

Justification

- In 1996, the European Observatory for SMEs estimated that over 5 million companies in Europe, representing around 30% of all enterprises, would face a transfer in the coming years.
- Two out of ten family businesses are facing a process of succession, seven out of ten businesses of this type have between 6 to 25 years and most do not form part of any business group.
- The mortality rate of a family business is twice comparing with the rest of SMEs. It is estimated that about 30% of them (1.5 million) would disappear due to poor preparation for their transfer.

Target Group

- Family SMEs of the metal sector and their workers
- Training organizations.

MAGISTER: Transfer of Experience and Knowledge in the Familiar SME.

Bilbao: First Meeting.

On 16th December 2010, the first transnational meeting of MAGISTER project was held in Bilbao to favour and develop the knowledge formalisation, capitalisation and transmission within the industrial family SMEs.

Led by the Foundry Association of the Basque Country and Navarra — AFV, and coordinated by the Metal Federation of Biscay — FVEM, 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 2011-2012 in a coordinated way among Spain, France, Romania and Italy. The Partnership has the participation of important both public and private institutions for training, evaluation and consultancy, all directly bonded to the Industrial Sector, like: Empresarios Alaveses — SEA (Basque Country), Cluj-Napoca Chamber of Commerce and Industry (Romania), public Organization for professional training and improvement GIP-CAFOC (France) and COFINDUSTRIA Veneto S.p.a (Italy).

MAGISTER Aims.

MAGISTER, basing on the TACITUS (Enhancement and Transfer of non formal learning I/03/B/F/NT/154072), aims to identify and develop the knowledge and key skills of family Metal SMEs (including those acquired through non-formal or informal teaching) and facilitate their transfer to future generations, with the participation of all the stakeholders of the Metal Sector.

The Project it is about facilitating and enhancing the transition into the family business more quickly, efficiently and using the expertise available and help them developing a new knowledge management strategy, through a realistic common methodology and tools that serve to:

- Develop the limited knowledge there is on age management in SMEs.
- Increase motivation and participation of the experienced groups, knowledgeable and often unrecognized and still essential to the future of the company, (validation of their experience).
- Facilitate the transfer of this knowledge to new generations.
- Promote a reciprocal exchange.
- Allow the transfer of knowledge in new situations.



Project Results

The main result of the project will be the realization of a Guide for the transmission of the knowledge in the familiar SMEs. There will also the realization of interim results, as a report of the main methodologies and tools to formalize and transmit the knowledge, a report of the main strengths and weaknesses of the responsible of familiar industrial SMEs in relation to the use, knowledge and expectations of methodologies and tools to formalized the knowledge, and finally, a summary report of the main obstacles and difficulties to formalize and transfer the knowledge between generations.

Work Packages

The meeting held in Bilbao was aimed at presenting the project, verifying and approving the working plan for the following months. The project JUSTIFICATION, AIMS, WORK PACKAGES AND RESULTS were agreed and a joint conceptual framework was also agreed, establishing the definition of the QUALITY , EXPLOTATION and DISSEMINATION workings plans.

The working plan for the project next stage was also defined: WP3: - "STATE OF THE ART: Research and Analysis ". The agreed methodology suggests several stages including the following actions:

- Analyze and select methodologies and tools existing at transnational level to formalize and transmit knowledge.
- Know the state of knowledge, the use of this knowledge and the expectations of the responsible of family industrial SMEs, in relation to mentioned elements.
- Identify key strengths and weaknesses (in terms of skills) of responsible of family industrial SMEs.
- Identify the main obstacles to the formalization and transfer of knowledge between generations.



Next Transnational Meeting:

Romania 9-10 June 2011

Partners



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