



**Adults
Employment
Inclusion**

aei



European Erasmus+ Project
2019-1-ES01-KA204-063815
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Modelos exitosos e
innovadores para el empleo y
la inclusión social; patrimonio
educativo europeo

*Adults' teachers implementing
successful and innovative models for
employment and social inclusion;
enhancing our European educational
heritage and their consolidated values*



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Centro Provinciale per
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Italy www.cpiapadova.it



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im.Ignacego Moscickiego-Poland
www.puzim.edu.pl



Borgå folkakademi
Finland
www.akan.fi

1st Training Meeting

Asturias – November 18-22, 2019

The adults' training has been carried out under different types of environments in formal, non-formal and informal education (educational schools, universities, town halls, foundations ..., face-to-face training, distance training...). This training is to the acquisition of skills and employability.

Based on this premise, it is important to link the first meeting of this Project to the training activities carried out in the **large companies and entities representing the employment** in Asturias: in which competences are being trained current and future employees, methodologies do they use, who is responsible for this training, and how it is designed, all are aspects that deserve to be analyzed and experienced from the real companies.

We have selected some of the great Asturian companies where the productive sector develops. Asturias is a small community that has based and bases its economy on several sectors:

- The work carried out by the Town Halls, in this case the Employment Office of the City of Gijón through its head of the



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Innovation Department will accompany us to show us how the training is carried out from this town hall.

- From the rural sector we will see one of the big food corporations –CAPSA- with milk derivatives as well as an entrepreneurial exploitation. In this sense, the Caja Rural de Gijón Foundation that will present some of the training support for these activities.
- The industrial sector, through steel and coal, has also had a great presence in Asturias, we will visit AcelorMittal University, where all the training programs of this company in Spain.
- Asturias has a spectacular coastline and the maritime sector through fishing and merchandise traffic by sea, is a very powerful sector. So, we visited a Gijón Maritime Rescue Center.
- The aging of the Asturian population begins to be worrying, and we found it interesting to analyze how the University of Oviedo responds to this problem through its university education program for the elderly (PUMUO).

Institutions to visit



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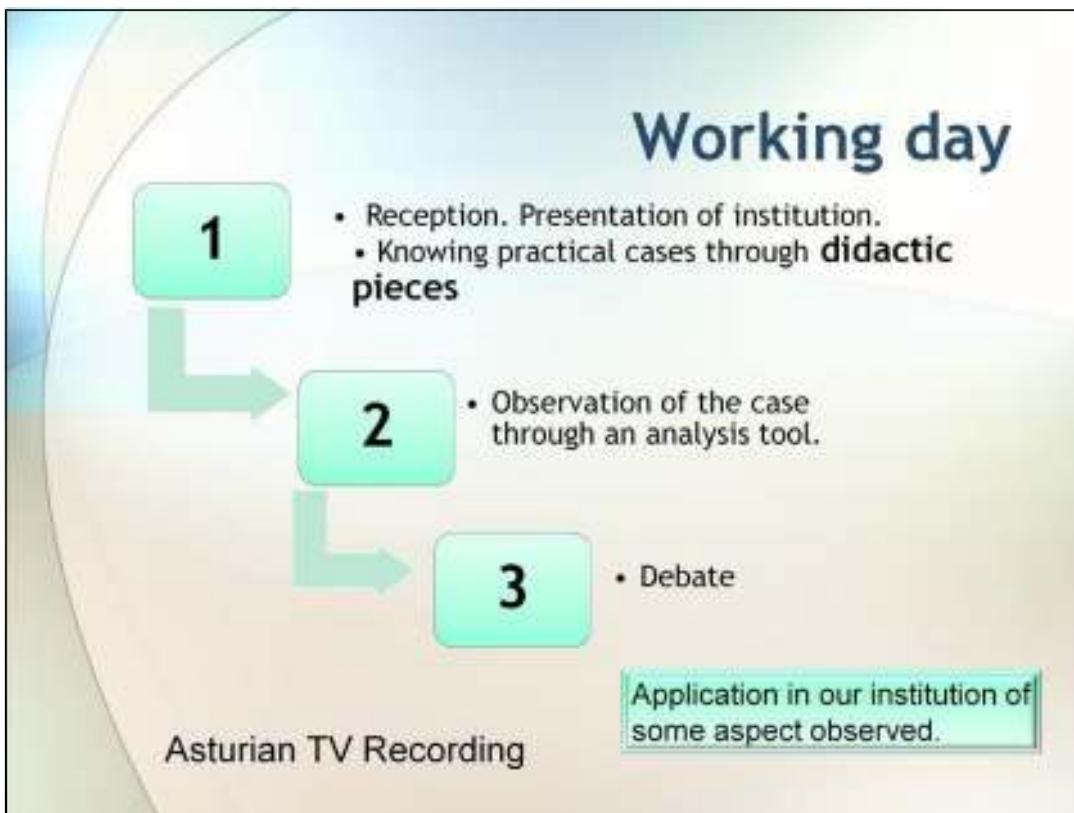
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We will start each day with a presentation of the institution and how it approaches the training... with practical and experiential examples in some cases and the visit to one of its facilities. The Oviedo team has designed a tool that allows us to analyze in depth each of the training strategies that companies will present to us.

We will also be accompanied by the Asturian TV that will record the acts to carry out an informative TV program to the whole society. It is about reach one of our goals: to generate impact on society.

Later in our training centers, and throughout the development of the project, we will select some of these strategies, design their application, apply and evaluate each of us. Therefore, training seeks an implementation in our practice. (Design of innovative projects).



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Focus of training in institutions and companies

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1. Gijón Boosts Employment

The Local Agency for Economic Promotion and Employment

FORMACIÓN PARA EL EMPLEO
TALLERES EN VARIOS MATERIAS DE FORMACIÓN

gijón
Ayuntamiento

Training for employment: training courses and workshop schools.

ESCUELA TALLER
EN CAJAS DE OFICIOS

TALLERES DE EMPLEO
EN HABILIDADES

School workshop

Escuela de Segunda Oportunidad

Second Chance Schools

The GIJÓN town hall, Local Agency for Economic Promotion and Employment (ALPEE) has the following services:

- Employment and professional to search employment and self-employment.
- Municipal employment plans.
- Training for employment: training courses and workshop schools.
- Project 11x12: work, family and personal conciliation service.
- Second opportunity school for at-risk youth, after early school failure.

We will visit the ASINCAR enterprise.

1. Gijón Boosts Employment

A SINCAR
centro tecnológico agroalimentario

"Employment tailored to the company." Local Agency for Economic Promotion and Employment of Gijón.

Visit Asincar Training Company, Noreña

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2. The University Program for Seniors. PUMUO

15 years of history

People over 50 years.

5 academic years

The PUMUO is the UOv. program for elderly. Their teachers will show how they prepare to meet the demands of the new society. This 5 years training is aimed at people over 50 years.

The classroom are in in
Oviedo, Avilés and Gijón.

Also, in this project they
organize some social
activities...

2. The University Program for Seniors. PUMUO

Oviedo, Gijón y Avilés.

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Peñasanta Food Corporation.
CAPSA

CAPSA FOOD

LASSA ASTURIANA ATO
Innova Vega-Drau Unilacsa

- Dairy sector and derivatives.
- Presence in: Asturias, Catalonia, Galicia and Andalusia.
- 1st company with seal of excellence EFQM +500

MODELO DE GESTIÓN EFQM

Billing: 738 millones

1.163 employees

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The infographic illustrates the interconnected nature of organizational values and goals:

- Principios éticos (Ethical Principles):** A central circle labeled "PRINCIPIOS DEL CÓDIGO ÉTICO" is surrounded by six principles:
 - Vulnerabilidad y Desarrollo (Vulnerability and Development)
 - Comunicación con los Grupos de Interés (Communication with Stakeholders)
 - Control de Contingencias y Caso Ético (Contingency Control and Ethical Case)
 - Desarrollar el potencial de nuestros Empleados (Develop the potential of our employees)
 - Responsabilidad Social y Corporativa (Social and Corporate Responsibility)
 - Preservar y Cultivar la Memoria Comunitaria (Preserve and Foster Community Memory)
- Strategic pillars:** An arrow points from the "Develop the potential of our employees" principle to a section titled "Strategic pillars". This section features a green banner with the text "OBJETIVOS DE DESARROLLO SOSTENIBLE" (Sustainable Development Objectives) and "OBJETIVOS DE DESARROLLO SOSTENIBLE" (Sustainable Development Objectives). Below this is a circular graphic with various icons.
- Corporate values:** Another arrow points from the "Develop the potential of our employees" principle to a section titled "Corporate values". This section includes a central circle with icons and text, and a green diamond-shaped box with the text "COMMITMENT, PROFESSIONALISM, LEADERSHIP AND COOPERATION". It also lists two certificates:
 - Certificado AENOR en Conciliación
 - Certificado AENOR en Empresa Saludable

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AcelorMittal



Spain: 11 industrial plants



Asturias: integral steel
manufacturing process facilities

Workforce: 8,502 employees



La presencia industrial de Arcelor en Europa

Países con instalaciones de la compañía.

Ubicaciones en las que Arcelor ha vendido sus fábricas a Liberty.

Factorías del grupo Riva en Italia.

World leader of the fabrication of flat products, the main manufacturer of Galvanized steel coils and of illuminated and non-illuminated steel sheets.

Steel and mining producer
worldwide.



Planta de acero en Gijón



60 countries and industrial
facilities in 18 countries.

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Universidad
ACELORMITTAL.

La formación



- Change tool linked to worker safety and prevention of occupational hazards.



Design specific courses based on the functions
of each worker: leadership, Take Care ("Take
care").

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ArcelorMittal University Center Network



- Improvement of the skills of its workers for competitiveness and adaptation of changes. For a satisfactory career development within the Company through learning, professional growth and networking.



In Spain, the training is centralized in the Avilés Campus of the ArcelorMittal University, which manages the training needs of all the centers.



The ArcelorMittal and University of Oviedo



Los drones vigilan las fábricas de acero.

(2) Lunes, 16 de Noviembre de 2015



Las instalaciones de producción de acero de ArcelorMittal en Asturias (Avilés), ya cuentan con un servicio de vigilancia con drones, que complementa la seguridad que realizan. Proseguir. Esta iniciativa pertenece al entorno preventivo a la planta de Gijón.

... más

Fuente: Diariodigital.es. 16/11/2015

Conferencia de Gregory Ludkovsky y Nicolás de Abajo

(2) Jueves, 10 de Septiembre de 2015



El jueves, 10 de septiembre, a las 12:00 h en el Hotel Intercontinental Madrid se celebró la apertura de puertas con la conferencia "Claves en la tecnología y materiales para la innovación y el éxito en los próximos 10 años" con Gregory Ludkovsky, Responsable de I+D+i en ArcelorMittal y Vicepresidente de ArcelorMittal, y Nicolás de Abajo, Jefe de Centro de I+D de ArcelorMittal.

ArcelorMittal busca regenerar su plantilla hacia perfiles digitales

(2) Domingo, 22 de Julio de 2018



... más información

ArcelorMittal busca regenerar su plantilla hacia perfiles digitales

Network: Luxembourg, Czech Republic, South Africa, Canada, Kazakhstan, Ukraine, Aviles

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Jovellanos Maritime Rescue Center



- Mission: To develop a comprehensive training in salvage and maritime safety of quality, highly specialized, certified, innovative and sustainable that ensures the most remarkable levels of professional training.
- It solves tailored training needs of companies and public and private organizations.

OBJETIVOS

TRAIN	GIVE	REDUCE	INNOVATE	GUARANTEE
FIJAR	NOTAR	REDUCIR	INNOVAR	GUARANTIZAR
Comprehensive and innovative training programmes to prepare adults for the labour market.	Training activities related to salvage and maritime safety.	Reduction of hazards in the environment.	Innovation through research and development.	Guarantee of quality and safety.



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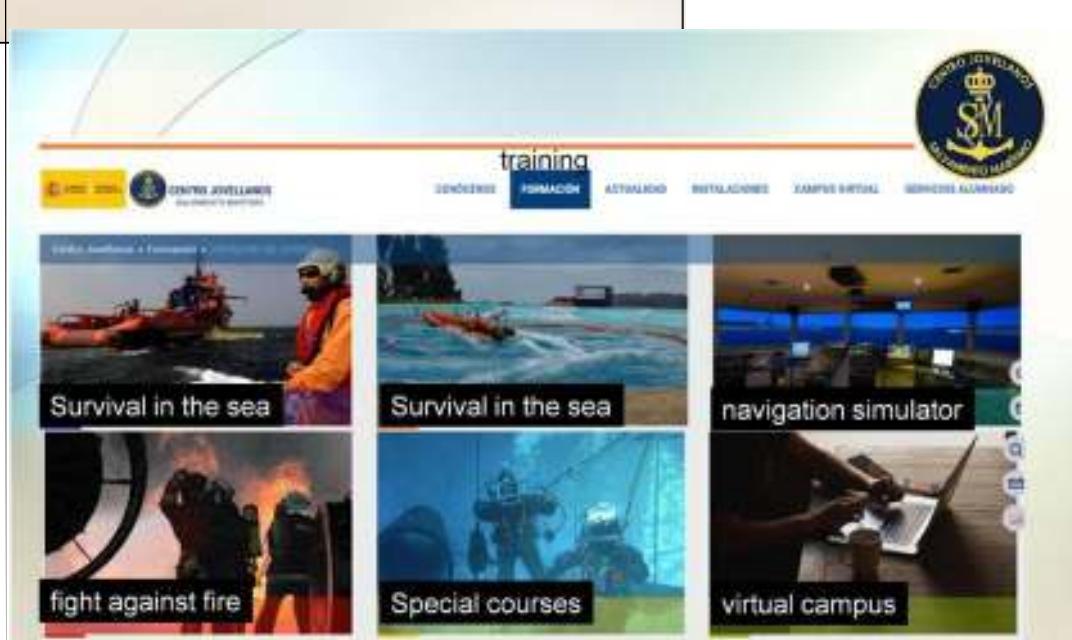
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What do they do



TRAINING ACCREDITATIONS EUROPEAN PROJECT STUDIES OF MANEUVERS IN PUERTO TESTS AND CERTIFICATION

EDUPOI



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