

TrainSME

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15th March 2007 - Stara Zagora



Innovationstransfer- und Forschungsinstitut
für berufliche Aus- und Weiterbildung Schwerin

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The challenge of targeting the needs of further training in small and medium-sized enterprises

Preliminary remarks

Small and medium-sized enterprises are an important element of regional structural development all over Europe. The employees play an important role in this continuous further training.

The TrainSME project with its international cooperation led to some findings which are of special importance to small and medium-sized enterprises for the design of practical further training.

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Thesis

1. The requirements and areas of responsibility of the small enterprises in Europe are very different. It means that the further training of the staff cannot be regularized from the outside.
2. Small enterprises can only become aware of their responsibility for practical further training if they have external support.
3. The external support of small enterprises for development of personnel and organization is defined by the type of enterprise.

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Type A

... small enterprises in traditional sectors (catering trade, metal processing, electrical or sanitary services, service industries, etc.)

External further training concerns product training, introduction to new methods and materials and expert advice.

This type of small enterprise is common in structurally weak regions.

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Type B

... small enterprises with a small output of innovations.

These often call for external initial and further training management from a training service provider.

Furthermore, the personnel and organization development targets this type of enterprise on short-term economic objectives.

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Type C

... small enterprises with a high output of innovations.

These are often still in the process of finding a determined enterprise Concept. The personnel and organization development is aligned with longer-term plans and future markets.

These enterprises need an external innovation management which includes the development of the employees' competence.

The cooperation with a transfer facility closely linked to industry can be very useful.

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4. Working places for future markets require high competence and need of learning.
Among other things these new jobs are characterised by:

- learning intensive and knowledgeable working methods
- a growing innovative and competitive pressure
- self organized learning and further training in and for the workplace

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5. The field of action for practical and further training in small enterprises lies therefore between job orientation and vocational competence development.

The enterprise concentrates further training more closely on the practical job and the employees are also more interested in further training on the job.

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6. Small enterprises often have no pedagogical competence for the analysis of further training needs and the derivation of training measures.

7. At present, vocational training is not enough to provide the required competence for the knowledge based company.
The further training is still much more aligned with qualifications and standards than with vocational competence

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8. Action recommendations

- The employees should be qualified for self organization of learning
- the organization of the work must be changed to make room for the acquisition of professional competence at work and for the vocation
- the studying infrastructures must be improved with access to new information and communication technologies



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Thank you for your attention

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