

## **1st Newsletter, June 2009**

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Dear Reader,

This first newsletter is to inform you about the ongoing activities and the results obtained in the first nine months of the SKRAT (Strategic practices for know-how retention and transmission within organizations).

SKRAT is a Leonardo Da Vinci 'Development of Innovation' project focusing on the retention and transmission of know-how in metal sector enterprises. With the current lack of active measures for know-how transfer, the project aims to offer some innovative solutions to the loss of the knowledge and skills base in enterprises attributed to high turnover rates, generational changes, high competitiveness, economic difficulties and early retirement.

The partnership intends to develop:

- i) a methodology for retention and transmission of know-how in turnover processes to be implemented in learning systems within enterprises;
- ii) an innovative learning system based case studies of best practice examples

This newsletter will:

1. inform you on partnership contributions and up-to-date activities of the project.
2. summarise the researches carried out and the reports available,
3. direct you to news and information about the project,
4. outline the future activities of the project

### **1. Project activities**

The SKRAT team organized their kick-off meeting in Gijon - Spain on 26-27 January 2009. A brief introduction of each of the partner's organizations was presented, project workpackages and foreseen results were discussed and agreed, and a timetable of activities was defined for the two year project lifetime.

### **2. Researches Available**

The SKRAT partnership has developed National reports taking stock of two major areas:

- i) the current situation for metal sector SME's, with a focus on the challenges of ageing, turnover, knowledge management and the relevance of recent development for the EU's European Credits for Vocational Education and Training (ECVET) initiatives.

And

- ii) existing methodologies and tools addressing the issue of know how retention and transfer within companies.

Based on the findings and data researched for the draft National reports presented at the second partnership meeting in Bucharest on July 13/14 , 2009, a synthesis report was drafted and discussed, and the first ideas for a toolkit of SME resources were brainstormed amongst the partnership.

### **3. News and Information about the project**

News and detailed information can be found in the project website: [www.know-how-retention.eu](http://www.know-how-retention.eu). The website will soon be available in German, Italian, Portuguese, Romanian and Spanish and is to be constantly updated according to the activities carried out and results available.

Please send us your suggestions or recommendations if any through the contact section!

### **4. Future Activities**

The national reports and the synthesis report will be finalised and validated by all partners by the end of August 2009. An Executive Summary of the report will be available on the project web site for feedback and comments from interested people.

In the following months the partnership will be engaged in collecting and creating a toolkit for the retention and transmission of know-how within enterprises. The toolkit will be tested in different SMEs to evaluate and review any necessary improvement to the developing methodology.

Don't miss our updates on the website and in the next newsletter!

### **5. Contact**

SKRAT is coordinated by Mrs. Marta Mendez Fuente, Fundación para la Formación, la Cualificación y el empleo en el sector Metal de Asturias, Spain.