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Press release

Anticipate industrial transformations to boost European competitiveness

Results of the MATRI Project - Methodology for the Anticipation of Industrial Transformations

On the 26th of January, the conclusions of the research project MATRI funded by the European Commission and managed by the Grenoble Ecole de Management, have been presented during a conference organised by CEC European Managers, partner of the project.

In this period of economic and social uncertainty, it is highly relevant to identify the competences – and thus the jobs – that our societies should develop and those they should abandon in the field of R&D. MATRI project aims at strengthening the competitiveness of European poles in the creation of innovative products and services. It relies on the design and experimentation of a methodology to anticipate changes at human, organisational and social level.

To carry on this mission, several partners have been associated to this project financed by the European Social Fund up to 1.2 million Euro:

- companies - **Capgemini, STMicroelectronics**
- social partners – **CEC European Managers, CFE-CGC and CIDA** - and representatives of local authorities - **AEPI**
- a research institute - **Fraunhofer Gesellschaft**
- academic partners - **INPG, Henley Management College, Politecnico di Torino, and Fondazione ISTUD.**

The dissemination conference organised by CEC European Managers on 26 January 2009 at the Economic and Social Committee in Brussels presented the main conclusions of the project.

Good practices to keep in mind:

- To set up « **Job Observatories** » to understand the impact of technological and economical changes on competences ;
- To set up **tools to anticipate the new repartition of tasks and occupations** between sites and company's partners ;
- To identify **new competences** linked to the new imperatives of cooperation and coordination ;
- To take into account the **collective dimension of key competences** to face the complexity of R&D projects ;
- To set up **working groups open to local and social partners** to define action plans ;
- To design a **global training offer** to acquire new competences (jobs in evolution, new jobs, new roles) ;
- To define '**type paths**' within the company to ease mobility ;
- To set up **local mobility pools** to accompany the persons in their path within the company or in the local economic environment.

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