

TORINO (I) : FILTEA - FEDERAZIONE ITALIANA LAVORATORI TESSILI E ABBIGLIAMENTO

TORINO (I) : FIOM - FEDERAZIONE IMPIEGATI OPERAI METALMECCANICI-PIEMONTE

THE DEVELOPMENT OF SOCIAL DIALOGUE IN THE COUNTRIES OF THE EUROPEAN COMMUNITY - COMPARISON OF THE CONTINUING VOCATIONAL TRAINING SYSTEMS OF LOMBARDY AND CATALUÑA

ITALY

OBJECTIVES :

These exchanges between Italian and Spanish employers' associations and trade unions will involve examination and comparison of national systems of continuing vocational training based on examples in two specific regions : Lombardy and Catalonia.

ACTIVITIES :

Training managers from Assolombardia, training experts from unions and union members are the participants in the exchanges. A six week programme of meetings, conferences and seminars is to be held in Italy and Spain to conduct the comparisons of training provision.

RESULTS :

It is hoped to achieve the following results :

- increased knowledge of the different continuing vocational training system in two countries in the Community;
- consolidation of a partnership network aimed at disseminating and transferring the knowledge acquired by promoting joint training projects which are of interest to employees;

These results will be disseminated through the partnership network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Employers' organisations and trade unions from Italy and Spain.

Members of the partnership :

BARCELONA (E) : FOMENTO DEL TRABAJO NACIONAL
BARCELONA (E) : COMISSIO OBRE-RA NATIONAL DE CATALUNYA
BARCELONA (E) : UGT - UNION GENERAL DE TRABAJADORES

CONTRACTANT :

ASSOLOMBARDA-ASSOCIAZIONE INDUSTRIALE LOMBARDA

CO-ORDINATOR :

CGIL-CISL-UIL-LOMBARDIA
MS ADRIANA COSTA
VIALE MARELLI 497
I-20099 SESTO SAN GIOVANNI
TEL: 39/2/2407851
FAX: 2480944

ITALY

EXCHANGE PROGRAMME TO DEVELOP FORECASTING OF QUALIFICATIONS AND OCCUPATIONS IN SMALL BUSINESSES IN THE CLOTHING SECTOR AND NEW TECHNOLOGIES

CONTRACTANT :

ENTE BILATERALE ARTIGIANATO
VENETO

CO-ORDINATOR :

ISTITUTO VENETO PER IL LAVORO
MR MARIO MARCATO
VIA FRATELLI BANDIERA 35
I-30175 MARGHERA
TEL : 39/41/2902922
FAX : 41/929815

OBJECTIVES :

Through these exchanges, a permanent partnership between social partners and training providers will be established for the study of the evolution the occupational profiles and qualifications. More precisely, research in the clothing sector will be carried out with the aim of setting up a feasibility plan for developing new vocational training courses.

ACTIVITIES :

Exchanges will take place between social partners and training providers to study and to assess possible ways of co-operation. They will focus on a comparison between occupations.

RESULTS :

These exchanges will lead to a basis for establishing further collaborative ventures between social partners and trainers. An operational plan for vocational training at transnational level will be drafted.

Dissemination of the outcomes will take place through open seminars and computer support facilities.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade union confederations and training organisations from Italy and Spain.

Members of the partnership :

MESTRE (I) : CNA - CONFEDERAZIONE REGIONALE ARTIGIANATO
MARGHERA (I) : FRAV - FEDERAZIONE REGIONALE ARTIGIANATO VENETO
MADRID (E) : FUNDACION FORMACION Y EMPLEO
MESTRE (I) : CGIL VENETO - CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO
MESTRE (I) : CISL - CONFEDERAZIONE ITALIANA SINDACATO-VENETO
MESTRE (I) : UIL - UNIONE ITALIANA LAVORATORI VENETO

NAME - THE NETWORK FOR AEROSPACE MANAGEMENT IN EUROPE

ITALY

OBJECTIVES :

Manufacturers comprising Europe's aerospace and defence related industries are faced with the considerable challenge of restructuring in the 1990's. In the light of this challenge, this ambitious exchange programme aims to multiply contacts between staff from human resources departments with specific attention paid to future occupational profiles of management and needs for convergence of targeted key qualifications.

ACTIVITIES :

The exchanges take the form of plenary working meetings, sub-groups and seminars, organised as follows :

- plenary meetings lasting two weeks and taking place in each of the countries involved;
- sub-groups working for one week each on specific human resource related themes;
- seminars working under titles such as " European leadership " and "European Space Industry 2000."

RESULTS :

The results of the seminars and other activities will be evaluated and disseminated appropriately. The exchanges will also be used to prepare future joint projects and to complement other collaborative ventures through, for example, EUROFORM.

TYPES OF ORGANISA- TION AND COUNTRIES INVOLVED :

Aircraft and defence companies from France, Italy, Germany, Spain and the United Kingdom.

Members of the partnership :

FRIEDRICHSHAFEN (D) : DORNIER GMBH
MÜNCHEN (D) : MBB - MESSERSCHMITT-BOLKOW-BLOHM GMBH
MADRID (E) : CASA - CONSTRUCCIONES AERONAUTICAS S.A.
VELIZY-VILLACOUBLAY (F) : MATRA
GENOVA (I) : RINALDO PIAGGIO - INDUSTRIE AERONAUTICHE E MECCANICHE
AMSTERDAM ZUIDOOST (NL) : FOKKER AIRCRAFT
LANCASHIRE (UK) : BRITISH AEROSPACE MILITARY AIRCRAFT LTD
YEOVIL (UK) : WESTLAND HELICOPTERS LIMITED

CONTRACTANT :

ALENIA

CO-ORDINATOR :

AEROSPATIALE-SDFC
MS GUILHÈNE DE CIDRAC
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F-75781 PARIS CEDEX 16
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FAX : 42 24 26 71

ITALY

INCREASED ACCESS TO CONTINUING VOCATIONAL TRAINING FOR EMPLOYEES IN SMALL AGRICULTURAL HOLDINGS AND THE STRATEGIC ROLE OF INFORMATION IN THE MANAGEMENT OF A COMPANY

CONTRACTANT :

REGIONE EMILIA ROMAGNA -
ASSESSORATO FORMAZIONE
PROFESSIONALE LAVORO SCUOLA E
UNIVERSITÀ

CO-ORDINATOR :

REGIONE EMILIA ROMAGNA -
ASSESSORATO FORMAZIONE
PROFESSIONALE LAVORO SCUOLA E
UNIVERSITÀ

Ms PAOLA ZANIBONI

VIALE ALDO MORO, 38

I-40127 BOLOGNA

TEL : 39/51/283872-283879

FAX : 283867

OBJECTIVES :

The project involves the development of a continuing vocational training course using multi-media resources based on the strategic rôle of information in agricultural management.

The main objective is to help managers of small agricultural holdings to acquire the specific skills required to enable them to analyse entrepreneurial processes and use instruments for the research and cataloguing of information outside and inside the company.

ACTIVITIES :

The project includes the following stages :

- creation of a partnership network and establishment of a project committee ;
- design, development, piloting and final adaptation of the training programme ;
- transfer and dissemination of the product, monitoring and evaluation;

RESULTS :

Continuing vocational training modules, using interactive multi-media instruments (including manuals, slides, transparencies and video cassettes) will be produced in two languages.

Seminars will be organised for the dissemination of outputs.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Farmers' federations, agricultural training and development centres and organisations from Italy and Portugal.

Members of the partnership :

BOLOGNA (I) : CERSA - CENTRO EMILIANO-ROMAGNOLO SVILUPPO AGRICOLA

BOLOGNA (II) : CIPA - CENTRO ISTRUZIONE PROFESSIONALE AGRICOLA

BOLGNA (II) : IRFATA - ISTITUTO REGIONALE DI FORMAZIONE E ASSISTENZA TECNICA AGRICOLA

BOLOGNA (II) : KENTRON - PROGETTO PER LA VALORIZZAZIONE DELLE RISORSE

LISBOA (P) : CAP - CONFEDERACAO DOS AGRICULTORES DE PORTUGAL

CO-MANAGEMENT SYSTEMS AND RESPECTIVE INNOVATIVE INDUSTRIAL RELATIONS

ITALY

OBJECTIVES :

These exchanges are designed to encourage managers, company directors, trade union leaders and staff from joint body training organisations to prepare new types of training with an eye to the future single European market. Special emphasis is laid on training for small businesses.

ACTIVITIES :

The work is organised as follows :

- intensive language courses, specialising in training terminology;
- exchange visits for trade-union officials, research and development managers and training specialists from joint bodies;
- investigation of main trends in continuing training in the European Community and analysis of practices in receiving organisations;
- meetings between participants and the company managers with a view to reaching agreement on future transnational projects.

RESULTS :

The programme will lead to :

- increased information on qualifications and training with a European dimension;
- initiatives for the re-qualification of employees in small businesses;
- improvement and co-ordination of the training strategies in the organisations involved;
- development of new means of communication and co-operation between different European regions;
- preparation of future pilot training projects.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Employers organisations, trade unions and training centres from France and Italy.

Members of the partnership :

PARIS (F) : CNPF - CONSEIL NATIONAL DU PATRONAT FRANCAIS

ROMA (I) : CONFINDUSTRIA

MARSEILLE (F) : ASFO PROVENCE

PARIS (F) : CFDT - CONFEDERATION FRANCAISE DEMOCRATIQUE DU TRAVAIL

ROMA (I) : CGIL - CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO

NAPOLI (I) : CISL - CONFEDERAZIONE ITALIANA SINDICATO DEI LAVORATORI

ROMA (I) : IAL - ISTITUTO ADDESTRAMENTO LAVORATORI

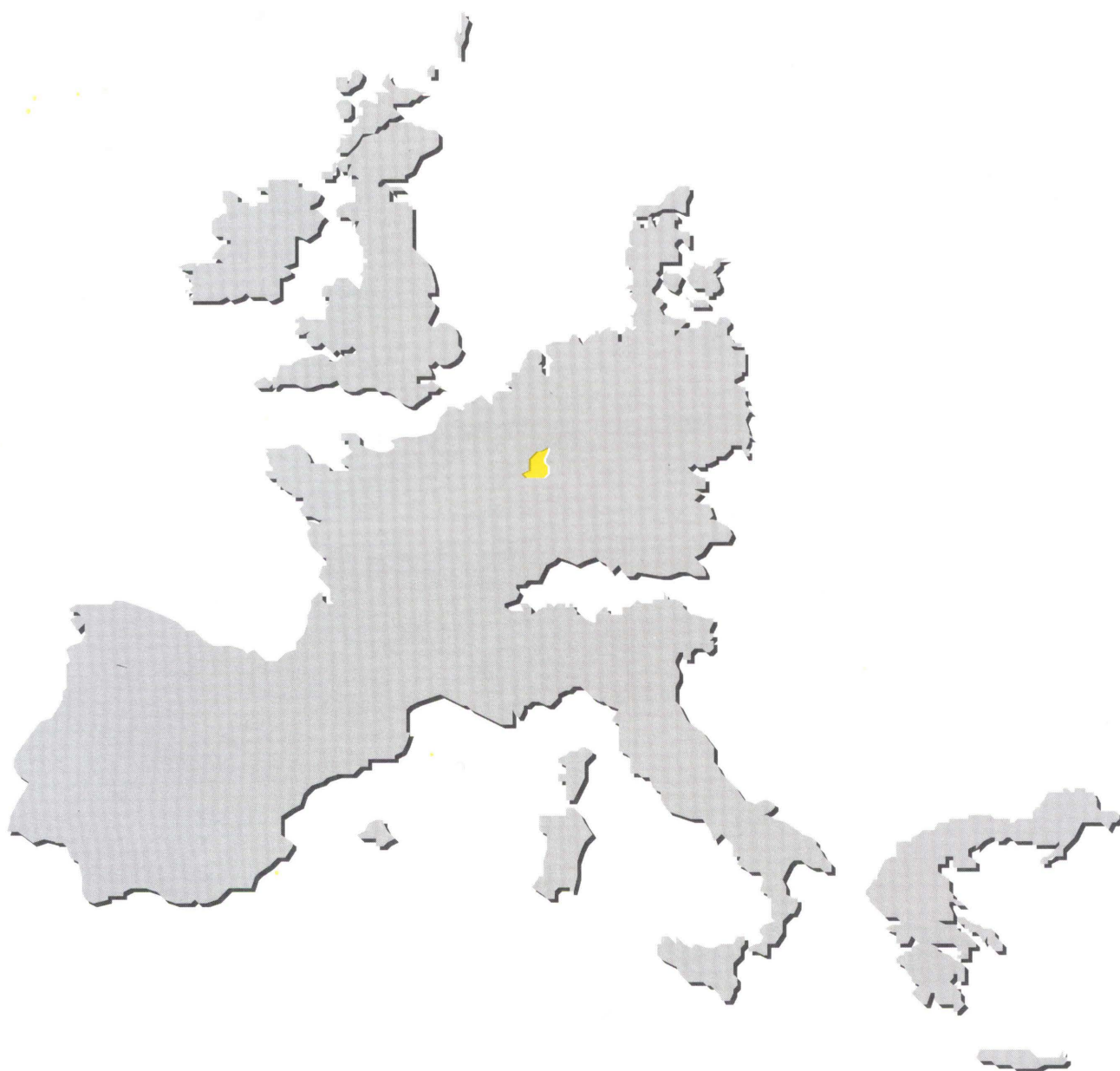
CONTRACTANT :

ENTE BILATERALE REGIONALE
TOSCANO PER LA FORMAZIONE E
L'AMBIENTE, API TOSCANA - CGIL-
CISL-UIL

CO-ORDINATOR :

ENTE BILATERALE REGIONALE
TOSCANO PER LA FORMAZIONE E
L'AMBIENTE, API TOSCANA - CGIL-
CISL-UIL
PROFESSOR ATTILIO MONASTA
VIA BARACCA 235/E
I-50127 FIRENZE
TEL : 39/55/373351
FAX : 316862

L U X E M B O U R G



CONTINUING TRAINING FOR PROFESSIONAL AND SOCIAL INTEGRATION OF HANDICAPPED PEOPLE

LUXEMBOURG

OBJECTIVES :

To promote integration of handicapped employees into the economic process, this partnership will develop a continuing vocational training structure in conjunction with small, medium-sized and large businesses which are already familiar with the need for this type of integration.

ACTIVITIES :

The exchanges are between trainers, a training manager and personnel representatives, who will play a multiplier rôle. The visits will be used to consolidate the partnership and, more specifically, to :

- analyse continuing training needs;
- develop a common approach to training through the pooling of experience of the participants;
- develop and implement training plans; and
- prepare for the development of training materials.

RESULTS :

The exchanges will lead to the implementation of new continuing training activities in the labour market for handicapped people, and corresponding training for company managers. This should increase professional mobility and the possibilities for social advancement for handicapped people.

Information on the conclusions and outputs of the work will be disseminated through the partnership's network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations for social workers, a university training institute and a co-operative association for handicapped people from France, Germany, Belgium and Luxembourg.

Members of the partnership :

KORTRIJK (B) : PROTHEUS - CENTRUM VOOR PROFESSIONELE REVALIDATIE

PARIS (F) : IRTS - INSTITUT REGIONAL DE TRAVAIL SOCIAL

BERLIN (D) : FU - FREIER UNIVERSITÄT BERLIN - PSYCHOLOGISCHES INSTITUT

CONTRACTANT :

SOCIÉTÉ COOPÉRATIVE APEMH

CO-ORDINATOR :

FONDATION APEMH

MR RAYMOND CECCOTTO

BP 331

L-4004 ESCH-SUR-ALZETTE

TEL : 352/547/171-22

FAX : 352/546 654

LUXEMBOURG

EUROPEAN BANKING ACADEMY, LUXEMBOURG

CONTRACTANT :

IFBL - INSTITUT DE FORMATION
BANCAIRE, LUXEMBOURG

CO-ORDINATOR :

IFBL - INSTITUT DE FORMATION
BANCAIRE, LUXEMBOURG

MR ROGER MELMER

45, BD PRINCE HENRI
L-2010 LUXEMBOURG

TEL : 352/465016

FAX : 352/465019

OBJECTIVES :

This programme is designed to help prepare and adapt middle managers, and others likely to be promoted to this level, for the changes in banking practices and their impact on the strategy of financial institutions brought about by the Single European Market.

ACTIVITIES :

The meetings and negotiations held between the different partners and their training specialists will take place according to the following schedule :

- exchanges of views between the different managers concerned, in the presence of training specialists;
- design and development of the training modules/courses;
- production, translation and piloting of training courses;
- evaluation of the quality and efficiency of the programmes and transfer to other interested countries.

RESULTS :

The training materials will take the form of a specially designed self-learning package in three languages. The course will comprise 400 hours of work spread over 2 years, and course material of about 4700 pages, including general subject introductions. Three main theme areas will be divided into 14 modules including financial structures, marketing, human resources and organisation management, personal banking and finance, portfolio and treasury management, financial innovation and banking strategy.

The training specialists will be seconded to transfer and disseminate the results to banks in the partners countries and in other interested countries not involved in the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Banking and financial services training centres, banking associations and bankers from the United Kingdom, France, Germany and Luxembourg.

Members of the partnership :

PARIS (F) : CFPB/CENTRE DE FORMATION DE LA FORMATION BANCAIRE

FRANKFÜRT/MAIN (D) : BANK AKADEMIE

LONDON (UK) : CUBS/CITY UNIVERSITY BUSINESS SCHOOL

DEVELOPMENT OF TRANSNATIONAL TRAINING PROGRAMMES GEARED TO TECHNICAL MANAGEMENT IN THE CONSTRUCTION INDUSTRY

LUXEMBOURG

OBJECTIVES :

A number of companies producing technical installations for the construction industry, have formed this partnership with a view to enhancing the skills of employees responsible for installing technical facilities, such as heating systems, in buildings.

ACTIVITIES :

A working party is responsible for defining what skills and qualification needs new training programmes should address and how best they could be implemented. From its conclusions, training materials will be designed and piloted in seminars.

RESULTS :

Multi-media training programmes will be produced for technical managers. It is intended that improved installation will lead to more efficient use of equipment and facilities in buildings and bring about savings in energy, in the interest of occupants.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Small and medium-sized construction companies and equipment suppliers from Germany and Luxembourg.

Members of the partnership :

VAREL I (D) : BOOS KLIMA UND KÄLTE GMBH
KLEINOSTHEIM (D) : FIRMA LUDWIG HAMMER - HEIZUNG, KLIMA, SANITÄR GEBÄUDEATOMATION
HAMELN 1 (D) : ZACHARIAS SERVICE
LUXEMBOURG (L) : A & P KIEFFER

CONTRACTANT :

OMNIUM TECHNIC BUILDING OPERATIONS

CO-ORDINATOR :

OMNIUM TECHNIC BUILDING OPERATIONS

MR JÜRGEN STEINHAUSER

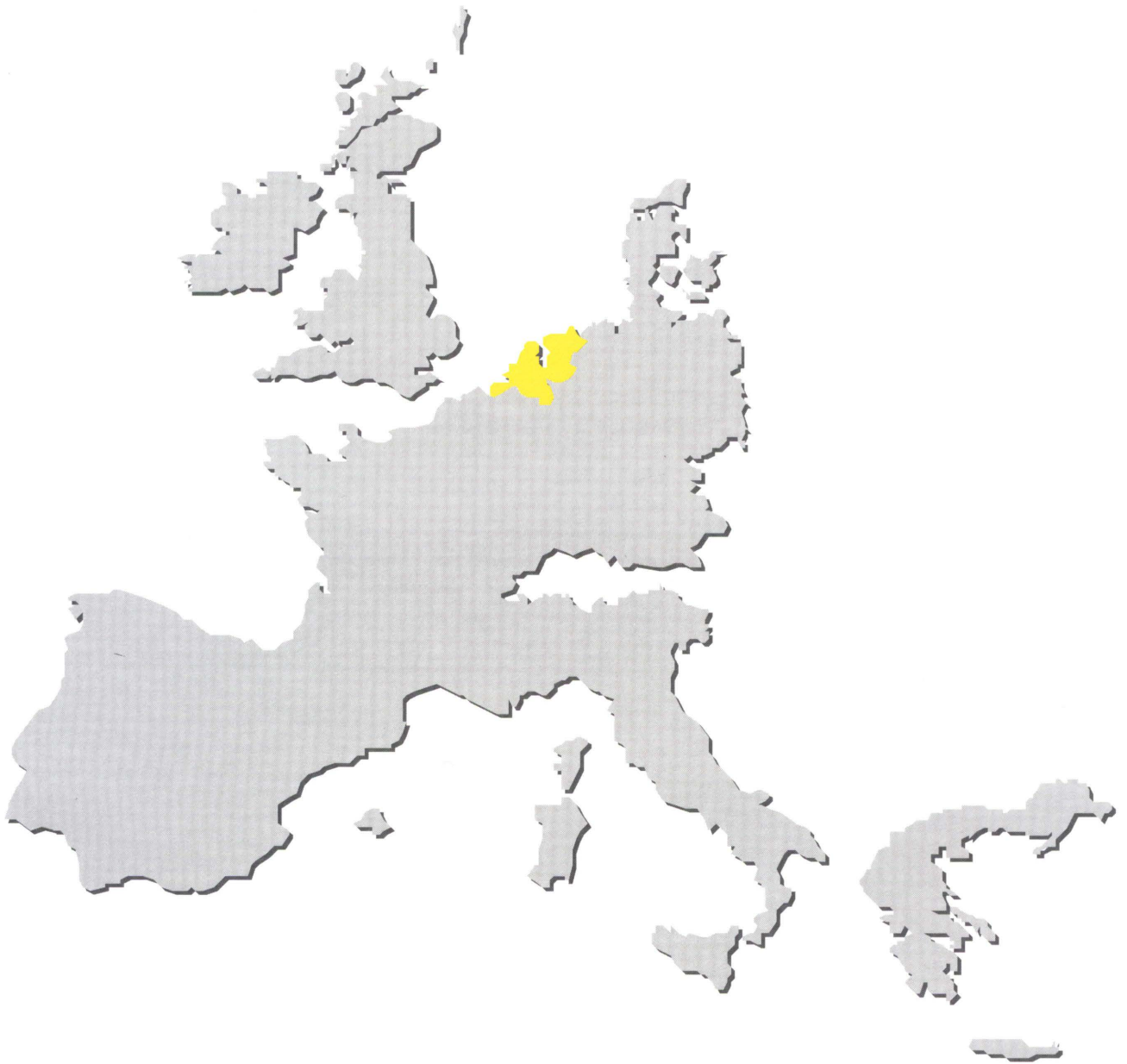
59, AVENUE PASTEUR

L-2013 LUXEMBOURG

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FAX: 22 11 09

N E T H E R L A N D S



PILOT MODELS FOR CONTINUING VOCATIONAL TRAINING IN BIO-TECHNOLOGY

THE NETHERLANDS

OBJECTIVES :

The aim of this project is to provide models for promoting and establishing continuing vocational training programmes in bio-technology companies, especially small businesses.

ACTIVITIES :

The project consists of workshops on the relevance and utilisation in bio-technology companies of training provision and information technology and sources in bio-technology. These involve personnel managers and similar staff within each company and will provide the basis for development of new training materials.

RESULTS :

Computer-based training models will be developed for implementation by the management of the pilot bio-technology companies.

The pilot study will be disseminated by two conferences (in Northern and Southern Europe) and reports.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

University and bio-technology research institutions, large and small bio-technology companies from the United Kingdom, Spain and the Netherlands.

Members of the partnership :

DELFT (NL) : GIST-BROCADES - BIOTECHNOLOGY CONTRIBUTION TO FOOD, HEALTH AND THE ENVIRONMENT

VLAARDINGEN (NL) : UNILEVER RESEARCH LABORATORY VLAARDINGEN - BIOSCIENCES, NUTRITION AND SAFETY

OXFORD (UK) : BRITISH BIOTECHNOLOGY LIMITED

VIGO (E) : ZELTIA GROUP - HOLDING COMPANY FOR FOURTEEN SUBSIDIARIES

LONDON (UK) : BRITISH LIBRARY BIOTECHNOLOGY INFORMATION SERVICE

CONTRACTANT :

INSTITUTE FOR BIOTECHNOLOGY STUDIES DELFT LEIDEN

CO-ORDINATOR :

INSTITUTE FOR BIOTECHNOLOGY STUDIES DELFT LEIDEN

DR PATRICIA OSSEWEIJER

JULIANALAAN 67

NL-2628 BC DELFT

TEL : 31/15/78 23 42

FAX : 78 23 55

MULTI-MEDIA COURSE FOR PHARMACEUTICAL OPERATORS

CONTRACTANT :

FOUNDATION EDUFARMA

CO-ORDINATOR :

YDO CONSULTANTS

DR HANS KEIJZER

COENECOOP 4, P.B. 165

NL-2740 AD WADDINXVEEN

TEL : 31/1828/17322

FAX : 11817

OBJECTIVES :

Inspectorates in the different EC countries use the recently developed European guidelines for qualification/inspection of pharmaceutical production plants. These guidelines demand a systematic and adequate training of personnel.

The project will therefore develop a basic pharmaceutical training course for employees involved in production, packaging, logistics and quality control in pharmaceutical production plants.

ACTIVITIES :

The project has three principal activities :

- creation of a standardised training for operators, where no such education exists in most European countries;
- creation of a standard qualification for employees, where no formal degrees or qualification exist;
- improved quality assurance for the final products (medicines) controlled by national inspectorates.

RESULTS :

The materials produced will be in the form of a multi-media computer-aided system - a mix of video-films, photographs, spoken and written language, in Dutch and English. A handbook will also be developed as an additional support.

The results will be promoted in Ireland and the United Kingdom as well as in other pharmaceutical industries in EC countries where English is the company language. The partners will inform their national health inspectorates to investigate if the course could be used as a standard for the education of production personnel.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Pharmaceutical companies and training consultants from Ireland and the Netherlands

Members of the partnership :
SWORDS CO DUBLIN (IRL) : ORGANON IRELAND
WEESP (NL) : DUPHAR BV

NEED ANALYSIS IN LOGISTICS AND CONTINUING VOCATIONAL TRAINING

THE NETHERLANDS

OBJECTIVES :

The members of the partnership, who make up the European Logistics Association, have taken an initiative in line with new European standards to define a European terminology for logistics, occupational profiles for practitioners and educational standards in logistics.

This project will undertake a needs analysis to forecast required subjects, target groups, entry levels, desired certification levels, desired experience levels and required education levels for middle and higher management, operational and employee levels in companies.

ACTIVITIES :

The work will cover Germany, France, the United Kingdom and the Netherlands during the first year and Spain, Portugal and Italy in the second year. Several companies will be involved in providing know-how through their training departments. A supervisory board (including representatives from the social partners) will monitor the progress and validity of the activities.

RESULTS :

European logistics profiles based on innovative practices of progressive companies will be produced, to serve as a forecast for the qualification demands in remaining companies.

Standardised European education and training goals will be deduced from these profiles. The results will be transferred to all partners and expertise provided to facilitate the transfer. Exchanges and seminars will be organised to disseminate the method.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

National logistics, transport and distribution associations, chambers of commerce, companies and training organisations from Germany, Netherlands, Spain, Italy, France and the United Kingdom.

Members of the partnership :

BONN (D) : DIHT - DEUTSCHER INDUSTRIE UND HANDELSTAG

EINDHOVEN (NL) : NEDERLANDSE PHILIPS BEDRIJVEN

DARMSTADT (D) : DGFL/IFL - DEUTSCHE GESELLSCHAFT FÜR LOGISTIK E.V. / INSTITUT FÜR LOGISTIK

DUSSELDORF (D) : VDI - VEREIN DEUTSCHER INGENIEURE

MADRID (E) : CEL - CENTRO ESPAÑOL DE LOGISTICA

MILANO (I) : AILOG - ASSOCIAZIONE ITALIANA DI LOGISTICA

LISBOA (P) : APLOG - ASSOCIAÇÃO PORTUGUESA DE LOGISTICA

PARIS (F) : AFT - ASSOCIATION POUR LE DEVELOPPEMENT DE LA FORMATION PROFESSIONNELLE DANS LES TRANSPORTS

DENHAAG (NL) : VLM - VERENIGING LOGISTIEK MANAGEMENT

CORBY (UK) : ILDM - INSTITUTE OF LOGISTICS AND DISTRIBUTION MANAGEMENT

CONTRACTANT :

ELA - EUROPEAN LOGISTICS ASSOCIATION

CO-ORDINATOR :

CIBB - CENTRUM INNOVATIE BEROEPSONDERWIJS BEDRIJFSLEVEN

DR. ERIC OUWENS

PETTELAARPARK 1

NL-5200 BP 'S HERTOGENBOSCH

TEL : 31/73/124011

FAX : 123425

THE NETHERLANDS

FLEXIBLE 'JUST IN TIME' PRODUCTION SYSTEMS

CONTRACTANT :

BEDRIJFSSCHOOL MACHINEFABRIEK
'BREDA'

CO-ORDINATOR :

BEDRIJFSSCHOOL MACHINEFABRIEK
'BREDA'
DR PLEUN VAN DEN BERG
SPEELHUISLAAN 173
NL-4815 CD BREDA
TEL. : 31/76/878255
FAX : 712277

OBJECTIVES :

This project will develop a training module on flexible production for conditioning/machining centres based on the "just in time" principle. This principle aims to reduce the enormous loss of time and manpower involved in machine production.

The modular open learning approach will significantly increase access to this sort of training in small businesses and encourage greater participation of women employees in such courses.

ACTIVITIES :

The project is organised along the following lines :

- a survey of flexible production systems already in place based on company visits and research of specialised literature;
- a two day seminar and further meetings of company and university experts, employers' and workers' representatives from the metal working sector to draw up a draft training programme;
- piloting of the course in a real work-based situation using production machines;
- integration of the results of the pilot tests into the course and evaluation by national training centres.

RESULTS :

The open learning package produced will include advanced practical and theoretical exercises on items such as logistics, tool management, quality assurance and robotics.

The products will be made available to in-house training centres, regional training centres for the unemployed and women, and traditional vocational education centres. Publications and booklets will be used to disseminate information on the course. It will hopefully be possible to transfer the

course for future use in Eastern Europe.

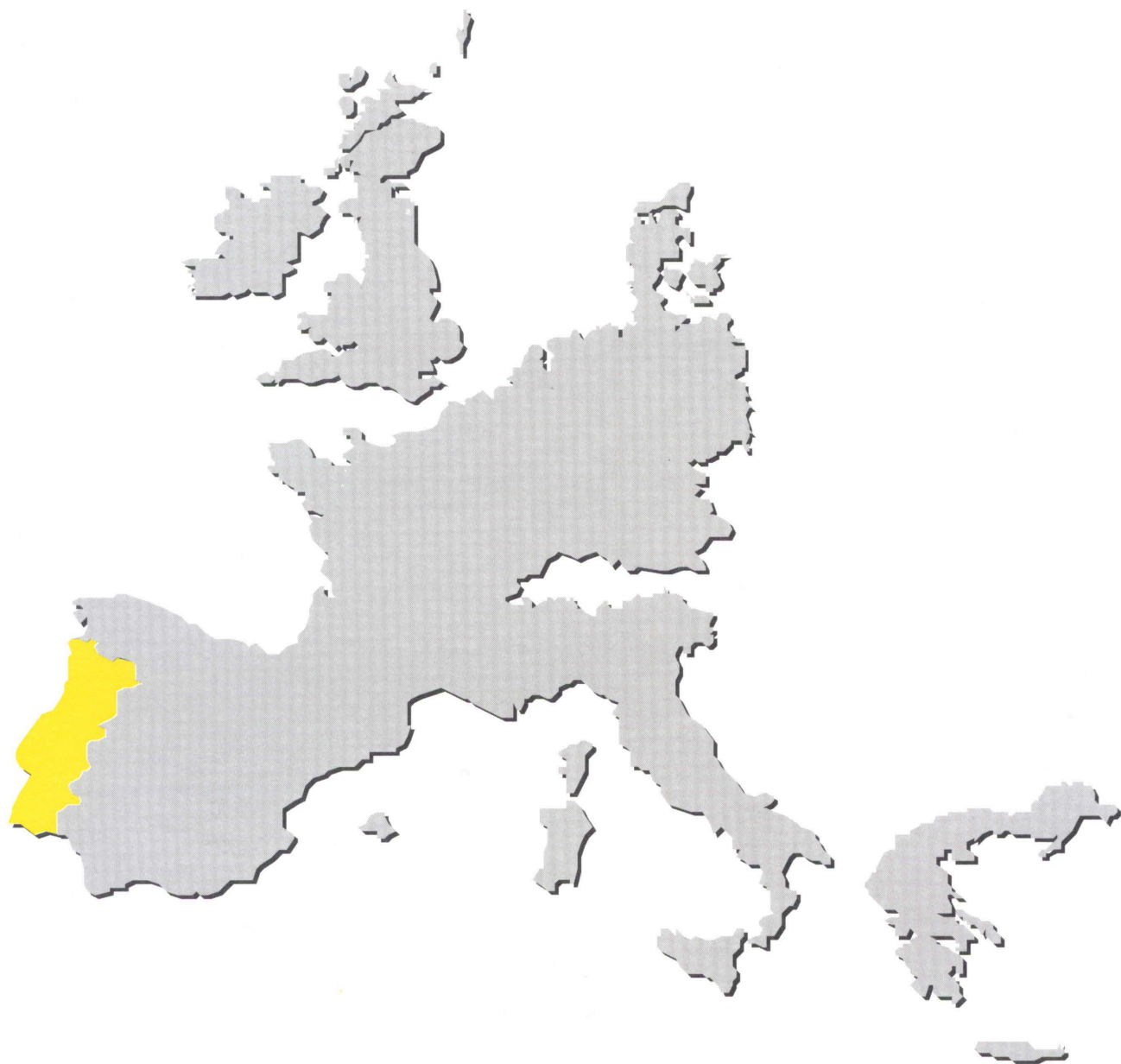
TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Public and industry training organisations in the metal-working industry from the Netherlands, Denmark, Ireland, Greece and Italy.

Members of the partnership :

KOLDIN (DK) : KTC - KOLDING TEKNISKE SKOLE
ATHINA (GR) : SELETE - TECHNICAL AND VOCATIONAL TEACHER TRAINING INSTITUTE
TORINO (I) : CSEA - CONSORZIO PER LO SVILUPPO DELL'ELETTRONICA E L'AUTOMAZIONE
DUNDALK (IRL) : FAS TRAINING CENTRE - FORAS AISEANNA SAO-THAIR

P O R T U G A L



DEVELOPMENT OF CONTINUING VOCATIONAL TRAINING IN ALENTEJO AND EXTREMADURA

PORTUGAL

OBJECTIVES :

This project will draw the attention of small business managers to the rôle of continuing vocational training as a key to their economic success.

As the project is focussed on the Alentejo and Extremadura regions of Portugal and Spain, small businesses working in these regions' harsh economic climate are likely to benefit from the work.

The project partnership is based on university enterprise co-operation and the work's target group are company staff with human resources responsibilities.

ACTIVITIES :

The work is organised as follows :

- analysis and investigation of the situation in the areas concerned and design of appropriate training materials;
- promotion activities for the materials produced through dissemination of videos and brochures;
- implementation of training activities for small business managers;
- evaluation and negotiations with organisations in other little developed regions of the Community for transfer of the experience.

RESULTS :

A training model and multi-media materials which can be used in other little developed regions are the main product of this project.

An inter-regional conference will be organised to promote the project's results.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

University enterprise associations from Portugal and Spain.

Members of the partnership :
BADAJOZ (E) : FEUE - FUNDACION EMPRESA UNIVERSIDAD EXTRAMADURA

CONTRACTANT :

UNESUL ASSOCIAÇÃO UNIVERSIDADE EMPRESA DO SUL

CO-ORDINATOR :

UNESUL - ASSOCIAÇÃO
UNIVERSIDADE EMPRESA DO SUL
MR EDUARDO ALVARO DO CARMO FIGUEIRA
RUA DO EBORIM 9
P-7000 ÉVORA
TEL : 351/66/21831
FAX : 741595

PORTUGAL

INTEGRATED STRATEGIC MANAGEMENT TRAINING FOR SMALL BUSINESSES

CONTRACTANT :

AIP - ASSOCIAÇÃO INDUSTRIAL
PORTUGESA

CO-ORDINATOR :

UNION PATRONALE D'AQUITAINE
MR XAVIER ESTURGIE
'LES BUREAUX DU LAC' - 4 RUE
THÉODORE BLANC
F-33049 BORDEAUX
TEL: 33/56507710
FAX: 56503944

OBJECTIVES :

This project will use inter-cultural methods to adapt in service training in strategic management and human resources management in small businesses. Small business managers themselves are the primary targets for this type of training.

ACTIVITIES :

This pilot project is based on the notion of "skills" and that training programmes must be designed as a permanent dimension of the professional activities of the workforce. The training of small business managers is therefore closely linked to the exercise of overall managerial functions.

This project is designed to train managers to find ways in which they can have a positive impact on the internal and external environment of their company to ensure its development. An essential feature of the project lies in forging a fundamental link between the small business manager's experience and that of management specialists and trainers.

RESULTS :

The project will lead to the establishment of an international conservatory and library on managerial training for small businesses to facilitate the development of a selective skills validated by the experience of companies.

Advisory materials, such as inventories of existing training provision, together with new training programmes for use by small businesses themselves will also be produced.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Industry associations and management training specialists from France and Portugal.

Members of the partnership :

LA BREDE (F) : ASSOCIATION POUR LE DEVELOPPEMENT DE LA FORMATION AU MANAGEMENT
BORDEAUX (F) : UNION PATRONALE GIRONDINE

MODULAR COURSES FOR THE TRAINING OF TRAINERS FOR MIDDLE MANAGEMENT IN THE CONSTRUCTION INDUSTRY

OBJECTIVES :

This pilot project concerns the development and application of new training methods and techniques to an integrated system of on-site training and distance learning for middle managers in small and medium-sized civil engineering companies.

ACTIVITIES :

The work is divided into the following phases :

- joint study of training systems by English, Dutch and Irish partners;
- adaptation of the training methods and strategies to the particular situation of the countries;
- development of new training activities.

RESULTS :

Assessment reports will be produced on new training methods and techniques and new training distance learning modules and materials will be developed.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Construction industry employer associations from Portugal, Ireland, the United Kingdom and the Netherlands.

Members of the partnership :

NORFOLK (UK) : CITB - CONSTRUCTION INDUSTRY TRAINING BOARD
DUBLIN (IRL) : CONSTRUCTION INDUSTRY FEDERATION
ZOETERMEER (NL) : BOB - BEHARTIGING OPLEIDINGEN BOUWNIJVERHEID

PORTUGAL

CONTRACTANT :

CICCOPN - CENTRO DE FORMAÇÃO
PROFESSIONAL DA INDUSTRIA DA
CONSTRUÇÃO CIVIL E OBRAS
PUBLICAS DO NORTE

CO-ORDINATOR :

CICCOPN - CENTRO DE FORMAÇÃO
PROFESSIONAL DA INDUSTRIA DA
CONSTRUÇÃO CIVIL E OBRAS
PUBLICAS DO NORTE
MRS MARIA MANUELA FERREIRA DE
LEMONS
RUA ALVARES CABRAL, 309 - 1º
P-4000 PORTO
TEL : 351/2/382182/382584
FAX : 380507

PORTUGAL

PILOT PROJECT FOR CONTINUING VOCATIONAL TRAINING TO IMPROVE THE MANAGEMENT OF SMALL BUSINESSES

CONTRACTANT :

AIP/COPRAI - ASSOCIAÇÃO
INDUSTRIAL PORTUGUESA

CO-ORDINATOR :

AIP - ASSOCIAÇÃO INDUSTRIAL
PORTUGUESA

MR ABILIO DA CUNHA VILAÇA
PRAÇA DA INDÚSTRIAS, B.P. 3200
P-1399 LISBOA CODEX
TEL :351/1/362 01 00
FAX : 363 90 46

OBJECTIVES :

This project will design adaptable and easily transferable training resources to modernise small business management systems geared towards the single European market. They will be specifically targeted at small business managers.

ACTIVITIES :

The project partnership is responsible for the following activities :

- identification of the training needs of small businesses in the context of management geared towards innovation and European integration;
- elaboration of models which are conducive to the diversification of the situation of small businesses;
- production of written and multimedia material adapted to new training technologies;
- dissemination and transfer of the products for training centres and companies at national and Community level.

RESULTS :

Continuing vocational training models which are innovatory and adaptable for use in small businesses will be produced.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Industry associations and chambers of commerce from France, Italy and Portugal.

Members of the partnership :

LYON (F) : CCIL - CHAMBRE DE
COMMERCE ET D'INDUSTRIE DE
LYON

ZARAGOZA (E) : CREA - CONFEDERACION REGIONAL DE EMPRESARIOS DE ARAGON

GENOVA (I) : ENFAPI SOGEA

TUTORS FOR TECHNICAL TRAINING COURSES IN COMPANIES OPERATING IN THE CLOTHING SECTOR

OBJECTIVES :

The aim of the project is to train trainers from the Portuguese Clothing Industry Vocational Training Centre (Centro de Formação Profissional da Indústria de Vestuário e Confecção - CIVEC) and to train a group of company instructors to work with CIVEC trainers.

This project will complement activities undertaken in a EUROFORM project to create a support service geared towards small and medium-sized companies in the clothing industry.

ACTIVITIES :

The project is structured on two levels :

- training of CIVEC trainers who will subsequently be responsible for organising inter-company activities;
- creation of an in-house training module for instructors and the experimental application of a practical training course for a base group.

RESULTS :

Up-to-date technical and training methods will be developed, together with relevant training materials for subsequent distribution.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Sectoral employer confederations and university industry training partnerships from France and Portugal.

Members of the partnership :

TOULOUSE (F) : AUEF - ASSOCIATION UNIVERSITES ENTREPRISES POUR LA FORMATION MIDI PYRENEES

TOULOUSE (F) : GIH - GROUPEMENT DES INDUSTRIES DE L'HABILLEMENT

PORTUGAL

CONTRACTANT :

CIVEC - CENTRO DE FORMAÇÃO PROFISSIONAL DE INDUSTRIA DE VESTUARIO E CONFECÇÃO

CO-ORDINATOR :

CIVEC - CENTRO DE FORMAÇÃO PROFISSIONAL DE INDUSTRIA DE VESTUARIO E CONFECÇÃO

MR JORGE CARDOSO

RUA PROFESSOR REINALDO DOS SANTOS, LOTE 1510

P-1500 LISBOA

TEL : 351/1/741539

FAX: 784144

PORTUGAL

TRENDS IN QUALIFICATIONS AND OCCUPATIONS IN THE ELECTRONICS SECTOR

CONTRACTANT :

CENTRO DE FORMAÇÃO DA INDÚSTRIA
ELECTRÓNICA

CO-ORDINATOR :

CENTRO DE FORMAÇÃO DA INDÚSTRIA
ELECTRÓNICA

MR FERNANDO MOREIRA PEREIRA

RUA DAS INDÚSTRIAS 27A

P-2700 AMADORA

TEL : 351/1/904646

FAX : 905767

OBJECTIVES :

This project will analyse the different factors influencing qualifications in the electronics sector and use the exchange of experience to achieve a convergence of training policies and practices in the Iberian region.

ACTIVITIES :

The project involves :

- an in-depth investigation of the economic situation and technological changes affecting the electronics sector;
- organisation of a survey and case studies in companies in the electronics sector in Portugal and Spain;
- drafting and publication of reports and dissemination of results in an open seminar.

RESULTS :

The work will provide the project partners with clear qualitative and quantitative information on company structures and developments affecting qualifications in Portugal and Spain. This will enable companies operating in the electronics market to develop relevant training policies and will enhance their competitive edge.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Industrial training organisations and federations from Spain and Portugal.

Members of the partnership :

BARCELONA (E) : CIREM - CENTRE D'INVESTIGACIO' I RICERCE ECONOMIA MEDITERRÁNEA

LISBON (P) : CESO/I&D - INVESTIÇÃO E DESENVOLVIMENTO

LISBON (P) : ANIMEE - ASSOCIAÇÃO NACIONAL DOS INDUSTRIAS DE MATERIAL ELECTRICO E ELECTRONICO

HOSPITALET DE LLOBREGAT (E) : INEM - CENTRO COBALTO

EVOLUTION OF QUALIFICATIONS AND OCCUPATIONS IN THE WOOD FURNITURE INDUSTRY - QUALPROMOB

PORTUGAL

OBJECTIVES :

The Portuguese furniture industry is one in which technical and technological developments create significant changes in qualifications and occupations demands. To change traditional methods of production and management, new methods of qualification are required.

This project will develop a training model for the Portuguese furniture industry that addresses the demands for qualifications. The work will be undertaken and supervised in transnational co-operation with experts on such activities from Portugal, Spain, France and the United Kingdom.

ACTIVITIES :

The work will be developed in four phases :

- definition of the Portuguese furniture industry and available data on training;
- evolution of this industrial sector;
- identification of the main actions to be undertaken;
- evaluation of results and their dissemination.

RESULTS :

It is hoped that the results obtained will provide an impetus to the provision of continuing training in the furniture industry and eventually to boost its competitiveness.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and sectoral research and technology institutes from Portugal, Spain, France, and the United Kingdom.

Members of the partnership :

BRAGA (P) : PAULARTE MÓVEIS
JOAO PAULO DE OLIVEIRA MARTINS, LDA

VALENCIA (E) : AIDIMA - ASSOCIACION DE INVESTIGACION Y DESARROLLO EN LA INDUSTRIA DEL MUEBLE Y AFINES

PARIS (F) : CTBA - CENTRE TECHNIQUE DU BOIS ET DE L'AMEUBLEMENT

PORTO (P) : CTIMM - CENTRO TECNOLÓGICO DA INDÚSTRIA DE MADEIRA E MOBILIÁRIO

HERTS (UK) : FIRA - FURNITURE INDUSTRY RESEARCH ASSOCIATION

BRAGA (P) : MÓVEIS MACHADO
FRANCISCO JOSÉ MACHADO ET FILHOS, LDA

CONTRACTANT :

TECMINHO - ASSOCIAÇÃO
UNIVERSIDADE/EMPRESA PARA O
DESENVOLVIMENTO

CO-ORDINATOR :

TECMINHO - ASSOCIAÇÃO
UNIVERSIDADE/EMPRESA PARA O
DESENVOLVIMENTO

MR JAIME C.L. FERREIRA DA
SILVA

PALÁCIO DE VILA-FLOR
P-4800 GUIMARÃES

TEL : 351/53/513842

FAX : 513843

PORTUGAL

METHODS FOR DEVELOPING TRAINING PLANS IN SMALL AND MEDIUM-SIZED COMPANIES

CONTRACTANT :

AIM - ASSOCIAÇÃO INDUSTRIAL DO
MINHO

CO-ORDINATOR :

CIOR/CASA DA CULTURA - CENTRO
DE INFORMAÇÃO E ORIENTAÇÃO
MS HELENA ROMAO
RUA DIREITA
P-4760 FAMILICAO
TEL: 351/52/312564
FAX: 23751

OBJECTIVES :

The economy of the Minho region, is dominated by small and medium-sized companies. The aim of these exchanges is to identify and transfer best methods of setting up training plans. The idea is to design a model which can be used to assist companies in the region produce such plans for themselves.

ACTIVITIES :

Those participating in the programme are trainers, training managers and experts in the field of human resources from companies, schools and training centres.

RESULTS :

Models for training plans will be identified, documented and evaluated. A report will be made on the most appropriate models for use by small and medium-sized companies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations and companies (notably from the textile sector) from France and Portugal.

Members of the partnership :

ANNEMASSE (F) : GRETA LEMAN -
GROUPEMENT D'ETABLISSEMENTS
PUBLICS D'ENSEIGNEMENT POUR LA
FORMATION CONTINUE DU MINIS-
TERE NATIONALE D'EDUCATION
FAMILICÃO (P) : ESCOLA SECUN-
DARIA D. SANCHO I
BARCELOS (P) : CARVEMA TEXTIL
RIBA D'AVE (P) : DIDITEXTEIS
GUIMARÃES (P) : SAMPEDRO
FAMILICÃO (P) : TEXTEIS INFANTE
FAMILICÃO (P) : VIUVA E FILHA

MODULAR UNITS FOR TRAINING OF EMPLOYEES IN NEW TECHNOLOGIES OF PRODUCTION IN THE IRON AND METAL INDUSTRIES

PORTUGAL

OBJECTIVES :

The product of this pilot project will be modular units for training workers in new production in the iron and metal industries. The aim is to enable companies to respond to the challenges facing the industry and to provide their employees with the possibility to adapt themselves adequately.

ACTIVITIES :

The project is organised along the following lines :

- an initial study of the traditional occupations and definition of future occupational profiles;
- determination of the modular training units to be developed;
- elaboration of the materials for the training units;
- pilot training period;
- evaluation and validation of the training units.

RESULTS :

After elaborating and evaluating/validating the training units, the partnership will :

- present the work developed to the co-ordination committee of the Portuguese Employment and Vocational Training Institute (Instituto do Emprego e Formação Profissional);
- promote the results to all 1,100 member companies of the Portuguese metal workers federation;
- organise joint company courses at training centres in Lisbon, Marinha, Grande, Torres Vedras, Peniche and Santarém;
- promote self-training in companies courses of the remote districts and

provide for the necessary technical and human means;

- present the work developed to the FORCE National Co-ordination Committee and the relevant departments from the Ministries of Education and Labour;
- develop new training courses.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, their federations and training organisations from Portugal and Denmark.

Members of the partnership :

KOLDING (DK) : APV BAKER AS
KOLDING (DK) : DANFOSS AFDELING KOLDING
BJERT (DK) : HAMO
LISBOA (P) : BALANÇAS ROMÃO SA
LISBOA (P) : MANUEL POUSADA HERDS
KOLDING (DK) : AMU - CENTRE TREKANTOMRADET
KOLDING (DK) : KTC - KOLDING TEKNISKE SKOLE

CONTRACTANT :

AIMMS - ASSOCIAÇÃO DOS INDUSTRIAIS METALÚRGICOS E METALOMECÂNICOS DO SUL

CO-ORDINATOR :

CENFIM - CENTRO DE FORMAÇÃO PROFISSIONAL DA INDÚSTRIA METALÚRGICA E METALOMECÂNICA
MR JOÃO VALENTE
RUA DO AÇÚCAR 88
P-1900 LISBOA
TEL : 351/1/8584341
FAX : 8584979

PORTUGAL

DEVELOPMENT OF CONTINUING VOCATIONAL TRAINING COURSES ON NEW TECHNOLOGIES IN THE MECHANICAL ENGINEERING SECTOR AND THE TRAINING OF TRAINERS

CONTRACTOR :

CENFIM - CENTRO DE FORMAÇÃO
PROFISSIONAL DA INDUSTRIA
METALURGICA E METALOMECANICA

CO-ORDINATOR :

CENFIM - CENTRO DE FORMAÇÃO
PROFISSIONAL DE INDUSTRIA
METALURGICA E METALOMECANICA

MR JOSÉ FONSECA

RUA DO AÇUCAR 88

P-1900 LISBOA

TEL: 351/1/858.43.41-2-3-4

FAX: 858.49.79

OBJECTIVES :

These exchanges are focussed on a study and analysis of different continuing vocational training methods dealing with new production technologies such as computer assisted design, for employees in mechanical engineering occupations. They are also concerned with provision of relevant training for trainers.

ACTIVITIES :

The investigations of exchange participants deal with :

- methods and resources which are used in practical applications;
- methods for improvement and adaptation of training in different national industries;
- use of these methods within the framework of continuing vocational training actions.

RESULTS :

It is hoped that these exchanges will provide an impetus to the development of the human resources strategies of companies associated with the project.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Metal-working and mechanical engineering training bodies from Denmark and Portugal.

Members of the partnership :

KOLDING (DK) : AMU - CENTRE TRE-KANTOMRADET

KOLDING (DK) : KTC - KOLDING
TEKNISKE SKOLE

TWINNING PROJECT FOR TRAINING CENTRES IN NORTHERN PORTUGAL AND IN THE AQUITAINE REGION

PORTUGAL

OBJECTIVES :

These exchanges will contribute to the design of new training programmes for employees and trainers in the following sectors : civil engineering; electricity; electronics, mechanical engineering; commerce, catering, watch-making and goldsmithery, computing, textiles, welding and casting.

Participants include managers, trainers and technical specialists from vocational training centres working with industry and commerce.

ACTIVITIES :

Visits will be used to :

- conduct analysis into the organisation and development of on-site training;
- organise meetings/debates on the systems under observation;
- prepare for the extension of the exchanges to other Community programmes.

RESULTS :

The programme will give rise to an assessment of forms of organisation of training courses and of the application of new training methods and techniques and the use of new teaching resources.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Industrial federations and specialist training bodies from Belgium, France, and Portugal.

Members of the partnership :

BAYONNE (F) : CHAMBRE DE METIERS DES PYRENEES ATLANTIQUES

MIRAMONT DE GUYENE (F) : ATELIER CUIR DE MIRAMONT DE GUYENE

BORDEAUX (F) : FEDERATION COMPAGNONNIQUE DES METIERS DU BATIMENT DE LA GIRONDE

BORDEAUX (F) : CONSEIL REGIONAL D'AQUITAINE

BRUGGE (B) : AFIM - ASSOCIATION POUR LA FORMATION DE L'INDUSTRIE ET DES METAUX

BLANQUEFORT (F) : CESI - CENTRE D'ETUDES SUPERIEURES INDUSTRIELLES

PERIGUEUX (F) : CHAMBRE DE METIERS DE LA DORDOGNE

BORDEAUX (F) : GIC/FO - GROUPEMENT INTERPROFESSIONNEL ET CONSULAIRE D'ENSEIGNEMENT ET DE FORMATION

PORTO (P) : CECSA - CENTRO DE FORMAÇÃO PROFISSIONAL PARA O COMERCIO E AFINS

PORTO (P) : CENFIM - CENTRO DE FORMAÇÃO PROFISSIONAL DA INDUSTRIA METALURGICA E METALOMECANICA

PORTO (P) : CENTRO DE FORMAÇÃO PROFISSIONAL DO SECTOR ALIMENTAR

PORTO (P) : CESAI - CENTRO DE FORMAÇÃO PROFISSIONAL DE INFORMATICA

SAN JOAO DA MADEIRA (P) : CFPIC : CENTRO DE FORMAÇÃO PROFISSIONAL DA INDUSTRIA DO CALCADO

PORTO (P) : CICCOPN - CENTRO DE FORMAÇÃO DA INDUSTRIA DA CONSTRUCAO CIVIL E OBRAS PUBLICAS DO NORTE

PORTO (P) : CINEL - CENTRO DE FORMAÇÃO PROFISSIONAL DA INDUSTRIA ELECTRONICA

PORTO (P) : CINTEX - CENTRO DE FORMAÇÃO PROFISSIONAL DA INDUSTRIA TEXTIL

PORTO (P) : INSTITUTO DO EMPREGO E FORMAÇÃO PROFISSIONAL

CONTRACTANT :

INSTITUTO DE EMPREGO E FORMAÇÃO PROFISSIONAL

CO-ORDINATOR :

CONSEIL RÉGIONAL D'AQUITAINE
Ms MARIA CORREA-SOTOMAYER
RUE FRANÇOIS DE SOURDIS 14
F-33077 BORDEAUX
TEL : 33/56905390
FAX : 56247280

PORTUGAL

COLLECTIVE BARGAINING - PREPARATION OF TRAINING MODULES FOR NEGOTIATORS

CONTRACTANT :

UGT - UNIAO GENERAL DE TRA-
BALHADORES

CO-ORDINATOR :

UGT - UNIAO GENERAL DE TRA-
BALHADORES
MR JOAO PROENÇA
RUA DE BUENOS AIRES 11
P - 1200 LISBOA
TEL : 351/1/600374
FAX : 674612

OBJECTIVES :

This project will prepare a package of materials to develop continuing vocational training programmes aimed at trade unionists at all levels who are involved in collective bargaining. The project will operate at national, sectoral, regional and company level. It will be a vital instrument for the improvement of working conditions in Europe.

ACTIVITIES :

Three broad types of activity are to be considered :

- at a national level - identification of the various functions which involve negotiators, the legal framework of negotiations, the relationship between union leadership and its members, management of disputes;
- at European level - implementation of the recommendations of the European social dialogue, identification of possible general and sectoral agreements and issues of common interest (such as safety and hygiene at work, labour mobility, comparability of qualification, the rôle of the European Trade Union Confederation and European Works Committees), and definition of the functions of a European trade union negotiator.

RESULTS :

Training programmes will be prepared for trade union and other negotiators, taking account of all the themes analysed by the project team. These will be adapted into five languages, in multimedia format and suitable for distance learning.

Workshops will be organised with a view to achieving a European perspective on themes relevant to vocational training in collective bargaining. These seminars will be open to trade union confederations from other countries.

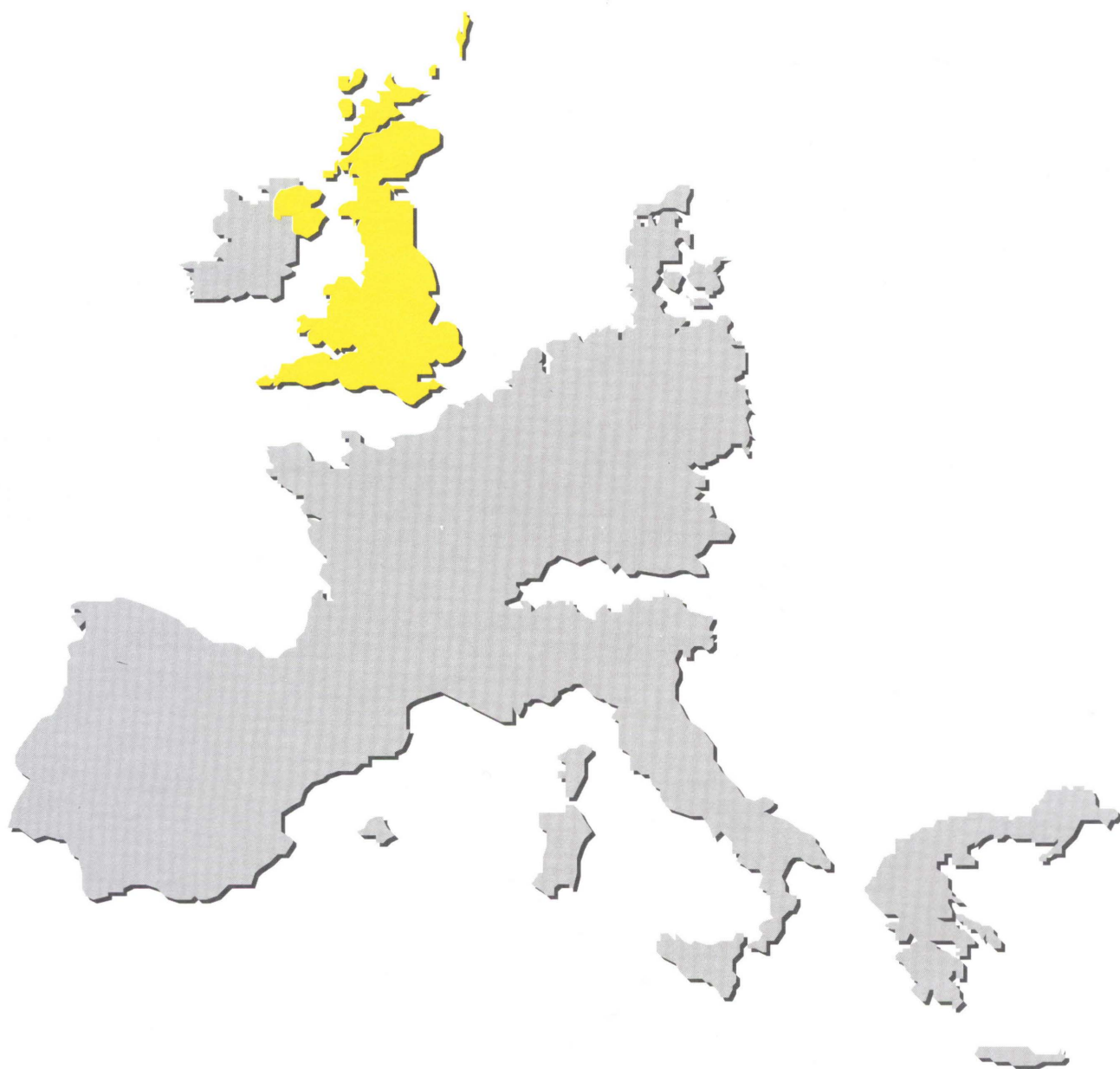
TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions and their research and training centres from France, Portugal, Ireland and Italy.

Members of the partnership :

ROMA (I) : IIAL CISL - ISTITUTO PER LA FORMAZIONE PROFESSIONALE SEDE NAZIONALE
LISBOA (P) : ISEFOC - INSTITUTO SINDICAL DE ESTUDIOS, FORMAÇÃO E COOPERAÇÃO
PARIS (F) : CFDT - CONFEDERATION FRANÇAISE DÉMOCRATIQUE DU TRAVAIL
DUBLIN (IRL) - ICTU - IRISH CONGRESS OF TRADE UNIONS

U N I T E D K I N G D O M



VITTE - VOCATIONAL INFORMATION TECHNOLOGY TRAINING IN EUROPE

UNITED KINGDOM

OBJECTIVES :

Workers at all levels in small and medium-sized enterprises experience difficulties in the use and application of information technologies. The project is addressed to the problems created by these skill shortages, and will affect workers of all levels of competence and responsibility. It is intended that the products should help small businesses compete better nationally and internationally, and should improve the general abilities of individual workers.

ACTIVITIES :

The work involves skill needs studies, in the form of regional audits and through questionnaires, within the small businesses. Local trainers will be asked to review their own courses and select suitable modular forms for the materials before testing, evaluation and final design. Regular exchanges between the partners will take place throughout.

RESULTS :

There will be two principal products :

- a report bringing together the results of the skill needs studies and the answers to questionnaires from small businesses;
- a multi-media training module, directed to the needs of small businesses and based on practical competency standards.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Training organisations, universities and university enterprise training partnerships from the United Kingdom, Ireland, Portugal and Greece.

Members of the partnership :

ATHINA (GR) : URSA-NET - URBAN AND REGIONAL SPATIAL ANALYSIS - NETWORK FOR EDUCATION AND TRAINING
LIMERICK (IRL) : MID-WEST ADVANCED TRAINING CONSORTIUM
AVEIRO (P) : UNEFOR - ASSOCIAÇÃO UNIVERSIDADE EMPRESA PARA A FORMAÇÃO CAMPO
LONDON (UK) : ITITO. - INFORMATION TECHNOLOGY INDUSTRY TRAINING ORGANISATION

CONTRACTANT :

THE UNIVERSITY OF LEEDS (SCHOOL OF COMPUTER STUDIES).

CO-ORDINATOR :

EUROPEAN CONSULTANCY

MR DENIS FEARNLEY

OP 80 DEAN CLOUGH

HALIFAX UK-HX3 5AX

TEL AND FAX: 44/422 345631 EXT
2253

UNITED KINGDOM

EXCHANGES TO SUPPORT SOCIAL DIALOGUE SKILLS FOR EUROPEAN WORKERS

CONTRACTANT :

STUC - SCOTTISH TRADES UNION
CONGRESS

CO-ORDINATOR :

STUC - SCOTTISH TRADES UNION
CONGRESS

MR GRAHAM SMITH
16, WOODLANDS TERRACE

GLASGOW UK-G3 6DF

TEL : 44/41/332 4946

FAX : 332 4649

OBJECTIVES :

Collective bargaining skills of workers in small businesses and co-operatives can be enhanced through sharing experience from other Member States. These exchanges offer participants the opportunity to experience training delivery systems in other Member States and acquire the skills to deliver effective training in their own organisations.

ACTIVITIES :

Exchanges will involve workers and worker-directors from co-operatives and people from trades unions with responsibility for training strategy and delivery.

RESULTS :

The exchanges will achieve :

- transfer of good practice between Member States and the creation of transnational partnerships;
- consolidation of existing trade union and co-operatives partnerships within Member States;
- improved training delivery skills and the basis for developing training materials, in particular multimedia flexible learning packages, to increase access to training for workers in small businesses and co-operatives.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Trade unions, companies and labour specialist organisations from Italy, Ireland, Spain and the United Kingdom.

Members of the partnership :

ROMA (I) : LEGA - PUBLIC AGENCY
GLASGOW (UK) : SCDC - SCOTTISH
CO-OPERATIVE DEVELOPMENT
COMMITTEE

MADRID (E) : COCETA - CONFEDERACION DE CO-OPERATIVAS
ESPAÑOLAS DE TRABAJO ASOCIADO

DUBLIN (IRL) : ICTU - IRISH
CONGRESS OF TRADE UNIONS

DUNDEE (UK) : TT - TAYSIDE PUBLIC
TRANSPORT

GLASGOW (UK) : TRADE UNION
RESEARCH UNIT/GLASGOW POLY-
TECHNIC

TRAINING FOR CHANGE IN EUROPE

UNITED KINGDOM

OBJECTIVES :

This project aims to address the needs of companies and regions of the European Community which are undergoing structural change. The restructuring of defence and aerospace industries in Hertfordshire provides significant experience for the "5 new German Länder", where the breakdown of large companies into small independent units has created an urgent need for diversification of employees' skills, notably with regard to management and ecological matters.

ACTIVITIES :

The project is managed by a steering committee comprising representatives from all partners. Working groups are responsible for market needs research and course development. Production and testing of multi-media training materials and support documentation for trainers will be undertaken in joint collaboration between training providers and companies.

RESULTS :

Multi-media training packages will be developed in : Management of Change; Marketing in Europe Project Management; (Year 1); Job/Career Planning in Small Companies; Ecological Management for Companies (Year 2). All materials will be produced in English and German. Dissemination of project outputs will take place through seminars, publications and networks of employer associations and training providers.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Defence and aerospace contractors, employer networks and training providers from the United Kingdom and Germany.

Members of the partnership :

BERLIN (D) : COMETT - AUSBILDUNGSPARTNERSCHAFT BERLIN
UXBRIDGE (UK) : APPLE EUROPE LTD
SHEFFIELD (UK) : BRITISH STEEL LTD
STANMORE (UK) : MARCONI DEFENCE SYSTEMS
BERLIN (D) : GWA - GESELLSCHAFT FÜR WEITERBILDUNG AM ALEXANDERPLATZ MBH
BERLIN (D) : TECHNISCHE FACHHOCHSCHULE BERLIN, AUSLANDSAMT
ST ALBANS (UK) : HERTFORDSHIRE TRAINING AND ENTERPRISE COUNCIL
HATFIELD (UK) : POLYFIELD TRAINING LTD, HATFIELD POLYTECHNIC
BERLIN (D) : INGAN GMBH, INGENIEURBETRIEB FÜR INDUSTRIEANLAGEN
HARLOW (UK) : FUSION AUTOMATION INC
MALDON (UK) : ICS
HUNTINGDON (UK) : INGENION DESIGN

CONTRACTANT :

BRITISH AEROSPACE SPACE SYSTEMS LTD

CO-ORDINATOR :

HATFIELD POLYTECHNIC
MR BRIAN PRITCHARD
COLLEGE LANE
HATFIELD UK-AL10 9AB
TEL : 44/707/279640
FAX : 279115

UNITED KINGDOM

FORECASTING AND MANPOWER PLANNING IN THE CHEMICALS SECTOR

CONTRACTANT :

SECTEC - SOUTH AND EAST
CHESHIRE TRAINING AND
ENTERPRISE COUNCIL

CO-ORDINATOR :

SECTEC - SOUTH AND EAST
CHESHIRE TRAINING AND
ENTERPRISE COUNCIL
Ms SUE MASSON
P.O. BOX 37, DALTON WAY
MIDDLEWICH, CHESHIRE, UK-
CW10 0HU
TEL : 44/606/847 009
FAX : 847 022

OBJECTIVES :

There are parts of the chemical sector in which employees rarely undergo formal technical training and senior technical staff are often forced to rely on academic, non-vocational training, especially in small businesses. This project aims to develop a method and model for forecasting the recruitment, skills and training needs of large and small employers in Athens and Cheshire, the two areas directly involved in the project

The target groups of employees are : sales and marketing representatives and administrators; chemical engineers; production technologists; and pharmacists.

ACTIVITIES :

A preliminary examination will take place of the above occupations and the relevant qualifications. The methodological approach includes :

- a review of current forecasting activity and methods;
- identification of what a new forecasting model should provide in relation to current business planning;
- comparison of UK and Greek experience; and
- implementation and testing of the model within partner companies;

RESULTS :

A guide and material for dissemination of the method and model will be produced and made available to other companies throughout the Community. In the UK, this will be done through the network of North West Training and Enterprise Councils and the Chemical Industry Association and in Greece through the Chemical Engineers Association and the Greek Unions Confederation.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Large and small chemical companies and specialised training consultants from Greece and the United Kingdom.

Members of the partnership :

PRESTON (UK) : EAP CONSULTANTS
CREWE (UK) : THE WELLCOME FOUNDATION LIMITED
ATHINA (GR) : PRISMA - PLANNING RESEARCH AND MANAGEMENT CONSULTANTS (CENTRE FOR DEVELOPMENT STUDIES)
ATHINA (GR) : SELETE - TECHNICAL AND VOCATIONAL TEACHER TRAINING INSTITUTE
CREWE (UK) : CUSTOM POWDERS LTD

CLOTHING INDUSTRY TRAINING STANDARDS EXCHANGE PROGRAMME

UNITED KINGDOM

OBJECTIVES :

The clothing manufacturing industry, comprising mainly small and medium-sized companies, has not fully utilised the potential of open and distance learning products to provide cost effective and efficient training. These exchanges are designed to share UK experience in the development of open and distance learning techniques linked to qualifications based on the assessment of competence in the workplace and to explore ways of developing new materials.

ACTIVITIES :

Exchanges will take place between employers, social partners and training providers to share and acquire knowledge of innovative training methods and learn about the training systems in other Member States which will play a vital support rôle in the delivery of training through open and distance learning methods.

RESULTS :

The exchanges will lead to :

- information on the feasibility, viability and acceptability of the open and distance learning linked to competence based qualifications;
- a basis for establishing further collaborative ventures in the development of open and distance learning materials;
- proposals for extending the partnership into other Member States to share the knowledge that has been gained.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, public and private training organisations from Portugal, Greece and the United Kingdom.

Members of the partnership :

ATHINA (GR) : HELLENIC ASSOCIATION OF READY MADE CLOTHES MANUFACTURES IN ASSOCIATION WITH THE O.A.E.D.

ATHINA (GR) : IDEC - INDUSTRIAL DEVELOPMENT AND EDUCATION CENTRE

LISBOA (P) : MAGISTER - CONSULTORES LDA

THESSALONIKI (GR) : THOMAS SA - KNITTED GARMENT MANUFACTURERS

CONTRACTANT :

CAPITB PLC

CO-ORDINATOR :

CAPITB PLC

Ms SUE STEAD

RICHARDSHAW LANE 80

LEEDS UK-LS28 6BN

TEL : 44/532/393355

FAX : 393155

UNITED KINGDOM

EUROPEAN CONSORTIUM OF HEALTH AND FITNESS

CONTRACTANT :

COLEG POWYS

CO-ORDINATOR :

COLEG POWYS

MS SARA LLOYD

SPA ROAD EAST

LLANDRINDOD WELLS, WALES,

UK-LD1 5ES

TEL : 44/597/822696

FAX : 825122

OBJECTIVES :

There is a large growth in the health and fitness and spa sector in terms of economic activity. In the past, there have been few recognised qualifications and little exchange of good practice. In this project, key personnel are to examine existing training arrangements within partnership countries and to test new training products throughout the industry.

ACTIVITIES :

Four candidates are to spend one month each to pool experience and ultimately to produce the new training products.

RESULTS :

It is envisaged that multi-media documentation using the latest training technologies and distance learning techniques will be adapted as a result of the partnership's work.

A full evaluation will take place, of the products themselves and the manner in which the workforce receive and use the products.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Health tourism training specialists and sport and leisure enterprises from Italy, Germany, France and the United Kingdom.

Members of the partnership :

BOLOGNA (I) : ISCOMER/TERMAFORME - CENTRO STUDI SUL COMMERCIO E IL TURISMO

OXFORDSHIRE (UK) : MICROCALME
KHEL (D) : KRANKENGYMNASTIK
UND MASSAGE

NOGENT-SUR-MARNE (F) : CEFSI
SA - CHARGE DE FORMATION
SUPERIEURE INTERPROFES-
SIONNELLE

BUCKS (UK) : IDASS - SUPPLIERS OF
SPORTS CLOTHING AND EQUIP-
MENT

MIDDLESEX (UK) : RAT MANUFACTU-
RING LTD

ROAD HAULAGE AUTOROUTE AND LANGUAGE TRAINING PROJECT

UNITED KINGDOM

OBJECTIVES :

The road haulage industry is key to the success of the Internal Market. For drivers, and for other operatives in road haulage companies, autoroute planning and language skills are essential for efficient work across national boundaries. Training materials must be highly user-friendly, and capable of being used directly by operators and drivers themselves.

The project's purpose is to develop suitable distance-learning materials directed towards improving personal career development, and company growth through more efficient loading, delivering and collecting systems.

ACTIVITIES :

After initial information gathering and the content development phases, expert training seminars will be organised to pilot the product in a test setting. A demonstration project will be organised with participation of individual companies.

RESULTS :

A distance-learning package called 'Autoroute Europe' will be developed, and then transferred into other Member States involved in the partnership. This will be done first by exchanges, and then through sectoral networks in each Member State. Information packs will be produced and directed at EC-wide haulage associations. There will be an evaluation report highlighting best practice within the project itself, and in other relevant initiatives.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

A technology centre, a training and enterprise council, a specialist training company and university enterprise training partnerships from the United Kingdom, Spain and Portugal.

Members of the partnership :

MADRID (E) : UNIVERSIDAD EMPRESA

LISBOA (P) : FUNDETEC - FUNDO PARA O DESENVOLVIMENTO DO ENSINO DA ENGENHARIA E DA TECNOLOGIA ELECTROTÉCNICA, ELECTRÓNICA E DOS COMPUTADORES

LEICESTER (UK) : ITEC LEICESTER - INFORMATION TECHNOLOGY CENTRE

LEICESTER (UK) : LEICESTER CITY COUNCIL

LEICESTER (UK) : LEICESTERSHIRE TRAINING AND ENTERPRISE COUNCIL

CONTRACTANT :

J. COATES (HGV SERVICES) LTD

CO-ORDINATOR :

ITEC HOUSE

MR C. SHAW

26-28 CHANCERY STREET

LEICESTER UK-LE1 SWD

TEL : 44/533/523334

FAX : 522028

UNITED KINGDOM

CONTINUING VOCATIONAL TRAINING OF EMPLOYEES IN THE EUROPEAN AQUACULTURE INDUSTRY

CONTRACTANT :

ABERDEEN UNIVERSITY

CO-ORDINATOR :

ABERDEEN UNIVERSITY

MR DON FOX

REGENT WALK

ABERDEEN UK-AB9 1FX

TEL : 44/224/272123

FAX : 272319

OBJECTIVES :

Aquaculture has become of considerable importance to the rural economy in many regions - a significant number of them Objective 1 regions. It has grown very considerably during the last twenty years, and has attracted many workers at all levels with poor scientific, technical, and often general education. Business survival and efficiency increasingly depends on better levels of training, to which this project aims to contribute.

ACTIVITIES :

The training developed will cover topics such as control of disease, technology and marketing of fish products and will include training for trainers as well as employees.

In the early stages of the project, appropriate delivery systems for trialling are to be identified. Existing materials from recognised courses will be modified for distance learning. Delivery of training material will commence in the second half of the first year, allowing time for development and evaluation of a range of courses. Industrial bodies will play an integral part in the evaluation of the scheme.

RESULTS :

The multi-media packages will include print-based materials, electronic white boards, software packages and videos. These will be supplemented by face to face tutorials.

Trade associations and development agencies and authorities will publicise the new materials in relevant publications.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Fish growers and associations, universities from Ireland, Greece and the United Kingdom.

Members of the partnership :

DUN LAOGHAIRE (IRL) : IRISH SALMON GROWERS ASSOCIATION
GLENELG BY KYLE (UK): ASSOCIATION OF SCOTTISH SHELLFISH GROWERS

PERTH (UK) : SCOTTISH SALMON GROWERS ASSOCIATION

DUN LAOGHAIRE (IRL) : IRISH SEA FISHERIES BOARD

LARISSA (GR) : DIMITRA - TRAINING PROVIDER

GALWAY (IRL) : UDARAS NA GAELTACHTA

INVERNESS (UK) : HIGHLANDS AND ISLANDS ENTERPRISE

THESSALONIKI (GR) : B KONTIS - A KOUMIOTIS OE, SHELL FARMING - AQUACULTURE INDUSTRY

MARMARIS KOS (GR) : FANOUKARIS SOKRATIS, FISH FARMING

THESSALONIKI (GR) : HAROGLOV IOANNIS OE - AQUACULTURE INDUSTRY

DREPANO (GR) : NRD STEFANO, FISH FARMING

THESSALONIKI (GR) : POSEIDON S A, FISCH FARMING

THESSALONIKI (GR) : S MARTHOGLOU AND D MARTHOGLOU OE SHELL FARMING

CORK (IRL) : UNIVERSITY COLLEGE CORK

COMPETENCE BASED TRAINING FOR OP RATIVES IN THE SMALL PLANT AND TOOL HIRE INDUSTRY

UNITED KINGDOM

OBJECTIVES :

Two aspects of service within the small plant and tool hire industry - ensuring that customers receive efficient and well-informed advice on the function and safe use of plant, and that the plant itself is safe to use - are the focus of this project. The beneficiaries of this type of training are principally hire counter technicians and hire equipment maintenance technicians.

ACTIVITIES :

The work involves research of existing materials and practices (including EC standards), identification of the most appropriate learning mechanisms for the future and testing materials and production of training that take account of the Hire Industry Training Standard.

RESULTS :

Training materials will be produced in the form of work books and accompanying videos and a support pack for trainers.

Elements of the transfer include support for the work-based trainers, seminars within the international network of the Hire Association Europe and advisory support from the project team, notably for small businesses.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Plant and tool hire shops and associations from Ireland, Spain, and the United Kingdom.

Members of the partnership :

MITCHAM (UK) : HSS - HIRE SHOPS
DALKEY (IRL) : EHAI - EQUIPMENT
HIRE ASSOCIATION OF IRELAND
MAHON (E) : HIREPOINT ESPAÑA
SA
DUBLIN (IRL) : A-Z HIRE LTD - PLANT
AND TOOL HIRE SALES AND
REPAIRS
DUBLIN (IRL) : SAM HIRE LTD
ENFIELD (UK) : TOGA PLANT HIRE
LTD

CONTRACTANT :

HIRE ASSOCIATION EUROPE LTD

CO-ORDINATOR :

SOUTH BRISTOL COLLEGE

MR IAN TAYLOR

MARKSBURY ROAD, BEDMINSTER

BRISTOL UK-BS3 5JL

TEL : 44/272/639033

FAX : 636682

UNITED KINGDOM

DEVELOPMENT OF CROSS-DISCIPLINARY TRAINING IN THE MOTOR INDUSTRY

CONTRACTANT :

EUROMOTOR - EUROPEAN MOTOR
INDUSTRY TRAINING NETWORK

CO-ORDINATOR :

AUTOMOTIVE ENGINEERING CENTRE,
DR STEWART MACNEIL
UNIVERSITY OF BIRMINGHAM
BIRMINGHAM UK-B15 277
TEL : 44/21/4143880
FAX : 4143850

OBJECTIVES :

The current competitive situation in the motor industry dictates that companies make a major effort to bring the right vehicle, with the right technology to the market at the right time. This project will address the need, clearly identified by the industry itself, to integrate different engineering and business skills in terms of the whole business operation, including the component supply network.

The initial target for this "cross-disciplinary" training will be primarily the project engineer, a key level between middle management and senior management, and the technicians and operators.

ACTIVITIES :

To develop a training programme leading to an integrated approach to vehicle concept, design, engineering, management and marketing, the project will involve the following steps :

- meetings with chief engineers responsible for key vehicle operation and senior personnel from a broad supplier network;
- examination of skills/qualification needs;
- identification of training content and design of programme;
- identification of the most suitable form of delivery;
- implementation of the training programme.

RESULTS :

Training will be delivered by participative workshop sessions in a form (probably multi-media and other wide-access materials) usable for in-house tutorial work or for transmission to a wider audience of supply companies. It will also be possible to develop

materials to be used to provide access to cross-disciplinary training for technicians and operatives.

Dissemination will take place through this motor industry network, in the form of seminars and workshops, to which other motor-vehicle manufacturers and interested parties will be invited.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Motor-vehicle manufacturers and a motor industry University Enterprise Training Partnership from France, Italy, Belgium and the United Kingdom.

Members of the partnership :

PARIS (F) : PEUGEOT S.A.
GHENT (B) : VOLVO CAR CORPORATION
BOULOGNE (F) : RENAULT
TORINO (I) : FIAT
COVENTRY (UK) : JAGUAR CARS LTD
COVENTRY (UK) : ROVER GROUP PLC

CULTURAL AND ENVIRONMENTAL EXCHANGES

UNITED KINGDOM

OBJECTIVES :

This exchange programme aims to identify the training needs of companies in particular small companies, in the cultural industries (media, photography, arts and crafts) and the environment. Its focus is on the training of trainers and appropriate methods and materials for the delivery of training.

ACTIVITIES :

The exchanges will involve representatives from the cultural industries and training providers with responsibility for the development of training strategies and materials. Each participant has expertise in either training delivery or the specific industry sector.

RESULTS :

The exchanges will lead to :

- enhanced understanding of Member States training infrastructures and systems;
- increased knowledge of effective training strategies and delivery methods in cultural industries and the environment;
- proposals for the development of appropriate training materials, in particular for training of trainers in small firms.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Arts and entertainments businesses and specialist training centres from Italy, the United Kingdom, Spain and the Netherlands.

Members of the partnership :

SALERNO (I) : CONSORZIO CFUI
TEC-TRAIN / VILA SUD

EINDHOVEN (NL) : PTH - PEDAGOGISCH TECHNISCHE HOGESCHOOL
SHEFFIELD (UK) : SHEFFIELD CITY COUNCIL

BARCELONA (E) : LA CAIXA -
CENTRE D'INICIATIVES I D'EXPERIMENTACIO PER A JOVES
SHEFFIELD (UK) : SHEFFIELD INDEPENDENT FILM LTD

SHEFFIELD (UK) : THE UNTITLED GALLERY

CONTRACTANT :

CCVE - CENTRE FOR CONTINUING VOCATIONAL EDUCATION -
UNIVERSITY OF SHEFFIELD

CO-ORDINATOR :

CCVE - CENTRE FOR CONTINUING VOCATIONAL EDUCATION -
UNIVERSITY OF SHEFFIELD

MR KENNETH NIXON

65 WILKINSON STREET
SHEFFIELD UK-S10 2GJ

TEL : 44/742/768653

FAX : 768653

UNITED KINGDOM

QUALITY TOURISM TRAINING IN THE NEW EUROPE

CONTRACTANT :

DUNDEE TOURIST BOARD

CO-ORDINATOR :

WORK-START

MR ANDREW HUGMAN

MIDMILL OFFICES PITKERRO ROAD

DUNDEE UK-DD4 8HD

TEL : 44/382/500345

FAX : 501072

OBJECTIVES :

There exists a need to encourage greater training take-up amongst smaller accommodation and catering businesses in less-advantaged areas. This project aims to increase the relevance of, and investment of training in small businesses in the tourism industry. More precisely, it will focus on improved service quality and encourage equal opportunities and access to training for supervisory and frontline staff.

ACTIVITIES :

National task forces, an international training working group and an international partnership committee will conduct the following work :

- definition of common strategies and training needs based on analysis carried out at national level;
- agreement on joint training modules, delivery methods and tools;
- evaluation of effectiveness of modules, including remedial measures;
- definition of dissemination strategy;
- implementation of strategy, production of materials and final evaluation.

RESULTS :

Supervisory and trainer training modules using interactive videos, distances learning packs (including film, tape and written material) and traditional tutor delivered material, backed up by user-friendly material will be produced.

Further easy-to-read reports will accompany the materials and there will be a series of international workshops for wider dissemination.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Specialist training organisations, tourist boards and hotel and catering enterprises from France, Ireland, and the United Kingdom.

Members of the partnership :

NICE (F) : CRT - COMITE REGIONAL DU TOURISME PROVENCE ALPES RIVIERA COTE D'AZUR

DUBLIN (IRL) : BORD FAILTE EIREANN
CANNES (F) : UFCM - UNITE DE FORMATION CANNES MEDITERRANEE

DUBLIN (IRL) : CERT - COUNCIL FOR EDUCATION, RECRUITMENT AND TRAINING

TECHMAN - CREATING A EUROPEAN TECHNOLOGY MANAGEMENT INSTITUTE

UNITED KINGDOM

OBJECTIVES :

This project aims to establish a European Institute of Technology Management, to develop materials designed to assist companies bridge the gap between management and the application of science and technology. It will enable transfer dissemination of knowledge between "training rich" and "training limited" companies. Although based in the manufacturing sector the principles are applicable across a much broader spectrum of industry and commerce.

ACTIVITIES :

There will be two types of exchange, involving social partners and training providers :

- those concerned with the development of a workshop on technology management to be held at the end of the exchange programme;
- those concerned with establishing the Institute and understanding the needs and solutions for the transfer of expertise and knowledge in technology transfer between Member States.

RESULTS :

The exchanges will lead to :

- a three day seminar on technology management aimed at training managers in industry and educational institutions;
- the development of transnational training modules for in-company use which have been adapted from existing materials;
- a basis for the development of future training materials and proposals for the establishment of the European Institute of Technology Management.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, chambers of commerce, training organisations, universities and a Training and Enterprise Council from France, Belgium, Italy, Portugal and the United Kingdom.

Members of the partnership :

LISBOA (P) : FUNDETEC - FUNDO PARA O DESENVOLVIMENTO DO ENSINO DA ENGENHARIA E DA TECNOLOGIA ELECTROTÉCNICA, ELECTRÓNICA E DOS COMPUTADORES

CAEN (F) : CCI - CHAMBRE DE COMMERCE ET D'INDUSTRIE DE CAEN

MILANO (I) : PIRELLI SpA

SOUTHAMPTON (UK) : PHILIPS COMPONENTS

LA HULPE (B) : IBM - LA HULPE

CAEN (F) : INSTITUT D'ADMINISTRATION DES ENTREPRISES DE BASSE-NORMANDIE

RENNES (F) : INSTITUT DE GESTION DE RENNES

FAREHAM (UK) : HAMPSHIRE TRAINING AND ENTERPRISE COUNCIL LTD

SOUTHAMPTON (UK) : INSTITUTE OF TECHNOLOGY MANAGEMENT

CONTRACTANT :

TMT VECTOR

CO-ORDINATOR :

UNIVERSITY OF SOUTHAMPTON
DR JOHN G. WALKER
26 UNIVERSITY ROAD, HIGHFIELD
SOUTHAMPTON UK-SO9 5NH
TEL: 44/703/593100
FAX : 593107

UNITED KINGDOM

A TRANSNATIONAL PROGRAMME FOR THE DEVELOPMENT OF TRAINING AND QUALIFICATIONS FOR WORK-BASED COACHES, ASSESSORS AND VERIFIERS

CONTRACTANT :

YARROW SHIPBUILDERS LTD

CO-ORDINATOR :

ANNIESLAND COLLEGE

MS JOYCE JOHNSTON

HATFIELD DRIVE

GLASGOW, SCOTLAND UK-G12

OYE

TEL : 44/41/3573969

FAX : 3372201

OBJECTIVES :

In small businesses cost is a major barrier to training, and there are frequently real difficulties in releasing workers for instruction off the job. For this reason the rôle of workplace coaches, and assessors and verifiers of training needs and achievements is of great significance.

This intersectoral grouping is sharing its work and experience in workplace coaching and assessment to pilot training involving transnational competence standards and qualifications.

ACTIVITIES :

The project will work through national and international steering groups. Once at least one workplace has been identified in each of the industries of the national partners, piloting of assessors will take place in the assessment of performance against established standards. Appropriate materials will then be developed.

RESULTS :

The material will include flexible learning packs of documents, with some audio and video input. They will be usable with some tutor support. These will be made generally available.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Development agencies, industrial training bodies, trade unions, companies and government agencies from France, Italy and the United Kingdom.

Members of the partnership :

MONTPELLIER (F) : AFDH - AGENCE FONCIERE DU DEPARTEMENT DE L'HERAULT

NAPOLI (I) : MINISTERO DEL LAVORO E DELLA PROVIDENZA SOCIALE AGENZIA IMPIEGO CAMPANIA
GLASGOW (UK) : GLASGOW DEVELOPMENT AGENCY

ROUEN (F) : AFPA - ASSOCIATION POUR LA FORMATION PROFESSIONNELLE DES ADULTES

AYLESBURY (UK) : MARINE AND ENGINEERING TRAINING ASSOCIATION

GLASGOW (UK) : SCOTVEC - SCOTTISH VOCATIONAL EDUCATION COUNCIL

GLASGOW (UK) : STUC - SCOTTISH TRADES UNION CONGRESS

GLASGOW (UK) : POINTER ALARMS LTD

RESPONDING TO THE SINGLE MARKET - THE DEVELOPMENT OF SME SKILLS RELATED TO EXPORTING - STAGE I

UNITED KINGDOM

OBJECTIVES :

The completion of the Single Market will require small and medium-sized companies to extend the market base for their products and increased competitiveness will be vital to ensure survival.

These exchanges aim to promote the development of exporting training for small firms, to share good practice between Member States and to broaden the European perspective of current training programmes. Key areas for the development and adaptation of training materials will be identified.

ACTIVITIES :

The exchanges will enable representatives from employers, social partners and training providers to study and participate in current training provision and assess its adaptability for delivery in partner Member States. All exchanges including employers' representatives will involve input into the design of transnational programmes.

RESULTS :

The primary result will be awareness among exchange participants of good training practice in Member States including development, delivery and accreditation of courses. This will provide a basis for proposals to develop existing training materials into transnational programmes.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies, training providers and development agencies from Greece, Portugal and the United Kingdom.

Members of the partnership :

FILADELFIA ATHENS (GR) : EMI TRIFON BELBAS SA
STIRLING (UK) : PEREGRINE INDUSTRIES (SCOTLAND) LTD
STIRLING (UK) : CENTRAL REGIONAL COUNCIL
ATHINA (GR) : IDEC - INDUSTRIAL DEVELOPMENT AND EDUCATION CENTRE
LISBOA (P) : FORMEDIA
STIRLING (UK) : FORTH VALLEY ENTERPRISE

CONTRACTANT :

CENTRAL SCOTLAND CHAMBER OF COMMERCE

CO-ORDINATOR :

UNIVERSITY OF STIRLING
MS CAROL STEWART
STIRLING
SCOTLAND UK-FK9 4LA
TEL : 44/786/67950
FAX : 63398

UNITED KINGDOM

ABPTOE PARTNERSHIP - ASSOCIATION OF BOOKSELLER AND PUBLISHER TRAINING ORGANISATIONS IN EUROPE

CONTRACTANT :

BOOK HOUSE TRAINING CENTRE

CO-ORDINATOR :

BOOK HOUSE TRAINING CENTRE

MR PAUL RICHARDSON

45 EAST HILL WANDSWORTH

LONDON UK-SW18 2QZ

TEL : 44/81/8742718

FAX : 870 8985

OBJECTIVES :

The rapid development of cross-border business within the European bookselling and publishing market has brought about a corresponding demand for cross-border training. This project aims to identify the greatest training needs, produce high quality training products with the widest application to companies served by the members of the partnership and to establish a mechanism whereby further relevant training can be devised and applied.

ACTIVITIES :

The partnership will function on three levels :

- development of bilateral training units on the various forms of publishing joint venture, such as co-editions, co-publishing and co-production or language training for specific professional purposes;
- multi-lateral training - focussing on training in areas of common professional interest, such as marketing, law and finance;
- research - dealing with bookseller training related to cross-border operations.

RESULTS :

The product of the training component will be in print and other materials, as appropriate to each unit, comprising detailed syllabuses, project work and case studies.

Various schemes will be implemented using the client companies of the different companies and thereafter made available to the partners to offer as part of their range of training products. A European conference on bookseller training may also be held. Bookseller organisations and indivi-

dual companies from other countries not involved in the project will also be invited to participate.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Bookseller and publishing industry training bodies from Germany, Spain, the Netherlands and the United Kingdom.

Members of the partnership :

FRANKFÜRT (D) : BÖRSENVEREIN
DES DEUTSCHEN BUCHHANDELS
MADRID (E) : FEDERACIÓN DE GRE-
MIOS DE EDITORES DE ESPAÑA
MADRID (E) : FUNDACIÓN GERMAN
SANCHEZ RUIPEREZ
PARIS (F) : ASFORED
AMSTERDAM (NL) : VAKOPLEIDING
BOEKENBRANCHE

DEVELOPING MULTI-MEDIA SELF-SUPPORTING PACKAGES FOR CONTINUING TRAINING / PROFESSIONAL DEVELOPMENT IN TOTAL QUALITY MANAGEMENT

UNITED KINGDOM

OBJECTIVES :

The project aims to design and produce a suite of self-supported multi-media training programmes in Total Quality Management. Focussed on the needs of small and medium-sized companies, the programmes will be developed on the basis of the experience of the UK and Italian partners to the project. A major feature of the project will be the transfer of experience from large to small companies.

ACTIVITIES :

The training programmes will be developed following audits of Total Quality Management expertise in Pirelli - STC and CSEA and the formulation of a common strategy for product development.

Development groups in the UK and Italy will produce material drawn from common experience. Further products will be developed as a result of feedback from its use within small and medium-sized companies in the UK and Ireland.

RESULTS :

The materials produced will be a suite of multi/hyper media training programmes, based on Apple or DOS computer systems. Support material (including the development of tutor expertise) will be undertaken and the project will set up advice facilities together with software support in preparation for wider commercial distribution.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Companies and training organisations from the United Kingdom, Ireland and Italy.

Members of the partnership :
DUBLIN (IRL) : MURRAY TELECOMMUNICATIONS LTD
TORINO (I) : CSEA - CONSORZIO PER LO SVILUPPO DELL'ELETTRONICA E L'AUTOMAZIONE

CONTRACTANT :

PIRELLI - STC

CO-ORDINATOR :

CROSSKEYS COLLEGE

MR NICHOLAS LLEWELLIN

RISCA ROAD CROSSKEYS

NEWPORT GWENT UK-NP1 7ZA

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FAX : 271238

UNITED KINGDOM

DEVELOPMENT OF A TRAINING PACKAGE FOR THE SKILLED WORKER/TRAINER

CONTRACTANT :

WALSALL CHAMBER OF COMMERCE
AND INDUSTRY

CO-ORDINATOR :

SOUTHERN STAFFORDSHIRE
EMPLOYER NETWORK
MR CLIVE TIPPING
11A BIRD STREET
LICHFIELD UK-WS13 6PW
TEL : 44/543/414314
FAX : 414252

OBJECTIVES :

The majority of training delivered in manufacturing industry in Europe is given by the skilled worker/trainer. The focus of this project is to develop suitable training packages for this category of staff and the delivery systems required, with special emphasis on transferability for use by small businesses.

ACTIVITIES :

A co-ordinating group and a Member State management group will gather information on the skills required and agree on a system of training to be developed, and suitable types of training materials to be used. The materials will be piloted in each Member State and modified in line with feedback.

RESULTS :

The training packages developed will consist of open, distance and flexible learning systems. They will be publicised in the Member States via a wide range of institutions including relevant Government departments, higher and middle educational establishments and industry representative organisations.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Employer's associations, training consultancies, large and small companies from Italy, Greece, Portugal and the United Kingdom.

Members of the partnership :

RUGELEY (UK) : ARMITAGE SHANKS GROUP LIMITED
CANNOCK (UK) : CARELLO LIGHTING PLC
STAFFORD (UK) : EVODE GROUPE PLC
CANNOCK (UK) : LINFORD GROUP LIMITED
RUGELEY (UK) : THORN EMI ELECTRONICS LIMITED
STAFFORD (UK) : GEC ALSTHOM
BURTON (UK) : PIRELLI LIMITED
LISBOA (P) : NERLIS - DA ASSOCIAÇÃO INDUSTRIAL PORTUGUESA
STAFFORD (UK) : STAFFORDSHIRE COUNTY COUNCIL
ATHINA (GR) : PIRAIKI PATRAIKI
MILANO (I) GRUPPO CLAS

DEVELOPMENT OF TRAINING SYSTEMS FOR RETAILERS AND SUPPLIERS BASED ON STANDARDS OF COMPETENCE

UNITED KINGDOM

OBJECTIVES :

Throughout Europe, there is a need to improve the business relationship between retailers and their suppliers and to promote access to training for unqualified workers, notably part-timers.

ASDA, a major UK retailer, and small supplier companies aim to use this project to improve the design, organisation and assessment of continuing training for their employees. Of specific interest is the rôle of training in combatting absenteeism.

ACTIVITIES :

French and Spanish trainers from the supply companies are trained in the UK in the assessment and the management of the British National Vocational Qualification system, with reciprocal visits to the Spanish and French companies by ASDA trainers. The training methodologies are to be adapted and transferred to the Spanish and French contexts.

Worker representatives and the social partners are involved throughout the project.

RESULTS :

Training modules including distance learning packs will be produced.

Dissemination will take place through :

- steering group reports to the national and European retail confederations;
- distribution of the training manual to members of the above and articles in their journals and newsletters;
- a conference in 1993 on "Human Resource Development" and other seminars and events organised by the network.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

A major UK retailer and its suppliers, national and European retailer confederations and trade unions from France, Spain, Belgium and the United Kingdom.

Members of the partnership :

BRUXELLES (B) : CECD - CONFEDERATION EUROPEENNE DE COMMERCE DE DETAIL
BARCELONE (E) : CECPYME - CONFEDERACION DE EMPRESAS COMERCIAnte DE PEQUENAS Y MEDIANOS EMPRESAS
BIRKENHEAD (UK) : CEWTEC - CHESTER ELLESMERE PORT WIRRAL TRAINING AND ENTERPRISE COUNCIL
LIVERPOOL (UK) : MERSEYSIDE TEC - TRAINING AND ENTERPRISE COUNCIL
LONDON (UK) : NRTC - NATIONAL RETAIL TRAINING COUNCIL
LIVERPOOL (UK) : GMB - GENERAL, MUNICIPAL, BOILERMAKERS AND ALLIED TRADES UNION
VALENCIA (E) : TERESA HERMANOS
ANGERS (F) : POMME ANJOU S.A.

CONTRACTANT :

ASDA STORES LTD

CO-ORDINATOR :

EUROFI PLC

MS SUSAN TURNBULL

GUILDGATE HOUSE, PELICAN LANE

NEWBURY, BERKS UK-RG13 1NX

TEL : 44/635/31900

FAX : 37370

CONTRACTANT :

NEWCASTLE-UPON-TYNE
POLYTECHNIC

CO-ORDINATOR :

NEW COLLEGE DURHAM
MS JOANNE CARR
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DURHAM UK-DH1 4SY
TEL : 44/91/3847325
FAX : 3860303

OBJECTIVES :

To explain the business benefits to companies of "open to view" policies and to transfer good practice to regions wishing to develop a "whole region" approach to promotion and support companies that open their doors to the public.

ACTIVITIES :

These exchanges of personnel managers of companies and trainers will involve the documentation of training needs, identification of good practice and the elaboration of proposals for training courses to meet the needs of workers in companies.

RESULTS :

Documents will be produced concerning :

- proposals for training modules to meet the needs of workers with no previous experience of meeting customers;
- development of strategies for implementing regional campaigns;
- identification of training needs for staff in regional organisations;
- marketing techniques for regional organisations.

Dissemination of the findings will be through a conference to be held on completion of the exchange programme

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Chambers of commerce, training providers and employer associations from Spain and the United Kingdom.

Members of the partnership :

BARCELONA (E) : BARCELONA OFFICIAL CHAMBER OF COMMERCE, INDUSTRY AND SHIPPING
BARCELONA (E) : CENTRE D'ESTUDIS TECNICS TURISTICIS
DARLINGTON (UK) : DURHAM TRAINING AND ENTERPRISE COUNCIL
GATESHEAD (UK) : TYNESIDE TRAINING AND ENTERPRISE COUNCIL
WASHINGTON (UK) : WEARSIDE TRAINING AND ENTERPRISE COUNCIL

COLLABORATIVE PROJECT ON MULTI-SKILLING TRAINING

UNITED KINGDOM

OBJECTIVES :

In 1991, a new working practices agreement was signed between the management and trade unions of the contractant of this project. This agreement is intended to maximise the effectiveness of each individual by extending the range and content of craft skills through additional training and up-grading of semi-skilled machinists working in the manufacturing of gas turbines. The project will address the requirements resulting from the agreement, in collaboration with European partners.

ACTIVITIES :

Initial meetings between the training instructors of the industrial partners will take place to identify multi-skilling best practice and analysis of the craft skills required to undertake flexible working.

Once the basic engineering training programme has been matched with the competences required by the relevant national vocational qualifications of the three countries, training modules and materials will be devised and shop floor instructors trained in training and accreditation.

RESULTS :

The project's range of outputs include a multi-skilling training plan, individual training modules in multi-lingual video and distance learning form. Dissemination will take place through seminars and publications to companies who have still to move to a multi-skilled or flexible working style. Local networks, chambers of commerce and engineering training authorities will also co-operate in disseminating the materials.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Gas turbine manufacturers, a city and engineering authorities from France, the United Kingdom and Germany.

Members of the partnership :

ESSEN (D) : ALSTHON TURBINES A GAZ
BELFORT (F) : KANIS ENERGIE
LINCOLN (UK) : CITY OF LINCOLN - ECONOMIC DEVELOPMENT UNIT
WEST MIDLANDS (UK) : ENGINEERING TRAINING AUTHORITY
LINCOLN (UK) : LINCOLNSHIRE TRAINING AND ENTERPRISE COUNCIL

CONTRACTANT :

RUSTON-GAS TURBINES LTD.

CO-ORDINATOR :

RUSTON-GAS TURBINES LTD.

MS MARY WEIR

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FAX : 512929

UNITED KINGDOM

FORECASTING FUTURE OCCUPATION AND QUALIFICATION NEEDS OF MANAGERS IN THE EUROPEAN HOTEL AND CATERING SECTOR OF THE TOURISM INDUSTRY

CONTRACTANT :

HOTEL, CATERING AND
INSTITUTIONAL MANAGEMENT
ASSOCIATION

CO-ORDINATOR :

HOSPITALITY AND LEISURE
MANPOWER
DAVID BATTERSBY
7, MOUNT MEWS, HIGH STREET,
HAMPTON, UK-TW12 2SH
TEL : 44/81/9792262
FAX : 9792187

OBJECTIVES :

This is a joint initiative which seeks to identify the future qualification needs of managers in the hotel and catering sector of the tourism industry in Europe and to determine the body of knowledge required to underpin the qualifications.

Categories of employees specifically targeted are : chief executive officers; directors; general managers; departmental managers; and functional specialists, working in hotels and guest houses, public houses and bars, restaurants and fast food establishments and contract catering.

ACTIVITIES :

The work involves the following phases :

- interviews with chief executives and managers to identify key issues and changes and a survey using critical incident techniques;
- pilot field trials with partners' operations;
- development of methodology to identify and accredit existing competence and design of in-house training modules and units;
- piloting of materials, validation and accreditation in the three Member States involved.

RESULTS :

As well as a comprehensive set of open learning materials in three languages, this project will provide guidelines for employers to assess prior learning, means of accreditation and case studies of good practice.

Dissemination will take place to both large and small employers and through the contractant's network of chapters in three Member States.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

Hotel and catering industry companies, training establishments and associations from Greece, France and the United Kingdom.

Members of the partnership :

GUILDFORD (UK) : UNIVERSITY OF SURREY
WATFORD (UK) : HILTON INTERNATIONAL HOTELS
COURCOURONNES (F) : ACCOR ACADEMIE
WEYMOUTH (UK) : THE STREAMSIDE HOTEL
KALONAKI (GR) : THE ALPINE CENTRE, GREECE

VOTUC - VOCATIONAL TRAINING FOR PROFESSIONAL TRADE UNION OFFICERS

UNITED KINGDOM

OBJECTIVES :

This project is based on the recognition of the need for professional standards for full-time union officers and acknowledgement of their key rôle in industrial relations and economic development.

The primary aim is to develop coherent and credible vocational training and staff development programmes which integrate at all levels with the functions and responsibilities of the target group, both now and in the future.

ACTIVITIES :

Following an analysis of occupations and functions to be covered, current trade union programmes will be assessed and a cross section of the target groups and employers consulted on future demands and changing rôles. Occupational standards will then be defined, a training needs analysis performed and a structured training plan devised. Training profiles will be developed for suitable forms of instruction.

RESULTS :

Training materials developed will be in the form of formal courses, open, distance and self-paced learning. The occupational standards developed will be widely disseminated throughout the partner organisations and beyond to other trade union bodies.

TYPES OF ORGANISATION AND COUNTRIES INVOLVED :

National trade union confederations, their training arms and a training consultancy from Belgium, Ireland, Denmark, Portugal and the United Kingdom.

Members of the partnership :

BRUXELLES (B) : ILS - INTERACTIVE LEARNING SERVICES LTD

BRUXELLES (B) : EUROPEAN TRADE UNION COLLEGE

KØBENHAVN (DK) : LO-DANISH FEDERATION OF TRADE UNIONS

DUBLIN (IRL) : ICTU - IRISH CONGRESS OF TRADE UNIONS

LISBOA (P) : UNIAO GERAL DE TRABALHADORES

CONTRACTANT :

TUC - TRADES UNION CONGRESS

CO-ORDINATOR :

TUC - TRADES UNION CONGRESS

MR ALAN GRANT

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