

COMINN NEWSLETTER



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Promoter



Coordinator



Partners



INTRODUCING COMINN PROJECT

Within the metal sector, the new reality defined by economic globalization and market dynamics, requires workers to develop a set of skills and competencies related to innovation. These competences are usually acquired through informal processes. Thus, organizations, and in particular SMEs, need to identify and develop in their



workers the skills related to innovation acquired in informal processes to facilitate their transfer to their working scope.

COMINN aims to valorize the results of **TOOLS TRAINING** project (113894-CP-1-2004-1-EN-Grundtvig-G1), which develops educational materials to develop and mobilize flexible competencies acquired through informal learning and to make the middle managers to valorize, develop and mobilize the competences linked to INNOVATION, learnt in informal contexts, in their daily work with the workers. Lead by the Federación Vizcaína de Empresas del Metal, and coordinated by Fondo Formación Euskadi, the project is financed by the European Commission, in the framework of Transfer of Innovation of Leonardo da Vinci Program for Vocational Training and it will be developed during 2010-2012 in a coordinated way among Spain, Portugal, Austria, Lithuania and Hungary. The Partnership has the participation of important both public and private training and consultancy organisations, all directly bond to the Industrial Sector, like: the public training institution BFI STEIERMARK, in Austria, Trebag Ltd (Hungary), INOVA-FOR (in Portugal) and the Public, non profit, research Organization VDU, in Lithuania.

COMINN is aimed at developing of a Didactic Guide for industrial SMEs, to help the middle managers to valorize, develop and mobilize the competences linked to **INNOVATION** in their daily work with the workers. This result will positively influence different groups:

- **Middle managers and responsible of metal SME**, COMINN will provide them the necessary tools to develop the competences linked to INNOVATION in their daily work, with the workers.
- **HH.RR and training responsible in SMEs**, may incorporate the development of this material to their human resource strategies and knowledge management.
- And in a indirect way, **Workers** related to those middle managers.

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KICK-OFF MEETING IN BILBAO, SPAIN

On December 2nd in Bilbao, the COMINN partners met in Bilbao, Spain for the Kick-off Meeting.

In this meeting all partners introduced themselves and were given an overview of the project and of each work Package. There has been a great team spirit and the will to work together was definitely a noticed presence! The next steps will be the selection of informal competences related to innovation and the elaboration of the definitions.



INTRODUCING FVEM



FVEM is the largest sectoral business association in Biscay (1060 companies—40.000 workers), whose purpose is to have an economic influence on the coordination of the issues that concern the companies in the metal sector, by establishing agreements with public and private institutions. It participates actively in the main business forums, forming part of the government organizations CEBEK, CONFEBASK, CONFEMETAL, among others. Apart from the typical services of this kind of organizations, FVEM is active in innovation and in every single project related with competitiveness and efficiency in the Metal Sector. That's why, FVEM manage sectoral trainings plans and participate in technical projects in EU and national framework. Our effort to manage job performance and competence programs, as well as, our interest in support people development policies in SME and our vast experience managing multidisciplinary EU projects, allow us to be the perfect association to implement this proposal.

INTRODUCING FFE



FONDO FORMACION EUSKADI is a human capital organization whose mission is the development of people and improvement of organizations. With more than 15 years of experience, nowadays, FFE has about 160 professional workers (25 worker-partners, 30 management and administration professionals, 110 trainers) with different profiles that include from consultancy, training and human resources management, trainers and administration. FFE has seven trainer centres. Activity areas: occupational and continuous vocational training for employees, unemployed people, people at risk of social exclusion; consultancy and advisory to companies; management by competences; selection and evaluation of human resources; employment training plans; local development projects; professional guidance and advisory and support to learning. FFE has a wide experience as a coordinator of transnational cooperation projects for the research, development and innovation in the improvement of competences.

UPCOMING EVENTS

Second COMINN Newsletter—May 2011

Next Project Meeting: Oporto, 26th May 2011