

Innovation through training and education – European SME sector network for the transfer of information and innovation in the wood and furniture industry (**INNO 2**)

European Federation
of Building
and Woodworkers



Overview and Aktivität Programm

for the implementation Period

November 1st, 2009 to Oktober 31st, 2010

VS/2009/0201



Partner in the European Sektor Network Wood/Furniture

EFBWW (European Federation of Building an Wood Workers)

Bulgaria:

FSOGSDP (Federation of trade union organisations in forestry and woodworking industry)

Czech Republic:

OS DLV (Trade Union of the workers in woodworks forestry and water industries in the Czech Republic)

Denmark:

TIB (The Wood, Industry and Building Workers' Union in Denmark)

Germany:

IG Metall (Metal Workers' Union)

Italy:

FILCA - CISL (Italian Trade Union for workers in building and other industries)

Poland:

NSZZ "Solidarnosc"

Romania:

FSLIL (Federation of Free Trade Unions in the Woodworking and Furniture Industry)

About Project

The German actors (Arbeit und Leben Bielefeld and IG Metall) in cooperation with the EFBH are willing to continue the cooperation in the European sector network wood/furniture with six further trade unions from Bulgaria, the Czech Republic, Denmark, Poland, Italy and Romania. The partners strive for the overall goal to intensify the exchange and information processes on the employee side, to improve the knowledge about developments and future requirements in the wood / furniture sector, to further the cross-border transfer of information and knowledge and to intensify it through sector-related education tasks. Therefore, the partners implement a continuous flow of information for a mutual strategy in the field of vocational further training. The activity put the necessary knowledge for this across and lead to concrete measures within the European and the national framework. The transfer of the project results into the country-related continuation is an essential part of the project implementation.

Aims and activities

The partners cooperating in the European sector network follow four major targets with the implementation of this project activities:

1. We want to continue the cooperation of trade union and company-based employee representatives, to intensify our cooperation, include additional partners and to determine and adjust our mutual activities with the focus on "vocational further training, gain of knowledge and competence support for employees".
2. We want to exchange with the Europe-wide interconnected information and education measures about the sector-political key topic of "Innovation through Further Education" and to gather common knowledge and know-how; this field of activity is especially important for us, because employee representatives have access to special information and participation rights in the social dialogue when dealing with measures for the vocational further education of the staff; this is an essential prerequisite for the success of the proposals and initiatives of employee organisations.
3. We want to improve the framework conditions and prerequisites for the innovation potential from the employee site so that it can be purposefully developed and implemented; we want to improve the qualifications of staff members through systematic further training and therefore stipulate additional innovation processes, which depend on the employee qualification. Therefore, it is necessary that the employees are motivated for further training and to increase the share of company-based further training measures.
4. We want to improve the infrastructure of companies and trade unions for further education, including the adjustment of strategic activities and to bundle the specific competences within employee organisations through the nomination and training of trade union and company education appointees who then have the professional know-how and practicable tools for the planning and implementation of further training programs. This takes place with the recourse on already existing results and tools from education projects funded by the European Union; for the wood and furniture sector, these are the projects Dewebas and Valiwood which were implemented in the framework of the LEONARDO programme.

According to these overall objectives we are going to implement the following **basic activities:**

- ◆ We are going to continue and intensify the cooperation of Western and Eastern European trade unions in the European sector network wood / furniture which began in 2007 and we are going to integrate additional partners (from Poland).
- ◆ In cooperation with the partners, we will develop common assumptions about the essential sector trends as well as the chance and risks of the European wood and furniture industry, with the focus on trade union strategies for the support of innovation through the systematic qualification of employees.
- ◆ We are going to strengthen the European exchange of information about the economic change in the wood and furniture sector– especially under the regard of the social and employment consequences of the current economic crisis, and we are to continue it in an expanded European framework.
- ◆ We are going to intensify our community-wide cooperation with cooperative strategies and transnational activities in the field of activity “Vocational Further Training, Transfer of Knowledge and Support of Competences for employees” and to get involved in the social dialogue with according suggestions.
- ◆ We are going to implement the transfer of knowledge and information about further training from the employee site through the exchange about qualification standards, further education requirements and future qualifications in the wood / furniture sector; based on the national framing conditions we are going to summarise our suggestions in a mutual catalogue of objectives and activities for the vocational further training;
- ◆ We are going to support the innovation management in the wood / furniture sector with trade union impulses for the vocational qualification in direction towards a systematic, company-based further education (“Innovation through Further Training”).
- ◆ We implement a mutual strategy of activities with the partners through an exchange about mechanisms, tools and methods and to implement those in the vocational and company-based further training; an important element of this strategy is the improvement of the motivation for further training and an increased willingness of the employees to participate in such activities.
- ◆ We are going to implement measures for information and education, with which we are able to strengthen the understanding of the partners for the problems and challenges in the sector, to analyse the importance of vocational further education for labour-political innovation processes in enterprises and to support targeted activities of employee representations.
- ◆ We are going to strengthen the infrastructure of trade unions and through this, to support the role of the trade union as promoters for the vocational and company-based further training in the wood and furniture sector.
- ◆ We are going to agree upon an activity strategy for trade unions concerning the vocational and company-based further training; we want to achieve a systematic improvement of vocational qualifications and social competences for employees. This serves the social interest of the employees for good and secure jobs as well as the requirement for a more competitive sector which can also get through the current crisis.
- ◆ We are going to implement trade union and company support structures for further training activity in the framework of national praxis.
- ◆ We want to document our activities and results of our network cooperation consequently and to implement all related publications processes.

Expected Results

The transnational measures for information and education of the project implementation are going to improve the company standards for social issues, labour and qualification. The methodical knowledge of employee organisations about further training activities can then be enlarged on this base of information. The thereby achieved results are useful for a catch-up of the possibilities of employee representatives in the field of competences, knowledge and qualification. In this regard, the measures for improvement for vocational, company-based further training of employees can be stipulated and new initiatives can be initialised by the partners.

The concrete results of the project activities are:

Exchange and Networking

- ◆ Measures for information and education of employee representatives and the European exchange of practices
- ◆ Measures for information and education for employee representatives and a European exchange of practices (transnational network meetings, European seminar, project website)
- ◆ Constancy, intensification and expansion of the European SME sector network for the wood and furniture industry (common activities with 8 operative and 4 associated partners)
- ◆ Implementation of a systematic monitoring of current developments in the wood and furniture sector (update of sector profiles)
- ◆ Expansion and ongoing actualisation of the project website as a transnational platform for information and communication (new website: www.innopas.eu)

Sector-political Activities

- ◆ Forming information and transnational cooperation in the field of activity “vocational training, qualification development and gain of competences”.
- ◆ Exchange about mutual concepts, analyses and planning tools for the vocational and company-based further training.
- ◆ Mutual activities for the improvement of trade union infrastructure for vocational further training – implementation of a common strategy with national education appointees
- ◆ Know-how formation for trade union / company-based education appointees – gathering of information and training for the use of the analysis and planning tools for the practical application
- ◆ European Seminar “Innovation through Further Training – Approaches and Practical Guidelines for Employee Organisations”
- ◆ Qualification-political guidelines (“Future Initiative Further Training”) for the national and European social dialogue
- ◆ Documentation of the conference and a CD Rom with tools and practical assistances

Country-Related Activities

- ◆ Constancy in the systematic sector monitoring (updates)
- ◆ Company-related exchange about the fields of need and measures for the vocational qualification and company-based further training
- ◆ Implementation of company or trade union based education appointees in a national framework
- ◆ Initiation of sector-political activities for vocational qualification in the social dialogue in companies and national sector representatives

Tasks and Activities (Overview)

Phase I	Preparation	01.11.2009 – 31.01.2010	Month
<u>Mutual Activities:</u> <u>Initialising activities</u> – fine adjustment of the objectives, contents, procedures and working tasks for the European partners. (Preparing) <u>gathering of information and materiel</u> et. al about legal bases and wage agreement regulations about qualification in the partner countries; about qualification agreements in companies / wage agreements; about useable participation rights (information, involvement, participation) of employee organisations at company-based further training; about best practice examples (European, national, regional, at company level) <u>Short structured analyses</u> of the situation of education and further training in the wood and furniture sector (et. al national sector profiles with strengths and drawbacks, current practices, situation of SME's, fields of requirement and future prerequisites etc.) European Network Meeting (Transnational Coordination Group 1) Et. al concretisation of targets, tasks, measures and results, synopsis about country-specific regulations for vocational education and further training in the wood / furniture sector; description and accord of requirements for the company-based and sector-related need for qualification (national catalogue of problems and activities), preparation of the European topical seminar <u>Exchange & Networking:</u> Adjustment and further development of the project website as a common platform for Information and communication (et. al integration of additional partners, additional functions and information areas for vocational / company-based further training, links to partner organisations)			1. – 3. 1. – 3.. 2. – 3.. 1. 1. – 3.

Phase II	Implementation	01.02.2010 – 31.08.2010	Month
<u>Sector-political Activities:</u>			
Transfer of information and knowledge: exchange of tools, materials and practical assistances			4. - 6.
For further training activities in companies – offering of guidelines and practical help (instruments et. al for the analysis of needs, checklists, qualification layouts, qualification instruments) – transfer elements from the EU projects (Dewebas / Toliwood (TIB / EFBH)			and 8. – 10.
European seminar “Innovation through further training and education – approaches and practical assistance for employee organisations” (situation, perspectives and future requirements for vocational and company-based further training activities in the wood / furniture sector)			7.
Documentation about the European seminar (reports, discussions, materials)			7. – 8.
Construction of support structures through national further training appointees at the trade union / company-based employee representatives			7. – 10.
Practical assistances and agreements for the continuation on national, trade union and company level (catalogue of objectives and activities			7. – 10.
<u>Coordinated country activities:</u>			
Creation of national further education appointees (for trade unions and enterprises) and support measures on national scale			7. – 10.
Consistency of the economic and social sector monitoring – actualisation of national sector information through the project partners (update 2010);			4. – 10.
Additional sector profiles from other EU countries.			
<u>Exchange & Networking:</u>			
Ongoing implementation of the project website for the exchange of information and practices in the sector network wood / furniture; information and materials about sector and qualification standards; actualisation of the national sector profiles through the project partners (update 2010)			4. – 10.

Phase III	Follow - up	01.09.2010 – 31.10.2010	Month
<u>Mutual Activities:</u>			
Closure and publication of the European topical seminar's documentation			11. – 12.
Documentation of the tools and materials for the planning and implementation of company-based further training activities (CD-Rom / multilingual)			11. – 12.
Preparation of common activity catalogues for vocational qualification in the wood / furniture sector (guidelines to adjust the industrial activity program 2008 –2012 of the EFBH)			11. – 12.
European Network Meeting (Transnational Coordination Group 2) Et. al reports, discussions and assumptions of the activities of the national further training appointees; agreement on mutual guidelines for the vocational qualification (catalogue of activities); coordination of documentation and transfer tasks; preparation of measures for the social dialogue; definition and agreement of further activities			11.
Dissemination and Publication (results and products)			11. – 12.
<u>Coordinated country activities:</u>			
Resignation and implementation of the project results and products on national, trade union and company level – increased informative and public relation activities through the partners			11. – 12.
Continuous improvement activities of the national further training appointees – use of tools, methods and instruments in further training praxis.			11. – 12.
Implementation of the social dialogue through requirements, concepts and strategies in the field of vocational qualification of the employees in the wood / furniture sector			11. – 12.
<u>Exchange & Networking:</u>			
Ongoing implementation of the project website for the exchange of information and practices in the sector network wood / furniture; discussion and documentation of experiences and results; information and communication about further activities			11. – 12.
Guarantee of site availability of the project website for at least 12 months after the project's end			