



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

## COMPARISON REPORT ON ITALIAN SITUATION



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

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



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

### **Trainers**

A total of 10 trainers has been interviewed (Germany)

### **Companies**

A total of 10 companies has been interviewed (Italy)

### **Executive Summary**

Concerning the training in construction, Italian's companies ask for practical knowledge beside to professional attitude, compared to VET in Belgium, practical knowledge fit the requirement.

According to Italian's trainers', students, can start work on the construction site after the acquisition of specific Italian's training certificate E.g.:

Italian's safety rules. (16h training mandatory)

Other certificates depend on material used and or kind of work.

Companies are not demanding these certificate as they focus more on work samples and testimonial references, about missing certificates or knowledge, companies are willing to invest on the workers.

2/10 trainers think that language skills may be an obstacle while other think that depend by skills or country requirement, anyway the demand of workers in Belgium is so high that workers will not move.

Theory is important in Belgium and not required by Italian companies that preferer practical knowledge.

### **Comparison by categories**

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

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

## Competences and Certificates

Most important competence is practical knowledge with professional attitude.

Theoretical knowledge is not required at all from Italian's companies (10/10)

### Italian construction Company

1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
	x			
	x			
	x			
	x			
	x			
		x		
		x		
		x		
		x		
<b>0</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>

### 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	1			
1	1	1		
1	1			
1	1	1	1	
1	1			
1	1	1		
1	1		1	
1	1			
1	1			
<b>10</b>	<b>10</b>	<b>3</b>	<b>2</b>	

The competences of the construction workers trained in Belgium correspond to the requirement of Italian's construction companies as both are focused on practical knowledge, in addition Belgium students have theoretical knowledge, the same is for Italians VET.

Belgium teachers do not give importance to Professional attitude and for social skill.

Nobody indicates language skill important in the construction training program.

### Italian construction Company

2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
<b>10</b>	<b>0</b>	<b>0</b>	<b>10</b>	

Applicants should prove their competences through work samples (6/10 companies pointed out this option) when (4/10) companies prefer testimonials references.

### **Italian construction Company**

4. If you hire / would hire, what certificates etc. would you accept?				
Diploma/Recognition of previous learning	CVs	TestimonialsReferences	Work samples	Others
		x		
		x		
		x		
		x		
			x	
			x	
			x	
			x	
			x	
			x	
			x	
			x	
		4	6	

### **Summary**

In summary, if a Belgium carpenter or bricklayer come to Italy to work in a company, he/she will be advantaged of the competences and theoretical knowledge acquired at Belgium VET center, both Belgium VET centers and Italian's companies focus on practical knowledge.

Professionals' attitudes are important for Italian's companies and not really considered at Belgium VET teachers only 3/10 point out this attitude.

The Belgium worker will have to prove his/her competences through work samples.

Language skill are not important at VET Belgium school anyway Italian's companies ask only for a basic knowledge of the language.

About social skills, 2/10 Belgium teacher pointed this skill as important while are quite relevant for Belgium companies 9/25 in the meantime for Italian's companies is not take into consideration.

All Italian's companies interviewed have experience with foreign workers and are ready to invest on workers to trainee them.

## Flexibility

Regarding the training program Belgium VET schools have a little flexibility to implements training programs because the programs are designed by public authority.

Belgium students miss of experience on mobilities, this means that when they want to come in Italy to work, they will probably need to acquire further competences /skills or, depending on the specific situation, attend to specific courses.

## Erasmus+

7/10 the trainers interviewed have declared don't have experiences on Erasmus+ and on sending students abroad for mobilities program, we therefore assumed that for young Belgium workers to move in Italy may be challenging.

3/10 trainers have experience on mobilities focused on specific techniques related to the hosting country.

Italian's companies are already experienced with foreigner's workers, this advantage carpenters and bricklayers to fit in.

## After Vet

Belgium trainers think that Belgium's carpenter and bricklayers can work in Italian's companies have expressed several thoughts on the matter.

Italian's companies have experience with foreigner's workers and are willing to, if the case invest with further training.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
		Interviewed companies answered that they can think to invest in training related to improve the skills related to the working in building sites (new working techniques, new construction materials, use of digital tools). They don't think that theoretical general subjects like foreign language are essential for this type of workers

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

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



Belgium carpenter and bricklayer need further training or certificate depending on the specific work he/she will do and or the company in which they will be hired.

### **Entrepreneurship**

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.

While in Belgium (Wallonia) is necessary to prove to have necessary professional skills that could be a 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 to become self-employed, including registration with the Crossroads Bank for Enterprises and the VAT office.

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

#### **Trainers**

A total of 9 trainers has been interviewed (Germany)

#### **Companies**

A total of 10 companies has been interviewed (Italy)

### **Executive Summary**

Concerning the training in construction, Italian's companies ask for practical knowledge beside to professional attitude, both fit VET in Germany.

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

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



According to Italian's trainers', students, can start work on the construction site after the acquisition of specific Italian's training certificate E.g.:

Italian's safety rules. (16h training mandatory)

Other certificates depend on material used and or kind of work.

Companies are not demanding these certificate as they focus more on work samples and testimonial references, about missing certificates or knowledge, companies are willing to invest on the workers.

All trainers and companies are agreed that language skills may be an obstacle even do theoretical learning of the language are not essentials because according to Italian's companies' basic competences are enough. (All interviewed companies have experience with foreigners' workers (10/10)

## **Comparison by categories**

### Competences and Certificates

Most important competence is practical knowledge with professional attitude.

Theoretical knowledge is not required at all from Italian's companies (10/10)

### Italian construction Company

### German VET

1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
	x			
	x			
	x			
	x			
	x			
	x			
		x		
		x		
		x		
		x		
<b>0</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>

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
x	x	x	x	
x	x	x	x	
x	x	x	x	
x	x	x	x	
x	x	x	x	
x	x	x	x	
	x		x	x
	x		x	x
x	x		x	x
<b>7</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>3</b>

The competences of the construction workers trained in Germany correspond to the requirement of Italian's construction companies as both are focused on practical knowledge.

Most Germans teachers believe that professional attitude are important while less the language skills 6/9.

### Italian construction Company





In contrast to Germany, language skill is not really required as Italian's companies ask only for a basic knowledge of the language.

Differences on social skills are also evident, German companies and VET center find this competence important is not like that for Italian's companies.

All the companies interviewed have experience with foreign workers and are ready to invest on workers to trainee them.

### **Flexibility**

Regarding the training program Germans schools are flexible to implements training programs.

German students miss of experience on mobilities, this means that when they want to come in Italy to work, they will probably need to acquire further competences /skills or, depending on the specific situation, attend to specific courses.

### **Erasmus+**

All the trainers interviewed have declared don't have experiences on Erasmus+ and on sending students abroad for mobilities program, we therefore assumed that for young German workers to move in Italy may be challenging.

Italian's companies are already experienced with foreigner's workers, this advantage carpenters and bricklayers to fit in.

### **After Vet**

German trainers think that German's carpenter and bricklayers can work in Italian's companies if language barriers allow them to do it. None of Italian's companies think that this is a limit, instead they say that language skills are not essential on this kind of workers.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
		Interviewed companies answered that they can think to invest in training related to improve the skills related to the working in building sites (new working techniques, new construction materials, use of digital tools). They don't think that theoretical general subjects like foreign language are essential for this type of workers

German carpenter and bricklayer need further training or certificate depending on the specific work he/she will do and or the company in which they will be hired.

### **Entrepreneurship**

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.

While in Germany, is necessary to have a master craftsman's certificate or hire a craft master with the certificate

**What bricklayers and carpenters from Slovenia must know when they come to work in Italy.**

### **Trainers**

A total of 10 trainers has been interviewed (Slovenia)

### **Companies**

A total of 10 companies has been interviewed (Italy)

### **Executive Summary**

Concerning the training in construction, Italian's companies ask for practical knowledge beside to professional attitude, only practical knowledge fit VET in Slovenia.

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

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



According to Italian's trainers', students, can start work on the construction site after the acquisition of specific Italian's training certificate E.g.:

Italian's safety rules. (16h training mandatory)

Other certificates depend on material used and or kind of work.

Companies are not demanding these certificate as they focus more on work samples and testimonial references, about missing certificates or knowledge, companies are willing to invest on the workers.

Slovenian's trainers do not mention language skills and think their student can work abroad. Italian's companies said that language skills could be an obstacle even do theoretical learning of the language is not essentials because basic competences are enough. (All interviewed companies have experience with foreigners' workers (10/10)

## **Comparison by categories**

### Competences and Certificates

Most important competence according to Italian's company is practical knowledge with professional attitude while Slovenian teacher are focus more on practical knowledge.

Theoretical knowledge is not required at all from Italian's companies (10/10) even Slovenian teachers do not consider it.

### Italian construction Company

### Slovenian VET



1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
	x			
	x			
	x			
	x			
	x			
	x			
		x		
		x		
		x		
		x		
<b>0</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>

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
x			x	
	x			
	x			
	x			
	x			
	x			
	x			
	x			
			x	
				x
<b>1</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>1</b>

The competences of the construction workers trained in Slovenia correspond enough to the requirement of Italian's construction companies as both are focused on practical knowledge.

Most Slovenian teachers believe that practical knowledge are important while less the other skills as language, attitude or theoretical knowledge 8/10.

### Italian construction Company





Also, social skills are not considered important, Slovenian companies, VET center and Italian's companies do not point out this skill.

All the companies interviewed in Italy have experience with foreign workers and are ready to invest on workers to trainee them.

### **Flexibility**

Regarding the training program Slovenian schools are not flexible to implements training programs, they said they try to adapt as much as possible their path.

Slovenian students miss of experience on mobilities, this means that when they want to come in Italy to work, they will probably need to acquire further competences /skills or, depending on the specific situation, attend to specific courses.

### **Erasmus+**

7/10 trainers interviewed have declared don't have experiences on Erasmus+ and on sending students abroad for mobilities program, we therefore assumed that for young Slovenian workers to move in Italy may be challenging.

Italian's companies are already experienced with foreigner's workers, this advantage carpenters and bricklayers to fit in.

### **After Vet**

Slovenian trainers think that Slovenian's carpenter and bricklayers can work in Italian's companies.

Italian's companies think that language skills are not essential on this kind of workers.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
		Interviewed companies answered that they can think to invest in training related to improve the skills related to the working in building sites (new working techniques, new construction materials, use of digital tools). They don't think that theoretical general subjects like foreign language are essential for this type of workers

Slovenian carpenter and bricklayer need further training or certificate depending on the specific work he/she will do and or the company in which they will be hired.

### Entrepreneurship

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.

While in Slovenia, is necessary to have:

- Insurance for damage in connection to the performance of his activity in accordance with law regulation.
- Meet the conditions indicated in the law or have a worker who meet the requirements.
- See <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO7108>

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

### **Trainers**

A total of 10 trainers has been interviewed (Spain)

### **Companies**

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

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



A total of 10 companies has been interviewed (Italy)

## **Executive Summary**

Concerning the training in construction, Italian's companies ask for practical knowledge beside professional attitude, compared to VET in Spain, practical knowledge and professional attitude fits the requirement. We must say that VETs in Spain are more concentrated on theoretical knowledge rather than professional attitude.

According to Italian's trainers', students, can start work on the construction site after the acquisition of specific Italian's training certificate E.g.:

Italian's safety rules. (16h training mandatory)

Other certificates depend on material used and or kind of work.

Companies are not demanding these certificates as they focus more on work samples and testimonial references, about missing certificates or knowledge, companies are willing to invest on the workers.

2/10 trainers think that language skills may be an obstacle while most of them 5/10 think that they will be able to work abroad, of course skills and regulation could be challenging.

Theory is important in Spain and not required by Italian companies that prefer practical knowledge.

## **Comparison by categories**

### Competences and Certificates

In Spain the most important competence are theoretical and practical knowledge to this follow a professional attitude and social skills.

Theoretical knowledge is not required at all from Italian's companies (10/10)

### Italian construction Company

### Spain VET

1. What are the most important competences?				
Theoretical knowledge	Practical knowledge	Professional attitude	Social skills	Language skills
	x			
	x			
	x			
	x			
	x			
	x			
		x		
		x		
		x		
		x		
<b>0</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>

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
x	x			
x	x			
x	x	x	x	x
x				
		x	x	
	x	x		
x	x	x		
x	x			
x	x	x	x	x
x	x			
<b>8</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>2</b>

The competences of the construction workers trained in Spain correspond to the requirement of Italian's construction companies as both are focused on practical knowledge, in addition Spain students have theoretical knowledge, also in Italy VET center teach theory.

Spain teachers give few importance to social and language skill, that are anyway not demanded by Italian's companies.

### Italian construction Company

2. What language level should the employee have?			3. Do you have experience with workers from abroad?	
Basic	Advanced	Fluent	yes	no
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
x			x	
<b>10</b>	<b>0</b>	<b>0</b>	<b>10</b>	

Applicants should prove their competences through work samples (6/10 companies pointed out this option) when (4/10) companies prefer testimonials references.



Spanish students have experience on mobilities 8/10 teachers replied yes to these questions, this means that when they want to come in Italy to work, they will probably be able to work and they will need only to acquire few competences /skills that will depend on the specific situation or company.

### Erasmus+

8/10 the trainers interviewed have declared to have experiences on Erasmus+ and on sending students abroad for mobilities program, we therefore assumed that for young Spanish workers to move to Italy it will be easy.

Italian's companies are already experienced with foreigner's workers, this advantage carpenters and bricklayers to fit in.

### After Vet

Spanish trainers think that spanish's carpenter and bricklayers can work in Italian's companies depend by regulation, the language could be an obstacle (even if this question has not been made specificity referred to an experience in Italy).

Italian's companies have experience with foreigner's workers and are willing to, if the case, invest with further training.

6. Are you willing to invest in adaptations, e.g. language courses, training?		
yes	no	don't know
		Interviewed companies answered that they can think to invest in training related to improve the skills related to the working in building sites (new working techniques, new construction materials, use of digital tools). They don't think that theoretical general subjects like foreign language are essential for this type of workers

Spanish carpenter and bricklayer need further training or certificate depending on the specific work he/she will do and or the company in which they will be hired.

### Entrepreneurship

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

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



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.

While in Spain to open its own company could be challenging and may be necessary to ask for the help of administrative agency because in the construction sector for young without experience is not suitable to undertake this initiative.