

SHARE

O1. Training itinerary to develop the competencies of shared responsibility among workers and apprentices of the metal sector.

Developed by:



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This document presents the content where the “SHARE” training itinerary on shared responsibility in companies of the metal sector is designed and based.

This training itinerary is structured by modules in terms of learning objectives, competences and skills.

The creation of the own content will allow the development of a training content born in companies and the sector themselves and will facilitate the development of the learning process in a real-life environment.

Its main objective is the comprehensive training of the metal worker by offering contents that facilitate the acquisition of skills and abilities to contribute in the development and participate in a shared responsibility model inside a company.

It is important to note that in this worker approach we include the apprentices of the sector, who, as the future of the metal sector, they are a key aspect for the success of these kind of strategies. Tutors from dual training will deal with the training of these apprentices.

Some of the training areas we will work on are:

1. Productivity improvement.
2. Increase of motivation.
3. Fostering creativity.
4. Enhancement of communication processes.
5. Introduction to innovative dynamics.
6. Improvement of soft-skills.

This training content is addressed to all worker categories of the sector and it is organized based on concrete pedagogical objectives that will ease a first approach to the shared responsibility phenomenon inside a company.

The content developed under the framework of this training itinerary will allow to organize and sequence in a planned manner the training of the workers of the metal sector, meeting their developing needs and aiming to become a key tool in the implementation and consolidation of this management model.

THIS TRAINING ITINERARY IS ADDRESSED TO:

- Workers of the metal sector companies.
- Trainers.
- Dual Training Tutors.

AND PLANS THE FOLLOWING LEARNING OBJECTIVES:

- Identification of the elements which define a shared responsibility model framed in a metal sector company.
- Analysis of the basic concepts that imply the model, as well as the most adequate strategies to optimize its use inside the management procedures of a company.
- Identification of the procedures to include the shared responsibility model in the management model of the companies of the metal sector.
- Get to know techniques and tools for the development of shared responsibility model in companies from the metal sector.
- Examination of the the change process that imply the application of this model in the companies of the metal sector.

THIS TRAINING ITINERARY WILL WORK ON THE FOLLOWING UNITS OF COMPETENCE:

- U.C.1 Learn how to actively participate in decision making processes.
- U.C.2. Learn how to implement mechanisms to share knowledge and experiences.
- U.C.3. Learn to know techniques to be involved in the management model of the company.
- U.C.4. Learn formulas that ease the participation in different activities of the company.
- U.C.5. Learn how to develop creativity in participation processes of the company.
- U.C.6. Learn to actively listen and communicate.

AND ABILITIES:

- Proactivity.
- Responsibility.
- Active listening.
- Creativity.
- Self-motivation.
- Assertiveness.
- Team work.

THUS, PLANNING THE FOLLOWING TRAINING MODULES:

- M1. Introduction to the concept of shared responsibility.
- M2. What does acquiring a shared responsibility management model mean for a company of the metal sector.
- M3. What does participating in a shared responsibility business model mean for metal workers.
- M4. From team to group. New framework for relationships.
- M5. Impact of the shared responsibility model on companies of the metal sector.
- M6. Conclusions and recommendations.

M1. Introduction to the concept of shared responsibility

Learning objective:

Provide the student with the necessary information to know what shared responsibility is, what does a model of shared responsibility imply and which advantages it has for the workers as well for the organization itself.

Units:

- 1.1 Introduction to the concept of shared responsibility, background and main dimensions.
- 1.2 Factors defining a shared responsibility model.
- 1.3. Why a shared responsibility model.

Competencies:

- Get to know the aspects that define a shared responsibility model.
- Identify the business management aspects that define a shared responsibility model.
- Classify the advantages the implementation of a shared responsibility model offers.

Abilities and attitudes:

- Ability to identify shared responsibility models.
- Creativity to identify the advantages in shared responsibility models.
- Critical thinking to analyse the dimensions of a shared responsibility model.

M2. What does acquiring a shared responsibility management model mean for a company of the metal sector.

Learning objective:

Provide the students with the necessary knowledge to be able to identify which aspects of the company change and how they change when applying a shared responsibility model in a company.

Units:

- 2.1. What does acquiring a shared responsibility model imply for a company.
- 2.2. Changes in the company's structure.
- 2.3. Changes in organization processes.
2. 4. Changes in communication processes.

Competencies:

- Get to know which dimensions of the company are more directly related to the shared responsibility model of the company.
- Identify possible changes in the structure of the company.
- Identify possible changes in processes inside the organization.
- Identify possible changes in communication processes of the company.

Abilities and attitudes:

- Ability to identify changing aspects in a shared responsibility model.
- Criteria to analyse in a critical way changes in the structure of the company.
- Criteria to analyse in a critical manner changes inside the organization.
- Criteria to analyse in a critical manner changes in the communication processes.

M3. What does participating in a shared responsibility business model mean for metal workers.

Learning objective:

Provide the students with the necessary knowledge to be able to identify in which dimensions and behaviours does the shared responsibility influence the worker.

Units:

- 3.1. What does a shared responsibility model imply for a worker.
- 3.2. The new role of the worker in a shared responsibility model.
- 3.3. The relationship with the company in a shared responsibility model.

Competencies:

- Identify the new functions/responsibilities of the worker in a shared responsibility model.
- Get to know in which aspects the role of the worker changes in a shared responsibility model inside the organization chart of the company.
- Identify different models and ways to establish business relationship between and within a shared responsibility model.

Abilities and attitudes:

- Ability to analyse the tasks of a worker in a shared responsibility model.
- Ability to identify the changing processes of the role of the worker inside the company.
- Ability to analyse in a critical way changes established in the relationship network inside and outside the company when implementing a shared responsibility model.

M4. From team to group. New framework for relationships.

Learning objectives:

Provide the student with the necessary knowledge to identify the new relationship framework between and within business which the implementation of a shared responsibility model implies.

Units:

- 4.1. The role of the Group and the Team in a shared responsibility model.
- 4.2. How to manage teams in a shared responsibility model.

Competencies:

- Identify the characteristics that define the team in a shared responsibility model.
- Get to know the steps to manage a team in a suitable manner in a shared responsibility model.

Abilities and attitudes:

- Ability to analyse the role a team plays in a business model managed with a shared responsibility approach.
- Ability to identify and analyse in a critical way the management of a team in a shared responsibility model.
- Ability to manage the resources to manage in an effective and efficient manner teams according to a shared responsibility model.

M5. Impact of the shared responsibility model on companies of the metal sector.

Learning objectives:

Verify the impact shared responsibility model has on the different dimensions of the reality of the companies from the metal sector.

Units:

- 5.1. Impact of the model on the worker.
- 5.2. Impact of the model on the company.
- 5.3. Impact of the model on the client.
- 5.4. Impact of the model on the community.

Competencies:

- Identify the impact of the shared responsibility model on the workers of the sector.
- Identify the impact of the shared responsibility model on the companies of the sector.
- Identify the impact of the shared responsibility model on clients.
- Identify the impact of the shared responsibility model on the community of the sector.

Abilities and attitudes:

- Ability to distinguish with critical thinking the impact on different dimensions of the company.
- Ability to identify the impact produced according to indicators.
- Ability to evaluate such impact from a multidimensional and multi-level approach.

M6. Conclusions and recommendations

Module	Title	General Content	Partner responsible for Module development
Module 1	Introduction to the concept of shared responsibility	1.1 Introduction to the concept of shared responsibility, background and main dimensions. 1.2 Factors defining a shared responsibility model. 1.3. Why a shared responsibility model.	FORMETAL
Module 2	What does acquiring a shared responsibility management model mean for a company of the metal sector.	2.1. What does acquiring a shared responsibility model imply for a company. 2.2. Changes in the company's structure. 2.3. Changes in organization processes. 2. 4. Changes in communication processes.	COFININDUSTRIA
Module 3	What does participating in a shared responsibility business model mean for metal workers.	3.1. What does a shared responsibility model imply for a worker. 3.2. The new role of the worker in a shared responsibility model. 3.3. The relationship with the company in a shared responsibility model.	MC2020
Module 4	From team to group. New framework for relationships.	4.1. The role of the Group and the Team in a shared responsibility model. 4.2. How to manage teams in a shared responsibility model.	FUNDACION MIS
Module 5	Impact of the shared responsibility model on the companies of the metal sector.	5.1. Impact of the model on the worker. 5.2. Impact of the model on the company. 5.3. Impact of the model on the client. 5.4. Impact of the model on the community.	LITUANIA
Module 6	Conclusions and recommendations.	Main conclusions and recommendations	FORMETAL

CHARACTERISTICS OF THE COURSE

The duration of the course is flexible, even if it is scheduled for 40 hours.

The design of the content will be carried out based on an on-line modality, which will allow a major flexibility in the completion of the whole training course.

The students will be able to accede to the training platform at any time from any device with internet connection and accede to the course. Likewise, the modular organization of the itinerary allows the student as well as the teacher to decide his/her training sequence, adapting to different aspects such as previous knowledge.

Ideally, it will include the support of a tutor during the whole course, in order to have an external support at any time required.

Nevertheless, the course would be also implementable in a blended-learning modality, as its content could be used in face-to-face sessions. To this effect, a Guide will be developed to help the trainer/teacher to teach those face to face sessions with the content developed. It will include different guidelines and activities to carry out.

The training pathway Share will be available in 5 languages (Spanish, English, polish, Italian and Lithuanian)

Taking into account the previously mentioned characteristics, a Moodle platform is proposed to locate the training course, as at it allows to create independent sections, it also permits multi-language courses as well as the monitoring and the organisation of the development of the course.