



## SKILLCO NEWSLETTER

*ARE YOU „GAP-ABLE” ?\**

ISSUE N 2 OCTOBER/2017

### WHAT IS SKILLCO? - An innovative project for facing skill gaps in the construction industry

COORDINATOR

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PROJECT PARTNERS



### 1 THE SKILLCO PROJECT

SKILLCO is an innovative project for tackling the problem of skill gaps in the construction industry. It is a three-year collaborative project between vocational education and training (VET) providers, national regulatory partners and representative of the construction sector at the EU and at the national levels, covering Germany, Hungary and Slovenia.

The SKILLCO project, coordinated by the Chamber of Construction and Building Materials Industry of Slovenia (CCIS CCBMIS), gathers social partners organisations and training providers from Germany, Hungary and Slovenia, as well as FIEC (European Construction Industry Federation), the EU umbrella organisation for employers in the construction industry.



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## LATEST NEWS

FROM JUNE 29TH TO 30TH THE SECOND PROJECT PARTNER MEETING OF PROJECT SKILLCO TOOK PLACE IN KECSKEMÉT, HUNGARY.



Host of this meeting was the Kecskemét Centre of Vocational Training (KSZC) and the meeting took place in the premises of Chamber of Commerce and Industry of Bács-Kiskun County. The project partners discussed the work undertaken during the first 6 months of the project and the upcoming tasks, as well as administrative issues such as the project management board meeting and the technical management committee. As it was the 2nd meeting the partners get to know each other much on the meeting, made good exchange of practices and ideas. The partners felt at ease.



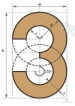
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After the meeting on the first day the project partners had the opportunity to visit a Hungarian construction site. While inspecting different rooms and places of the developing buildings the construction site foreman explained the working progress and answered lots of questions asked by the project partners.



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## FROM OCTOBER 9<sup>TH</sup> TO 10<sup>TH</sup> THE THIRD PROJECT PARTNER MEETING OF PROJECT SKILLCO TOOK PLACE IN DÜSSELDORF, GERMANY.



Host of the meeting was the regional umbrella German craft chamber, Westdeutscher Handwerkskammertag (WHKT), and the meeting was held at its new headquarter.



During the Partners' meeting the partners agreed among others about the upcoming implementation tasks. Focused in development of learning units and learning outcomes for 4 identified and selected sectoral skill gaps.



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During the meeting on the first day the project partners had the opportunity to visit the Training Centre of the Construction Sector (Bildungszentrum des Baugewerbes), where the partners could get to know more information about the German dual system and saw some workshops in the centre and students during work.



The manager, Mr Markus Crone explained the German VET training system in the construction sector and make a remark that ca. 300 qualifications exists for VET while for third education levels, there are more than 10.000 different qualifications in Germany, with which traditional VET hardly compete and of course enrolment % in VET schools varies very much from year to year, currently the % is slightly lowering.

Learning outcomes were discussed, which consist of knowledge, skills and competences, standardized for a specific qualification level. They represent what a candidate at a certain level of qualification is able to do after completing the learning period.

The relations to the national qualifications and links to the existing educational programs were discussed in connection with each partner countries.

It was decided to use the duration time instead of the ECVET points. The duration time is the common time learners need for the training.

There was a discussion about how to prepare the learning materials.

It was defined that learning materials are not only handbooks, but also exercises, tests and practical examples.



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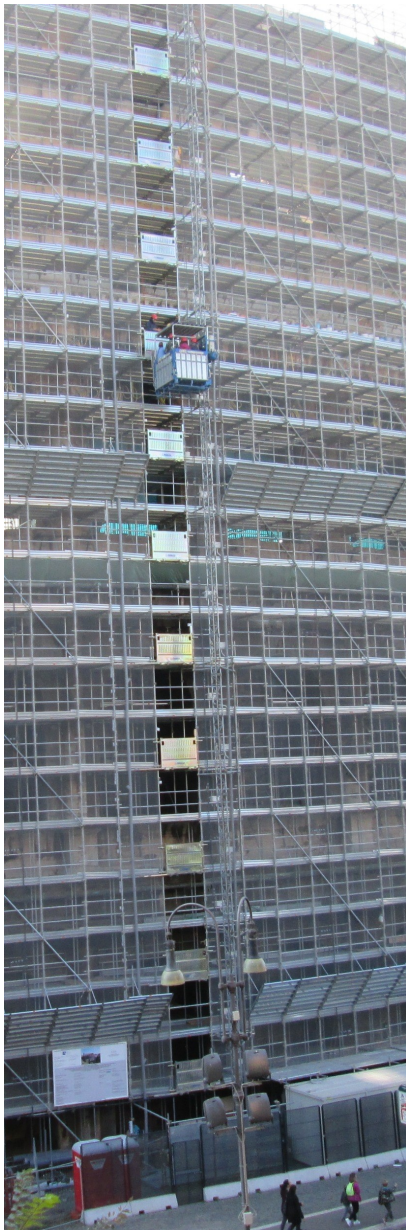
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### WHAT HAS BEEN DONE SO FAR?

In order to improve the opportunities for pupils enrolled in construction VET centre and schools, construction workers and the competitiveness of the European construction companies, there is a need to improve the workers' skills, knowledge and competences, in order to ensure that they correspond to the current market needs, and to enhance knowledge in the construction industry.

The aim of the SKILLCO project is to identify in the countries concerned the most pressing and widespread skill gaps -in the construction industry of today and tomorrow and to develop learning unit, training materials and mobile application to help filling these gaps.

In the first project phase the partners analysed existing data, which were collected during interviews with former students and representatives of companies to gain insight into the scope of the issue and to set a starting point for further activities. During two focus group meetings in every project country the findings were further explored and analysed. Field study continued by representative company interview sample where HRM department and site managers explained their training needs, plan and policy on general.



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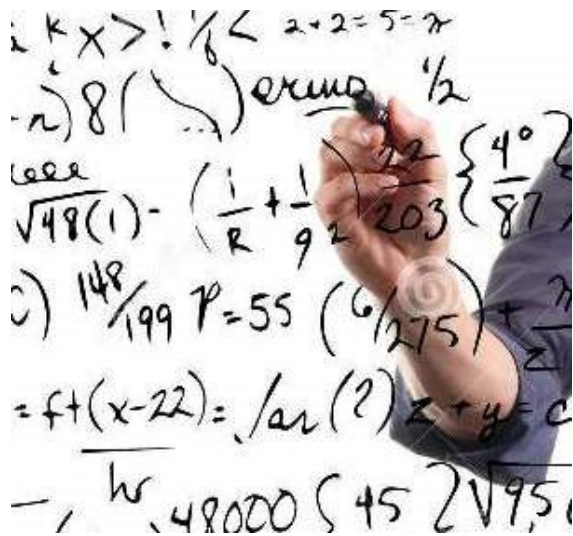
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### Results

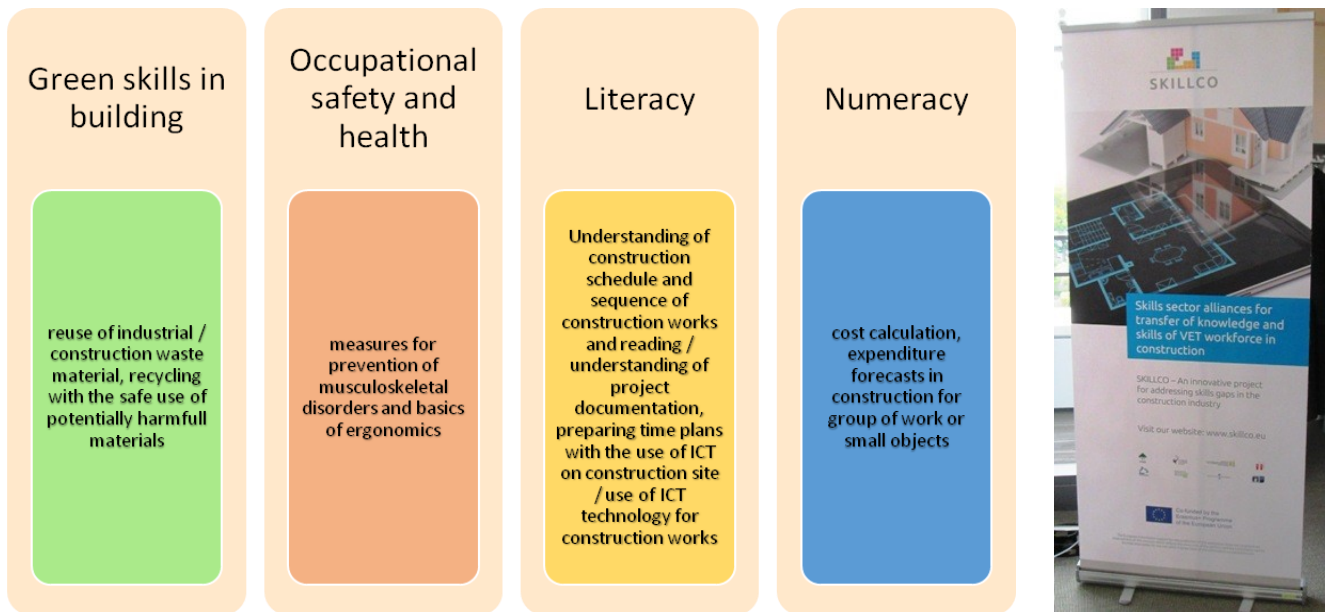
It was determined during the interviews that the skill base to choose from was very wide, therefore the project partners decided to narrow the numbers of skills to be addressed. To evaluate skill shortages in the construction industry, focus group discussions and interviews were conducted with various representatives of construction companies of different sizes. The main focus concentrated on finding skill gaps that are observed across the construction industry, even at the level of individual companies. Desk research, focus group interviews, company interviews as well as interviews with former students were organized in the project countries (HU, SLO, GER). During the collection of data, a large amount of different skills, competencies and knowledge were identified in the construction industry, as well as existing gaps in the current educational system. Special attention during the sectoral skill gap research was paid to vanishing valuable skills (related to crafts, tradition etc.) and 4 selected identified skill gap fields. Wooden construction of special objects (as green sub-skill) seem to be one important vanishing skill in Slovenia and Germany and mud-walls in Hungary, since they are greatly related to traditional building, regional specifics and tourism, so project consortia decided to produce expert video clips to record vanishing valuable green skills. Video clips will be available in SKILLCO app being just in the development phase and first alpha version for android devices available by the beginning of 2019.

After the analysis of the focus group meetings and questionnaires the various skills were listed according to their significance in all the project countries and the partners selected 4 sectoral skills gaps that they consider as being the most representative, namely:

- Literacy
- Numeracy
- Occupational safety and health
- Green skills



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## Thoughts from the company interviews

„Construction is not a profession that you learn fully in school, this is just one part, the other is work experience, resourcefulness, lifelong learning. In the construction industry, each product is unique ... every house is different, each bridge is different, each excavation is different...”

(mr. Ožbej Marc, who is Head of Human Resource Department in the company Kolektor CPG d.o.o.)

*“For the workers, occupational safety and health is extremely important. The number of fatal accidents is higher in the field of accidents in the construction industry than in most other industries. The lack of professional knowledge has a negative impact on the high standards of work that are needed. This also cause serious financial damage to the customer. “ (DÉSZ-KER LLC Debrecen-Tóth István-né)*

*“The skills about e- building log and all the softwares and technologies, which are essential. It is important to use such technologies, which do not cause the less damage to the ecosystem. Skills about waste management must be improved. Green energy must be used in the best way /solar energy, thermal energy/. Using passive house technology would be very important. “ ( STRABAG -Hajdú Melinda)*

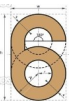
*“ Well, I cannot really point out vanishing skills, because all these skills were really dangerous and not good for health (i.e. working with the wrecker’s ball or sledgehammer.)” ( BST Oberhausen-M Pfeiffer)*

„If not so, they would live very long! Literacy and Numeracy the management level is well trained in. The workers have knowledge, of course, but only the foreman does have deeper competences.” ( BST Oberhausen-M.Pfeiffer)



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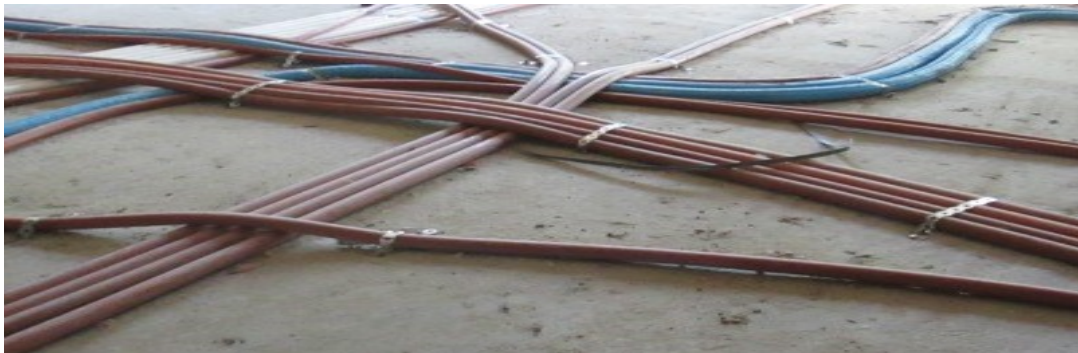


## UPCOMING ACTIVITIES

In the next phase, the project partners will interview at least three construction or building materials companies and the main task will be the production of supporting learning material, including videos and photos about bad and good practices in connection with the skills gaps identified.

The planned new sectoral video clips and photos will help illustrating the training and learning materials by presenting good and not appropriate practices to pupils, students and employers. All material will be freely available for further use by interested parties and target groups.

***Do you want to know when the results will be realized? Subscribe here on our website [www.skillco.eu](http://www.skillco.eu).***



## SKILLCO in the Future

**Forming of SSA "Alliance for advancement of VET in construction"** By the end of the project SKILLCO (in year 2019) we will create the non-formal form of future sectoral collaboration on EU level with developing SSA "Alliance founding document" in the construction (SSAC document).

**ARE YOU INTERESTED TO JOIN US and FURTHER ADDRESS THE QUALIFICATIONS IN THE CONSTRUCTION SECTOR? CONTACT US AND AS A SUPPORT SIGN THE DOCUMENT ON OUR WEBSITE [www.skillco.eu](http://www.skillco.eu)!**

*The project is co-funded by the European Commission and is part of the Erasmus+ programme.*



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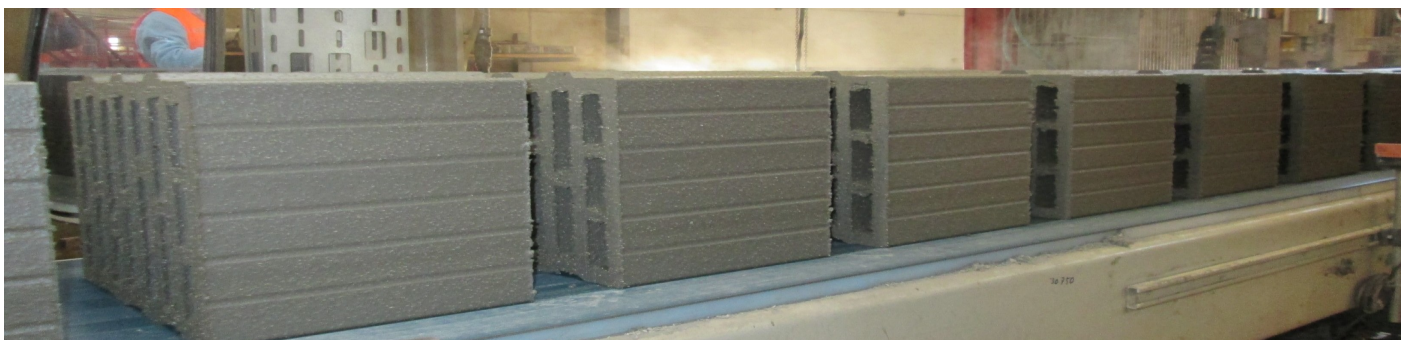


## ***\* „GAP-ABLE” MEANS CAPABLE OF GAPS ,,***

*For further information contact the coordinator:  
Valentina Kuzma (CCIS)*

### **Partners contacts**

	CCIS Chamber of Commerce and Industry of Slovenia	Gospodarska zbornica Slovenije	<a href="http://www.gzs.si">www.gzs.si</a>
	SCC School Centre Celje	Šolski center Celje	<a href="http://www.scc.si">www.scc.si</a>
	CPI The Slovenian Institute for Vocational Education and Training	Center RS za poklicno izobraževanje	<a href="http://www.cpi.si">www.cpi.si</a>
	WHKT Crafts and Skilled Trades – The Organisation »Westdeutscher Handwerkskammertag« in North Rhine Westphalia	Westdeutscher Handwerkskammertag	<a href="http://www.whkt.de">www.whkt.de</a>
	ABZ The Training Institute of the Federation of Construction Industry NRW	Berufsförderungswerk der Bauindustrie NRW gGmbH	<a href="http://www.abz-kerpen.de">www.abz-kerpen.de</a>
	ÉVOSZ The National Federation of Hungarian Building Contractors	Építési Vállalkozók Országos Szakszövetsége	<a href="http://www.evosz.hu">www.evosz.hu</a>
	KSZC Kecskemet Centre of Vocational Training	Kecskeméti Szakképzési Centrum	<a href="http://www.kecskemetiszc.hu">www.kecskemetiszc.hu</a>
	FIEC European Construction Industry Federation	Fédération de l'Industrie Européenne de la Construction	<a href="http://www.fiec.eu">www.fiec.eu</a>



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The newsletter was edited by KSZC

