



## A Platform for Organisationally Mobile Public Employees



PELLUCID

<b>Programme:</b> IST, Information Society Technologies
<b>Start date:</b> March 2002
<b>Duration:</b> 32 months
<b>Coordinator:</b> CCLRC (UK)
<b>Partners:</b> CCLRC (UK) SADIEL (E) Consejería de la Presidencia de la Junta de Andalucía (E) Mancomunidad de Municipios del Bajo Guadalquivir (E) Comune di Genova – Direzione Mobilità e Trasporti (I) Softeco Sismat (I) Institute of Informatics, Slovak Academy of Sciences (SK) CYFRONET (PL)
<b>Keywords:</b> knowledge management, multi-agent systems, public organisations, learning, organisationally mobile employees



[WWW.SADIEL.ES/EUROPA/PELLUCID](http://WWW.SADIEL.ES/EUROPA/PELLUCID)

### Contact Person

**Dr. Gianni Viano**  
Softeco Sismat SpA  
Phone: +39 10 6026 1  
Fax: +39 10 6026 350  
email: [gianni.viano@softeco.it](mailto:gianni.viano@softeco.it)

## OBJECTIVES

Pellucid (A Platform for Organisationally Mobile Public Employees) is a Research and Development Project within the European Commission's IST Programme, which is designing, developing and validating a flexible software platform for an important kind of knowledge management: to assist organisationally mobile workers at middle and higher levels of public sector organisation.

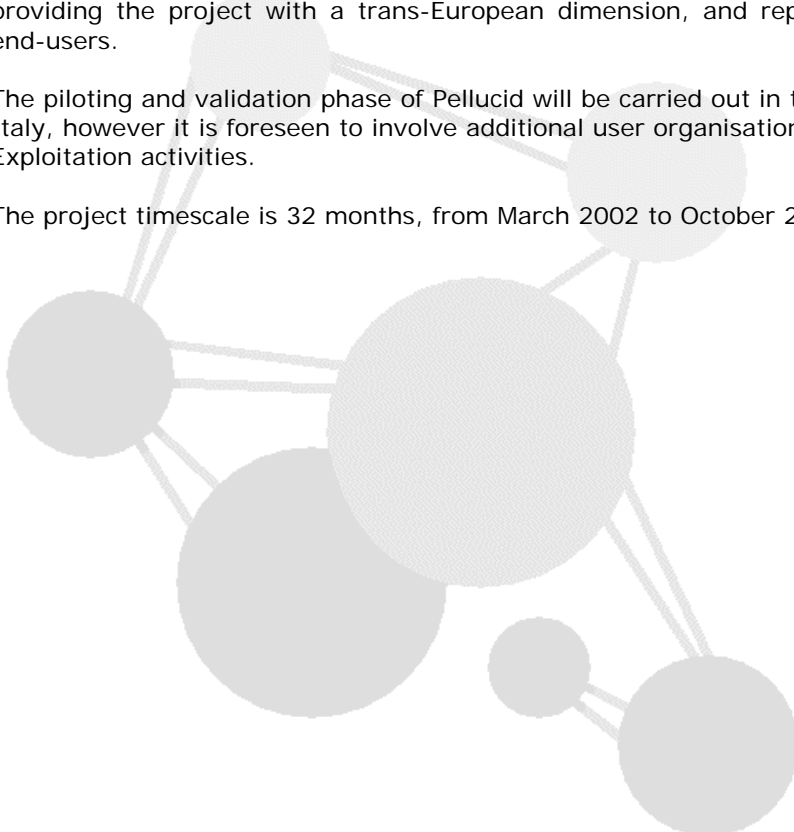
Pellucid will help to improve an organisation's effectiveness and efficiency by formalising, recording, storage and preservation of workers' experience and knowledge, to avoid the loss of knowledge when they move to another role or department, or leave the organisation.

Equally, the platform will support workers during their integration in a new department, by giving access to specific knowledge and experience accumulated in the past.

The Pellucid Consortium is composed of eight organisations from five different European Countries providing the project with a trans-European dimension, and representing industry, academia and end-users.

The piloting and validation phase of Pellucid will be carried out in three different sites in Spain and in Italy, however it is foreseen to involve additional user organisations as part of the Dissemination and Exploitation activities.

The project timescale is 32 months, from March 2002 to October 2004.





### PROJECT DESCRIPTION

When experienced workers leave a job a large part of their knowledge goes with them, and this is a damage and a loss for the organisation, thus reducing efficiency and effectiveness.

The time spent to gain familiarity with a new job is often long and stressful for the worker.

This is also a loss for the organisations, which spend money to train people and can be a frustration for the worker, thus reducing the effectiveness of his/her activity and increasing the risk of stress-related disorders.

Many organisations devote some effort to the training of new workers, but very little to the adaptation of those who move from one position to another. In particular, there is very little support from computer-based information systems. Many organisations now have Intranets for use by their staff, but these are generally static in nature, difficult to search for the required information (which in any case might not be present), and offering no assistance in performing tasks.

The aim of the Pellucid project is to develop a flexible and adaptable platform to assist organisationally mobile employees at middle and higher levels of public sector organisations. Organisational mobility, in which employees move from one department or unit to another, is becoming increasingly common, and brings its own problems and opportunities.

The Pellucid platform is a multi-layer, agent-based system to aid these employees in acquiring, reusing and sharing knowledge and experience, benefiting both them and the effectiveness and efficiency of the organisation.

The platform will use and integrate technologies such as autonomous co-operating agents; organisational memory; workflow and process modelling; and metadata for accessing document repositories. The platform will be evaluated on pilot sites.

It will be customisable to a wide variety of public sector organisations and thus the exploitation prospects are excellent.

### PARTNERS

The added value of undertaking the Pellucid project at European level comes first from the need to demonstrate the generality across different European countries and types of public organisation.

The European scale of the project brings together developers with strong links with public administrations in their own countries.

- Softeco and SADIEL have worked previously with local governments in Italy and Spain, and have an interest in advancing the technology for such applications.
- In the UK, CCLRC is itself a public body with potential applications for the Pellucid results, and also strong prospects for encouraging take-up elsewhere in the UK public sector. In Slovakia, II-SAS has links with national agencies and government departments. In Poland, Cyfronet-AGH, as a centre of excellence, has great experience in national and international scientific cooperation, as well as in collaboration with national bodies.
- The working together of these partners will ensure that take-up of the state-of-the-art technologies resulting from Pellucid will be immediately available for exploitation in all their respective countries.

