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TECHNICAL CAPACITATION

The essence of the word *capacitation* comes from the verb *capacitate*, which has three different meanings in the dictionaries of Portuguese language: "1. To make capable, enable; 2. To become convinced, persuade oneself; and 3. To make believe, persuade". I begin this article from this reflection and from the fact that, when searching for the meaning of the word *capacitation* in two good dictionaries of our idiom, I found out that it is an adaptation of a foreign language expression – in this case, the English language.

Therefore, whenever we mention "technical capacitation", we mean the efforts of a professional in the search for tools that will make him capable or enabled in technology of different areas, such as ours, the pulp and paper area. "Technical capacitation" then, is related to the buildup of a "knowledge inventory". In our sector "the knowledge inventory" is the set of skills and capabilities related to the production, utilization and commercialization of pulp, paper and their derivatives.

Such abilities – or capabilities – are related to the raw materials and inputs used in the production of cellulosic pulp, in the manufacturing of the most diverse types of paper, in the conversion and printing processes; in obtaining byproducts with commercial value; in minimizing the environmental impacts; in processes automation and control; in the management of the involved teams; as well as in the identification of market demands and opportunities and in the commercialization of products and technical services offered to customers.

Technical capacitation in the pulp and paper sector is, therefore, the buildup of the professionals' knowledge inventory which allows the sector to be active, profitable and in continuous expansion. Last generation equipment, with sophisticate digital control systems and the corresponding operation

manuals and engineering drawings are part of the company assets. However, only the initial training of the teams involved in the operation, which is part of the equipment initial investment, is the start up of the capacitation of the company in this "new technology", as the operational team must be able and gain ability to deal with the new equipment.

With this simple example, some important aspects of "capacitation" become evident, such as being directly connected with the teams (people), besides being a continuous and growing process – in other words, once becoming capable and developed the ability, such ability, if stimulated, tends to grow



continuously with experience, with the learning brought by difficulties and opportunities faced day after day and with new trainings.

Experience is an excellent tool for abilities development. This may come from our own existence, our mistakes and hits, but still better is the learning brought by other people experiences, since it minimizes costs and speeds up the capacitation process. There is a Chinese proverb which nicely illustrates this point: "If two men, each one carrying one bread, walking in opposite direction in the same road, exchange their breads when meeting each other, each one will still have one bread. However, if they exchange ideas, each one will follow his path with, at least, two". Knowledge and information, whenever shared, are multiplied!

For a professional, learning with other people experiences means interact, exchange ideas/experiences and learn. For the companies, invest in "technical capacitation" means increase its competitiveness and profitability, retaining capable professionals, creating opportunities for the younger to learn with the older and stimulating their professionals to exchange information and experiences with professionals from equivalent areas.

Specific training courses or information, seminars, technical visits and congresses are imperative technical capacitation tools for our pulp and paper sector. There are several opportunities of formal capacitation in the country, through mid level courses, college and postgraduate courses, both in public and private schools, graduating technicians, technologists, engineers, masters in science and doctors in matters related to the pulp and paper universe. This can be confirmed in our Cover Story, also highlighting the alternatives offered by ABTCP counterparts abroad.

On top of that, several companies have developed their own capacitation programs and labor training for their employees, emphasizing their specific needs. Some of these companies hire external courses, to be taught inside their facilities – including *lato sensu* post graduation courses, as the ones offered by ABTCP to the sector, representing, in practice, its mission of promoting the technical and technological development in the production chain.

Our association has always had a strong presence in pulp and paper technical capacitation. This was, inclusively, one of the motivational forces of its

founders, who always counted on the support of the companies in the sector, due to the importance of such activities. These days, ABTCP has several activities to support and assist the technicians in their professional growth.

At ABTCP, besides the Technical Collection (*online* service available to members for consulting articles and literature, among other materials), several short technical courses are offered, aiming at upgrading or training of specific matters. There are also distance learning courses, using electronic resources, and the classroom courses, ranging from 8 to 16 hours, which take place at the Association headquarters, but that can also be taught in specific locations, like at the companies' facilities – called *in company* courses.

For a capacitating program with higher hourly load, which may offer more details on the whole pulp and paper process, the Association promotes, in a partnership with Mackenzie University, the *lato sensu* post graduation course, with fortnight classes on Fridays and Saturdays. At this moment, there is a class starting up in São Paulo and another one already being formed in Paraná state.

Still, there is the Annual Congress, an excellent opportunity for exchanging ideas and experiences with other professionals of the sector, apart from getting acquainted with the technical work developed in the front lines of research and technical service in the sector. Finally, an opportunity to multiply knowledge from international exchange. As one of the highlights of ABTCP technical training, Congress this year will be even more relevant, due to the technical sessions carried out simultaneously with the Pulp and Paper Investigations Iberoamerican Congress (Ciadicyp), an important sector event which already took place in Argentina, Spain, Chile, Mexico and Portugal.

With the theme Big Challenges in Research and Technology of Lignocellulosic Materials and Pulp and Paper, the Congress will have technical sessions on process automation and control; pulp; engineering and maintenance; environment; paper; recovery and utilities. Therefore, we expect the participation of all of you in this event as well as the attendance to the international exhibition of technologies for pulp and paper production process. Make your schedule for ABTCP 2012 – the 45th Pulp and Paper International Congress and Exhibition, to be held in São Paulo, next October, from 9th to 11th, at the Transamerica Expo Center! ■