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COMPARISON REPORT ON SPANISH SITUATION



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

Trainers

A total of 10 trainers has been interviewed (Belgium)

Companies

A total of 10 companies has been interviewed (Spain)

Executive Summary of the comparison

Below you will find the executive summary of the report

Concerning the training in construction the Spanish companies expect high practical skills combined with (some) theoretical knowledge. The most important part for them is the professional attitude of the employee. In comparison to the VET in Belgium, the employee should invest in his professional attitude as this is not as important in Belgium as it is in Spain. On the other side one can take advantage of practical and theoretical knowledge. Due to the little flexibility of the training programme in Vet Centers one can face barriers in the first moments when going abroad. Furthermore the lack of importance to speak a different language in construction can face problems when going abroad. Luckily the vast of Spanish companies are willing to invest in adaptations as language courses and training. Also one might think about special intercultural preparation courses before going abroad.

What could be an obstacle for construction workers from abroad?

Which (further) trainings are required?

More Detailed Comparison listed by the categories mentioned in the questionnaires

a) Competences and Certificates

Regarding Belgium, for all of the VET Centers (10/10) that filled out the questionnaire the most important part in the construction training is practical and theoretical knowledge. For 3 out of 10 VET Centers the professional attitude matters. With 2/10 they care less about social and with 0/10 about language skills.



Regarding Spain the most important competences are professional attitude (9/10) and practical knowledge (7/10). Followed by theoretical knowledge (5/10). Less they care about Social Skills (2/10) and Language Skills (1/10). Considering the language level an employee should have, 4 of 10 Companies prefer the employee to be fluent Spanish speaker. For another three of ten an advanced level is sufficient as for another three of ten it is sufficient to have a basic level of Spanish. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. To present each ones competences to future Spanish employer, they care the most about Testimonials References (7/10) and work examples (7/10). Also, CVs are important (5/10). Diplomas (0/10) and other certificates (0/10) are not so important.

In summary if a Belgium carpenter or bricklayer would like to come to Spain to work in a company the employee can take advantage of his already high practical and theoretical knowledge, as this matters also in Spanish companies a lot. Furthermore, the employee should invest in his professional attitude as this is an important point in Spanish companies. You can see that the preferred competences in Spain do not differ extremely from the competences learned in Belgium. As also for the companies in Spain the social and language skills are not as important as the other knowledges, the Belgium employee will not face problems here from the beginning. Moreover, it would be the best if the Belgium employee speaks fluent Spanish. In case the employee doesn't speak Spanish fluently, most of the companies are willing to invest in language courses or further training to gain growth in their company. To show the carpenters or bricklayers skills and knowledges, the most effective way to do so is to show Testimonials References and work examples. Moreover, a good CV is important too. In this case a good preparation to have all documents together would be helpful as well as designing a CV in an attractive and suitable way.

Belgium VET

1. In your opinion, which are the most important part of the training program in construction?					
	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
1	1	1			
2	1	1			
3	1	1	1		
4	1	1			
5	1	1	1	1	
6	1	1			
7	1	1	1		
8	1	1		1	
9	1	1			
10	1	1			
	10	10	3	2	

Spanish Company

1. What are the most important competences?					
	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
1		x	x		
2		x	x		x
3	x	x	x		
4			x	x	
5			x		
6			x		
7	x	x	x	x	
8	x	x			
9	x	x	x		
10	x	x	x		
	5	7	9	2	1

b) Flexibility

Regarding the training program the Belgium schools have little flexibility in the training programmes, which are designed by the public authority. Some flexibility is anyhow possible as they try it. Regarding an apprentice that would like to work in Spain after VET, this would mean that he needs some individual training in Belgium in preparation to go abroad. Because of the little flexibility of the Belgium Vet Centers, this might be in problem. Special needs and differences in materials and procedures that will occur in Spain in the construction could be taught maybe directly in Spain. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses in Belgium, if there is enough flexibility of the Vet Centre.

c) Erasmus+

The majority of the schools surveyed in Belgium do not have experience with the program Erasmus+ (7/10). It can therefore be assumed that the VET-trainers have little experience with the challenges of a stay abroad. At least some of them (3/10) has little experience in designing a stay from abroad as



a hosting entity. Regarding Spanish companies the majority (9/10) that filled out our questionnaire has experience with foreign workers. If a Belgium carpenter or bricklayer would like to come to Spain to work he should be of advantage of the high experience Spanish companies have with foreign workers. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses. Furthermore, the companies can help the future employee with administration issues like opening a bank account, going to the town hall etc. as well as finding a place to live.

d) After Vet

The majority of trainers pointed out that Belgium bricklayers and carpenters are able to start working on the construction site after their VET period. One trainer specified that his VET-students are able to work as basic workers. He pointed out that further competences/skills could be acquired while working at the company or by attending specific courses. Given the fact that language skills are of almost no importance to the trainers, a lack of language skills could be an obstacle to work abroad. Regarding working in Spain, this means that as a carpenter or bricklayer you can go directly to work for foreign companies without any further obligatory training. According to the language barrier that could exist, it would be helpful to take Spanish lessons in advance. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. Also the apprentice could talk directly to his Vet School to see if they can create individual support.

e) Entrepreneurship

In order to open an own business as bricklayer or carpenter in Wallonia, it is necessary to prove that one has necessary professional skills (for example with a VET diploma) and basic management knowledge. This proof is the "access to the



profession". There are several diplomas that can be used to prove basic management knowledge, including the diplomas for entrepreneurship training as a bricklayer or carpenter and the accelerated management training from IFAPME. There are also many administrative steps to take in order to become self-employed, including registration with the Crossroads Bank for Enterprises and the VAT office.

In Spain it is unusual to open a construction company without previous experience. For this reason it is common to ask for the help of administrative agency.

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

Trainers

A total of 9 trainers has been interviewed (Germany)

Companies

A total of 10 companies has been interviewed (Spain)

Executive Summary of the comparison

Below you will find the executive summary of the report

Concerning the training in construction the German companies focus on practical skills combined with (some) theoretical knowledge. That fits with the VET in Spain. According to the Spanish trainers the vast majority of students can start working on the construction site as basic workers after their VET period. Further competences / skills could be acquired while working at the company or by attending specific courses. An obstacle could be a lack of language skills. Only two trainers were not totally sure about it and stated that this probably also depends on the requirements



in the respective country. Language courses and specific further training courses are therefore required. German companies are aware of this necessity because the majority of companies (around 66%) are also willing to invest in adaptation. And those who are willing to pay for training mentioned language courses. German companies often want at least basic language skills. Since language skills play only a minor role among the trainers, it can be assumed that the skilled workers from Spain will need language courses when they come to Germany

More Detailed Comparison listed by the categories mentioned in the questionnaires

f) Competences and Certificates

Regarding Germany, for all of the VET Centers (9/9) that filled out our questionnaire the most important parts in the construction training are practical knowledge and Social Skills. For 6 out of 9 VET Centers the theoretical knowledge and professional attitude is also very important in the construction training. With just 3 out of 9 VET Centers, they care the less about language skills.

Regarding Spain the most important competences are professional attitude (9/10) and practical knowledge (7/10). Followed by technical knowledge (5/10). Less they care about Social Skills (2/10) and Language Skills (1/10). Considering the language level an employee should have, 4 of 10 Companies prefer the employee to be fluent Spanish speaker. For another three of ten an advanced level is sufficient as for another three of ten it is sufficient to have a basic level of Spanish. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. One company is not sure if a language course would be necessary in this sector but it is open for any adaptations. The companies are really interested in the growth of the company so investing into adaptations could help them reach their goal. To present each ones competences to future Spanish employer, they care the most about Testimonials References (7/10) and work examples



(7/10). Also CVs are important (5/10). Diplomas (0/10) and other certificates (0/10) are not so important.

Regarding Spain important parts of the training programme one must have completed are:

- The practice
- Whoever wants to learn and learns
- Practice with good theory
- Involvement and willingness to learn
- Everything is important
- Everything, because that's what it's for
- Everything, and that they apply it when they start in a job.
- The knowledge they acquire and the desire to develop professionally.

In summary if a german carpenter or bricklayer would like to come to Spain to work in a company he or she should invest his resources in his professional attitude as well as taking advantage of his already high practical knowledge combined with theoretical knowledge. Overall the german employee could take advantage of the competences he gained in his construction school and adapt them to some special needs in Spain. You can see, that the preferred competences in Spain don't differ to much from the competences learned in Germany. It is really well seen in Spanish companies when the future employee is willing to learn and to invest in his professional development. Moreover it would be the best if the german employee speaks fluent Spanish. In case the german employee doesn't speak Spanish fluently, most of the companies are willing to invest in language courses or further training to gain growth in their company. To show the carpenters or bricklayers skills and knowledges, the most effective way to do so is to show Testimonials References and work examples. Moreover a good CV is important too. In



this case a good preparation to have all documents together would be helpful as well as designing a CV in an attractive and suitable way.

g) Flexibility

Referring to Germany regarding flexibility, the trainers agree that they can be flexible in the area of formal training regulations and that individual support for trainees is possible within this framework and can be adapted to regional differences in materials and procedures.

Regarding an apprentice that would like to work in Spain after VET, this would mean that he could get some individual training in Germany in preparation to go abroad. Special needs and differences in materials and procedures that will occur in Spain in the construction are could be taught. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses in Germany.

h) Erasmus+

Regarding Germany, just one of the asked VET Centers have experience in Erasmus+ mobilities, while eight don't have. Considering the question of Designing the training programme of the apprentices sent abroad or of the apprentices hosted in their facilities, just one of nine of the asked Vet Centers has experience in this field. They are trying to help in the preparation of leisure time and the profession. Also they are trying to overcome unforeseen situations and context.

Regarding Spanish companies the majority (9/10) that filled out our questionnaire has experience with foreign workers.

In summary if a german carpenter or bricklayer would like to come to Spain to work in a company he should be of advantage of the high experience Spanish companies have with foreign workers. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses in Germany. Furthermore the companies can



help the future employee with administration issues like opening a bank account, going to the town hall etc. as well as finding a place to live.

i) After Vet

Regarding Germany, there was great agreement whether bricklayers and carpenters can immediately start working in their learned profession after their VET period without further training. 9 of 9 VET Centers answered yes. One trainer voted both: yes and no. He pointed out that further training is necessary for bricklayers, but not for carpenters. Nevertheless, systematic further trainings in the future due to changing materials, processes, equipment etc. is recommended. In addition, the trainers were asked whether after their VET period they are also capable of practising their profession abroad. In this case, 9 of 9 trainers agreed. The only obstacle in this case could be the foreign language.

Regarding working in Spain, this means that as a carpenter or bricklayer you can go directly to work for foreign companies without any further obligatory training. According to the language barrier that could exist, it would be helpful to take Spanish lessons in advance. Here the apprentice could talk directly to his Vet School to see if they can create individual support.

j) Entrepreneurship

According to trainers in Germany, a prerequisite for starting one's own business is either a master craftsman's title or employing a master craftsman. Also advanced training courses are an advantage.

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

Trainers

A total of 10 trainers has been interviewed (Italy)

Companies

A total of 10 companies has been interviewed (Spain)

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Executive Summary of the comparison

Below you will find the executive summary of the report

What does a German construction company expect from an employee from abroad?

And on the other hand: Which are the competences and skills of a construction worker from Italy? Are the expectations of the construction company compatible with the qualification of an Italian construction worker?

What could be an obstacle for construction workers from abroad?

Which (further) trainings are required?

More Detailed Comparison listed by the categories mentioned in the questionnaires

k) Competences and Certificates

Regarding Italy, for all of the VET Centers (10/10) that filled out our questionnaire the most important parts in the construction training are theoretical and practical knowledge. For 7 out of 10 VET Centers the professional attitude is also very important in the construction training. With just 0 out of 10 VET Centers, they do not care about social and language skills.

Regarding Spain the most important competences are professional attitude (9/10) and practical knowledge (7/10). Followed by theoretical knowledge (5/10). Less they care about Social Skills (2/10) and Language Skills (1/10). Considering the language level an employee should have, 4 of 10 Companies prefer the employee to be fluent Spanish speaker. For another three of ten an advanced level is sufficient as for another three of ten it is sufficient to have a basic level of Spanish. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the

foreign workers. To present each one's competences to future Spanish employer, they care the most about Testimonials References (7/10) and work examples (7/10). Also, CVs are important (5/10). Diplomas (0/10) and other certificates (0/10) are not so important.

In summary if an Italian carpenter or bricklayer would like to come to Spain to work in a company, he or she should invest his resources in his professional attitude as well as taking advantage of his already high practical knowledge combined with theoretical knowledge. You can see that the preferred competences in Spain don't differ to much from the competences learned in Italy. As also for the companies in Spain the social and language skills are not as important as the other knowledges, the Italian employee will not face problems from the beginning. Moreover, it would be the best if the Italian employee speaks fluent Spanish. In case the employee doesn't speak Spanish fluently, most of the companies are willing to invest in language courses or further training to gain growth in their company. To show the carpenters or bricklayers skills and knowledges, the most effective way to do so is to show Testimonials References and work examples. Moreover, a good CV is important too. In this case a good preparation to have all documents together would be helpful as well as designing a CV in an attractive and suitable way.

Italian VET

1. In your opinion, which are the most important part of the training program in construction?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
10	10	7	0	0

Spanish Company

1. What are the most important competences?					
	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
1		x	x		
2		x	x		x
3	x	x	x		
4			x	x	
5			x		
6			x		
7	x	x	x	x	
8	x	x			
9	x	x	x		
10	x	x	x		
	5	7	9	2	1

i) Flexibility

Regarding the training program the Italian schools have little flexibility. The formal schools have to follow the Regional guidelines for competences. Some flexibility is anyhow possible according to specific requests from the companies. Regarding an apprentice that would like to work in Spain after VET, this would mean that he could get some individual training in Italy in preparation to go abroad. Because of the little flexibility of Italian Vet Centers, this might be in problem. Special needs and differences in materials and procedures that will occur in Spain in the construction could be taught maybe directly in Spain. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses in Italy, if there is enough flexibility of the Vet Centre.



m) Erasmus+

The majority of the schools surveyed in Italy have no experience with Erasmus+. It can therefore be assumed that the trainers have little experience with the challenges of a stay abroad. Regarding Spanish companies the majority (9/10) that filled out our questionnaire has experience with foreign workers. If an Italian carpenter or bricklayer would like to come to Spain to work, he should be of advantage of the high experience Spanish companies have with foreign workers. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses Italy. Furthermore, the companies can help the future employee with administration issues like opening a bank account, going to the town hall etc. as well as finding a place to live.

n) After Vet

The vast majority of trainers confirm that Italian bricklayers and carpenters are able to start working on the construction site after their VET period. Obstacles could be a lack of language skills or further trainings/certificates. One trainer specified that his students are able to work as basic workers. He pointed out that further competences / skills could be acquired while working at the company or by attending specific courses. Regarding working in Spain, this means that as a carpenter or bricklayer you can go directly to work for foreign companies without any further obligatory training. According to the language barrier that could exist, it would be helpful to take Spanish lessons in advance. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. Also the apprentice could talk directly to his Vet School to see if they can create individual support.



o) Entrepreneurship

In Italy only formal and administrative processes are necessary like opening a fiscal position, insurances, etc. to open a construction company. They do not ask for specific educational level. In Spain it is unusual to open a construction company without previous experience. For this reason it is common to ask for the help of administrative agency.

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

Trainers

A total of 10 trainers has been interviewed (Slovenia)

Companies

A total of 10 companies has been interviewed (Spain)

Executive Summary of the comparison

Below you will find the executive summary of the report

What does a German construction company expect from an employee from abroad?

And on the other hand: Which are the competences and skills of a construction worker from Italy? Are the expectations of the construction company compatible with the qualification of an Italian construction worker?

What could be an obstacle for construction workers from abroad?

Which (further) trainings are required?

More Detailed Comparison listed by the categories mentioned in the questionnaires

p) Competences and Certificates



Regarding Slovenia, for all of the VET Centers (8/10) that filled out our questionnaire the most important part in the construction training is practical knowledge. For 1 out of 10 VET Centers the theoretical knowledge matters. 0 out of 10 VET Centers mention the importance of professional attitude. With 2/10 they also care less about social and with 1/10 about language skills.

Regarding Spain the most important competences are professional attitude (9/10) and practical knowledge (7/10). Followed by theoretical knowledge (5/10). Less they care about Social Skills (2/10) and Language Skills (1/10). Considering the language level an employee should have, 4 of 10 Companies prefer the employee to be fluent Spanish speaker. For another three of ten an advanced level is sufficient as for another three of ten it is sufficient to have a basic level of Spanish. All the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. To present each one's competences to future Spanish employer, they care the most about Testimonials References (7/10) and work examples (7/10). Also, CVs are important (5/10). Diplomas (0/10) and other certificates (0/10) are not so important.

In summary if a Slovenian carpenter or bricklayer would like to come to Spain to work in a company, he or she should invest his resources in his professional attitude and theoretical knowledge, as this differs a lot from what is necessary in Spain. The employee can take advantage of his already high practical knowledge, as this matters also in Spanish companies a lot. You can see that the preferred competences in Spain differ widely from the competences learned in Slovenia. As also for the companies in Spain the social and language skills are not as important as the other knowledges, the Slovenian employee will not face problems here from the beginning. Moreover, it would be the best if the Slovenian employee speaks fluent

Spanish. In case the employee doesn't speak Spanish fluently, most of the companies are willing to invest in language courses or further training to gain growth in their company. To show the carpenters or bricklayers skills and knowledges, the most effective way to do so is to show Testimonials References and work examples. Moreover, a good CV is important too. In this case a good preparation to have all documents together would be helpful as well as designing a CV in an attractive and suitable way.

Slovenian VET

1. In your opinion, which are the most important part of the training program in construction?					
	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
1	x			x	
2		x			
3		x			
4		x			
5		x			
6		x			
7		x			
8		x			
9		x		x	
10					x
	1	8	0	2	1

Spanish Company

1. What are the most important competences?					
	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
1		x	x		
2		x	x		x
3	x	x	x		
4			x	x	
5			x		
6			x		
7	x	x	x	x	
8	x	x			
9	x	x	x		
10	x	x	x		
	5	7	9	2	1

q) Flexibility

Regarding the training program the slovenian schools have little flexibility. Some flexibility is anyhow possible as they try it. Regarding an apprentice that would like to work in Spain after VET, this would mean that he needs some individual training in Slovenia in preparation to go abroad. Because of the little flexibility of the Slovenian Vet Centers, this might be in problem. Special needs and differences in materials and procedures that will occur in Spain in the construction could be taught maybe directly in Spain. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses in Slovenia, if there is enough flexibility of the Vet Centre.



r) Erasmus+

The majority of the schools (7/10) asked in Slovenia have no experience with the programme Erasmus+. Also no one of them has experience in designing a stay abroad. Regarding Spanish companies the majority (9/10) that filled out our questionnaire has experience with foreign workers. If an Slovenian carpenter or bricklayer would like to come to Spain to work he should be of advantage of the high experience Spanish companies have with foreign workers. Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as language courses. Furthermore, the companies can help the future employee with administration issues like opening a bank account, going to the town hall etc. as well as finding a place to live.

s) After Vet

The majority of trainers pointed out that slovenian bricklayers and carpenters are able to start working on the construction site after their VET period. Given the fact that language skills are of almost no importance to the trainers, a lack of language skills could be an obstacle. Regarding working in Spain, this means that as a carpenter or bricklayer you can go directly to work for foreign companies without any further obligatory training. According to the language barrier that could exist, it would be helpful to take Spanish lessons in advance. All of the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers. Also the apprentice could talk directly to his Vet School to see if they can create individual support.

t) Entrepreneurship

In Slovenia for opening his own construction company it is necessary to have a full-time or part-time employment contract with at least one worker, who is

- a certified engineer



- has followed study programs of at least the first level
- has a higher technical education or secondary education in the field of building construction
- has at least three years of work experience in the field of construction and passed the professional exam for managing works at the Chamber of Engineers of Slovenia and is entered in the directory of work managers at the Chamber of Engineers
- is a master in the field of construction and is entered in the directory of work managers at the Chamber of Craft and Entrepreneurship of Slovenia
- is a foreman and is entered in the directory of work managers at the Chamber of Commerce and Industry of Slovenia

In Spain it is unusual to open a construction company without previous experience. For this reason it is common to ask for the help of administrative agency.