



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

## COMPARISON REPORT ON SLOVENIAN SITUATION



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## REPORT ON SLOVENIAN SITUATION

### CVC Comparison VET in Construction

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

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

#### *Trainers*

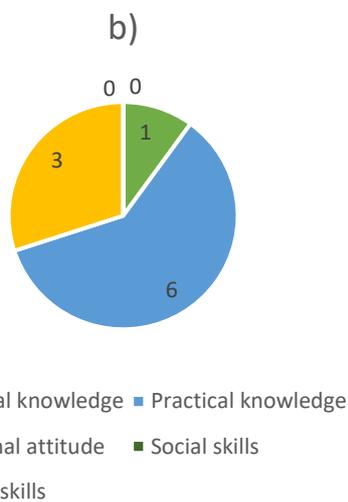
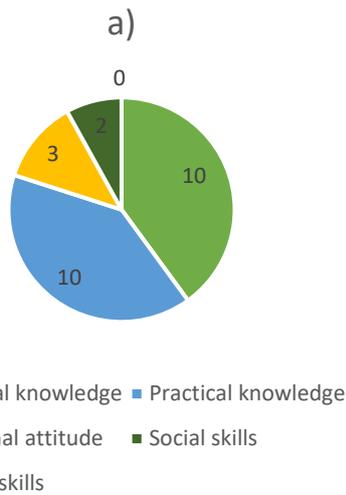
A total of 10 trainers has been interviewed (Belgium)

#### *Companies*

A total of 10 companies has been interviewed (Slovenia)

### 1. Executive Summary of the comparison

Slovenian construction companies found that the most important competence a foreign employee is to have good practical knowledge (6/10), followed by a professional attitude (3/10), and one company believes that theoretical knowledge is the most important competence a foreign employee must have. Let us consider the Belgium employees/students coming from VET centres. Their VET centres representatives indicated that practical knowledge (10/10) and theoretical knowledge (10/10) are the two most important parts of construction training, followed by professional attitude (3/10) and social skills (2/10). The expectations of Slovenian construction companies are in line with what Belgium VET centres think and offer. So, in terms of comparison of competences, Belgium construction students and construction workers can work in Slovenian construction companies. The only obstacle for Belgium construction workers is probably the Slovenian language. Since the work in construction is generally the same in all EU countries, they do not necessarily need additional practical skills, but only some training in the Slovenian language.



Answers to the question »In your opinion, which are the most important part of the training program in construction?«: a) Belgium VET, b) Slovenian companies.

## 2. More Detailed Comparison listed by the categories mentioned in the questionnaires

### a) Competences and Certificates

In summary, a Belgium carpenter or a bricklayer who wants to come to Slovenia to work in a construction company should have a good practical and theoretical knowledge of usual construction work and a professional attitude. Certain knowledge of the Slovenian language is also desirable. If you are applying to a Slovenian construction company, you should provide at least one certificate. They will be very grateful if you can provide some



examples of your previous work and references. They will also have a look at your CV and your diploma (or a recognition of your previous education).

b) Flexibility

Regarding the flexibility of Belgium VET students, trainers agree that they have very little flexibility. Training programs of bricklayer and carpenter are designed by the public authority SFMQ. The Training profiles produced by SFMQ correspond to Occupational profiles, which describe the occupation and list the skills required by the worker (Occupational profiles are drawn up in partnership with the social partners. For a trainee who wants to work in Slovenia after VET, this would mean that it would be hard for her/him to get any additional trainings. This this would need to be discussed with the individual teacher.

c) Erasmus+

Most of the Belgium VET providers (7/10) does not have had experience with Erasmus+ mobilities. But those who have experience have designed special training programme in cooperation with the hosting partner (company or training centre), generally focused on techniques that are specific to the country of destination. If a Belgium worker (VET student) wants to come to Slovenia to work, he/she can take advantage of Erasmus+ mobilities, because most Slovenian companies (7/10) have experience with foreign workers and some also have experience with mobilities.

d) After Vet

When asked if Belgium bricklayers and carpenters can immediately work in their learned profession after their VET without further training in Slovenia, most od VET providers answered yes. Obstacle in this case is the language. Some may also need further VET training or certificate. It all depends on the company they will work for. So, probably yes, they can work abroad, but it's not so likely as there is a high demand for construction workers in Belgium.

e) Entrepreneurship



To open your own business as a bricklayer or carpenter in, you must prove that you have the necessary professional skills (for example with a VET diploma) and basic management skills. This proof is the "access to the profession". There are several diplomas that can be used to prove basic management skills, including the diplomas for entrepreneurship training as a bricklayer or carpenter and the accelerated management training. To become self-employed, there are also many administrative steps to take, including registering with Crossroads Bank for Enterprises and the office VAT.

## REPORT ON SLOVENIAN SITUATION

### CVC Comparison VET in Construction

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

#### *Trainers*

A total of 9 trainers has been interviewed (Germany)

#### *Companies*

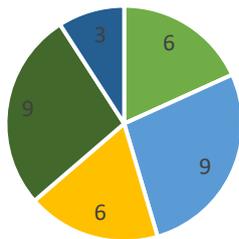
A total of 10 companies has been interviewed (Slovenia)

### 3. Executive Summary of the comparison

Slovenian construction companies found that the most important competence a foreign employee is to have good practical knowledge (6/10), followed by a professional attitude (3/10), and one company believes that theoretical knowledge is the most important competence a foreign employee must have. Let us consider the German employees/students coming from VET centres. Their VET centres representatives indicated that practical knowledge (9/9) and social skills (9/9) are the most important part of their training followed by theoretical knowledge (6/9), professional attitude (6/9) and language skills (3/9). The expectations of Slovenian construction companies are in line with what German VET centres think and offer. So, in terms of comparison of

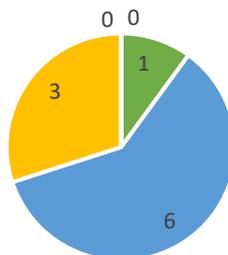
competences, German construction students and construction workers can work in Slovenian construction companies. The only obstacle for German construction workers is probably the Slovenian language. Since the work in construction is generally the same in all EU countries, they do not necessarily need additional practical skills, but only some training in the Slovenian language.

a)



■ Theoretical knowledge ■ Practical knowledge  
■ Professional attitude ■ Social skills  
■ Language skills

b)



■ Theoretical knowledge ■ Practical knowledge  
■ Professional attitude ■ Social skills  
■ Language skills

Answers to the question »In your opinion, which are the most important part of the training program in construction?«: a) German VET, b) Slovenian companies.

#### 4. More Detailed Comparison listed by the categories mentioned in the questionnaires

##### f) Competences and Certificates

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In summary, a German carpenter or a bricklayer who wants to come to Slovenia to work in a construction company should have a good practical knowledge of their work and good social skills, theoretical knowledge and professional attitude are also highly desirable. If you are applying to a Slovenian construction company, you should provide at least one certificate. They will be very grateful if you can provide some examples of your previous work and references. They will also have a look at your CV and your diploma (or a recognition of your previous education).

g) Flexibility

Regarding the flexibility of German VET students, trainers agree that they have quite a lot of flexibility in their training programmes. They have to have pre-requested exams and in the range of formal training regulations. They put emphasis on company focus. There are also some regional differences.

h) Erasmus+

All German VET providers except one do not have had experience with Erasmus+ mobilities. The one that has experience with Erasmus+ mobilities prepares some training on the topic of professional and leisure time, preparation, and planning and how to overcome unforeseen situations.

i) After Vet

When asked if German bricklayers and carpenters can immediately work in their learned profession after their VET without further training, all of them answered yes. Their answers to the question if this same person can work abroad (Slovenia) after VET, were a little different. They foreseen that this person can theoretically work in Slovenia but will need some language courses and maybe some technical courses, all depends on their work.

j) Entrepreneurship

To open your own business as a bricklayer or carpenter in, you must have a Craft Master title.



## REPORT ON SLOVENIAN SITUATION

### CVC Comparison VET in Construction

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

#### *Trainers*

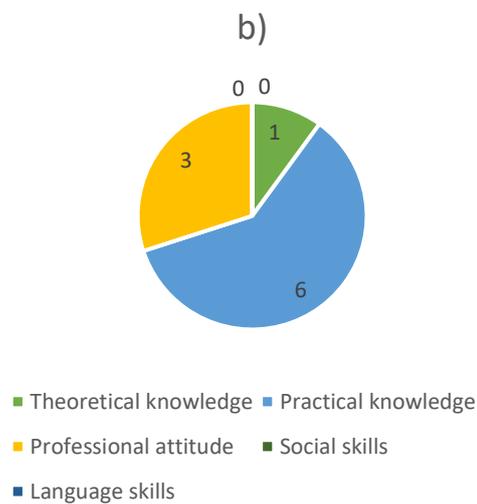
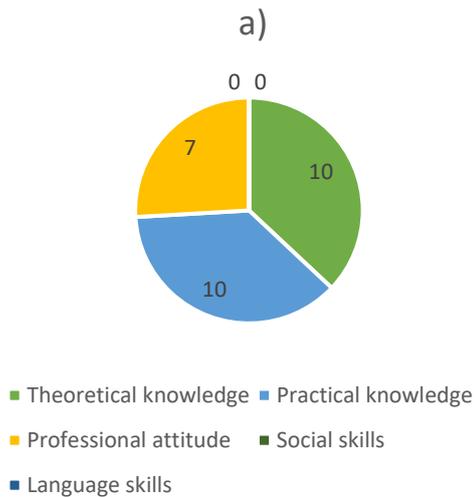
A total of 10 trainers has been interviewed (Italy)

#### *Companies*

A total of 10 companies has been interviewed (Slovenia)

## 5. Executive Summary of the comparison

Slovenian construction companies found that the most important competence a foreign employee is to have good practical knowledge (6/10), followed by a professional attitude (3/10), and one company believes that theoretical knowledge is the most important competence a foreign employee must have. Let us consider the Italian employees coming from VET centres. Their VET centres indicated that the most important part of construction training is practical knowledge (10/10) and theoretical knowledge (10/10), followed by professional attitude (7/10). The expectations of Slovenian construction companies are in line with what Italian VET centres think and offer. So, in terms of competences, Italian construction students and construction workers can work in Slovenian construction companies. The only obstacle for Italian construction workers is probably the language, the Slovenian language. Since the work in construction is generally the same in all EU countries, they do not necessarily need additional practical skills, but only some training in the Slovenian language.



Answers to the question »In your opinion, which are the most important part of the training program in construction?«: a) Italina VET, b) Slovenian companies

## 6. More Detailed Comparison listed by the categories mentioned in the questionnaires

### k) Competences and Certificates

In summary, an Italian carpenter or a bricklayer who wants to come to Slovenia to work in a construction company should have a good practical knowledge of his work and a professional attitude. Certain knowledge of the Slovenian language is also preferred. If you are applying to a Slovenian construction company, you should provide at least one certificate. They will be very grateful if you can provide some examples of your previous



work and references. They will also have a look at your CV and your diploma (or a recognition of your previous education).

l) Flexibility

Regarding the flexibility of Italian students, trainers agree that they have some flexibility, but in general they must follow regional guidelines for competencies. For a trainee who wants to work in Slovenia after VET, this would mean that he/she could receive individual training in Italy to prepare for the stay abroad. Erasmus+ mobility in Slovenia can also be a possibility for Italian students.

m) Erasmus+

Most of the Italian VET providers (7/10) had no experience with Erasmus+ mobilities, but one of these schools had an experience with mobility with regional funding. So only three VET providers had experience with Erasmus+ mobilities. All experiences were limited to a 15-day program abroad. The program was based on training in bricklaying. If an Italian worker wants to come to Slovenia to work, he/she can take advantage of this, because most Slovenian companies (7/10) have experience with foreign workers and some also have experience with mobilities.

n) After Vet

When asked if Italian bricklayers and carpenters can immediately work in their learned profession after their VET without further training in Slovenia, all VET providers answered yes (10/10). The only obstacle in this case could be the foreign language. Some may also need further VET training or certificate. It all depends on the company they will work for.

o) Entrepreneurship

According to educators in Italy, you do not need a certain level of education to open your own business in Italy as a prerequisite. Only formal/administrative processes are required (e.g. opening a tax position, insurance, etc.).

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## **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 Slovenia.**

#### *Trainers*

A total of 10 trainers has been interviewed (Spain)

#### *Companies*

A total of 10 companies has been interviewed (Slovenia)

## **7. Executive Summary of the comparison**

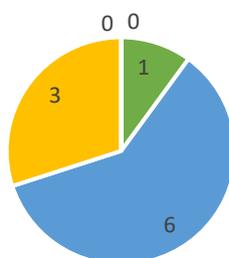
Slovenian construction companies found that the most important competence a foreign employee is to have good practical knowledge (6/10), followed by a professional attitude (3/10), and one company believes that theoretical knowledge is the most important competence a foreign employee must have. Let us consider the Spanish employees coming from VET centres. Their VET centres indicated that one of two most important parts of construction training is practical knowledge (8/10) and theoretical knowledge (8/10), followed by professional attitude (5/10), social skills (3/10) and the least important is language (2/10). The expectations of Slovenian construction companies are in line with what Spanish VET centres think and offer. So, in terms of comparison of competences, Spanish construction students and construction workers can work in Slovenian construction companies. The only obstacle for Spanish construction workers is probably the Slovenian language. Since the work in construction is generally the same in all EU countries, they do not necessarily need additional practical skills, but only some training in the Slovenian language.

a)



■ Theoretical knowledge ■ Practical knowledge  
■ Professional attitude ■ Social skills  
■ Language skills

b)



■ Theoretical knowledge ■ Practical knowledge  
■ Professional attitude ■ Social skills  
■ Language skills

Answers to the question »In your opinion, which are the most important part of the training program in construction?«: a) Spanish VET, b) Slovenian companies.

## 8. More Detailed Comparison listed by the categories mentioned in the questionnaires

### p) Competences and Certificates

In summary, an Spanish carpenter or a bricklayer who wants to come to Slovenia to work in a construction company should have a good practical and theoretical knowledge of his work and a good professional attitude. Certain knowledge of the Slovenian language is also preferred. If you are applying to a Slovenian construction company, you should provide at least one certificate. They will be very grateful if you can provide some



examples of your previous work and references. They will also have a look at your CV and your diploma (or a recognition of your previous education).

q) Flexibility

Regarding the flexibility of Spanish students, trainers agree that they have quite some flexibility, but they must be within legislative framework and in general should follow regional guidelines for competencies. For a trainee who wants to work in Slovenia after VET, this would mean that he/she could receive additional training in Spain on different topics and to prepare for work abroad.

r) Erasmus+

Almost all of the Spanish VET providers (8/10) have had experience with Erasmus+ mobilities. They did not elaborate how long and how frequent were these mobilities. Spanish schools help with preparation of their students when they go to their mobilities abroad. They will have special classes where they will go through the work they will have on their destination, will have English classes to improve their syllabus. If a Spanish worker wants to come to Slovenia to work, he/she can take advantage of mobility, because most Slovenian companies (7/10) have experience with foreign workers and some also have experience with mobilities.

s) After Vet

When asked if Spanish bricklayers and carpenters can immediately work in their learned profession after their VET without further training in Slovenia, most of VET providers answered yes (7/10). The only obstacle in this case is the language. Some may also need further VET training or certificate. It all depends on the company they will work for. One VET provider stated that one of their students who went abroad stayed there and is now a company tutor when they send new students there.

t) Entrepreneurship

According to educators in Spain, you must have tax and labour with the help of administrative agency.