

The 2008 annual report of the Elgoibar Machine Tool Institute  
is dedicated to our first president (1989-2009)



Mr ALBERTO ORTUETA AZKARRETA

With special gratitude from  
Board of Trustees, Managers and Staff at the IMH



# ANNUAL REPORT 2008

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## 1. Report from the Board of Directors

According to the defence presented to the Board of Trustees, below we would like to present the activity balance sheet for 2008 as well as a summary of the guidelines we have followed.

### Activity Balance Sheet 2008

In assessing achievements against the backdrop of our strategic objectives, it is significant that the economic results showed a balanced outcome for the second year in a row.

**The consolidation of the key processes** is reflected in Curricular Training by the enrolment of 248 students in the year 08/09, in Continuing Training by a total of 1,500 extra hours compared to the previous year and in Dual Engineering by 104 students, scaling up accordingly. Furthermore, the new teams (Ekinberri – Project team; Gaitasunak Garatzen and Technical Services grouped together in the GIGA project) carried out arduous labour in the line set out in the strategic plan to bring knowledge closer. Also significant are the consolidation of the educational modules Project Based Learning and Ikasi eta Lan (Learn and Work), which affirms our innovative capacity.

Apart from the above, INGRESS has seamlessly adapted to the new market situation, ITE (Innovation and Transfer in Education) has proven its efficiency in international tenders, the input of EUSPEN (support team) in innovation projects was outstanding and also noteworthy was the **Bikain quality certification in Language Management** (silver, intermediate level) awarded by the Basque Government, the result of the labour done by all participants in the Goazen project over the last four years for standardisation and regulation of Basque. The efforts made to organise the seminars below cannot go unmentioned: PBL, Automation, 30+10: enterprise and language management, Immigration, GIGA, ...

Furthermore, on May 28th the Manufacturing and Assembly Update Scheme was presented. This scheme involved an investment of some 3 million euro, subsidised by the Vice-Council for Vocational Training. Besides, the machinery was bought at a discount price, courtesy of the participating manufacturers.

The Machine Tool Museum, which collaborated closely to IMH, merits special mention as its 10th anniversary meant a major step forward towards future consolidation.

The consolidation of the Key Processes and the structuring of our projects over the last few years are the two pillars to secure sustained development of the IMH.

**Joining the Basque Science and Technology Network and the appointment of the IMH as an Intermediary Centre for Innovation** have facilitated our participation in projects such as GIGA with a high rate of technology dissemination.

The fact that the current economic-financial crisis has left its mark on the dual modules (Engineering and Ikasi eta Lan) cannot go unmentioned in this balance-sheet. We have stepped up our sales effort and launched schemes aimed at building competences of qualified workers who are in between jobs.

### Directives 2008

#### Results

To direct the efforts of all teams toward the achievement of profitability goals through selling its products, always bearing in mind the institutional policies related to our strategic lines. Use the team's and common resources and facilities efficiently.

#### Commercial/ Partnerships / Networks

To adopt new sales formulations and intensify and co-ordinate the sales efforts of the teams; extend this function to markets and to a greater number of people within the organisation. To establish partnerships. To meet the current market demand and that of new markets, including government institutions. Go to companies, identify their problems and provide solutions.

#### Innovation/Improvement

Formalise know-how of items in catalogue products with a clear market orientation, improving them continuously so that they clearly meet the needs of the clients. Bear in mind the institutional policies related to our strategic lines. To pursue opportunities for innovation and continuous improvement that add value to our services. To share knowledge to generate synergy between teams and external agents.

#### Responding to projects and inter-related activities

The definition of Business Units and Key Processes of 2001 requires a readjustment that provides answers through solutions built on pooling expertise of people belonging to different business units. The immediate challenge the IMH needs to face is to involve people in projects and inter-relating activities that boost a sustainable growth, that facilitate at the same time that members of the organisation fulfil their own career plans.

#### Corporate social responsibility

Keep a close watch on the expectations that target groups (employees, customers, employers, partners, institutions, society, environment, ...) may have of us as an enterprise, and act accordingly with a vocation to serve them.

## 2. Curriculum Vocational Training

The academic year 2008-2009 started in September with seventeen groups in the language models A, D and mixed. The following training modules are available:

04



#### Higher Grade

- ▶ Development of Mechanical Projects
- ▶ Production by Machining
- ▶ Industrial Equipment Maintenance

#### In Higher Grade, with the pilot project "Ikasi eta Lan", Study and Work

- ▶ Production by Machining
- ▶ Industrial Equipment Maintenance

#### Middle Grade

- ▶ Machining
- ▶ Installation and Electromechanical Maintenance of Machinery and Running Automated Lines.

Enrolments for the first year are much the same as the previous academic year 07-08. This in itself is positive as it breaks with the downward trend in number of enrolments of the years previous to 07-08. The reason for breaking with this trend must be sought in the intensive marketing campaign carried out by the Curriculum Vocational Training unit in cooperation with the IMH School of Engineering, and the satisfaction of the students with the new pedagogic methodologies used in PBL, project based learning.

### 1. Students enrolled

► Year 2007/2008: 221    ► Year 2008/2009: 248

### 2. Origin of students

Town	Year 06-07	Year 07-08	Year 08-09
Elgoibar	19 %	20%	17%
Lower Deba	48 %	35%	34%
Rest	33 %	45%	49%
<b>Total</b>	<b>100%</b>	<b>100 %</b>	<b>100 %</b>

### 3. Placements in Companies. Participating companies. Employability.

Nine students were apprentices abroad through the Ikaslan and Confebask (Erasmus) programs in Finland, Ireland and Italy.

Sixty students were apprentices locally. Below you may find the participating companies.

Except for the students that continued their schooling, 100% of the students found employment. A significant figure in this context is that some 80% of apprentices were contracted by the company.

#### Apprentice Training Company Participants:

AGIRREGOMEZKORTA Y MENDICUTE, S.A.  
 AITEK AUTOMATION, S.L.  
 AKALTXA, S.L.U.  
 AKOIN, S.A.  
 ARILAN, S.L.  
 ARMARIOS KITMAR MOBEL, S.L.  
 ASIATOR, S.L.  
 ATP, S.L.  
 DANOBAT, S. COOP.  
 DIKAR S.COOP  
 DMP, S.L.  
 E.P.C, S.A.  
 EGURKO, S.COOP  
 ELEKTRA, S.A.  
 EMENA, S.L.  
 ENGRANAJES GRINDEL, S.A.L  
 ESTAMPACIONES TROKELAN, S.L.  
 ETXE-TAR, S.A.  
 EUSKO, S.A.  
 FAGOR ARRASATE KOOPE.  
 FAGOR EDERLAN S.COOP  
 FOREA MECANIZADOS S.L.  
 FORJAS IRAETA  
 FOSROC EUCCO, S.A.  
 GADIA, S.A.  
 GARMA ELECTRONICA, S.L.  
 GER M-H, S.L.  
 GKN DRIVELINE ZUMAIA, S.A

GLUAL HIDRAULICA, S.L.  
 GOIMEK, S.COOP.  
 GOITI, S.COOP  
 GORATU MAQUINAS-HERRAMIENTA  
 GRUMAL, S.L.  
 GUASCOR, S.A.  
 HAIZELUR, S.A.  
 IBARMIA, S.L.  
 IMARA INGENIARITZA, S.L.  
 INDUSTRIAS ALGA, S.A.  
 INDUSTRIAS BSC, S.A.  
 INDUSTRIAS FOCS, S.A.  
 INDUSTRIAS KOKATU, S.L.  
 INDUSTRIAS LAN-BI, S.A.  
 INDUSTRIAS LINACISORO, S.A.  
 INDUSTRIAS MAIL, S.L.  
 INDUSTRIAS METALA, S.A.  
 INTEG, S.A.  
 INTZA, S.A.  
 IPARLASER, S.L.  
 IRUDEX, S.A.  
 KHEGAL AERONAUTICA, S.L.  
 KONDIA MEKANIZAZIOA, S.L.  
 KONDIA MUNTAKETA, S.L.  
 LAUDIN, S.A.L  
 MANUFACTURAS ARTA, S.L.  
 MANUFACTURAS PHILLIPS SCREW, S.A(MAFISA)  
 MAQUINARIA CME S.A.

MASER ROBOTICA, S.A.  
 MECANICAS MALLABI, S.L.  
 MECANIZADOS EKIMEN, S.L.L  
 MECANIZADOS ENEAN, S.L.  
 MECANIZADOS GOITONDO, S.L.  
 MECANIZADOS IBAIZABAL, S.L.L  
 MECANIZADOS IPAR, S.L.L  
 MECANIZADOS MANDRINADOS MANCISIDOR, S.L.  
 MECANIZADOS NOVAK S.L.  
 MECANIZADOS OSATU, S.L.  
 MECANIZADOS TAME, S.A.L.  
 MECANIZADOS TAR, S.L.  
 MECANIZADOS TORREKUA, S.L. (G.ALFA)  
 MECANIZADOS WIN ENEGY COMPONENTS, S.L.  
 MECAWIND, S.A.  
 NEMESIO ZUBIA, S.A.  
 NICOLAS CORREA, S.A.  
 OJMAR, S.A.  
 PERFLUO INDUSTRIAL, S.L.  
 PERIOHORTZ, S.L.  
 PIERBURG, S.A.  
 PUNTEADOS DE PRECISION GOALDE, S.L.  
 RECTIFICADOS OFER, S.L.  
 RENCONV. Y MANTEN. INTEGRAL S.L.

RODISA, S.A.  
 SABINO ARRIOLA Y CIA, S.A.  
 SHEITEK AUTOM.IND.S.A.L.  
 SIERRAS SABI, S.A.  
 SORALUCE, S.COOP.  
 SORALUZE MAQUINA BEREZIAK, S.L.L  
 SPICER AYRA CARDAN, S.A.  
 TALLERES ARRIETA, S.A.  
 TALLERES MALLA, S.L.  
 TALLERES MEC.MURUA, S.L.  
 TALLERES MECAN. LASHER, S.L.  
 TALLERES SUTZU, S.L.  
 TECNICAS DE DIVISION, S.A.  
 TENNECO AUTOMOTIVE IBERICA, S.A.  
 TORNILLERIA LEMA, S.A.  
 TORNOS GURUTZPE, S.A.  
 ULMA FORJA S.COOP  
 UNAMUNO, S.A.  
 UTIL ALFA, S.L.  
 XUBI ENGRANAJES S.L.  
 ZARAZKO-BI, S.L.  
 ZEHATZ, S.L.  
 ZF LEMFORDER TVA, S.A.  
 ZORROTZ COMERCIAL, S.A.  
 ZUBACOR, S.L.



#### 4. Ikasi-Lan, Study-Work.

The Ikasi-Lan model was launched in 07-08. The students attended classes in the first three-month term in the IMH, and started working in companies from January 2008 on. Below a table with participants is shown:

Production by Machining	Nº Students	Maintenance of Industrial Resources	Nº Students.
DMP S.L.	1	AGUIREGOMEZCORTA Y MENDICUTE S.A.	1
GOIMEK S.COOP.	1	BATZ S.COOP.	1
INTZA S.A.	1	DANOBAT S.COOP.	3
LAIP S.A.	1	ETXE-TAR S.A.	2
PUNTEADOS DE PRECISION GOI-ALDE	1	GER MAQUINAS-HERRAMIENTA	1
ZEHATZ S.L.	1	IBARMIA INNOVATEK S.L.	1
DANOBAT S.COOP.	2	MEKANIKAN ERAIKUNTZA S.L.	1
IBARMIA PRECISION S.L.	1	METAL PERFORMERS	1
ETXE-TAR S.A.	2	SORALUCE S.COOP.	1
		TORNOS GURUTZPE S.A.	1
		ZARAZKO-BI S.L.	1

This innovative vocational training module has resulted from a joint cooperation of companies, the Vice-Council for Vocational Training and the Department of Employment of the Basque Government in order to meet the need for qualified workers in industrial enterprises. On the one hand, companies commit themselves to contracting students-apprentices and on the other the Government establishes the academic regulation of the modules and issues grants for participating companies; the IMH provides the training and coordinates all involved parties.

With a view to analysing similar experiences in other countries and to feedback our model, a party of teachers involved in the Ikasi-Lan project went to Germany last November where they studied the German dual model in several companies. This project was funded by the "Joxe Mari Korta Fundazioa" Foundation.

**Walter:** Tool manufacturer

**Danobat-Overbeck:** Machine tool manufacturer

#### 5. In-house training – Educational Innovation

Within this program aimed at retraining teachers in the framework of the training scheme of the school, the following stand out because of their impact on Curriculum Training:

- ▶ Implementation of PBL in curriculum vocational training.
- ▶ Assembly, setting and checking of orthogonal heads on machining centres.

#### 6. 6<sup>th</sup> Edition of IMH Awards

In the 6th Edition of the IMH Awards, Edurne Iriondo, R&D Manager of Azterlan Research centre, came first in the category outstanding ex-pupil. She is also the first IMH ex-pupil to obtain a PhD in Materials Engineering. Ioseba Aramendi, student in Mechanical Manufacturing and Eneritz Iraeta, student in Development of Mechanical Projects, also qualified in this category. The last two received study grants of 1,500 € as "outstanding student at the IMH 2008" and in the category "special mention".

The IMH Awards can be held thanks to the support of CORREA ANAYAK, ETXE-TAR, GRUPO DANOBAT, MAPFRE SEGUROS, METAL PERFORMERS and ZUBIOLA as sponsor companies, and AGME, S.A. - ALCORTA BROCKHAUS, S.A. - AUTOMATION ORIA, S.L. - BERDIN, S.L. - BIAL MEKANIZAZIOAK S.L. - BIELE, S.A. - CAR SUMINISTROS INDUSTRIALES, S.L. - CRISTALUX LIMPIEZAS, S.L. - ENGRANAJES GRINDEL, S.A.L. - FUNDACION TEKNIKER - GAINDU, S.A. - GLUAL HIDRAULICA, S.A. - GORATU MAQUINAS-HERRAMIENTA, S.A. - GRUMAL, S.L. (PEMEC) - IBARMIA, S.A. - IMS CONSULTORES, S.L. - INDUSTRIAS ALGA, S.A. - INDUSTRIAS METALA, S.L. - INDUSTRY LANGUAGE SERVICES - INTZA, S.A. - JL FRENCH ANSOLA, S.R.L. - KOKATU, S.L. - LABORMAN VEDIOR, S.A. - LAIP, S.A. - MAFISA, S.A. - MAZA - MECANIZADOS GURRUTXAGA, S.L. - OCE, S.A. - ONA ELECTRO-EROSION, S.A. - PIERBURG, S.A. - PIXEL SISTEMAS, S.L. - REYMA, S.L. - SAMMIC, S.L. - SIERRAS SABI, S.A. - SPICER AYRA CARDAN, S.A. - T.M.NORMA, S.A. - TALLERES AIBE, S.A. - ZARAZKO-BI, S.L. as participating companies.

### 3. Continuing and Occupational training and Employment Development

#### Continuing Vocational Training

Both company and worker needs were met by providing adequate continuing training. The programs offered in Continuing Vocational Training were as follows:

##### Qualifications:

courses funded by the Basque Government - Hobetuz, after which the workers can obtain training credits and qualification certificates.

##### Trainers:

courses aimed at retraining teachers.

##### On request/Offer/Catalogue:

courses open to workers and companies and courses given on request of a company.

##### International Managers and Technicians:

specific courses in the framework of co-operation projects with the IMH.

##### Osalan:

courses for prevention of accidents organised by Osalan, also training courses for construction workers



### Advanced Courses:

Courses for workers to specialise in specific subjects.

This variety of programs allowed us to get closer to a large number of companies and students who year after year assess the quality of the courses in the quality surveys taken on completion as very positive.

PROGRAM	Hours	Groups	Students
Qualifications	2.518	63	592
Unemployed	5.140	15	184
Advanced Courses	108	1	12
Teacher Training	240	7	70
As requested / Catalogue	3.178	152	1.291
International directives	120	3	45
e-Learning	2.400	-	60
<b>TOTAL</b>	<b>13.704</b>	<b>241</b>	<b>2.254</b>



### Training services:

- ▶ **Management of subsidies derived from contributions to social security through the FTFE (Tripartite Foundation for employment training):**

The IMH managed the subsidies of 263 courses for an enterprise cluster of a total of 97 companies. Apart from the above, the IMH individually processes the subsidies for training in the companies Jegan, S.A.L, Inyectametal, S.A., Nicolas Correa, S.A., Exxe-tar, S.A.

- ▶ **HOBETUZ subsidy management:**

The IMH processes the applications and manages the Hobetuz grants for training in companies. In 2008, the IMH submitted the application for grants for Inyectametal, S.A. y Nicolas Correa, S.A.

### Occupational Training and Employment Development

The year 2008 was a prosperous year for companies, but at the same time the need for qualified labour rose, even though the second semester showed a downward trend. For this reason, the IMH continued training the unemployed in specialities and profiles for which the demand of the companies were highest. Furthermore, a course in maintenance and assembly with a job contract commitment was launched.

Number of courses 15

Participating students 156

Training Hours 5,140

Companies that made use of the courses with a job contract commitment:

Danobat S.Coop.

Danobat Sistemas S.Coop.

Soraluce S.Coop.

Courses performed together with the Department of Employment:

Operator-setting up of CNC lathes (3)

Operator for CNC Machine setting up (3)

Conventional machining (4)

Mechanical Assembly (Course with job contract commitment)

Courses performed together with the National Employment Institute - INEM:

Mechanical setting operator.

Set-up operator and programmer of CNC machine tools

Mechanical maintenance

Machine tool operator

Furthermore, as Cooperating Centre of Egailan, the IMH interviewed a number of unemployed and processed their contracts whenever applicable.

### Projects aimed at enhancing employability of immigrants

In 2008, the IMH continued with initiatives aimed at enhancing employability of immigrants in the mechanical manufacturing sector. Apart from the occupational training courses organised by the IMH Continuing Training Department, specifically aimed at this group, the following complementary projects were launched:

- ▶ Employability enhancement of immigrants in companies of the mechanical manufacturing sector 2008, funded by the Immigration Board of the Basque Government.
- ▶ Instruments to enhance employability of immigrants in the industrial sector, financed by the Community Projects Fund of the La Caixa bank.



## 4. IMH Engineering

The IMH School of Engineering enrolled students/workers for the 13th consecutive year, and like each year, new jobs with a high added value were created through its dual model (three days in company, two days theory at the IMH), which is unique in Spain, despite wide acceptance and long-standing tradition in Europe.

### 1. Enrolments

Enrolments	Year 07-08	Year 08-09
1 <sup>st</sup> year	43	42
2 <sup>nd</sup> year	25	36
3 <sup>rd</sup> year	32	24
<b>Total students</b>	<b>100</b>	<b>102</b>

### 2. Origin of students

Origin	Year 07-08	Year 08-09
Elgoibar	9	10
Rest of Lower Deba area	26	14
Rest of Gipuzkoa	40	44
Rest of the Basque Country	23	30
Other autonomous communities	2	2
<b>Total</b>	<b>100%</b>	<b>100%</b>

### 3. Contracting by companies

Locating companies willing to contract students for dual training was severely affected by the economic downturn. The sales team of the engineering department has stepped up their efforts to find companies for all students.

### 4. Training activities

In 2008, first-year students went on an exchange visit to the Engineering College of Pau in France. These exchanges included visits to both schools and local companies.

In the framework of the Foreign Mission module, the students from the second year went on a two or three-month placement in companies in Australia, Brazil, China, USA, France, UK, Ireland, Italy, Malta, Mexico and Portugal.

Multilingual teaching offered by the IMH School of Engineering is most intensive in the third year; some of the subjects are taught in English, and an introductory course to Chinese is given as well as some cultural awareness training relative to this country. By means of splitting the groups, new students from the current academic year can opt to take 60% of the subjects in Basque, 30% in Spanish and 10% in English.

### 5. Projects of students

List of Scientific Modelling Projects (PAMS) of second-year students:

- ▶ Metal support structures. Modelling with parametric design
- ▶ CE marking of machines
- ▶ Study and modelling of know-how of tube
- ▶ Flow and space optimisation in advanced industrialisation modules
- ▶ Remote parameter control of hydraulic unit
- ▶ Development of a nanofibre coiler assembly
- ▶ Analytical estimate of maximum values of forming forces and motor torque during the forming process by rotary forging
- ▶ Improvements to an automatic loading system of a grinding machine
- ▶ Optimisation of operation of purifier
- ▶ Reduction of waste material in wheel production
- ▶ Usability of the Fagor 8070 CNC control

These projects were carried out in several companies and technology centres, such as Tekniker, Inasmet, Labein, Edertek, Cidemco, HRE-Maser, Sidenor, etc.

Finally, according to standard procedure 3rd year students developed an end of course industrial project with the aim of providing an answer to real problems in the employer companies, undertaking to include the full dimension of the problem in question. Below follows a description of a sample of the projects presented in 2008:

- ▶ Increase of profitability return of SDT through enhanced stock management and analysis of in-house manufacturing as opposed to outsourcing
- ▶ Change of transport system with central rod
- ▶ Devising a methodology to remove motors from a fluid dynamics test plant
- ▶ Design, development and implementation of a Company Management System
- ▶ Implementation of a predictive system of a mould structure for spheroidal graphite cast parts
- ▶ Enhanced tool management
- ▶ Enhanced assembly line of silencers
- ▶ Optimisation of hydraulic counterweight cylinder
- ▶ Redesign of BGT models
- ▶ Reduction of down times on Mechanical Multi-Spindle lathes

### 6. Projects with institutions

In cooperation with the CESI group and FORMASUP, the IMH School of Engineering organised a seminar for a group of 40 experts in dual training from France. Several aspects of the IMH were presented to the attendees, amongst others the PBL methodology, competence management, e-learning, Incess, the Machine Tool Museum, the dual model of the Engineering School. A debate on dual training followed, and the group visited some local companies.

### 7. Dissemination

Apart from the intense sales campaign of the IMH School of Engineering visiting numerous companies, schools, being present at several educational trade fairs and radio and television interviews, the IMH participated in the Week of Science and Technology and Innovation of the Basque Country presenting the following projects carried out by the Engineering department:

- ▶ Change of transport system with central rod. Jon Maiztegi, GKN Driveline.
- ▶ Redesign of BGT models. Fernando Javier Rueda, MIGSA.
- ▶ Industrialisation of references 10037/10033. Acracio Fernández, CIE Automotive.
- ▶ Devising a methodology to remove motors from a fluid dynamics test plant. Julen Hernández, Centro de Tecnologías Aeronauticas (CTA).



## List of participating companies in the academic year 2008-09

ABAMOTOR S.L.	ESTAMPACIONES DURANGO S.A.	INGESEA, S.L.	RODISA
AGOTEK, S.L.	ESTARTA Rectificadoras, S. COOP.	INNOBASK S.L.	SIERRAS SABI, S.A.
ALFONSO GOY S.L.	ETXE-LAN, S.COOP.	IRAUNDI S.A.	SMC ESPAÑA, S.A.
ANDIA GROUP ELECTRIC APLIANCES SAL	ETXE-TAR, S.A.	JAURE S.A.	SORALUCE, S. COOP.
AUXKAL	FAGOR ARRASATE, S.COOP.	KORTA, S.A.	TALLERES AGUI S.A.
AYA-AGUIRRE ARANZABAL S.A.L.	FAGOR AUTOMATION, S.COOP.	LAUKO MAQUINAS HERRAMIENTA	TALLERES DE PRECISION GAI, S.L.
BOST MACHINE TOOLS COMPANY S.A.	FOREA MECANIZADOS S.L.	MANUFACTURAS UNE S.A.	TALLERES GOMETEGUI
CENTRO DE TECNOLOGIAS AERONAUTICAS, CTA	FUNDACION LANTEGI BATUAK	MEANIZADOS Y MONTAJES ARAINSAL S.A.L.	TALLERES HILFA S.A.
CIE AUTOMOTIVE ENGINEERING	GOIMEK, S.COOP.	MECANIZADOS MEIN	TEKNICALDE, S.A.
CONSONNI, S.COOP.	GORELEC S.L.	MECANIZADOS TAR S.L.	TORNILLERIA DEBA, S.A.L.
COPRECI S. COOP.	GRUPO ACITURRI	MECAWIND, S.A.	TORNILLERIA ELCORO S.A.
CORPORACION ZIGOR S.A.	GSB ACERO, S.A.	METAL PERFORMERS S.A.	TORNOS GURUTZPE S.A.
CTA - CENTRO DE TECNOLOGÍAS AERONÁUTICAS	GUASCOR SOLAR O & M	MONTAJES PANAK, S.A.	TRABAJOS ESPECIALIZADOS MIDESA S.L.
DANOBAT S.COOP.	HRE HIDRAULIC, S.L.	OBEKI GROUP	ULMA MANUTENCION, S.COOP.
DIMECO - DISEÑO, MECANICA Y CONSTRUCCION, S.A.	IKT	OSATU, S. COOP.	ULMA PACKAGING, S. COOP.
EDERTEK S.COOP	INDAR MAQUINAS ELECTRICAS, S.L.	PASCUAL CHURRUCA S.A.	URRESTARAZU
EKIDE S.L.	INDAUX, S.A.	PAVONADOS ALBERDI	ZARAZKO BI, S.L.
ENGRANAJES GRINDEL, S.A.L.	INDUSTRIAS ARAMENDI S.L.	PMG POLMETASA, S.A.U.	ZAYER S.A.
	INDUSTRIAS ELECTROMECHANICAS GH S.A.	PNEUMAX S.A.	ZEHAZ S.L.
	INDUSTRIAS LAIP, S.A.	PUNTEADOS DE PRECISION GOI-ALDE, S.L.	ZORROTZ COMERCIAL S.A.
	INDUSTRIAS URCELAY, S.A.	RECONVERSION Y MANTENIMIENTO S.L. (REYMA)	

## 5.R&D&I

Within the scope of Research, Development and Innovation of the IMH in education, the following three main lines of activities have been pursued: **Ekinberri, Gaitasunak Garatzen, Technical Services.**

### Ekinberri

The Ekinberri team carried out several projects in 2008 in cooperation with Basque, state and European institutions.

### GIGA Project

GIGA is a project in which the IMH, Armeria Eskola and Meka operate together to create a platform for cooperating with industrial SMEs. This four-year project is backed by the Department of Education and Industry, on initiative of the Vice-Council for Vocational Training and Euskadi-innova.

### Function:

Provide SMEs access to innovation and means for continuous improvement of its core processes, a service that is entirely customer-gearred; providing tools, methodologies and training adapted to each reality based on a thorough knowledge of needs and problems.

### Aims:

- ▶ to experiment, on the partners' premises, with innovations that can be transferred to companies;
- ▶ to develop and implement a service providing technological services in the scope of innovation to SME's in the industrial sector;
- ▶ to design and provide an advanced catalogue in Vocational Training for companies, professionals and teachers;
- ▶ to hold seminars to divulge and transmit technology and good practices in technological processes;
- ▶ to create a greater offer in Vocational Training in the schools of the network
- ▶ to introduce new technologies in a natural way in Curriculum Training based on course contents from Continuing Training
- ▶ to develop a new professional profile in the schools of the network whalled Technical Process Teacher.

### In 2008, the following was carried out:

- ▶ A methodology to carry out technological diagnostics in companies and subsequently training in this methodology, which will be followed by putting it into practice in the company.
- ▶ Several companies have been approached which have resulted in two cooperation agreements with proposals for carrying out the first projects - services.
- ▶ Visits to companies to invite them to participate in the project.
- ▶ Subsequent to the visits, projects involving innovation or technological improvement were initiated in four companies
- ▶ Two of the nine seminars for technology transfer programmed for 2008-2009 have been organised, to disseminate knowledge concerning new trends in industrial technology: Presentation of the project in the IMH (December 4) and the second one in the Escuela de Armeria Eskola (December 11).



## Pagoa

PAGOIA is now a reality; the first version of the platform is presented to put to potential use the combined strengths offered by the so-called web 2.0 and the semantic web for management of internal information of companies and between companies. PAGOIA features the following functions:

- ▶ Tagged information management for easier classification and access.
- ▶ An ontology of the machine tool sector which together with the semantic search engine becomes useful when free tagging is not the most suitable option. Bear in mind that certain information can only be classified in an univocal and unequivocal way, and the use of only tagging may jeopardise this goal.
- ▶ A user-friendly interface to boost the use of this application.
- ▶ At the same time, the interface must be open to personal settings to use tags and metadata according to user and information requirements.

Alongside the IMH, PAGOIA was co-developed by Kondia and Codesyntax and Robotiker technological centre.

This important commitment to innovation of the IMH was co-funded by the Department for Community Projects of the Kutxa Savings Bank.

## eGipuzkoa Plan

The collaboration of the Provincial Government of Gipuzkoa in 2008 is done in two different spheres:

Two projects in the field of using ICTs in the classroom have been completed:

- ▶ DIA libraries: Provide libraries with new pneumatic, hydraulic and electric symbols for the open software to design DIA diagrams to facilitate drawing up complex diagrams.
- ▶ Video library of Mechanical Manufacturing: 100 videos of mechanical manufacturing processes such as mechanical assembly, production, metrology, etc.

Furthermore, three main projects will be started to experiment with finding methods to boost entrepreneurship.

## Sortzen 2007

The Sortzen 2007 program of the Life-Long Learning board of the Department of the Education of the Basque Government has made it possible to provide training by means of e-learning and carry out some projects relative to information and communication technology; some significant features are a platform for video distribution using videostreaming, which is an important mainstay to use video resources in mechanical manufacturing training.

## Plata

State project which aims to analyse and develop the concepts "enterprise 2.0" and "administration 2.0". The following state entities are members of the PLATA consortium together with the IMH:

ATOS Origin, GESFOR, ESI, ISOCCO, SANDETEL, XIMETRIX, SEMANTIC SYSTEMS, ALIANZO, ROBOTIKER, POLYTECHNIC UNIVERSITY OF MADRID, UNIVERSITY OF MÁLAGA, UNIVERSITY OF SANTIAGO DE COMPOSTELA and UNIVERSITY OF VIGO.

## e-Learning

E-learning reached two important milestones in 2008:

- ▶ Agreement to transfer the e-learning courses to ECA Formación as a follow up to the agreement reached in 2007 relative to the use of the IMH e-learning courses.
- ▶ Generalising the use of e-learning in the curriculum of Dual Engineering.

## Leonardo da Vinci Program

The Leonardo da Vinci program may be considered the framework of the R&D&I of competence building in the field of vocational training in Europe. The year 2008 showed intense activity when a total 6 projects were assimilated within this program:

### 1. Metalcert

This Leonardo project has come to an end with the establishment of a cross-border entity to certify core competences in the metal sector involving all relevant agents in this sector. This venture will be hinged on quality standards, vocational qualifications and best practices with a focus on gender equality. The partners of the project are:

- |   |                            |
|---|----------------------------|
| ▶ Biscay Federation of Metal Enterprises (FVEM)                         | ▶ CAFOC Marseille (France) |
| ▶ KEI-IVAC, Basque Institute for Qualifications and Vocational Training | ▶ GIP Ise, Romania         |
| ▶ Fondo Formación Euskadi, Training Funds Basque Country                | ▶ BFI Steiermark (Austria) |
| ▶ Trebag (Hungary)  | ▶ IMH                      |
| ▶ Emergences (France)   |                            |

### 2. Entrepreneurschool

This important project is continued from 2007 within the framework of the European Union's Leonardo da Vinci program. The objective of the Entrepreneurschool is to generate teaching material to promote entrepreneurial values in students undergoing vocational training, for which the Urratsbat of Tknika model will be used. The partners of the project are:

- |                                       |  |
|---------------------------------------|--|
| ▶ IMH (Project leader)                | ▶ Learn4u Consultoria Lda. (Portugal). |
| ▶ Jyvaskylan Ammattiopisto (Finland). | ▶ TEHNE (Romania)                      |
| ▶ Tknika                              | ▶ Junior Achievement (Latvia)          |

### 3. Valguinet

Start up of Valguinet Project, with a duration of 24 months, whose main objective is to analyse and enhance the methodology to accompany candidates during certification of competences. The IMH cooperates with the Basque Agency for Competence Evaluation and Quality of Vocational Training, as well as being project leader with the following entities:

- |                          |                         |
|--------------------------|-------------------------|
| ▶ ADULTA (Finland)       | ▶ IEFP (Portugal)       |
| ▶ CNAM and DAVA (France) | ▶ PRO VOCATIE (Romania) |

### 4. Bend It.

The aim of Bend It is to create e-learning material for vocational training in metal forming, following the methodology developed in the MITS-Mechatronics project where teaching contents are structured as follows: an introduction describing the objective of the didactic contents, the learning contents and a test. The partners of the project are:

- |                                    |                             |
|------------------------------------|-----------------------------|
| ▶ IMH                              | ▶ Pro-Mechatronics, Belgium |
| ▶ LW Universität Paderborn Germany | ▶ WKS Belgium               |
| ▶ LVD Belgium                      |                             |

## 5. Reinforce Metal Competences

The REINFORCE METAL COMPETENCES Project aims to facilitate employability of human capital, job mobility and flexibility of industrial organisations by means of setting up an e-learning system to develop core competences for the sector which correlate to and from other sectors.

Partner organisations:

- ▶ Biscay Federation of Metal Enterprises (FVEM)
- ▶ Fondo Formación Euskadi (FFE), Training Funds Basque Country
- ▶ Association of automotive businesses in Gipuzkoa (AEGA)
- ▶ Foundation for Technical Training in Machine Tools (IMH)
- ▶ Kaunas chamber of commerce, industry and crafts (LT)
- ▶ Institutul de Istiinte ale Educatiei (ISE)
- ▶ Swedish telepedagogic knowledge center (STPKC)



## 6. Mimos II

Project with the University TU Chemnitz (Germany) as Project leader in which the IMH together with CIC Margune analyses and improves teaching material in the field of mechatronics, which resulted from the Mimos I project, also done in the framework of the Leonardo program.

## Gaitasunak Garatzen (Skills development)

In 2008 in the framework of Gaitasunak Garatzen, mainly through the Zerikasi Project, mediation for life-long learning of Lower Deba was carried out. Services relative to information, guidance and consulting about the educational offer in our region, which belong to the Mediation Network subsidised by the Department of Education, Universities and Research of the Basque Country.

## Technical services

Since the foundation of the IMH, it has pursued a policy of complementing training with technological co-operation with companies, with the aim of contributing to its competitiveness and as a complement to training. In this field, the following activities stand out for their merit:

- ▶ Training was given to CNC users as well as to dealers to become skilled at operating a CNC machine and numerical control units. During the training period, the actual parts from the client-student were used.
- ▶ Part measuring: On request of customers, the IMH was contracted to carry out three-dimensional part measuring.
- ▶ Technical training of customers (GE FANUC). The collaboration agreement with GE FANUC was extended, whereby IMH experts give training to customers of GE FANUC at their premises.
- ▶ Manualisation of production processes. We worked together with several companies active in the automotive sector to manualise several stages in their production processes in order to be able to train their operators better.
- ▶ Design of parts in 3D, 3D lay-out of plant for DANOBAT RAILWAY SYSTEMS, SCOOP.



## 6. ITE: International Projects



The ITE (Innovation and Transfer in Education) works in the framework of procedurisation and manualisation of successful experiences in the IMH for dissemination and implementation on an international level. In addition, this department analyses the needs in the educational sector, and performs research and development of new products.

In 2008, the ITE department completed several jobs in Chile in the above-mentioned fields:

**Ministry of Education:**

- ▶ Proposal to design and develop a management of teacher competences.
- ▶ Proposal to implement in educational centres the new titles arisen from the last education reform.

**Technology University – INACAP, Temuco office:**

- ▶ Training on request of educational technical experts.
- ▶ Management of training required in the livestock industry (Training given by Aberekin).

**Centre for perfecting, Experimenting and Pedagogical Research – CPEIP (Chile):**

- ▶ Awarding of project for improvement of managers and teachers of schools focused on performance strategies in the mechanical manufacturing sector. The aim of this project is to strengthen the ties between school-company and to analyse the experience of the IMH in this field.

In other performance fields, ITE pursued international educational projects with a view to implementing training centres in other countries. A good example of the above is ITE's performance in China and the proposals for services in Colombia, Romania and Costa Rica.

ITE focussed on networking by participating in several forums and seminars, amongst which the following:

- ▶ Euskadi – Intergune framework, during which meetings were held with SPRI delegates in Chile, China and Argentina.
- ▶ Contacts and meetings held with the Organisation of Ibero-American States for Education, Science and Culture (OEI).



- ▶ Seminar on Machine Tools in India organised by the Spanish Machine Tool Manufacturers Association AFM in the IMH under the name "Business and Investment Opportunities in India for the Machine Tool Sector". An offer was made to companies from the automotive, railway and wind energy sector to implement comprehensive educational centres.
- ▶ Technical seminars about the machine tool sector organised by AFM in Malaysia: "Advanced development in Spanish machine tool technology seminar – Exploring new business frontiers (ADeSMAT '08). The seminars were held in the Malaysian Spanish Institute (MSI), designed and set up by the ITE team. During the seminar, the ITE team studied the new training needs of the MSI teaching staff.

The IMH is a meeting place as a benchmark for both technical training and its management model. This year, visits by delegations from China, Mexico and Venezuela were particularly significant

The ITE aims to have a permanent representation in countries where they have been active for some time and to open new markets.

## 7. Incess

Incess, business unit for competence building and professional organisational systems, continued rendering support services in this field to companies.

The most significant achievements in 2008 are listed below:

- ▶ Consolidation of training designed for companies in the fields of Emotional Intelligence and attitudes.
- ▶ Support to executives and coaching for management and intermediate management.
- ▶ Support to several companies in developing multi-disciplinary or business teams.
- ▶ Development of several didactic units to support the fields of learning, entrepreneurship and worker participation in the company.
- ▶ Continuation of the Self-Development project (Software to facilitate career decisions).
- ▶ Start of a project with the Lizardi Institute from Zarautz and ELKAR HEZI from Oñate to implement a guidance system for the change from ESO (secondary school to age 16) to Bachiller, the last two years of secondary school, in which the student actively decides himself.

### Incess-Innova

The strategic alliance is continued with Incess-Innova; the strategic plan was drawn up together with several companies. Furthermore, Incess-Innova helped in the design of several Innovation Schemes. As a result of these schemes:

- ▶ One of them allowed for a GIGA project and the possible innovation of technology in hard metal;
- ▶ Two companies are undergoing a thorough organisational change;
- ▶ Five companies modified their sales structure.

Incess-Innova also cooperated with the IMH in several projects, amongst which are the innovation project in the "school guidance project", "teams that learn" and "Didactic units for participation".



www.incess.com

## 8. Social Projects and Sponsorships

### Social Projects

The Machine Tool Institute (IMH), fully aware of the strategic importance of carrying out social co-operation projects, has promoted several such ventures working with different social strata. The year 2008 showed the following performance:

- ▶ Fostering girls in Bombay, India together with the Foundation Juan Bonal.
- ▶ Supporting the project "woman to woman" in Cherlopalli (Anantapur), India, together with the Vicente Ferrer Foundation.
- ▶ Support member of the Spanish Association against cancer.
- ▶ Support member of Unesco Etxea
- ▶ Collaboration with the cultural community of Elgoibar to run a local digital newspaper (Elgoibarko Izarra, elgoibarren.net).
- ▶ Collaboration with the Machine Tool Museum management.



### Sponsorships

The Machine Tool Institute is socially involved and as such it sponsors sports and cultural events. In 2008, the IMH cooperated in sponsoring the 3rd tennis Tournament of Basarte, Elgoibar, the children's cross-country running event in Amaña, Eibar, and the junior girls handball team IMH Elgoibar Sanlo, who classified as champions of the Basque Country and reached the first stage of the Spanish championship.



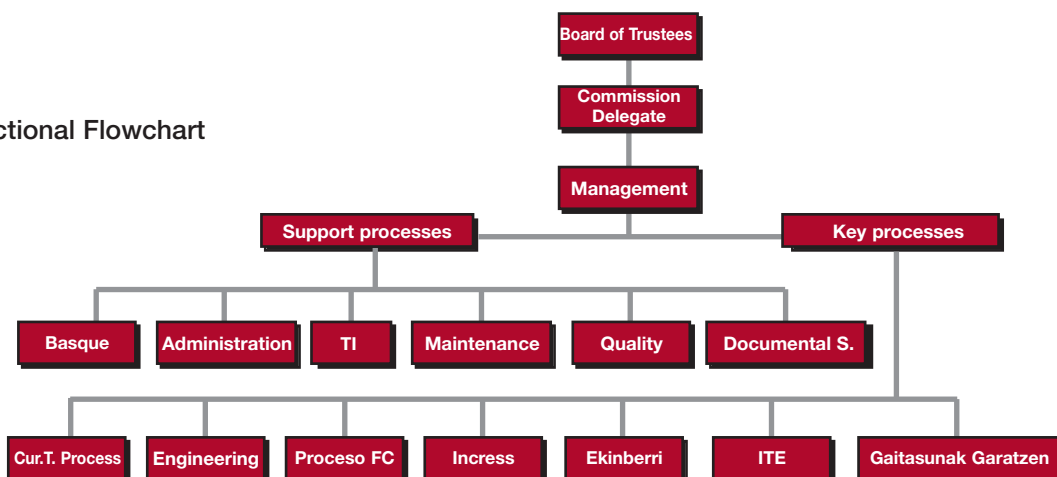
## 9. Human Resources

### Personnel

Department of Education, Universities and Research. 49

Foundation for Technical Training in Machine Tools: 42

## Functional Flowchart



## 10. Financial details

### 1. Active

(in 1000 Euro)

	2006	2007	2008
Non-current assets	6.129	5.722	5.457 ▶
Current assets	2.079	1.928	2.224 ▶
<b>Total assets</b>	<b>8.208</b>	<b>7.650</b>	<b>7.681 ▶</b>

### 2. Liabilities

(in 1000 Euro)

	2006	2007	2008
Equity	6.261	5.683	5.876 ▶
Non-current liabilities	265	176	217 ▶
Current liabilities	1.103	1.310	1.588 ▶
<b>Total liabilities</b>	<b>8.208</b>	<b>7.650</b>	<b>7.681 ▶</b>

### 3. Cash-Flow

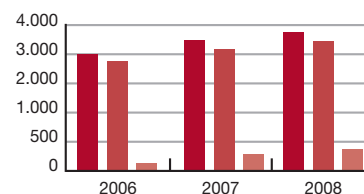
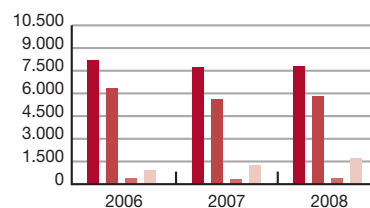
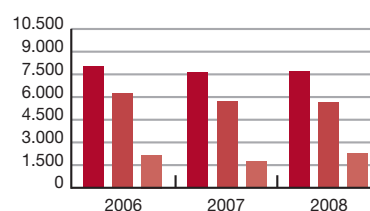
(in 1000 Euro)

	2006	2007	2008
Income	3.001	3.421	3.784 ▶
Expenses (before depreciation)	2.863	3.104	3.417 ▶
Difference	138	317	367 ▶

### 4. Income distribution

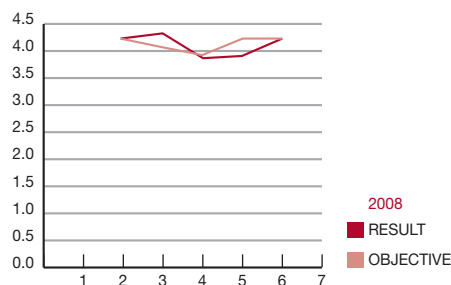
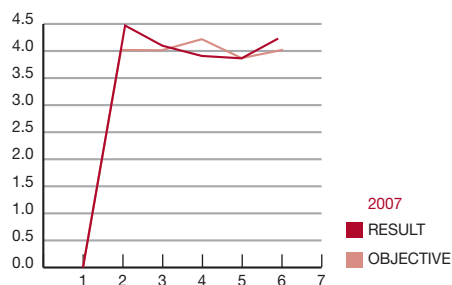
(%)

	%2006	%2007	%2008
Continuing training	40%	43%	48% ▶
Services	44%	41%	37% ▶
Curriculum training	8%	8%	11% ▶
Miscellaneous	8%	8%	8% ▶



## 11. Customer satisfaction

SATISFACTION OF:	2007 OBJECTIVES	2007 RESULT	2008 OBJECTIVES	2008 RESULT
Con. Voc. Train. students	4.0	4.5	4,2	<b>4,2</b>
Cur. Voc. Train. companies	4.0	4.1	4,1	<b>4,3</b>
Cur. Voc. Train. students	4.2	3.9	3,9	<b>3,7</b>
Engineering students	3.7	3.7	4,2	<b>3,8</b>
Engineering companies	4.0	4.2	4,2	<b>4,2</b>



## 12. Visits, Seminars, Institutional cooperation

### INSTITUTIONAL COOPERATION

- Colombia project, Vice-Council for Vocational Training of the Basque Government. Stay of Colombian students in the IMH and presentation of diplomas with presence of Managing Director of Sena from Colombia
- Ikaslan meetings, R5, Basque Forum, Quality Board, Tknika, Kei-Ivaco.
- EBG-IVO Project in cooperation with the Basque University and Ahize.
- Ministry of Education and Science Drawing up of new vocational qualifications.
- Signing of cooperation agreement La Caixa-IMH for employability scheme of immigrants.
- Participation as senior assessors in the first Bkain certification of the Basque Government.
- Municipal Forum for Peace (Konpondu)
- Institutional-Enterprise meeting about industrial generational renewal: Education, Industry, Employment, companies and IMH.
- Fast. Garapen Project. Presentation of the case IMH.
- 10th anniversary of the Machine Tool Museum Elgoibar. Participants: Juan Jose Ibarretxe
- Basque Government, Jose Ramón Guridi Provincial Government of Gipuzkoa, Alfredo Etxeberria Elgoibar Townhall, Alberto Ortueta and Pedro Ortuondo President and Director of machine Tool Museum.
- Conference about innovation development in industrial SMEs of Gipuzkoa organised by the Provincial Government of Bizkaia, Applied Economics Dpt.

### INSTITUTIONAL VISITS TO THE IMH

- Certification of Bkain de Plata (intermediate) of the Basque Government, for assessment of Language Management of companies.
- Estibaliz Alkorta, Director of Basque and Culture of the Provincial Government of Guipúzcoa and Gotzon Egia, service manager.
- Pedro Luis Uriarte President and Delegation of Innobasque.
- Vice-Council for Vocational Training of the Basque Government, Iñaki Mujika.
- Provincial Government of Sevilla.
- Sociolinguistic cluster
- Municipal delegation of Tianjin, with Proschools-AFM.
- Delegations of the PSOE, headed by Patxi López and Miguel Buen, and accompanied by Isabel Celáa, Iñaki Arriola, Jesús Egiguren, Miguel Morales, Ovidio Campello.
- Delegation of EA, Nekane Alzelay.
- Mayo de Yumbo together with the Director of the University Valle. Colombia. Yumbo Project.
- Board of Life-Long Learning of the Basque Government, Igone Azpiroz.
- Renewal of IP Certification - Investors in People. Renewal of ISO certification
- General Secretariat of Employment of Ministry of Employment, Maravillas Rojo.
- Chambre Régionale des Métiers et de l'Artisanat d'Aquitaine
- Managing Director of Commerce and Investments, Antonio Sánchez Bustamante, together with AFM and Proschools.
- Vice Council Language Policy of the Basque Government: Patxi Baztanika, Vice-councillor and Erramun Osa, director, 30+10 seminar of the Goazen project.
- UGT, Department of Studies of Navarra.
- TransAL, visit congress Inasmet
- 3rd International Seminar PBL: Vocational Training and Innovation in the Teaching/Learning process: Participants: Arbinger, Civsem, Ampo, IMH.
- Presentation of ZERIKASI mediation service of the Lower Deba region [www.zerikasi.com](http://www.zerikasi.com)
- Week of entrepreneurship in vocational training, competition for best intra/entrepreneurship idea.
- Entrepreneur schools Project, 2nd stage Jyväskylä, 3rd stage Portugal.
- Presentation of the Inter-centre VoIP Project in Tknika Renteria
- Presentation of the GIGA Project, IMH, Meka Institutua, Armeria Eskola, together with the Vice-Council for Vocational Training of the Basque Government and the Innovation Node of Gipuzkoa.
- Presentation of the new Methodology Guide of KEI-IVAC
- Presentation of "PBL, the methodology that boosts entrepreneurial values" during the summer school of the University of the Basque Country.
- Conference "PBL and Entrepreneurship" in the Chamber of Industry, Commerce and Tourism of Alava
- Meeting presentation with tutors from companies of the IMH School of Engineering. Project Reinforce Metal Competences, 2nd Stage in Lithuania.
- Basque Week of Science, Technology and Innovation. Presentation of 4 Projects relative to the IMH School of Engineering.
- Presentation of Educational Entrepreneurship Projects of companies students from the Lower and Upper Deba region (Tknika, Eje).
- Reflection Seminar on Dual Training of Formasup-France, together with CESI.

### PROMOTIONAL VISITS BY THE IMH TO INSTITUTIONS AND SCHOOLS

- Members of Delegation of the Basque Government during visit to Government of Bolzano, Autonomous Community in Italy.
- Asometal Congress, Costa Rica. The IMH experience
- Project Joxe Mari Korta Fundazioa, visits to Walter, Overbeck Danobat in Germany.
- Iraurgi Ikastetxea
- CESI-Paris
- Faclura
- UGLE
- Somorrostro
- Oteiza
- Aretxabaleta
- Jesus Obrero
- Diocesanas
- Mendizabala
- Berrio-Otxoa
- Iurreta
- Ntra.Sra. de Europa
- Txindoki Institutua
- Bidasoa
- Armeria Eskola
- Uribe Kosta
- Assa Ikastola
- San Alberto Magno
- Pio Baroja
- Ntra.Sra. del Carmen
- Txantxiku Ikastola
- Ntra.Sra. Dorleta
- Virgen del Camino
- Francisco de Vitoria

### BUSINESS SEMINARS

- Public presentation of the Manufacturing and Assembly Update Scheme of the IMH, together with the Vice-Council of the Basque Government, the Town Hall of Elgoibar and AFM.
- 2. Seminar on immigration: Employment and immigration, a future commitment Participants: Vice-Council of Social Affairs Ferrando Consuegra, Town Hall of Eibar, Ignasi Vila, Debegega, Metal Performers, Teknikalde, ZF Lemförder (TVA), Cruz Roja, Armeria Eskola, IMH.
- Technical seminar: PAGOA project. Participants: Robotiker, Code&Syntax, IMH.
- Talks about managerial competences organised by the students of the IMH School of Engineering. 3rd Seminar 30+10: In-house language management. (IMH, Elgoibar). Participants: IMH, Vice-Council for Languages of the Basque Government, Provincial Government of Gipuzkoa, Town Hall Elgoibar, Ahize-AEK, Eleka)
- Bai Industriari, promotion of the industry in the Lower Deba region aimed at students from this region.
- Generational renewal: Escape from knowledge ? Study in cooperation with the AFM and funded by the Basque Government, Hobetuz and ESF.
- AFM-SPRI Conference: Business and Investment opportunities in India for the Machine Tool Sector
- Delcam
- Participation in the Bai Industriari Forum of Debegega
- Public presentation of the Results of the Goazen project to boost the use of Basque in the IMH. Participants: Town Hall of Elgoibar, Ahize-AEK, IMH.
- Implementation of Asterisk (VoIP) project in the IMH, transfer of telephone communication
- Signing of agreement Ikaslan-Innobasque on the IMH.
- Days of Open Doors on Automation.
- Prolima Project: Training in eco-design and sustainability.
- Festo Pneumatic, technofair.
- Safework.
- DPM.
- Iscar.

### VISITS FROM SCHOOLS TO THE IMH

- Experience School from the Lower Deba Region:
- Teachers from Ballymera North Ireland, Multi-lingual project.
- Delegation from CEDEA, Venezuela.
- IMH School of Engineering, Bilbao
- 25th Biennial Machine Tool trade fair. Sales Missions AFM, Proschools: South Africa, China
- Tknicoal and Tecnoparques, Colombia
- School Park, Portugal, with Alecop.
- UTMZG Jalisco, Mexico with Tknika
- Comprehensive School of Vocational Training, León.
- CESI-Pau, students from dual engineering
- Stay of students from KTS-Copenhagen Tekniske Skole, Denmark
- HUHEZI, students from teacher training
- IES Gregorio Fernández
- IES Monte Neme.
- IES Mogel Isasi
- Elgoibar Ikastola
- Maristas Durango
- Salesianos Urmieta
- IES Juan Antonio Castro
- Association of Music Schools in the Basque Country
- Astileku Ikastola
- IES Arozena-Barrueta
- Zumaia Institutua
- Zulaibar Aratia Lanbide Ikastegia
- Elgoibar IES-Meka
- Maria eta Jose
- San Viator
- Mendata IES
- Soraluece BHI
- Don Bosco
- Talaia
- Instituto Oriati

### PROMOTIONAL ACTIVITIES AT THE IMH

- Azkarrena, Promotion of Training Modules and IMH Engineering.
- KTB Eibar, television item on the training Ikasi eta Lan of the IMH Modules.
- Items for television of Moscow and 5 Channel of Saint Petersburg
- Item on vocational training module Ikasi eta Lan on Eitb News
- Cooperation with Motor-racing team Eibar (Arrate climb)
- News item on results Manufacturing and Assembly Update Scheme of the IMH in television program Basque Enterprise on Eitb
- "New training model Project Based Learning!, Special mention during Awards for Good Practices in classrooms and workshops of Vocational Training-2008 edition
- Presentation seminar guidance councillors. Ceremony of the 6th edition of the IMH Awards.
- Start of the academic year IMH School of Engineering Conference given by Xavier Caño, Director of IHOBE and Ixaso Zubizarreta and Mikel Eceñarro, HRE Hidraulic.
- Diploma ceremony for graduates of the 10th year of the IMH School of Engineering Participants: Pablo Alonso Alumafel, Joseba Etxeberria Athletic Club.



## 13. Board of Directors

### Board of Trustees

President	Alberto Ortueta (AFM).
Secretary	Alfredo Etxeberria (LORD MAYOR OF ELGOIBA)
Members of the Board	Iñaki Mugika (BASQUE GOVERNMENT)
	Ramón Martínez de Murguía (BASQUE GOVERNMENT)
	Pablo Eskibel (BASQUE GOVERNMENT)
	Iñaki Konde (BASQUE GOVERNMENT)
	Joseba Amondarain (PROVINCIAL GOVERNMENT OF GIPUZKOA)
	Xabier Ortueta (AFM)
	José Luis Garitano (ADEGI)
	Antón Echeverría (GRUPO DANOBAT)
	José Ignacio Torrecilla (GORATU MACHINE TOOLS)
	Hermógenes Puerto (CC-OO)
Iñaki Bengoechea (ELA-STV)	
José Jiménez (UGT)	
Ricardo Aristondo (CAJA LABORAL)	

### Strategic management

Managing Director	Joxean Egaña
Technical Director	Javier López
Administrative Financial Director	Aitor Muniozuren
Head of Studies Curriculum Vocational Training	Imanol Iturria / Juan Ignacio Irizar
Director Continuing Vocational Training	Zigor Esnaola
Director IMH School of Engineering	Koldo Nuñez Betelu
R&D&I Director	Roberto Altzerreka
Director of ITE International Projects	Iosune Berasategi/Mikel Marcilla
Director Ingress	Mariano Iriarte

### Co-ordinating Team

Human Resources	Ixaka Egurbide
Quality	José Ramón Solera
Communication, Basque	Édurne Bilbao
Environment	Jose Antonio Elizalde
	Ekaín Iurrebaso

## 14. Members of the Foundation

### Institutions

BASQUE GOVERNMENT.  
Council of Education, Universities and Research  
PROVINCIAL GOVERNMENT OF GIPUZKOA.  
Department of Economy.  
TOWN HALL OF ELGOIBAR

### Business Organisations

AFM (Spanish Association of Machine Tool Manufacturers)  
ADEGI (Business Association of Gipuzkoa)

### Trade Unions

CCOO  
ELA-STV  
UGT

### Financial Entities

BANCO ATLANTICO  
BANCO BILBAO-VIZCAYA  
BANCO DE SANTANDER  
BANCO GUIPUZCOANO  
CAJA DE AHORROS PROVINCIAL DE GIPUZKOA  
CAJA DE AHORROS MUNICIPAL DE SAN SEBASTIAN  
CAJA LABORAL POPULAR

### Participating companies in establishing the Foundation (21-12-1989)

Accesorios Elytra, S.A.	Delteco, S.A.	Industrias Anayak, S.A.	Mayor Hermanos, S.A.
Acerías y Forjas de Azkoitia, S.A.	Dolki, S.C.L.	Industrias Laip, S.A.	Metalúrgica Burceña, S.A.
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