

## SME Competence Development

(Financed by the Leonardo da Vinci Programme)

**Project coordinator:** JobInvest Ltd. ([www.jobinvest.dk](http://www.jobinvest.dk))

**Project type:** Transfer of Innovation

**Project period:** September 2010 – August 2012

**Project aims:**

- Transfer, adjust, adapt and implement the training program for HR responsible in SME's.
- To integrate the program as a permanent training opportunity in vocational and adult education institutions.
- Help HR to get more strategically role in the organizations.
- Ensure a better co-operation between companies and VET institutions.

**Project objectives:**

- To gather information about the specific characteristic of the SME's in the participating countries with regard to HR practice.
- To improve, transfer and implement the training programme for HR responsible in SME's.
- To establish an internet-based platform for SME's in order to ease the learning process, ensure the dissemination of the project and create a European network for HR responsible in SME's.
- To make an electronically handbook containing information on strategic HR.

**Target groups:**

Short term target group

SME's  
VET and Adult education and  
training institutions  
Business Development Centres

Long term target group

Ministries of education  
Consulting companies  
Researchers

**Project summary:**

There are approx. 20 mill. enterprises in the European area, of which 99% employ less than 50 persons. For many SME's, the human resources and the skills are the most important factors for competitiveness and success. HR and skills development in many SMEs are not organised in a systematic way or with a medium or long-term approach. The reason for this situation is that, in almost all SME's, the personnel tasks are performed by the company's leader or by an administrative employee. Even in cases where in SME has an established HR function, this function is normally administrative and has no influence on the managerial level. The lack of HR competences in SME's and the lack of a cohesive and concrete training programme for developing these competences are important factors which may hinder the economic growth. This is why there is a real need for new initiatives, which can start the process of making the SME's more aware of the importance of working systematically and strategically with the different HR issues. It is important that these initiatives are based on best practice and can give the SME's concrete and practical training and tools. To make the training more attractive for the enterprises, it is necessary to have a cohesive training course, which can give the participants an overall understanding for the different HR issues and raise the competence level in SME's.

**The partnership:**

JobInVest Ltd., Denmark

The University of Southern Denmark, Denmark

Esbjerg Business Development Centre, Denmark

Esbjerg Business School, Denmark

Kolping-Bildungswerk Wuerttemberg e.v., Germany

Groupement d'établissements Martinique sud, France

CECE – Confederación Española De Centros De Enseñanza, Spain

BCD – Business Consulting and Development Ltd., Turkey