



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



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

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# **Guideline**

## **on how to improve mobility in VET**

### ***Bricklayer and Carpenter***

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## 1. SIMILARITIES AND DIFFERENCES BETWEEN COUNTRIES REGARDING THE VOCATIONAL TRAINING:

### CARPENTER

#### VOCATIONAL TRAINING SELECTED BY COUNTRY IN ORDER TO COMPARE THEM

**Germany:** Carpenter. EQF 3 while people are in apprenticeship and once, they successfully finished EQF 4.

**Spain:** Carpentry and Furniture Custom Made Manufacture and Installation, EQF 4.

**Slovenia:** Carpenter Technician, EQF 4.

**Italy:** Building Carpenter, EQF 3.

**Belgium:** Interior Carpenter, EQF 3. One finished this apprenticeship stage you can access to Carpenter Entrepreneur, EQF 5.

#### DURATION

**Germany:** 5280 hours in total. Divided into 3 years.

**Spain:** 2000 hours in total. Divided into 2 years. Regulated at national level.

**Slovenia:** 4983 hours in total. Divided into 4 years.

**Italy:** Duration not regulated at national level. In Italy, VET official training is regulated by regions. This means that the same qualification may have different features from one Region to another, mainly in terms of duration and description of professional profile.

**Belgium:** 3 years in the case of Wallonia (the French-speaking region of Belgium), because VET trainings in Belgium are organized by regions and not at national federal level.

#### TRAINING TIME

**Germany:** 1280 hours in VET CENTER (680 hours the first year, 440 the second and 160 the third) + 3120 hours in company

**Spain:** 380 hours. All of them the second year.

**Slovenia:** 504 hours (152 as practical training by working for an employer and 352 as extracurricular activities)

**Italy:** Not applicable

**Belgium:** Weekly organization:



- Year 1: 2 days in training center + 3 days in company
- Year 2: 1 day in training center + 4 days in company
- Year 3: 1 day in training center + 4 days in company

### ACCESS REQUIREMENTS

**Germany:** Freedom of contract. More than 15 years.

**Spain:** A certificate is needed (Secondary education, Vocational education, High School, University Entrance exam or Access exam for Intermediate Level Training Cycles).

**Slovenia:** Successfully completed primary school.

**Italy:** A certificate is needed (Upper secondary education, Basic vocational education, High School, University Entrance exam).

**Belgium:** Between 15 and 23 or have completed certain courses of study

### SUBJECTS

**Germany:** 6 subjects per year. Each subject has a duration of 20, 40 or 60 hours.

**Spain:** 5 modules the first year and 2 in the second one. Each module has a duration between 65 and 330 hours.

**Slovenia:** the educational plan is divided in several parts: general education subjects, professional modules, practical training, extracurricular activities, open curriculum, and a final exam. Naturally, most of the hours are spent on general education subjects (2143) and professional modules (1724).

**Italy:** the curricula is not divided into modules or subjects; the profile is expressed in terms of LOs (learning outcomes). In this case there are 4 of them, and they develop a range of knowledge and skills that would be the equivalent of subjects/modules in other countries.

**Belgium:** There are general knowledge subjects: French, mathematics, economy, and law and then some specific subjects. The duration of each subject varies between 4 and 48 hours. Some subjects appear in every year.



## CONTENT

**Germany:** Generally defined, all subjects are very practical and varied. They are mainly based on wooden constructions and there is a focus on reinforced concrete construction. Emphasis is placed on the creation of roofs and stairs, among others.

**Spain:** In Spain there are more general modules, not so specific. It should be noted that in the first module, technical drawing and budget planning are taught, to prepare for working life. The rest of the modules are quite generic on materials and operations in the wood industry, and a whole module is dedicated to safety in this industry. A part of the curriculum is focused on legislation and work integration.

**Slovenia:** There are 15 modules. The organisation is quite similar to that of Spain, and most of the modules focus on wood, its use and properties. It is worth noting that attention is paid to the field of technology. In comparison with other countries, there is also a module dedicated to the preparation of economics of production processes and another one to design.

**Italy:** The four competences are the following: Layouts and preliminary operations for the construction; perform formwork, casting, and dismantling operations for the construction of reinforced concrete elements; carry out wood carpentry work and carry out consolidation and structural reinforcement interventions. It is emphasised that knowledge is acquired in structural drawings and design documentation, mathematics and geometry, and legislation applied to building constructions. In addition, not only is attention paid to wood, but also to reinforced concrete and metal. Safety also plays a key factor.

**Belgium:** There are two subjects which appear every year: analysis, preparation and communication; and organization of the construction site. The remaining subjects are quite specific, focused on a particular area. It is worth noting that there is a subject called hardware for exterior joinery.

## BRICKLAYER

### VOCATIONAL TRAINING SELECTED BY COUNTRY IN ORDER TO COMPARE THEM

**Germany:** Mason, EQF 4

**Spain:** Construction technician, EQF 4

**Slovenia:** Bricklayer, EQF 4

**Italy:** Construction worker, EQF 3

**Belgium:** Bricklayer, EQF 3. One finished this apprenticeship stage you can access to Bricklayer and Concrete Entrepreneur (EQF 5)



## DURATION

**Germany:** 5280 hours in total. Divided into 3 years.

**Spain:** 2000 hours in total. Divided into 2 years.

**Slovenia:** 4983 hours in total. Divided into 4 years.

**Italy:** Duration not regulated at national level. In Italy, VET official training is regulated by Regions. In Veneto, 3000 hours. Divided in 3 years (+1 non mandatory year: 500 hours in company + 500 hours at school regulated by apprentice's contract).

**Belgium:** 3 years

## TRAINING TIME

**Germany:** 1280 hours in total in VET CENTER. (680 hours the first year, 440 the second and 160 the third) + 3120 hours in COMPANY

**Spain:** 380 hours. All of them the second year.

**Slovenia:** 1072 hours (912 as practical training by working for an employer and 160 as extracurricular activities)

**Italy:** 500 hours

**Belgium:** Weekly organization:

- Year 1: 2 days in training center + 3 days in company
- Year 2: 1 day in training center + 4 days in company
- Year 3: 1 day in training center + 4 days in company

## ACCESS REQUIREMENTS

**Germany:** Freedom of contract. More than 15 years.

**Spain:** A certificate is needed (Secondary education, Vocational education, High School, University Entrance exam or Access exam for Intermediate Level Training Cycles).

**Slovenia:** Successfully completed primary education, lower vocational education, or equivalents.

**Italy:** A certificate is needed (Upper secondary certificate, Basic vocational education certificate, High School certificate).

**Belgium:** Between 15 and 23 or have completed certain courses of study.

## SUBJECTS

**Germany:** 6 subjects per year. Each subject has a duration between 20 and 100 hours.



**Spain:** 8 modules the first year and 6 in the second one. Each module has a duration between 33 and 198 hours.

**Slovenia:** the educational plan is divided in several parts: general education subjects, professional modules, practical training, extracurricular activities, open curriculum, and a final exam. Naturally, most of the hours are spent on general education subjects (1051) and professional modules (1048).

**Italy:** the curriculum is not divided into modules or subjects; the profile is expressed in terms of LOs (learning outcomes). In this case there are 4 of them, and they develop a range of knowledge and skills that would be the equivalent of subjects/modules in other countries.

**Belgium:** There are general knowledge subjects: French, mathematics, economy, and law and then some specific subjects. The duration of each subject varies between 4 and 48 hours. There are some subjects which are divided into theory and practical part.

## CONTENT

**Germany:** The subjects of the first year are the same as in carpentry. In general, all subjects are very practical and varied. They are mainly based on construction of walls, arches, stairs and ceilings.

**Spain:** It is remarkable that there is an entire module dedicated to English. In addition to basic construction concepts, it teaches how to interpret plans and how to organise construction sites. It is also curious to note that there is a module that focuses just on Welding, tiling and plating.

**Slovenia:** It should be noted that English is also taught, as in Spain. There is also a whole module devoted exclusively to wood, and professional drawing and technology are also very important.

**Italy:** Some competences are the followings: Carry out tracking for the construction of masonry works, carrying out masonry work and related processes and carry out interventions of consolidation of masonry works.

Special attention is paid to the production and interpretation of plans and the emphasis of the knowledge is based on the materials, tools, machinery, and structures of this industry.

**Belgium:** There are two subjects which appear several years: analysis, preparation, and communication; and organization of the building site. The remaining subjects are quite specific, focused on a particular area which is crucial to develop this job.

### ⇒ Conclusion:

- Big differences between the countries
- Regarding this point there is no possibility of mobility actions for Carpenters and Bricklayers



## 2. MOST IMPORTANT SKILLS AND KNOWLEDGES

### *WHAT A COMPANY IS SEEING IMPORTANT WHEN HIRING A CARPENTRY AND BRICKLAYER FROM ABROAD*

#### Country Report Germany

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. Social skills such as the ability to work in a team are an important issue for German companies. 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. On the positive side, a large proportion of the German companies already have experience with foreign workers. 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 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 a barrier. German companies are willing to invest in adaptation, if further training is required. Most of them would pay for language courses. 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.

#### Country Report 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 it is sufficient to have a basic level of Spanish. All the companies are willing to invest in adaptations (such as language courses, training) for the foreign workers. The companies are really interested in the growth of the company so investing into adaptations could help them reach their goal. It is well seen in Spanish companies when the future employee is willing to learn and to invest in his professional development. 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). Spanish trainers generally think that their carpenters and bricklayers can work in companies abroad, depending on the local requirements and techniques. Regarding Spanish companies the majority (9/10) has experience with foreign workers. Formal/administrative processes are necessary



like opening a fiscal position, insurances, etc to open a business. It is not usual to open a company without experience. For this reason, it is common to ask for the help of administrative agency.

### Country Report Belgium

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). Most surveyed Belgian companies (15/25) do not have experience with foreign workers; therefore, some adjustments might be necessary. 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. Some flexibility is also possible during the vocational training according to specific requests from the companies. Most of the Belgium companies (10/15) indicate that they are willing to invest in their employees training on specific professional techniques, which are requested in their business. Belgium 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. 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. 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.

### Country Report Slovenia

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. Certain knowledge of the Slovenian language is also desirable. The vast majority of trainers confirm that Slovenian bricklayers and carpenters are able to start working on the construction site after their VET period. 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). Most Slovenian companies (7/10) have experience with foreign workers, and some also have experience with mobilities. Regarding the training program the Slovenian schools have little flexibility. 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. To become self-employed, there are also many administrative steps to take, including registering with Crossroads Bank for Enterprises and the office VAT.



## Country Report Italy

Most important competence is practical knowledge with professional attitude. Theoretical knowledge is not required at all from Italian's companies (10/10). Companies are not demanding certificates as they focus more on work samples and testimonial references, about missing certificates or knowledge, companies are willing to invest on the workers. Italian's companies ask only for a basic knowledge of the language. All Italian's companies interviewed have experience with foreign workers and are ready to invest on workers to trainee them. Regarding the training program the Italian schools have little flexibility. The vast majority of trainers confirm that Italian bricklayers and carpenters are able to start working on the construction site after their VET period. Italian government do not ask for specific educational level to open a construction company, only formal / administrative process is necessary as: Opening a fiscal position and stipulate an insurance.

### ⇒ Conclusion:

- Despite of the big differences in the countries in the vocational training of a carpenter and bricklayer, regarding what a company really needs from an foreign worker, mobility is possible.
- Additional adjustments and further training could be required in some cases

### **3. COMPARISON REPORTS: WHAT IS NEEDED TO BE ABLE TO WORK ABROAD?** *VIEWS OF VET CENTERS AND COMPANIES DIVIDED BY COUNTRIES*



# Italy

## Similarities



Should highlight and demonstrate the practical skills acquired during training  
Need to invest in professional attitude



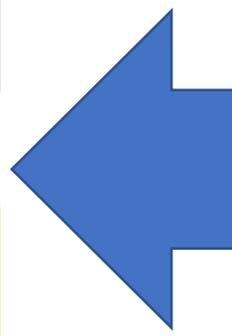
Should highlight and demonstrate the practical skills and professional attitude acquired during training



Should highlight and demonstrate the practical skills and professional attitude acquired during training  
Could receive individual training in Germany in order to adapt to special needs



Should highlight and demonstrate the practical skills acquired during training  
Need to invest in professional attitude



Basic knowledge of the Italian language

Applicants can prove their competences the best by work samples.

Companies are willing to invest in their employees training on specific professional techniques, which are requested in their business

Can immediately work in their learned profession after their VET. Some may also need further VET training or certificate (depends on the company and language level needed)

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



# Spain

## Similarities



Take advantage of already high practical and theoretical knowledge  
Need to invest in professional attitude  
Undergo intercultural training and workshops in Spain



Taking advantage of his already high practical knowledge combined with theoretical knowledge  
Need to invest in professional attitude  
Some individual training in Germany in preparation to go abroad would be helpful



Taking advantage of his already high practical knowledge combined with theoretical knowledge  
Need to invest in professional attitude  
Could get some individual training in Italy in preparation to go abroad



Take advantage of already high practical knowledge  
Need to invest in professional attitude and theoretical knowledge  
Special needs and differences in materials and procedures could be taught maybe directly in Spain

Speak fluently Spanish

Show Testimonials  
References and work examples and designing a CV in an attractive and suitable way

Further competences/skills could be acquired while working at the company or by attending specific courses

All the companies that we interviewed are willing to invest in adaptations (such as language courses, training) for the foreign workers

Formal / administrative processes are necessary like opening a fiscal position, insurances, etc to open a business. It is not usual to open a company without experience. For this reason it is common to ask for the help of administrative agency.



# Slovenia

## Similarities



Should have a good practical and theoretical knowledge of usual construction work and a professional attitude



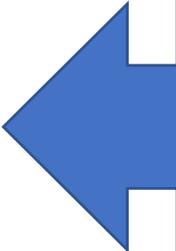
Should take advantage of his already high practical and theoretical knowledge of usual construction work and a professional attitude  
Could receive additional training in Spain on different topics and to prepare for work abroad



Should take advantage of his already high practical and theoretical knowledge of usual construction work and a professional attitude  
Could receive individual training in Italy to prepare for the stay abroad



Should take advantage of his already high practical and theoretical knowledge of usual construction work and a professional attitude as well as language and social skills  
Could receive individual training in Germany to prepare for the stay abroad



Certain knowledge of the Slovenian language

Should provide at least one certificate

Can provide some examples of your previous work and references, CV and diploma

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

To become self-employed, there are also many administrative steps to take, including registering with Crossroads Bank for Enterprises and the office VAT.

Can immediately work in their learned profession after their VET. Some may also need further VET training or certificate (depends on the company)



# Germany

## Similarities



Should take advantage of existing practical and theoretical knowledge and professional attitude

Need to Improve social skills through e.g. intercultural training prior to going to work abroad

Invest in language course

Could receive individual training in Belgium in order to be prepared



Should take advantage of existing practical and theoretical knowledge and professional attitude

Need to improve social skills through e.g. intercultural training prior to going to work abroad

Invest in language course

Could receive individual training in Germany in order to be prepared



Should take advantage of existing practical and theoretical knowledge and professional attitude

Need to Improve social skills through e.g. intercultural training prior to going to work abroad

Invest in language course



Should take advantage of existing practical knowledge

Need to invest in professional attitude and theoretical knowledge

Need to Improve social skills through e.g. intercultural training prior to going to work abroad

Could receive individual training in Germany in order to be prepared



Certain language level is necessary

Applicants can prove their competences the best by work samples. Followed by Diploma/Recognition of previous learning and/or references/testimonials

Can immediately work in their learned profession after their VET. Some may also need further VET training or certificate (depends on the company)

German companies are willing to invest in adaptation. Most of them would pay for language courses.

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



# Belgium



Should highlight and demonstrate the practical skills acquired during training  
Need to invest in professional attitude  
Could receive individual training in Germany in order to be prepared



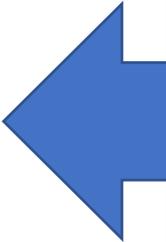
Should highlight and demonstrate the practical skills and theoretical knowledge acquired during training as well as social skills  
Need to invest in professional attitude  
Could receive individual training in Spain in order to be prepared



Should highlight and demonstrate the practical and theoretical skills as well as professional attitude acquired during training  
Need to invest in social skills through intercultural training  
Could receive individual training in Italy in order to be prepared



Should highlight and demonstrate the practical skills acquired during training  
Need to invest in technical knowledge and professional attitude  
Need to invest in social skills through intercultural training  
Could receive individual training in Belgium in order to adapt to special needs



Acquire at least basic or even fluent French skills  
Applicants can prove their competences the best by work samples.

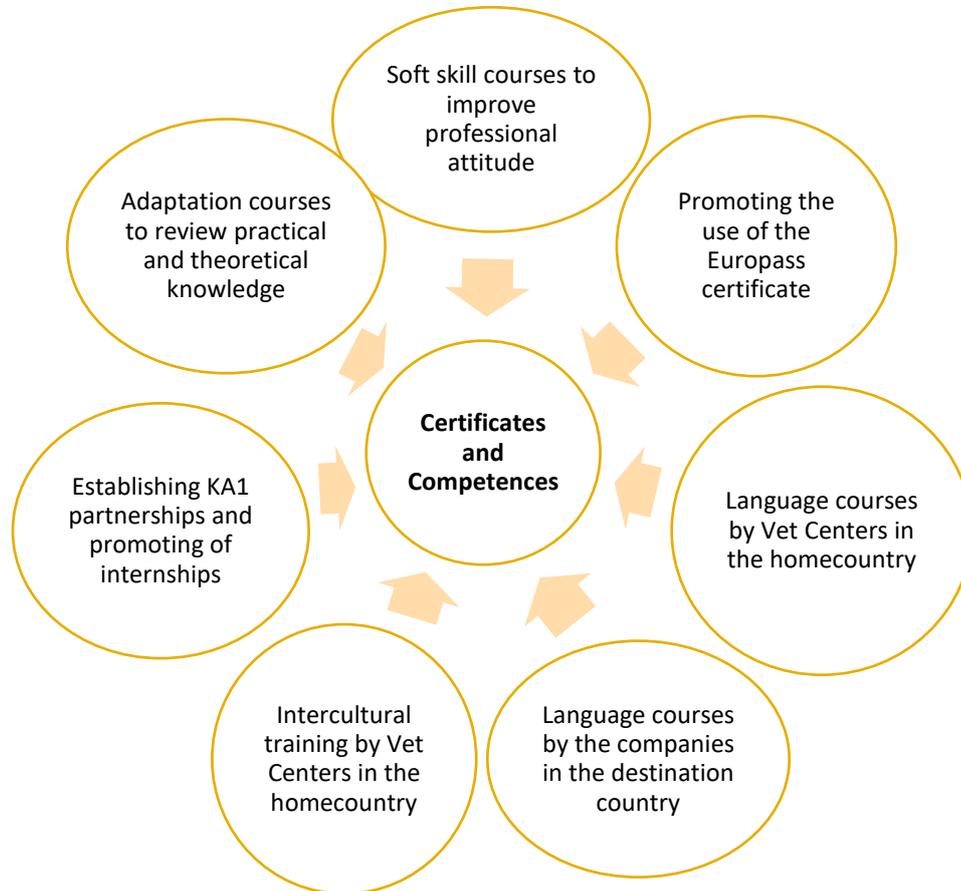
Are willing to invest in their employees training on specific professional techniques, which are requested in their business

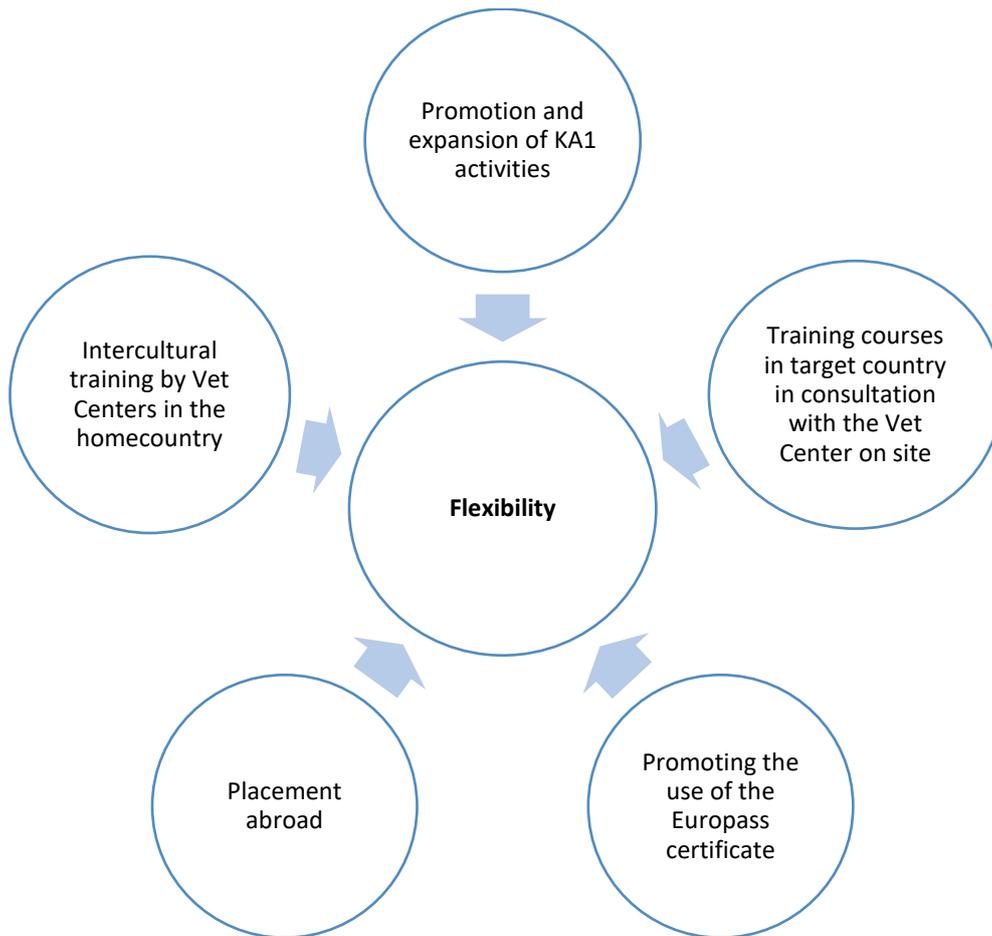
Can immediately work in their learned profession after their VET. Some may also need further VET training or certificate (depends on the company and language level needed)

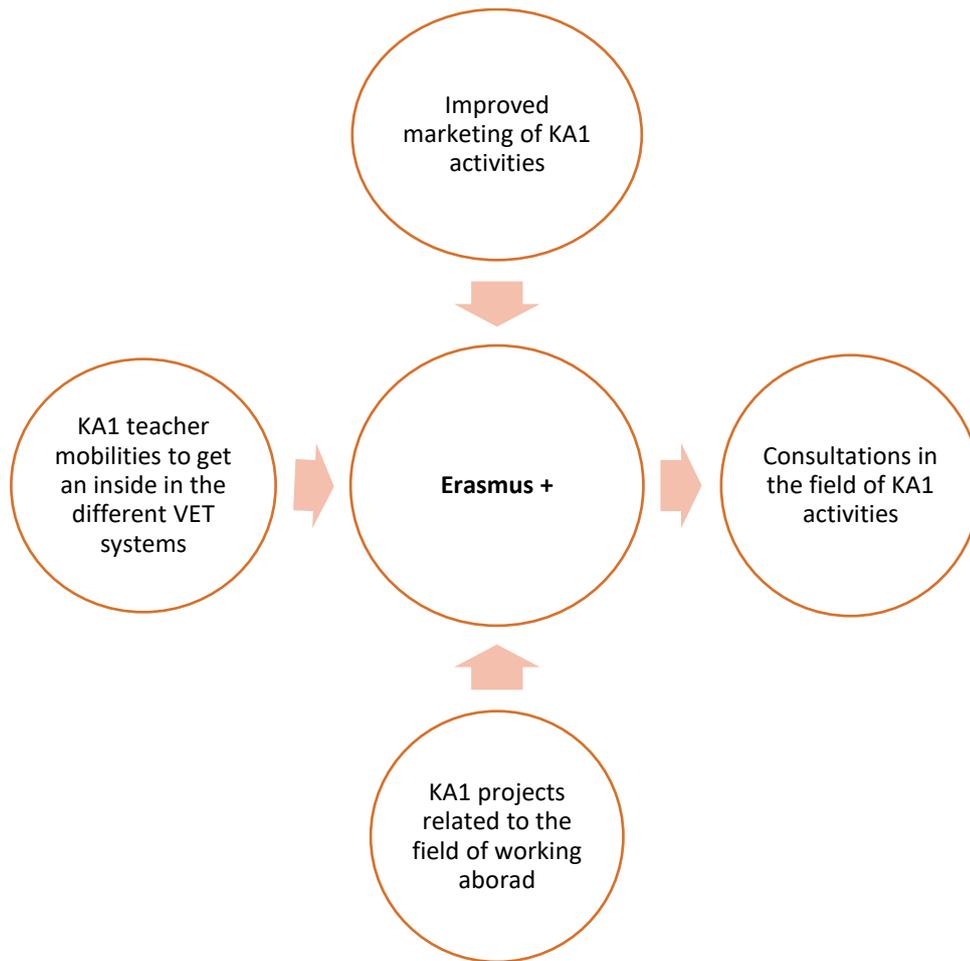
To open ones business the applicant must not only demonstrate technical knowledge (access to the profession, e.g. through a VET diploma) but also basic management skills

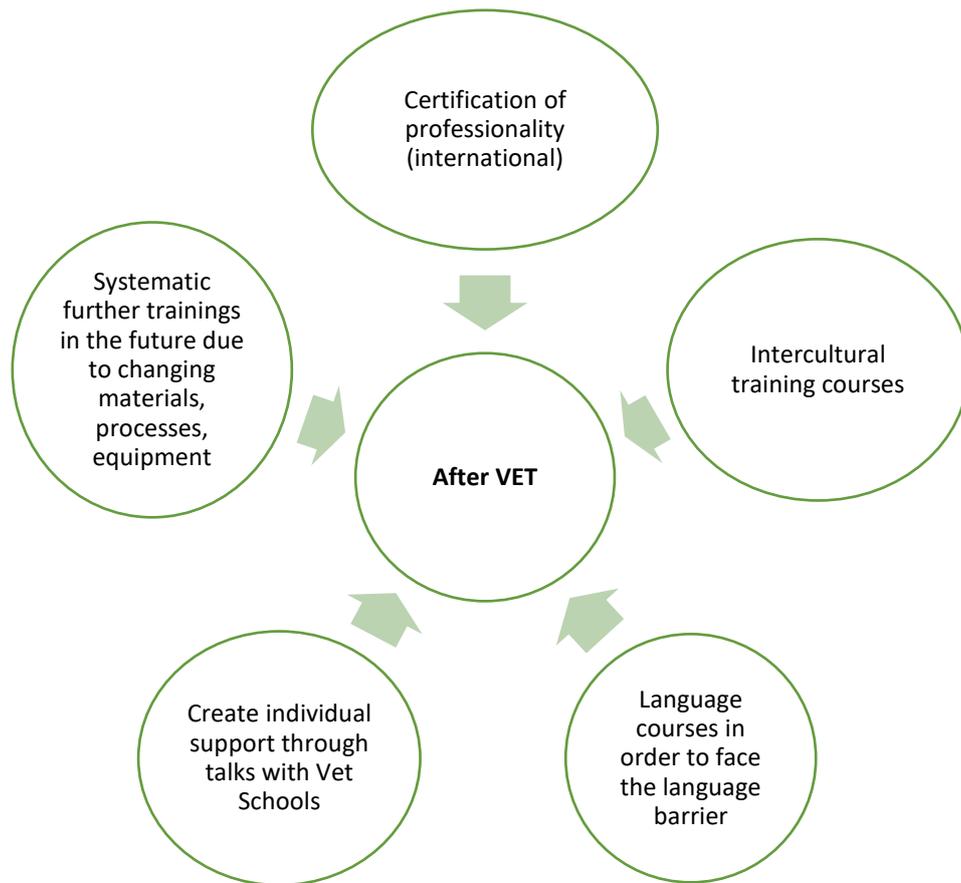


#### 4. RECOMMENDATIONS TO COMPENSATE THE DEFICITS AND TO MAKE MOBILITY POSSIBLE: FOR COMPANIES, VET CENTERS, BRICKLAYERS AND CARPENTERS









## 5. FURTHER PROJECT IDEAS

- ✓ Health and security improvements regarding the work of a carpenter and bricklayer
- ✓ Establishing KA1 mobilities for Carpenters and Bricklayers