





## **Report related to home country Belgium and target country Germany**

### **What a bricklayer and carpenter from Belgium must know in order to work in Germany**

10 TRAINERS have been interviewed (Belgium – French speaking part of Wallonia)

37 COMPANIES have been interviewed (Germany)

#### **Executive Summary**

Concerning the training in construction the German companies focus on practical skills combined with (some) theoretical knowledge. That fits with VET in Belgium.

According to the Belgian VET-trainers their students are able to start working on construction sites as basic workers after their VET period. Further competences/skills could be acquired while working in the company or by attending specific courses. An obstacle could be a lack of language skills.

Language courses and specific further training courses are therefore required. German companies are aware of this necessity because the majority of companies (appr. 66%) are also willing to invest in adaptation. And those who are willing to pay for training mentioned language courses.

#### **Comparison by categories**

##### Competences and Certificates

The clear favourite about the most important competences of an employee is practical knowledge. Social skills, theoretical knowledge and professional attitude follow far behind. At least a basic knowledge of German language is desirable, but not essential.

German construction company

Belgian skilled workers

1. What are the most important competences?					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	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
12	26	10	14	18 (only project-partner 1)	10	10	3	2	0
<b>Annotation:</b> Project partner 1: 1 language, 2 practical, 3 social skills Project partner 2: 1 practical, 2 theoretical, 3 social skills									

The competences of the construction workers trained in Belgium correspond to a large extent with the requirements of the surveyed construction companies from Germany. In Belgium, for example, the focus is also on imparting practical knowledge, on a par with theoretical knowledge. Teaching professional attitude is also important. However, language skills do not play a role in Belgium. But they are important for German construction companies. At least basic knowledge is desired. The importance of language skills for the companies is probably also based on the experience of the surveyed building contractors, because most of them have experience with foreign employees.

German construction company

2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
15	22	0	35	2
<b>Annotation:</b> Project partner 1: primarily advanced, Project partner 2: basic and advanced equal number				

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Applicants can prove their competences by work samples, the most important selection criterion for German companies. 27 responses received this option, partly together with the item "Diploma/Recognition of previous learning" (10 responses) and/or references/testimonials (7 responses).

### German construction company

4. If you hire / would hire, what certificates etc. would you accept?				
Diploma/Recognition of previous learning	CVs	Testimonials References	Work samples	Others
<b>10</b>	<b>3</b>	<b>7</b>	<b>27</b>	<b>1</b>
<b>Annotation:</b> Project partner 2: References 0				

In summary, when a Belgian carpenter or bricklayer would like to come to Germany to work in a company s/he could take advantage of the competences s/he gained at VET-centre in Belgium. Like Belgian VET-centres, German construction companies focus on practical knowledge as well as professional attitude and theoretical knowledge. A Belgian worker has to be prepared to prove his/her competences by work samples.

In contrast to Belgium, language skills are very important to German companies. Belgian carpenters or bricklayers should have at least basic skills in German language when coming to Germany. Differences are also evident in social skills. Social skills such as the ability to work in a team are an important issue for German companies. Therefore intercultural training prior to going to work abroad is highly recommended. On the positive side, a large proportion of the German companies already have experience with foreign workers.

### Flexibility

Regarding the training program the Belgian VET-centres have some flexibility. The formal schools follow the regional guidelines for competences. Some flexibility is possible according to specific requests from the companies. That means an apprentice who would



like to work in Germany after VET has to attend specific courses once s/he works abroad to acquire further competences/skills.

### Erasmus+

The majority of the schools surveyed in Belgium do not have experience with the program Erasmus+. It can therefore be assumed that the VET-trainers have little experience with the challenges of a stay abroad.

But the German construction companies are very experienced with workers from abroad and this could be an advantage for the Belgian carpenters or bricklayers coming to Germany.

Regarding the preparation to work abroad s/he could undergo intercultural training and workshops as well as courses in German language.

### After VET

A majority of trainers confirm that Belgian 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 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.

German companies are aware of this fact. Appr. 66% of the companies are willing to invest in adaptation. Most of them would pay for language courses.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
<b>24</b>	<b>7</b>	<b>5</b>

This means that a Belgian carpenter or bricklayer does not need any further certificates to work in Germany, but s/he must be prepared to be trained in specific German construction techniques. Courses in German language and intercultural training are highly recommended to be prepared for working in Germany.

### 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.

Quite different in Germany: here, a master craftsman's certificate is needed to set up a construction company. Another possibility is to hire a craft master to open up a company.

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

#### **Trainers**

A total of 10 trainers has been interviewed (Spain)

#### **Companies**

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A total of 37 companies has been interviewed (Germany)

## **Executive Summary**

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.

## **Comparison by categories**

### Competences and Certificates

The clear favourite about the most important competencies of an employee is practical knowledge. Social skills, theoretical knowledge and professional attitude follow far behind. At least a basic knowledge of German is desirable, but not essential.

### German construction Company

### Spanish skilled workers

1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
12	26	10	14	18 (only project-partner 1)
<b>Annotation:</b> Project partner 1: 1 language, 2 practical, 3 social skills Project partner 2: 1 practical, 2 theoretical, 3 social skills				

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
8	8	5	3	2

The competences of the construction workers trained in Spain correspond to a large extent with the requirements of the surveyed construction companies from Germany. In Spain, for example, the focus is also on imparting practical knowledge, on a par with theoretical knowledge. Teaching professional attitude is also important. However, language skills do not play a role in Spain. But they are important for German construction companies. At least basic knowledge is desired. The importance of language skills for the companies is probably also based on the experience of the surveyed building contractors, because most of them have experience with foreign employees.

## German construction Company

2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
15	22	0	35	2
<b>Annotation:</b> Project partner 1: primarily advanced, Project partner 2: basic and advanced equal number				

Applicants can prove their competences through work samples, the most important selection criterion for German companies. 27 responses received this option, partly together with the item "Diploma/Recognition of previous learning" (10 responses) and/or references/testimonials (7 responses).

## German construction Company

4. If you hire / would hire, what certificates etc. would you accept?				
Diploma/Recognition of previous learning	CVs	Testimonials References	Work samples	Others
10	3	7	27	1
<b>Annotation:</b> Project partner 2: References 0				



## **Summary**

In summary if a Spanish carpenter or bricklayer would like to come to Germany to work in a company s/he could take advantage of the competences s/he gained at a VET-centre in Spain. Like Spanish VET-centres, German construction companies focus on practical knowledge. Professional attitude and theoretical knowledge are also important. The Spanish worker has to be prepared to prove his/her competences through work samples.

In contrast to Spain, language skills are very important to German companies. The Spanish carpenter or bricklayer should have at least basic German language skills when coming to Germany. Differences are also evident in social skills. Social skills such as the ability to work in a team are an important issue for German companies. Therefore, intercultural training before going to work abroad is highly recommended. On the positive side, a large proportion of the German companies already have experience with foreign workers.

## **Flexibility**

Regarding the training program the Spanish schools have little flexibility. The formal schools have to follow the regional guidelines, which are necessary to comply with the established requirements. Some flexibility is anyhow possible according to specific requests from the companies. That means an apprentice who would like to work in Germany after VET has to attend specific courses once he works abroad to acquire further competences / skills. This is always depending on the specific situation.

## **Erasmus+**

Most of the schools surveyed in Spain have experience with the programme Erasmus+. Therefore, it can be assumed that the trainers have experience with the challenges of a stay abroad.

Also, the German construction companies are very experienced with workers from abroad and this match could be an advantage for both, the Spanish carpenters or bricklayers and the German companies.

Nevertheless, regarding the preparation to work abroad s/he could undergo intercultural training and workshops as well as German language courses.

## After VET

Most Spanish trainers confirm that Spanish bricklayers and carpenters can start working on the construction site after their VET period. Given the fact that language skills are of almost no importance to the trainers in Spain, a lack of language skills could be an obstacle.

German companies are aware of this fact. Around 66% of the companies are willing to invest in adaptation. Most of them would pay for language courses.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
<b>24</b>	<b>7</b>	<b>5</b>

This means that a Spanish carpenter or bricklayer does not need any further certificates to work in Germany. Probably s/he has to train specific German construction techniques. German language courses and intercultural training are highly recommended to prepare for work in Germany.

## Entrepreneurship

In Spain no specific training or education level is required to open a construction company. Only formal / administrative processes are necessary like opening a fiscal position, insurances, etc.. Mostly it was mentioned to be aware of taxes.

The regulations in this regard are generally less well known, if at all. Although students are trained in two subjects: Training and Employment Organisation (1st year) and Business and Enterprise the situation in Spain and that of the construction industry, however, is not particularly suitable for embarking on such an adventure at a young age and without prior experience or contacts. It was advised against.

Many of the Spanish trainers mentioned that for the implementation of self-employment, entrepreneurs often work together with a management or administration agency.

Quite different in Germany: here, a master craftsman's certificate is needed to set up a construction company. Another possibility is to hire a craft master to open a company.



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

Trainers

A total of 10 trainers has been interviewed (Italy)

Companies

A total of 37 companies has been interviewed (Germany)

### **Executive Summary**

Concerning the training in construction the German companies focus on practical skills combined with (some) theoretical knowledge. That fits with the VET in Italy.

According to the Italian trainers their students are able to 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.

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.

### **Comparison by categories**

#### Competences and Certificates

The clear favourite about the most important competencies of an employee is practical knowledge. Social skills, theoretical knowledge and professional attitude follow far behind. At least a basic knowledge of German is desirable, but not essential.

#### German construction Company

#### Italian skilled workers

1. What are the most important competences?					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	Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
12	26	10	14	18 (only project-partner 1)	10	10	7	0	0
<b>Annotation:</b> Project partner 1: 1 language, 2 practical, 3 social skills Project partner 2: 1 practical, 2 theoretical, 3 social skills									

The competences of the construction workers trained in Italy correspond to a large extent with the requirements of the surveyed construction companies from Germany. In Italy, for example, the focus is also on imparting practical knowledge, on a par with theoretical knowledge. Teaching professional attitude is also important. However, language skills do not play a role in Italy. But they are important for German construction companies. At least basic knowledge is desired. The importance of language skills for the companies is probably also based on the experience of the surveyed building contractors, because most of them have experience with foreign employees.

### German construction Company

2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
15	22	0	35	2
<b>Annotation:</b> Project partner 1: primarily advanced, Project partner 2: basic and advanced equal number				

Applicants can prove their competences through work samples, the most important selection criterion for German companies. 27 responses received this option, partly

together with the item "Diploma/Recognition of previous learning" (10 responses) and/or references/testimonials (7 responses).

### German construction Company

4. If you hire / would hire, what certificates etc. would you accept?				
Diploma/Recognition of previous learning	CVs	Testimonials References	Work samples	Others
<b>10</b>	<b>3</b>	<b>7</b>	<b>27</b>	<b>1</b>
<b>Annotation:</b> Project partner 2: References 0				

In summary if an Italian carpenter or bricklayer would like to come to Germany to work in a company he could take advantage of the competences he gained in his school in Italy. Like Italian schools German construction companies focus on practical knowledge. Professional attitude and theoretical knowledge are also important. The Italian worker has to be prepared to prove his competences through work samples.

In contrast to Italy, language skills are very important to German companies. The Italian carpenter or bricklayer should have at least basic German language skills when coming to Germany. Differences are also evident in social skills. Social skills such as the ability to work in a team are an important issue for German companies. Therefore intercultural training before going to work abroad is highly recommended. On the positive side, a large proportion of the German companies already have experience with foreign workers.

### 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. That means an apprentice who would like to work in Germany after VET has to attend specific courses once he works abroad to acquire further competences / skills.

### Erasmus+

The majority of the schools surveyed in Italy have no experience with the programme Erasmus+. It can therefore be assumed that the trainers have little experience with the challenges of a stay abroad.

But the German construction companies are very experienced with workers from abroad and this could be an advantage for the Italian carpenters or bricklayers coming to Germany.

Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as German language courses.

### 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.

German companies are aware of this fact. Around 66% of the companies are willing to invest in adaptation. Most of them would pay for language courses.

<b>6. Are you willing to invest in adaptations, e.g. language courses, training?</b>		
yes	no	don't know
<b>24</b>	<b>7</b>	<b>5</b>

This means that an Italian carpenter or bricklayer does not need any further certificates to work in Germany, but he or she must be prepared to train in specific German



construction techniques. German language courses and intercultural training are highly recommended to prepare for work in Germany.

### Entrepreneurship

In Italy no specific training or education level is required to open a construction company. Only formal / administrative processes are necessary like opening a fiscal position, insurances, etc

Quite different in Germany: here, a master craftsman's certificate is needed to set up a construction company. Another possibility is to hire a craft master to open up a company.

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

Trainers

A total of 10 trainers has been interviewed (Slovenia)

Companies

A total of 37 companies has been interviewed (Germany)

### **Executive Summary**

Concerning the training in construction the German companies focus on practical skills combined with (some) theoretical knowledge. That fits with the VET in Slovenia.

According to the majority of slovenian trainers their students are able to start working on the construction site after their VET period. Only two trainers are not totally convinced. They voted yes and no.

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 Slovenia will need language courses when they come to Germany. 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.

### **Comparison by categories**

#### Competences and Certificates

The clear favourite about the most important competencies of an employee is practical knowledge. Social skills, theoretical knowledge and professional attitude follow far behind. At least a basic knowledge of German is desirable, but not essential.

German construction Company

Slovenian skilled workers

1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
12	26	10	14	18 (only project-partner 1)
<b>Annotation:</b> Project partner 1: 1 language, 2 practical, 3 social skills Project partner 2: 1 practical, 2 theoretical, 3 social skills				

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	8	0	2	1

The competences of the construction workers trained in Italy correspond to a large extent with the requirements of the surveyed construction companies from Germany. In Slovenia, for example, the focus is also on imparting practical knowledge, followed by social skills and theoretical knowledge. Unlike in Germany, however, professional attitude does not play a role and language skills are also seen as less important. But they are important for German construction companies. At least basic knowledge is desired. The importance of language skills for the companies is probably also based on the experience of the surveyed building contractors, because most of them have experience with foreign employees.

German construction Company



2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
15	22	0	35	2
<b>Annotation:</b> Project partner 1: primarily advanced, Project partner 2: basic and advanced equal number				

Applicants can prove their competences through work samples, the most important selection criterion for German companies. 27 responses received this option, partly together with the item "Diploma/Recognition of previous learning" (10 responses) and/or references/testimonials (7 responses).

### German construction Company

4. If you hire / would hire, what certificates etc. would you accept?				
Diploma/Recognition of previous learning	CVs	Testimonials References	Work samples	Others
10	3	7	27	1
<b>Annotation:</b> Project partner 2: References 0				

In summary if a slovenian carpenter or bricklayer would like to come to Germany to work in a company he could take advantage of the competences he gained in his school in Slovenia. Like slovenian schools german construction companies focus on practical knowledge. In terms of the importance of the other individual skills, the order is the same as in German companies: social skills and theoretical knowledge. The slovenian worker has to be prepared to prove his competences through work samples.

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In contrast to Slovenia, language skills are very important to German companies. The slovenian carpenter or bricklayer should have at least basic german language skills when coming to Germany. Even if there are no differences in terms of the importance of social skills the differences regarding the professional attitude is not to underestimate. A lack of professional attitude can cause friction on the construction sites and thus affect work. Therefore intercultural training before going to work abroad is highly recommended. On the positive side, a large proportion of the german companies already have experience with foreign workers.

### Flexibility

Regarding the training program the slovenian schools have little flexibility. This can lead to the fact that a trainee who wants to work in Germany after his or her VET must attend specific (further) training courses. in order to adapt his knowledge to the conditions in Germany.

### Erasmus+

The majority of the schools (70%) surveyed in Slovenia have no experience with the programme Erasmus+. It can therefore be assumed that the trainers have little experience with the challenges of a stay abroad.

But the german construction companies are very experienced with workers from abroad and this could be an advantage for the slovenian carpenters or bricklayers coming to Germany.

Regarding the preparation to work abroad he or she could undergo intercultural training and workshops as well as german language courses.

### After Vet

The vast majority of trainers confirm 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.

German companies are aware of this fact. Around 66% of the companies are willing to invest in adaptation. Most of them would pay for language courses.



6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
<b>24</b>	<b>7</b>	<b>5</b>

This means that an slovenian carpenter or bricklayer does not need any further certificates to work in Germany. But it could be possible that he or she must attend specific (further) training courses. in order to adapt his knowledge to the conditions in Germany e.g. specific German construction techniques. German language courses and intercultural training are highly recommended to prepare for work in Germany.

### 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 Germany a master craftsman's certificate is needed to set up a construction company. But as in Slovenia it is also possible to hire a craft master to open up a company.