



PROJECT NUMBER: 2020-1-ES01-KA202-082578

COMPARISON REPORT ON BELGIUM SITUATION



This project has been funded with support from the European Commission.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Comparison Report Germany (Homecountry) and Belgium (Targetcountry)

CVC Comparison VET in Construction

ERASMUS+ project number: 2020-1-ES01-KA202-082578

What a bricklayer and carpenter from Germany must know when they come to work in Belgium.

Trainers

A total of 9 trainers has been interviewed (Germany)

Companies

A total of 25 companies has been interviewed (Belgium)

1. Executive Summary of the comparison

Belgian construction companies expect above all workers with sound practical knowledge and an appropriate professional attitude, which the workers can demonstrate by work samples and testimonials from previous employers.

German trainees and graduates can use the practical skills they have acquired in Germany (e.g. via dual apprenticeship in companies) to convince Belgian companies and integrate quickly into the company.

The main obstacle to joining a Belgian company are language skills: some companies expect a fluent level, so prior language courses could be recommended.

Also, additional courses, especially in business management, will be necessary if the German bricklayer or carpenter wants to start his own business in Belgium.

2. Comparison listed by categories

a) Competences and Certificates



According to Belgian companies, most important competences are practical knowledge (20/25) and professional attitude (16/25). This corresponds to the expectations of Belgian companies when they hire a new worker: they pay the most attention to work samples (18/25), where applicants can demonstrate their practical abilities, while diplomas are only considered important by few respondents (4/25).

In Germany, VET teachers also value the practical knowledge as the most important (9/9), as well as social skills (9/9).

In summary, if a German carpenter or bricklayer would like to come to Belgium, he or she should highlight and demonstrate the practical skills acquired during training in Germany to convince a future employer. He or she may also have to take the initiative to acquire at least basic (12/25) or even fluent (10/25) French skills, whereas language skills are not considered important by VET trainers in Germany. Most surveyed Belgian companies (15/25) do not have experience with foreign workers, therefore some adjustments might be necessary.

b) Flexibility

In Germany VET teachers report that they have some degree of flexibility in interpreting the training regulations, which enable them to focus on companies' needs and consider regional differences.

This flexibility and adaptability might be appreciated by Belgian companies, as many of them (10/15) indicate that they are willing to invest in their employees training on specific professional techniques, which are requested in their business.

c) Erasmus+

On the one hand, out of the 9 VET teachers interviewed in Germany, only one report an experience with Erasmus+ mobilities. This teacher indicates that designing an Erasmus+ mobility training programme requests preparation and planning, a combination of professional and leisure time and overcome unforeseen situations.



On the other hand, most surveyed Belgian companies (15/25) do not have experience with foreign workers.

Therefore, due to this mutual inexperience with European mobility, some adjustments might be necessary when a German bricklayer or carpenter comes to Belgium, such as linguistic or intercultural trainings to overcome potential misunderstandings.

d) After Vet

German trainers generally think that German carpenters and bricklayers can work in companies abroad, depending on the local requirements and techniques. Some note that language might be a barrier.

Belgian companies have contrasting expectations regarding the language skills of their workers: the majority (12/25) expect basic skills and a significant number (10/25) expect fluent skills. As anticipated by German trainers, language might indeed be a barrier if German trainees and graduates are to work in a Belgian company that expects fluent skills. Therefore, it is advisable to take language courses before moving to Belgium.

e) Entrepreneurship

In Wallonia (the Region of Belgium where the companies were surveyed), authorities still impose strict conditions for starting a business in the construction sector: the applicant must not only demonstrate technical knowledge (access to the profession, e.g. through a VET diploma) but also basic management skills. These conditions can be an obstacle for German bricklayers and carpenters who would like to become self-employed in Belgium, as they may not be familiar with the management and administrative rules applicable in Belgium. Therefore, it is advisable to get employed in a Belgian company first and then to consider starting a business after having gained valuable work experience in Belgium and/or having taken additional management courses.



Comparison Report Italy (Homecountry) and Belgium (Targetcountry)

CVC Comparison VET in Construction

ERASMUS+ project number: 2020-1-ES01-KA202-082578

What a bricklayer and carpenter from Italy must know when they come to work in Belgium.

Trainers

A total of 10 trainers has been interviewed (Italy)

Companies

A total of 25 companies has been interviewed (Belgium)

3. Executive Summary of the comparison

Belgian construction companies expect above all workers with sound practical knowledge and an appropriate professional attitude, which the works can demonstrate by work samples and testimonials from previous employers.

Italian trainees and graduates can use the practical skills they have acquired in Italy to convince Belgian companies and integrate quickly into the company.

The main obstacle to joining a Belgian company are language skills: some companies expect a fluent level, so prior language courses could be recommended.

Also, additional courses, especially in business management, will be necessary if the Italian bricklayer or carpenter wants to start his own business in Belgium.

4. Comparison listed by categories

f) Competences and Certificates

According to Belgian companies, most important competences are practical knowledge (20/25) and professional attitude (16/25). This corresponds to the expectations of Belgian companies when they hire a new worker: they pay the most attention to work



samples (18/25), where applicants can demonstrate their practical abilities, while diplomas are only considered important by few respondents (4/25).

In Italy, VET teachers also value the practical knowledge as the most important (10/10), as well as theoretical knowledge (10/10)

In summary, if an Italian carpenter or bricklayer would like to come to Belgium, he or she should highlight and demonstrate the practical skills acquired during training in Italy to convince a future employer. He or she may also have to take the initiative to acquire at least basic (12/25) or even fluent (10/25) French skills, whereas language skills are not considered important by VET trainers in Italy (0/10). Most surveyed Belgian companies (15/25) do not have experience with foreign workers; therefore some adjustments might be necessary.

g) Flexibility

In Italy, one VET teacher reports that there is some degree of flexibility in interpreting the training regulations, which enable them to consider on companies' requests.

This flexibility and adaptability might be appreciated by Belgian companies, as many of them (10/15) indicate that they are willing to invest in their employees training on specific professional techniques, which are requested in their business.

h) Erasmus+

On the one hand, out of the 10 VET teachers interviewed in Italy, only three report an experience with Erasmus+ mobilities.

On the other hand, most surveyed Belgian companies (15/25) do not have experience with foreign workers.

Therefore, due to this mutual inexperience with European mobility, some adjustments might be necessary when an Italian bricklayer or carpenter comes to Belgium, such as linguistic or intercultural trainings to overcome potential misunderstandings.

i) After Vet

Italian trainers generally think that Italian carpenters and bricklayers can in principle work in companies abroad, but that language could be an obstacle, as well as the requirement for further VET trainings or certificates.

Belgian companies have contrasting expectations regarding the language skills of their workers: the majority (12/25) expect basic skills and a significant number (10/25) expect fluent skills. As anticipated by Italian trainers, language might indeed be a barrier if Italian trainees and graduates are to work in a Belgian company that expects fluent skills. Therefore, it is advisable to take language courses before moving to Belgium.

j) Entrepreneurship

In Wallonia (the Region of Belgium where the companies were surveyed), authorities still impose strict conditions for starting a business in the construction sector: the applicant must not only demonstrate technical knowledge (access to the profession, e.g. through a VET diploma) but also basic management skills.

This situation differs greatly from Italy, where no specific training or education level is requested to open a construction company (only formal and administrative processes apply).

The conditions imposed in Wallonia could be an obstacle for Italian bricklayers and carpenters who would like to become self-employed, as they may not be familiar with the management and administrative rules applicable in Belgium. Therefore, it is advisable to get employed in a Belgian company first and then to consider starting a business after having gained valuable work experience in Belgium and/or having taken additional management courses.

Comparison Report Slovenia (Homecountry) and Belgium (Targetcountry)

CVC Comparison VET in Construction

ERASMUS+ project number: 2020-1-ES01-KA202-082578

This project has been funded with support from the European Commission.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



What a bricklayer and carpenter from Slovenia must know when they come to work in Belgium.

Trainers

A total of 10 trainers has been interviewed (Slovenia)

Companies

A total of 25 companies has been interviewed (Belgium)

5. Executive Summary of the comparison

Belgian construction companies expect above all workers with sound practical knowledge and an appropriate professional attitude, which the works can demonstrate by work samples and testimonials from previous employers.

Slovenian trainees and graduates can use the practical skills they have acquired in Slovenia to convince Belgian companies and integrate quickly into the company.

The main obstacle to joining a Belgian company are language skills: some companies expect a fluent level, so prior language courses could be recommended.

Also, additional courses, especially in business management, will be necessary if the Slovenian bricklayer or carpenter wants to start his own business in Belgium.

6. Comparison listed by categories

k) Competences and Certificates

According to Belgian companies, most important competences are practical knowledge (20/25) and professional attitude (16/25). This corresponds to the expectations of Belgian companies when they hire a new worker: they pay the most attention to work samples (18/25), where applicants can demonstrate their practical abilities, while diplomas are only considered important by few respondents (4/25).

In Slovenia, VET teachers also value the practical knowledge as the most important (8/10).



In summary, if a Slovenian carpenter or bricklayer would like to come to Belgium, he or she should highlight and demonstrate the practical skills acquired during training in Slovenia to convince a future employer. He or she may also have to take the initiative to acquire at least basic (12/25) or even fluent (10/25) French skills, whereas language skills are not considered important by VET trainers in Slovenia (1/10). Most surveyed Belgian companies (15/25) do not have experience with foreign workers; therefore some adjustments might be necessary.

l) Flexibility

In Slovenia, VET teachers report that there is little flexibility in interpreting the training regulations (20% of the programme) and that they try to adapt as much as possible.

Flexibility is appreciated by Belgian companies, as many of them (10/15) indicate that they are willing to invest in their employees training on specific professional techniques, which are requested in their business.

m) Erasmus+

On the one hand, out of the 10 surveyed VET teachers in Slovenia, only 3 report that they have an experience with Erasmus+ mobilities.

On the other hand, most surveyed Belgian companies (15/25) do not have experience with foreign workers.

Therefore, due to this mutual inexperience with European mobility, some adjustments might be necessary when a Slovenian bricklayer or carpenter comes to Belgium, such as linguistic or intercultural trainings to overcome potential misunderstandings.

n) After Vet

Slovenian trainers generally think that Slovenian carpenters and bricklayers can work in companies abroad.



Belgian companies have contrasting expectations regarding the language skills of their workers: the majority (12/25) expect basic skills and a significant number (10/25) expect fluent skills. So language might be a barrier if Slovenian trainees and graduates are to work in a Belgian company that expects fluent skills. Therefore, it is advisable to take language courses before moving to Belgium.

o) Entrepreneurship

In Wallonia (the Region of Belgium where the companies were surveyed), authorities still impose strict conditions for starting a business in the construction sector: the applicant must not only demonstrate technical knowledge (access to the profession, e.g. through a VET diploma) but also basic management skills.

The situation seems similar in Slovenia, where several conditions also apply to people wishing to perform the activity of contractor in the construction sector.

The conditions imposed in Wallonia could be an obstacle for Slovenian bricklayers and carpenters who would like to become self-employed, as they may not be familiar with the management and administrative rules applicable in Belgium. Therefore, it is advisable to get employed in a Belgian company first and then to consider starting a business after having gained valuable work experience in Belgium and/or having taken additional management courses.

Comparison Report Spain (Homecountry) and Belgium (Targetcountry)

CVC Comparison VET in Construction

ERASMUS+ project number: 2020-1-ES01-KA202-082578

What a bricklayer and carpenter from Spain must know when they come to work in Belgium.

Trainers

A total of 10 trainers has been interviewed (Spain)

This project has been funded with support from the European Commission.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Companies

A total of 25 companies has been interviewed (Belgium)

7. Executive Summary of the comparison

Belgian construction companies expect above all workers with sound practical knowledge and an appropriate professional attitude, which the works can demonstrate by work samples and testimonials from previous employers.

Spanish trainees and graduates can use the practical skills they have acquired in Spain to convince Belgian companies and integrate quickly into the company. They can also use their Erasmus+ mobility experience as an asset to prove their ability to adapt to a foreign context.

The main obstacle to joining a Belgian company are language skills: some companies expect a fluent level, so prior language courses could be recommended.

Also, additional courses, especially in business management, will be necessary if the Spanish bricklayer or carpenter wants to start his own business in Belgium.

8. Comparison listed by categories

p) Competences and Certificates

According to Belgian companies, most important competences are practical knowledge (20/25) and professional attitude (16/25). This corresponds to the expectations of Belgian companies when they hire a new worker: they pay the most attention to work samples (18/25), where applicants can demonstrate their practical abilities, while diplomas are only considered important by few respondents (4/25).

In Spain, VET teachers also value the practical knowledge as the most important (8/10), as well as theoretical knowledge (8/10)

In summary, if a Spanish carpenter or bricklayer would like to come to Belgium, he or she should highlight and demonstrate the practical skills acquired during training in Spain to convince a future employer. He or she may also have to take the initiative to acquire at least basic (12/25) or even fluent (10/25) French skills, whereas language skills



are not considered important by VET trainers in Spain (2/10). Most surveyed Belgian companies (15/25) do not have experience with foreign workers; therefore some adjustments might be necessary.

q) Flexibility

In Spain, one VET teacher reports that there is some degree of flexibility in interpreting the official training programmes approved by the educational authorities. This flexibility enables them to consider the needs of the labor market and companies' expectations.

This flexibility and adaptability might be appreciated by Belgian companies, as many of them (10/15) indicate that they are willing to invest in their employees training on specific professional techniques, which are requested in their business.

r) Erasmus+

On the one hand, most surveyed VET teachers in Spain report that they have an experience with Erasmus+ mobilities. Training programmes in mobility are designed considering the contents taught in class, as well as the foreign VET center or company where the student will be assigned.

On the other hand, most surveyed Belgian companies (15/25) do not have experience with foreign workers.

Therefore, Spanish bricklayer and carpenter should highlight their experience with European mobility to convince Belgian companies of their adaptability in a foreign context. Less adjustments might be needed compared to the situation of a worker with no experience of learning or working abroad.

s) After Vet

Spanish trainers generally think that Spanish carpenters and bricklayers can in principle work in companies abroad, but that language could be an obstacle, as well as the



applicable local regulations. One Spanish VET teacher highlight the benefit of an Erasmus+ experience to find a job.

Belgian companies have contrasting expectations regarding the language skills of their workers: the majority (12/25) expect basic skills and a significant number (10/25) expect fluent skills. As anticipated by Spanish trainers, language might indeed be a barrier if Spanish trainees and graduates are to work in a Belgian company that expects fluent skills. Therefore, it is advisable to take language courses before moving to Belgium.

t) Entrepreneurship

In Wallonia (the Region of Belgium where the companies were surveyed), authorities still impose strict conditions for starting a business in the construction sector: the applicant must not only demonstrate technical knowledge (access to the profession, e.g. through a VET diploma) but also basic management skills.

The situation seems similar in Spain, as one VET teacher does not recommend for young inexperienced students to launch immediately a company, due to the situation in Spain and in the construction sector.

The conditions imposed in Wallonia could be an obstacle for Spanish bricklayers and carpenters who would like to become self-employed, as they may not be familiar with the management and administrative rules applicable in Belgium. Therefore, it is advisable to get employed in a Belgian company first and then to consider starting a business after having gained valuable work experience in Belgium and/or having taken additional management courses.