



Pilotreport



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Iso Construct: Piloting report

1. Introduction: Thematic approach, aims

“The construction sector plays an important role in the European economy. However, the construction sector is confronted by a number of structural problems, such as the shortfall of skilled workers in many countries, low attractiveness for young people due to working conditions, limited capacity for innovation and the phenomenon of undeclared work.”

European Commission, COM(2012)433

The construction sector is the sector with the highest share of unskilled or low skilled workers by far especially on construction sites and generally lacks attractiveness for young people. Time and market pressure from eastern countries put additional pressure on this European economic sector, actually the construction sector is suffering most from economic crisis during these days. The whole situation puts one group of people at special risk: low skilled workers. Those form the first group losing their job and having very low possibilities to find a new one. Very often these people have been trained on the job in their company, do not have any formal qualification and therefore have nearly no possibilities to find a new job, especially in times of economic crisis. Unfortunately there is another situation which hinders their chances – the VET systems. The systems of Vocational Education and Training do not basically offer any certification or generally recognized qualification possibilities lower than the apprenticeship level. People having not finished an apprenticeship are simply left over as being unskilled. The current discussions on the introduction of the EQF and the National Qualification Frameworks do all include a level lower than apprenticeship (level 1 and 2) however it is totally unclear which certification level and certificates would stand behind these two levels. There is no national reference for a qualification for construction workers on level 1 and 2 EQF and it remains totally open, how mutual recognition of competences and levels between countries could take place. The transfer of the ISO 17024 based competence certification to the construction sector could provide an innovative solution

The project ISO CONSTRUCT aims at providing low skilled or unskilled workers in the construction sector with an approach for certification of their personal professional skills and competences (mainly acquired through on the job training and other non-formal or informal ways) on the basis of the worldwide recognized approach of the standard ISO 17024:2003.

This norm sets the requirements for organizations offering certification schemes for persons on competence level and allows the issuing of an ISO 17024:2003 based competence certificate which has worldwide recognition. With this approach for the first time there will be a possibility to provide low skilled and unskilled workers (EQF level 1 and 2) with a worldwide accepted possibility to recognize their professional competences which they certainly have.

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2. Certification scheme [\(Link\)](#) and description of the assessment

2.1.Objectives of the programme development "ISO-CONSTRUCT"- qualified workers in the construction sector:"

- To provide a certification scheme related to EQF level 2 that develops and confirms the competence of certificate-holders to act as qualified workers in the construction sector.
- Development of transparent, competence-oriented standards as guidelines for quality criteria for qualified workers in the construction sector.
- Application of the competence basis formulated in ISO 17024, development of a competency landscape as basis of the programme.
- Creating or defining the equivalence of an educational programme which teaches / transfers the necessary knowledge, skills and competences
- Use of recertification provided by ISO 17024 as an element of quality enhancement and a step towards lifelong learning.
- Providing means to acquire certification for this target group.
- Uniform, transparent definition of capabilities / competencies according to the EQF (level 2).

2.2.Programme components regarding practical skills

Basis of the certification scheme is the European Competence Matrix which has been developed with contribution of all project partners and national experts (associated partners).

This competence matrix shows a collection of defined knowledge, skills and competences for qualified workers in the construction sector.

Especially the defined competences are relevant to the certification process after ISO 17024 – the following competences will be declared and confirmed on all resulting certificates for prospective participants:

Competences of the target group:

MANAGE / CONTROL

- operate simple supporting work after detailed instructions with supervision
- work autonomously after detailed instructions
- get workplaces ready for "higher" work levels
- take responsibility for the disposal of materials and tools
- communicate with semi, low skilled and skilled workers
- formulate questions to make sure that the instruction was understood
- deal constructive with changes in the work plan
- communicate linguistically in the task area
- assess the physical stress
- recognize and avoid dangerous situations
- use personal protective equipment

ACHIEVE RESULTS

- achieve results for simple tasks

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2.3.Examination prerequisites

The following are brief statements of the prerequisites for admission to the examination.

Candidates for full certification have to:

- have a minimum of work experience in the construction sector of 2 years on base of full equivalent work (to be verified through the certification body) **OR** participation in an apprenticeship as bricklayer, carpenter or concrete worker for at least 1,5 years (to be verified by the certification body) **AND**
- a minimum age of 18 years (to be verified by the certification body) **AND**
- have the ability to speak, read and understand the national language of the country in which the examination is held (to be verified by the examiner)
- Participants need to have a work permit in the country in which the examination is held

2.4.Assessment description

2.4.1. Practical examination

Each candidate will go through an assessment center during the practical part of the examination. The **standardized written catalogue of obligatory exercises** is defined by the programme committee.

Following binding stations are included in the assessment center:

- Erecting a formwork (using relevant machines / tools)
- Plastering a brick wall (using relevant machines / tools)
- Mixing concrete (using relevant machines / tools)
- Erecting a brick wall (using relevant machines / tools)
- Binding iron (using relevant machines / tools)

To be verified and rated during the practical examination are the following criteria for each point:

- Implementation of work
- Results
- Usage of relevant machines and tools
- Consideration of safety rules

The duration of the practical part of the examination should be maximum 5 hours.

Based on the scale and criteria of verification there are at the maximum 200 points. To pass the exam 120 points are necessary. There have to be at least 5 points in each criteria to pass the exam.

2.4.2. Written theoretical examination

The written part of the examination is divided into two different parts as follows:

Multiple Choice Test which covers at least 30 questions along the defined knowledge out of the competence matrix. The multiple choice test will be created out of a **standardized and defined catalogue of questions**. This catalogue is defined by the programme committee. To pass this part of the examination more than 50 % of correct answers are necessary. Each question offers different possibilities of answers – there is one possible point for each correct answer

Written exercises to rate and verify skills regarding calculating material quantities and measurements build the second part of the written examination. This part will also be created out of a **standardized and defined catalogue of exercises** and covers at least 5 different exercises during the usage in the examination. To pass this part of the examination 51 % of correct answers are necessary.

The duration of the written part of the examination should be maximum 90 min

2.4.3. Oral examination – Interpretation of relevant documents

Base of the oral examination is the practical part of the assessment. Examiners are free to ask questions relating to the practical work of the participants during the practical assessment.

Additional to general questions following, individually prepared, documents are obligatory to interpret by each candidate:

- 1 document with regard to safety rules and signs
- 1 document with regard to the interpretation of a plan
- 1 document with regard to measurements

Based on the scale and criteria of verification there are at the maximum 30 points. To pass the exam 15 points are necessary. There have to be at least 5 points in each criteria to pass the exam.

The duration of the oral part of the examination should be maximum 30 minutes.

3. Description of the workpackage 3: Piloting and testing phase

The main aim of WP 3 is the field testing and validation of the transferred instruments into the construction sector. The WP 3 therefore provides the validation and national test beds for the validation of the transferred materials and approaches in the new target sector (construction). During this project phase all project partners will set up the certification requirements in their countries and implement the adapted materials and procedures to national certification processes. All partners will therefore establish close contacts with a number of construction companies (SMEs) and certify at least a number of 30 (decided in project meeting 20) low skilled workers for their basic professional skills in the construction sector according to the procedures of ISO 17024:2003 comparable with level 1 and 2 of EQF or NQFs (if already established in the respective countries). This will lead to the fact that 150 (100) low skilled workers in the construction sector will for the first time receive a worldwide recognized certificate of their professional competences, where their personal skills will be made transparent and visible. The experiences of the whole testing and validation procedure in consideration of the usability and target group relevance of the materials, possible problems with its implementation and other experiences gained will be collected and lead to an adaptation and finalisation process in phase 4

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The following main activities are planned in WP 3:

- Evaluation forms for both examiners and participants developed in cooperation with the project partners
- Composition of the assessment calendar with the project partners, to be filled in during the pilot phase by each partner
- Recruiting the participants: Establishment of close relationships with a number of construction companies (SMEs being interested in supporting the certification process for the basic skills of low qualified construction workers) and other possible stakeholders to find participants for the pilot phase.
- Selection of at least 30 (20) interested candidates (low skilled workers in the construction sector, interested in a certification of their professional competences according to the standards of ISO 17024) in each partner country
- Preparing and organizing the pilot phase in partner countries; documents, practical examination fields, detailed instructions, timetables, equipment, materials, examiners and forwarding information about the schedule to participants.
- Implementation of the person certification scheme for participating workers on the basis of ISO 17024:2003 in all partner countries
- Collection of feedback and experiences on multiple levels (on the basis of a detailed evaluation and experience collection form) as basis for adaptation potential for materials and documents

Main Milestones:

- Feedback form for pilot phase elaborated and filled
- 30 (20) potential participants identified in each partner country
- 30 (20) ISO 17024 certificates for basic professional skills issued per country

4. Participating partners in the piloting phase

4.1. [SystemCERT Zertifizierungs GesmbH](#) - Austria

SystemCERT is a management system and person certification body accredited by the Republic of Austria. Person certification schemes contain so far the fields of quality management, safety management, leadership and trainers. The basis for the certification schemes are developed certification programmes based on ISO 17024 which allow international recognition. This competence certification complements the existing qualification recognition possibilities however there are a number of significant differences to the accreditation programmes by schools.

SystemCERT has been involved in a number of European co-operation projects as experts for certification and management and therefore has rich experience in the field of European co-operation. From 2009 to 2011 SystemCERT was the coordinating organisation of the LDV project ISOQUAM (www.isoquam.eu) which explored ISO certification possibilities for lowly skilled workers in the metal industry. The certification process which was defined during this project was strictly based on the ISO 17024; these quality standards can also be adapted and applied for the ISO-CONSTRUCT project

4.2. Berufsförderungsinstitut Steiermark - Austria

The Berufsförderungsinstitut Steiermark is amongst the leading VET training institutions in Austria. It was founded and is owned by the Austrian Federation of Trade Unions (Österreichischer Gewerkschaftsbund) and the Chamber of Labour (Arbeiterkammer). Bfi Steiermark has been known in the field of education and training for over 50 years and is registered as an association, whose activities are non-profit oriented. The main activities of bfi Steiermark primarily lie in planning and implementation of VET courses and learning events within the field of vocational training and adult education. The workforce of bfi Steiermark consists of some 420 full time employees and about 1420 freelance trainers in 20 training centres throughout the region of Styria. In 2012 the annual turnover of bfi Steiermark was about EUR 38 Million; this year, bfi Steiermark trained 33.600 participants in its 463.000 training units. Since 1996 bfi Steiermark is certified to ISO 9001:2008 and also Ö-CERT.

4.3. Berufsförderungswerk der Bauindustrie NRW e.V - Germany

The Vocational Training Institute of the Construction Industry in North Rhine-Westphalia is a non profit organization. We support construction firms in regard to vocational and advanced education. The federation maintains three vocational training centers in the cities of Kerpen, Essen and Hamm. The employees of these three centers are responsible for advanced and vocational training, occupational health and safety, dual students and national as well as international projects. Target groups are apprentices, adults and would-be masters as well as craftsmen.

4.4. Fondo Formacion Euskadi - Spain

FONDO FORMACION EUSKADI is a human capital organization whose mission is the development of people and improvement of organizations. With more than 15 years of experience, nowadays, FFE has more than 200 professional workers (36 associated worker, 50 management and resources management, trainers, administration , etc. FFE has eight training centers .Activity areas: occupational and continuous vocational training for employees, unemployed people, people at risk of social exclusion,..; consultancy and advisory to companies; management administration professionals, 150 trainers) with different profiles that include from consultancy, training and human by competences; selection and evaluation of human resources; employment training plans; local development projects; professional guidance and advisory and support to learning. FFE has a wide experience in transnational cooperation projects for the research, development and innovation in the improvement of competences.

4.5. Länsirannikon Koulutus Oy WinNova - Finland

WinNova is a regional provider of vocational education for young people and adults in South-Western Finland. WinNova offers a wide variety of educational services for the needs of youth, adult and business education. The customer segments of WinNova include the following: Youngsters (vocational qualifications, matriculation examination, Adults (pragmatic education based on individual needs, adult education, additional professional training); Business (pragmatic and company customized education based on the needs analysis). WinNova has approx. 6000 students and approx. 750 staff members. More detailed information about WinNova

WinNova offers vocational training both for young people and adults in the fields of technology, communications and transport, which includes construction. Over 30 teachers are working in construction sector.

4.6. [Gospodarska zbornica Slovenije](#) - Slovenia

The Chamber of Construction and Building Materials Industry of Slovenia (CCBMIS) is a professional industry branch association organised within the framework of CCIS. Its main mission is to take positions and propose policies related to social and economic policy issues, legislative and government institutions as well as towards domestic and European associations. CCBMIS supports its member companies with assistance and advice. CCBMIS regularly disseminates information to its member companies, represents their interests in various governmental and non-governmental bodies and provides different sectoral focused training and education. CCBMIS collects different statistical sectoral data and prepares sectoral expert publications on the construction price index change (statistics) on quarterly basis. Since 2004, CCBMIS is member in FIEC (European Construction Industry Federation). CCBMIS closely cooperates with all sector relevant VET institutions in Slovenia. CCBMIS members are construction companies and construction production companies.

5. Approach to the target group

5.1. Bfi Steiermark

5.1.1. Which strategies were used to reach the target group

To reach the target group we used 3 different ways:

An important strategy was to contact all regional job centers and to inform them about the project, the aims and the assessment, which was free of costs for all participants.

Another way to reach the target group was to get in contact with a group of work councils and representatives of the trade union.

To reach also enterprises we were not in contact before we have sent a lot of information mails to the enterprises in the construction sector.

Additional to that measures we had two articles about the project and the certification possibility for construction workers in papers of the construction sector, one article in Bau/Holz Newspaper for members of the trade union in the construction sector, and one article in "Solidarität" paper for members of the trade union in general.

5.1.2. Recruitment of participants

Contacted groups:	How were they contacted:
Employment services	Email, phone calls, personally
Enterprises:	Email, phone calls
Private persons	personal contacts to spread the information
Network of bfi Steiermark	on the website of bfi, colleagues
Website Iso Construct	Announcement of certification date
Round Table	Information of stakeholders, trade union

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5.1.3. Involvement of stakeholders, supporters

The stakeholders were mainly informed through the Round Table in December 2014 and through phone calls in January and February 2015. Economical and political representatives of the construction sector were contacted by email and phone.

5.1.4. Critical points

Political views, opinions

During our recruitment phase for the certification assessment and also in the Round table meeting we could see that the construction sector was not supporting the idea of certifying Qualified Construction Workers ISO 17024.

Reasons therefore are on the one hand the very good developed education system in the construction sector with the apprenticeship system and the good cooperation between construction sector and trade union.

On the other hand the representatives of the employee union in the Construction sector are in the opinion, that unskilled workers, if they show a good performance in their job they get trained vocationally by the enterprises or in specific trainings for the sector and then they get paid a higher salary. Those who cannot get trained further to the needs of the enterprises, because of different deficits, are also unlikely to get certified.

The Chamber of Commerce and it's Construction Provincial Guild is proud to train young professionals in a Europe-wide acknowledged dual and, particularly in the construction sector, trial training system. For the construction sector, a third pillar was created that consists of a mandatory training in construction academies/training construction yards. The practice-oriented training in the training construction yards is jointly funded by all member organisations via their annual contributions.

In conclusion, we believe that a ISO 17024 certification of Qualified Construction workers in Europe would only make sense for countries lacking a training system that is comparable to the Austrian one. (construction industry).

Representatives of the trade union noted, that, at least in Austria, the target group of unskilled workers in construction is about to become non-existent; today construction sites are characterised by highly specialised workers trained by companies. Often, the few unskilled workers are classified on skilled worker level because of their practical skills; they might be little motivated to acquire a certificate.

Another objection was, that Qualified Workers ISO 17024 will not get paid more because of the certification, so it is not attractive enough for the target group.

Motivation of construction workers (target group) to become certified

With regard to financial incentives for the construction workers (target group) it was expressed by the trade union that, in Austria, this would probably not be the main motivation. Construction workers within the construction sector earn a minimum rate of € 10.30 per hour, which is guaranteed by § 9, Z4 lit., and an hourly rate of € 11.21 as fixed in the 2014 collective agreement.

It was also mentioned that the acceptance of certification at EQF Level 1,2 is not yet given in Austria.

As results of these dissents we had problems to get participants of the construction enterprises for the certification assessment "Qualified Construct Workers ISO 17024". We had also only little support of the work councils in the recruitment of the participants for the Certification process.

5.2. Berufsförderungswerk der Bauindustrie NRW

5.2.1. Which strategies were used to reach the target group

The training Institute of the Construction Industry of NRW maintains three vocational training centers. The main activity for the project took place at the center in Kerpen, close to Cologne. Target groups of the centers are students who will become trainees, would-be masters or unemployed people.

The strategy we used was based on four activities:

- Organizing dissemination events for our member firms in Northrhine-Westfalia
- Writing articles in our web platforms (Facebook) and paper versions (press release)
- Informing employment agencies
- Visiting education fairs: ISO CON ROAD SHOWS

We have realized that strategy 1 and 2 were better, so we could convince some member firms (e.g. STRABAG, HOCHTIEF, HAMELMANN etc.) to send candidates.

5.2.2. Recruitment of participants

All candidates were sent by member firms as mentioned above. The participants were finalizing their third year of training. We got in contact with the firms and gave them an overview, when the young people have to be at the VET-Center, since the dual training takes place at school, company and (especially in our branch) at the vet center. So the recruitment was organized within a fixed time frame.

5.2.3. Involvement of stakeholders, supporters

Supporters were our member firms themselves. They allowed us to certify their apprentices during the period of the vocational training.

5.2.4. Critical points

At first we really had problems to convince our member firms to become active stakeholders by sending people. Unfortunately no firm sent any construction helpers or other people with migrant backgrounds. So we decided to take apprentices with an almost 3 years experience in the construction sector. Some of those trainees have a migrant background. Fortunately some of our member firms agreed to the additional certification.

5.3. Fondo Formacion Euskadi

5.3.1. Which strategies were used to reach the target group

Tools:

- FFE- ISOCONSTRUCT pilot presentation in Spanish
- ISOCONSTRUCT newsletters in Spanish
- ISOCONSTRUCT roll up in Spanish
- ISOCONSTRUCT Website

Strategies:

- Round tables
- Give information to construction companies and other construction stakeholders: cluster, professional certification agencies, construction associations and federations....
- Social networks
- Meetings with teachers
- Meetings with employment agencies / services

5.3.2. Recruitment of participants

- Newsletter
- ISOCONSTRUCT leaflet in Spanish
- Employment agencies / services
- Private persons
- Trainees of our center

We contacted them through our employment services that FFE has in the 3 Basque provinces (certified by the Basque Government employment service) and people who attend the running courses or see the courses offered by FFE.

5.3.3. Involvement of stakeholders, supporters

Not so much....

5.3.4. Critical points

- Lack of involvement of construction companies
- Cost of the examination procedure (in the future)
- Some problems regarding the recruitment process and reasons why we could not have 20 participants: some of them get a job, since they showed their interest in participating in the assessment and the assessment date (which is a very good news for them but no help for recruitment); some of them don't fulfil the required 2 years of experience (although since the beginning they confirm this requirement.....). These two circumstances caused that finally only 17 people out of 29 confirmed participants did the assessment.

5.4.Länsirannikon Koulutus Oy WinNova

5.4.1. Which strategies were used to reach the target group

The main strategy was to contact the regional companies in construction sector in Satakunta (West coast in Finland). Main target group were the construction companies which offer the on the job learning – workplaces to construction students of WinNova. WinNova has active relationship with the representatives of these companies and they are frequently contacting them when organizing and following the students on the job learning periods. The strategy was to inform about the pilot phase during round tables and other meetings. The second strategy was to contact the unemployment authorities in Rauma. They could find possible participants among unemployed persons in the construction sector. The third strategy was to contact the construction teachers and managers (also adult education) and discuss the interest of their student groups in this certificate pilot. The potential participants could also be reached by Sataedu, the other VET provider in Satakunta area. They were informed and activated also to disseminate this possibility.

5.4.2. Recruitment of participants

The construction workers in construction companies were reached through informing the companies in the round table -meetings and also by phone (10-15 companies). Contacting the employment service authority of Rauma by mail and face to face information. The teachers group meeting in WinNova face to face and also the Sataedu construction teachers during a project meeting. Contacting the adult education teacher to inform about this pilot face to face. Additional information by phone and mail. Most of the meetings were organized by Juha-Pekka Savolainen.

5.4.3. Involvement of stakeholders, supporters

The interest towards the project and certificate was positive. The involvement and possibilities to find the participants were still challenging. The employment services authorities also were enthusiastic to support this pilot and certificate, but the obstacle was that we could not get the names of the potential participants, because of the data protection. We could just inform the authorities to disseminate this possibility.

5.4.4. Critical points

The time of the testing was at May, because at that time it was possible to organize the testing at the WinNova construction hall. At that time the young students were in the companies on their on-the job-learning period. Also at that time the examiner teachers were available to organize the test.

Some obstacles were also, that the companies are not paying the salaries to the workers during the testing day. Maybe also some travel cost can be a problem.

5.5. Gospodarska zbornica Slovenije

5.5.1. Which strategies were used to reach the target group

Following strategies were used by GZS ZGIGM to reach the target groups:

- Close cooperation with national sectoral trade union and their members,
- cooperation with national migrant workers office at trade-union headquarters
- personal GZS ZGIGM visits to some large and medium construction companies across Slovenia, where we performed project presentations and disseminated the benefit of validation of competences according to ISO 17024 standard.
- GZS ZGIGM launched an intensive e-mailing campaign promoting the possibility of free pilot certification among construction companies registered in their official register database with an e-mail address.
- Internet advertisement on HR agency web-site MOJEDELO.COM, the most popular HR web-site in Slovenia, about the possibility to take part in the pilot certification and validation of competences.
- Close cooperation with a national employment service and its regional offices across Slovenia.

In addition national project round tables were organised according to the exploitation strategy, elaborated by GZS ZGIGM . On those events project aims together with planned outputs were presented and testing phase - the pilot certification and the general importance of validation of competences were outlined. National VET schools and centers did not express support for this validation model due to their concern of reducing their business and rivalry to long years expertise in this field of VET training and issuing national certificates - NVQ.

An additionally organized pilot certification was much easier to promote among stakeholders, due to the success of the first project pilot certification. Its results were presented on the web-page GZS ZGIMG, so new candidates were much more efficiently attracted.

5.5.2. Recruitment of participants

There were more recruitment ways to attract candidates:

- The construction companies were mostly directly informed and reached by e-circular Gradbeniške iskricice (2 times), a sectoral chambers newsletter. There were few feedbacks but no official applications of candidates.
- GZS ZGIGM also made few personal project visits and face to face interviews with administrations of construction companies. Companies reported high season in the business and no actual need for this kind of validation of competences. The HR agency web-offer provided few candidates for pilot certification. Unfortunately, the planned pilot certification dates did not suit them or they were overeducated
- During the project, GZS ZGIGM was actively informing migrant workers office; they sent 2 candidates to first pilot certification.
- National employment service sent the rest of the candidates to be part of the first pilot certification.

5.5.3. Involvement of stakeholders, supporters

National employment service was quite active and helped us in searching for appropriate candidates and delivered them information about the possibility to take part in the free pilot certification. The problem was that not so many jobless construction workers were in their data base during spring season. Presumably, appropriate construction workers were employed at that period.

National employment service also planned to make personal visit of the pilot certification, since they might be a potential national co-financing body. Unfortunately, they could not see the first certification process, but the date of second pilot certification suited them, so they came to the assessment and made interviews with candidates, examiners, the organizer of the certification and HR administration. Sectoral trade union – SDGD Slovenije was very interested to spread information about the pilot certification among their members, via printed post and via e-mail. They prepared a very nice sketch on their web-site to attract construction workers to this certification.

VET schools did not take active part in delivering info about the pilot certification to the construction companies they usually work for, because they think this kind of validation of competences will probably not be competitive due to a high price of the certification, limited validation period and being a direct competitor to national NVQ (3 level SQF).

Chief HR head of the construction companies started to follow ISO CONSTRUCT outputs and became interested, because the project outputs and project development were regularly presented on sectoral social dialog meetings.

5.5.4. Critical points

The most critical point was to attract enough candidates for the pilot certification (min. 10). So the date had to be changed three times and it was hard to find a date that suited all candidates in GZS ZGIGM database. Few of them that were unemployed, or found employment in the mean time.

For the construction companies spring time is the high season business time, so they report that they can not afford to allow the employees to take part in the certification exam, even if it was free of charge for the company and candidates..

GZS ZGIGM managed to attract 10 candidates for the first pilot certification. Due to a limited budget available for the project testing phase WP3 we had to negotiate with the VET School Šolski center Celje for an additional second pilot certification.

Critical points were to organize the first pilot certification and attract enough candidates. The second pilot certification after exactly one month was much easier to organize (for the organizer to attract new candidates, for VET examiners to repeat the certification tasks etc).

6. National assessment descriptions

6.1. Bfi Steiermark

Number of assessments: 1

Date of assessment: 04.03.2015

Location: Bauakademie Übelbach

Number of Participants: 14

Proportion of unemployed persons in % and number: 12 (86%)

Proportion of employed participants in % and number: 2 (14%)

Proportion of participants in apprenticeships min. 1,5 years, in % and number: 0 (0%)

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6.2. Berufsförderungswerk der Bauindustrie NRW

Number of assessments: 2

Date of assessment: 20.04.2015-21.4.2105 and 27.5.2015

Location: ABZ Kerpen

Number of Participants: 32

Proportion of unemployed persons in % and number: 0 (0%)

Proportion of employed participants in % and number: 32 (100%)

Proportion of participants in apprenticeships min. 1,5 years, in % and number: 30 (94%)

6.3. Fondo Formacion Euskadi

Number of assessments: 2

Date of assessment: 14.05.2015 and 21.05.2015

Location: FFE

Number of Participants: 17

Proportion of unemployed persons in % and number: 3 (17 %)

Proportion of employed participants in % and number: 14 (83%)

Proportion of participants in apprenticeships min. 1,5 years, in % and number: 0 (0%)

6.4. Länsirannikon Koulutus Oy WinNova

Number of assessments: 2

Date of assessment: 08.06.2015 and 25.08.2015

Location: WinNova, Rauma

Number of Participants: 20

Proportion of unemployed persons in % and number: 20 (100%)

Proportion of employed participants in % and number: 0 (0%)

Proportion of participants in apprenticeships min. 1,5 years, in % and number: 0 (0%)

6.5. Gospodarska zbornica Slovenije

Number of assessments: 2

Date of assessment: 02.06.2015 and 02.07.2015

Location: Šolski center Celje , Srednja šola za gradbeništvo in varovanje okolja (www.sc-celje.si/)

Number of Participants: 24

Proportion of unemployed persons in % and number: 7 (29%)

Proportion of employed participants in % and number: 17 (71%)

Proportion of participants in apprenticeships min. 1,5 years, in % and number: 0 (0%)

7. Summary of assessment dates

Number of assessments: 8

Number of participants: 98

Unemployed (Number and %) 33 (34%)

Employed (Number and %) 33 (34%)

Apprentices (Number and %) 32 (32%)

8. Results of assessments in %

Number/percentage of positive results per partner and in total.

Partner	Number of participants	Theoretical		Oral		Practical		Total	
		no.	%	no.	%	no.	%	no.	%
Bfi	14	14	100	13	92,86	13	92,9	13	92,86
Bfw NRW	32	32	100	32	100	32	100	32	100
FFE	17	17	100	16	94,12	16	94,1	16	94,12
Winnova	20	19	95	20	100	20	100	19	95
GZS	24	24	100	24	100	24	100	24	100
In Total	107	106	99,07	105	98,13	105	98,1	104	97,2

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9. Feedback given by participants

9.1. Bfi Steiermark

1.....I was sufficiently informed about assessment-procedure and the timeframe.

2.....I understood the multiple-choice-test-questions easily.

3.....I easily did the multiple-choice-test-questions.

4.....I easily did the examples for calculation.

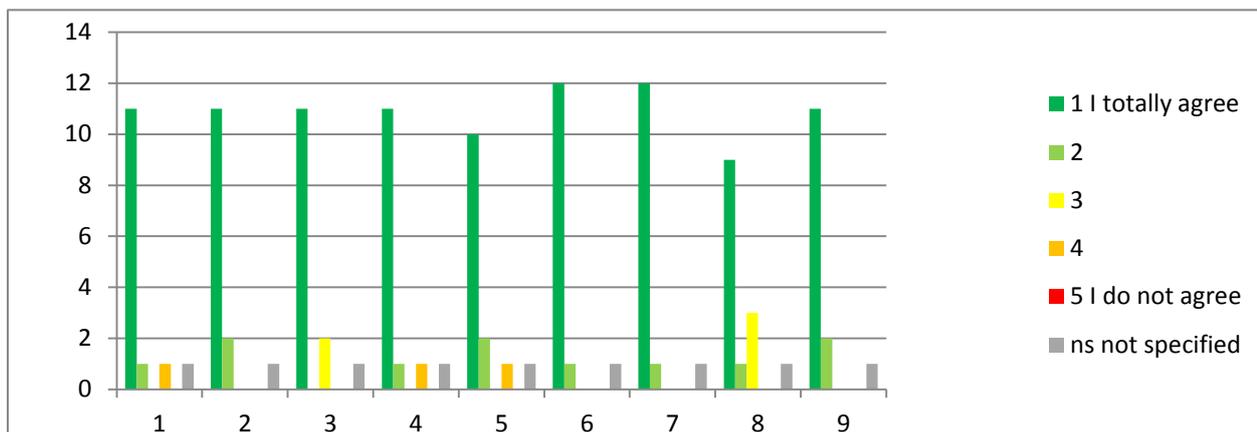
5.....I easily did the practical examination.

6.....I think the assessment was fair.

7.....I had available all the necessary tools and equipment to complete the task.

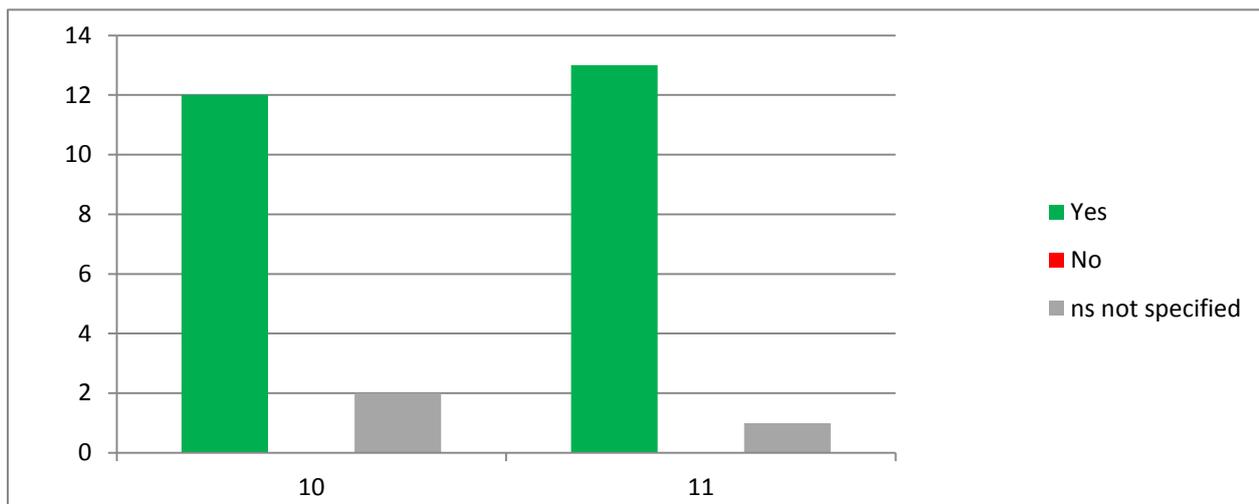
8.....I had sufficient time to complete the examination.

9.....I was completely satisfied with the overall conducting of the examination.

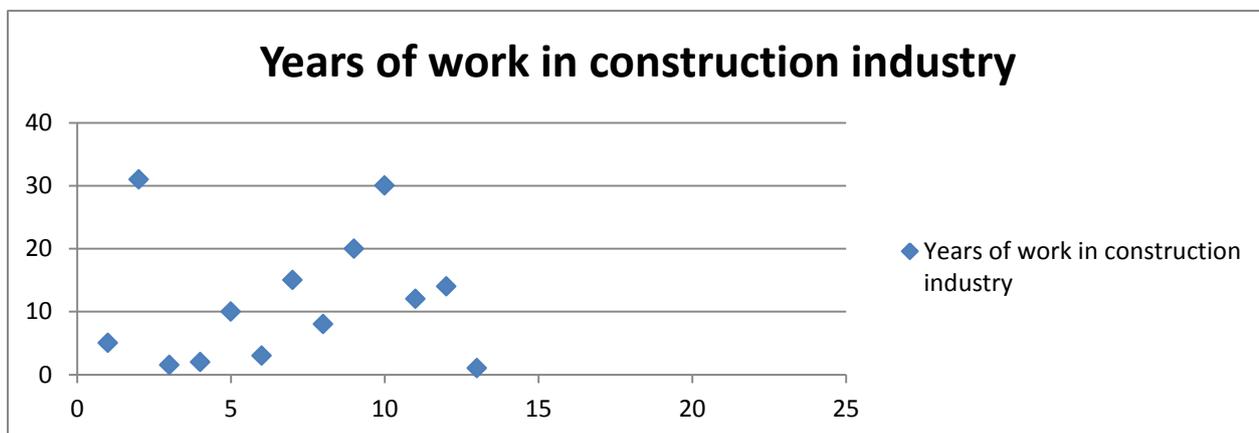


10....Do you think the assessment reflects the job (-profile) of construction helpers?

11....Would you recommend this examination to your colleagues?



12....For how many years have you been working in the construction sector at the time you attended the test?



Important participant's remarks for revision:

9.2. Berufsförderungswerk der Bauindustrie NRW

1.....I was sufficiently informed about assessment-procedure and the timeframe.

2.....I understood the multiple-choice-test-questions easily.

3.....I easily did the multiple-choice-test-questions.

4.....I easily did the examples for calculation.

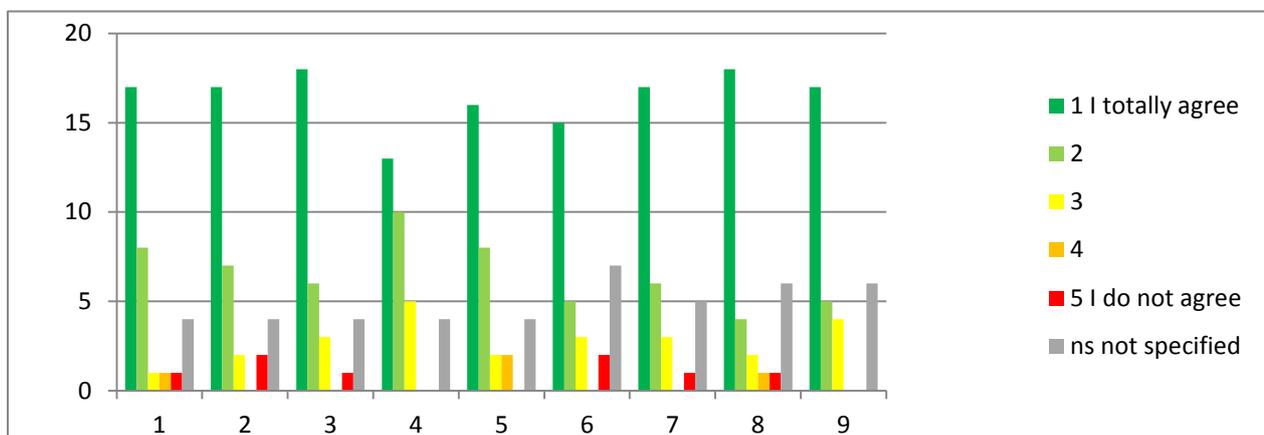
5.....I easily did the practical examination.

6.....I think the assessment was fair.

7.....I had available all the necessary tools and equipment to complete the task.

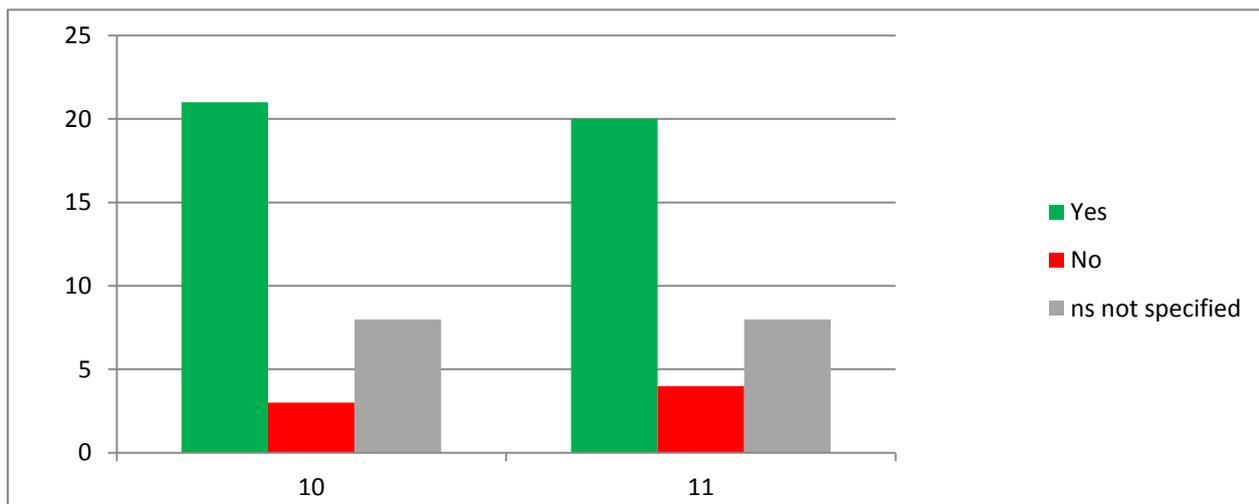
8.....I had sufficient time to complete the examination.

9.....I was completely satisfied with the overall conducting of the examination.

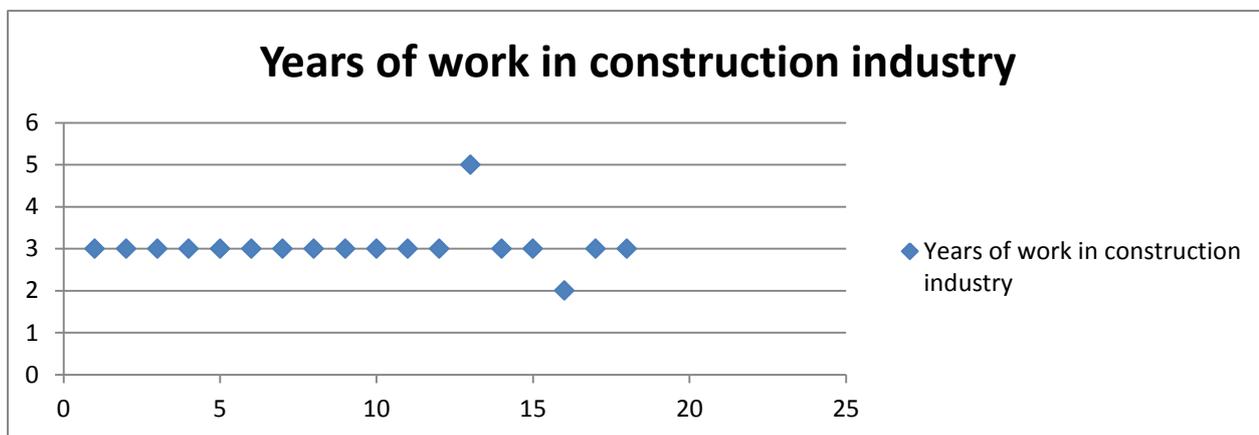


10....Do you think the assessment reflects the job (-profile) of construction helpers?

11....Would you recommend this examination to your colleagues?



12....For how many years have you been working in the construction sector at the time you attended the test?



Important participant's remarks for revision:

9.3. Fondo Formacion Euskadi

1.....I was sufficiently informed about assessment-procedure and the timeframe.

2.....I understood the multiple-choice-test-questions easily.

3.....I easily did the multiple-choice-test-questions.

4.....I easily did the examples for calculation.

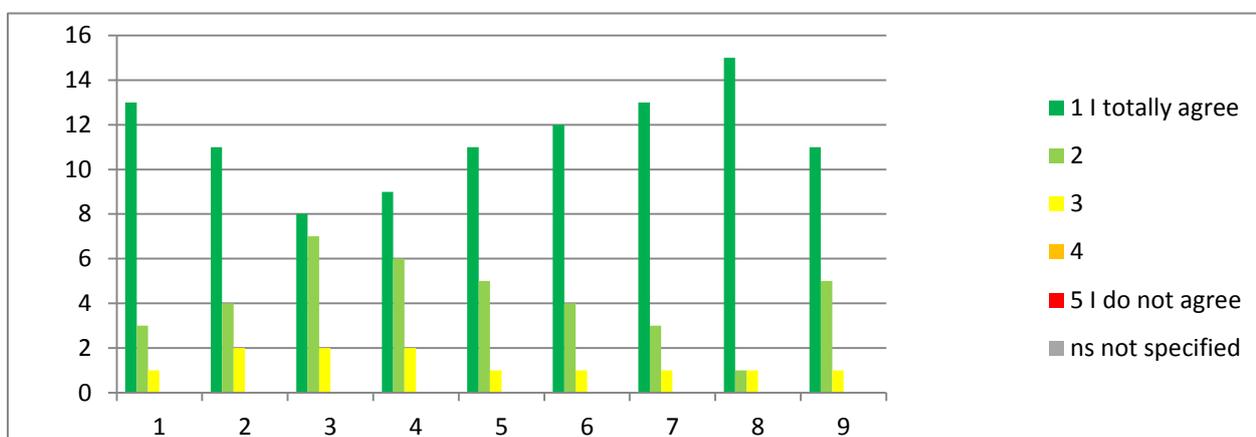
5.....I easily did the practical examination.

6.....I think the assessment was fair.

7.....I had available all the necessary tools and equipment to complete the task.

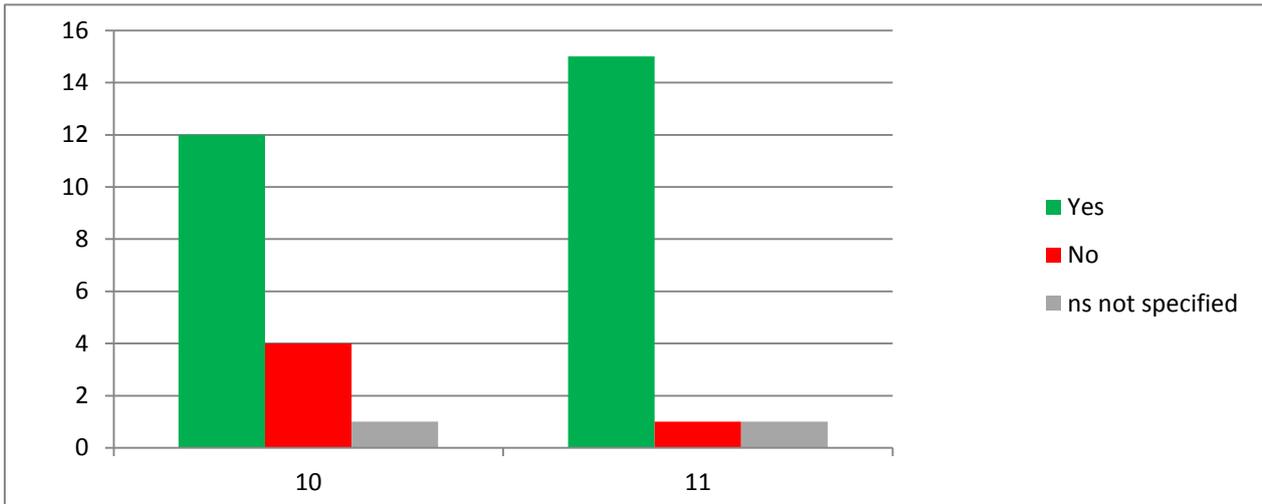
8.....I had sufficient time to complete the examination.

9.....I was completely satisfied with the overall conducting of the examination.

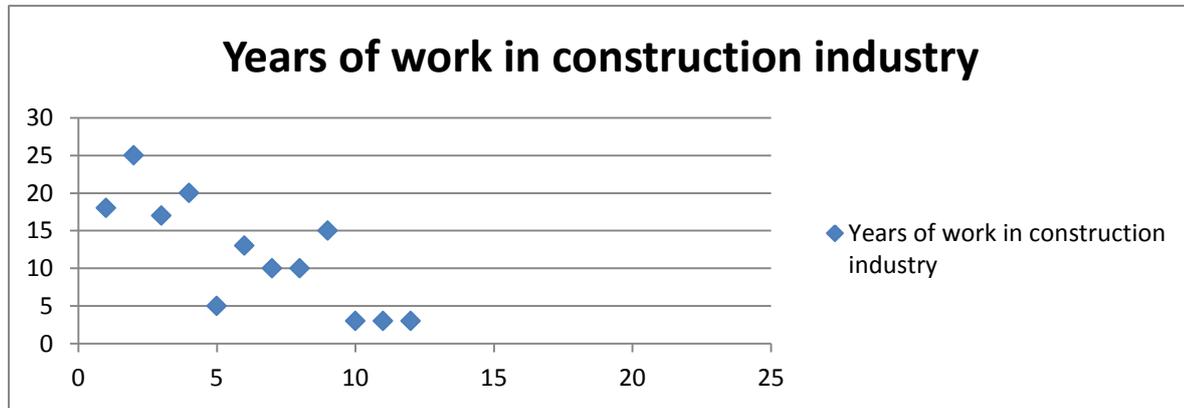


10....Do you think the assessment reflects the job (-profile) of construction helpers?

11....Would you recommend this examination to your colleagues?



12....For how many years have you been working in the construction sector at the time you attended the test?



Important participant's remarks for revision:

- They consider that the level of the assessment is too high for a helper
- The time for the check list is appropriate; however, the time for the practical part, as they consider tasks for 1st officer level, is a little short.

9.4.Länsirannikon Koulutus Oy WinNova

1.....I was sufficiently informed about assessment-procedure and the timeframe.

2.....I understood the multiple-choice-test-questions easily.

3.....I easily did the multiple-choice-test-questions.

4.....I easily did the examples for calculation.

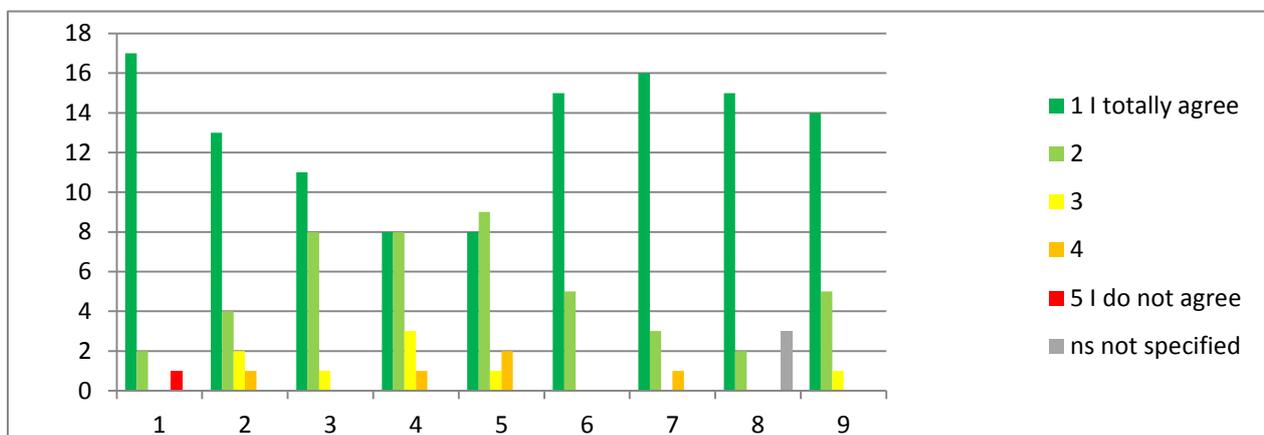
5.....I easily did the practical examination.

6.....I think the assessment was fair.

7.....I had available all the necessary tools and equipment to complete the task.

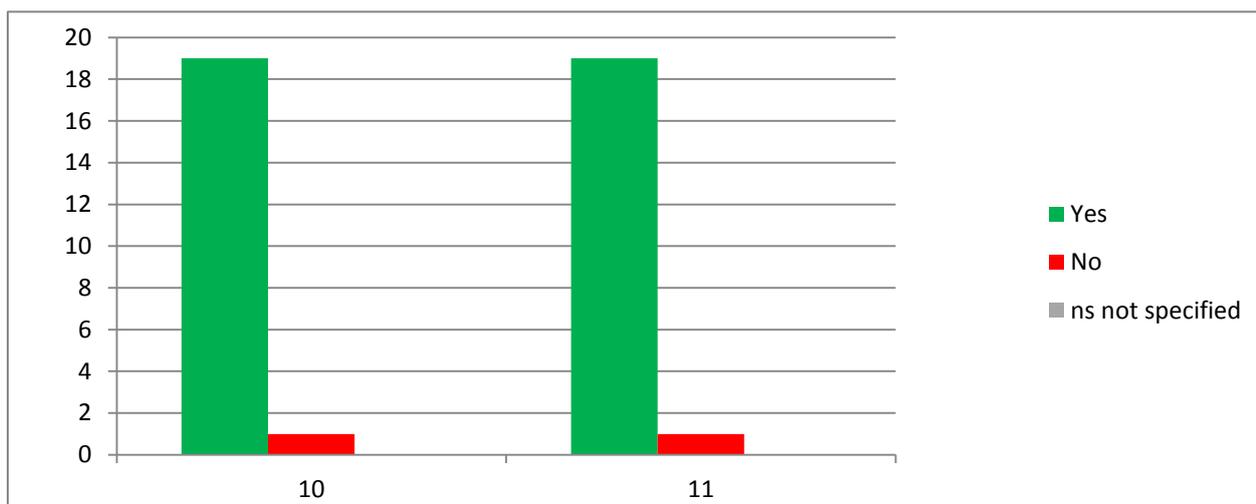
8.....I had sufficient time to complete the examination.

9.....I was completely satisfied with the overall conducting of the examination.

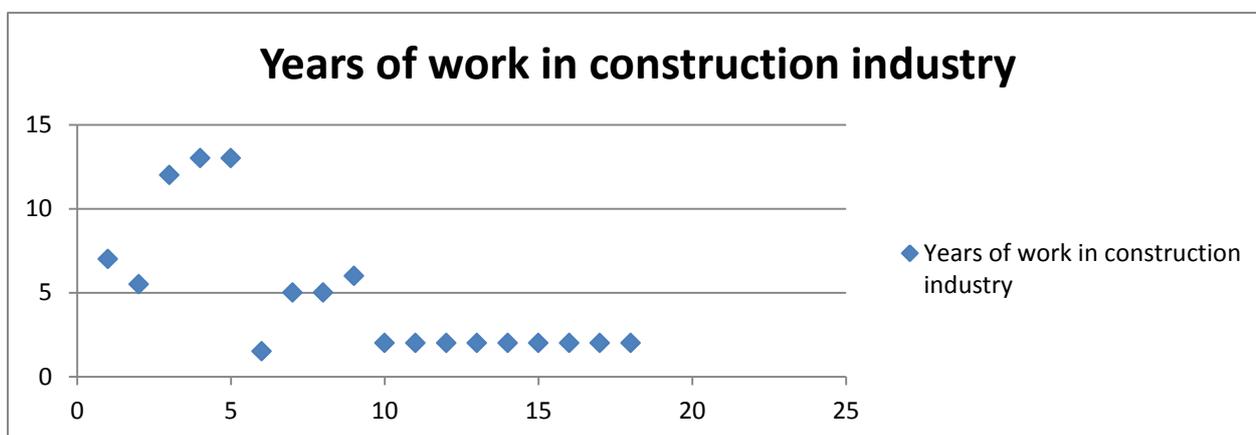


10....Do you think the assessment reflects the job (-profile) of construction helpers?

11....Would you recommend this examination to your colleagues?



12....For how many years have you been working in the construction sector at the time you attended the test?



Important participant's remarks for revision:

9.5. Gospodarska zbornica Slovenije

1.....I was sufficiently informed about assessment-procedure and the timeframe.

2.....I understood the multiple-choice-test-questions easily.

3.....I easily did the multiple-choice-test-questions.

4.....I easily did the examples for calculation.

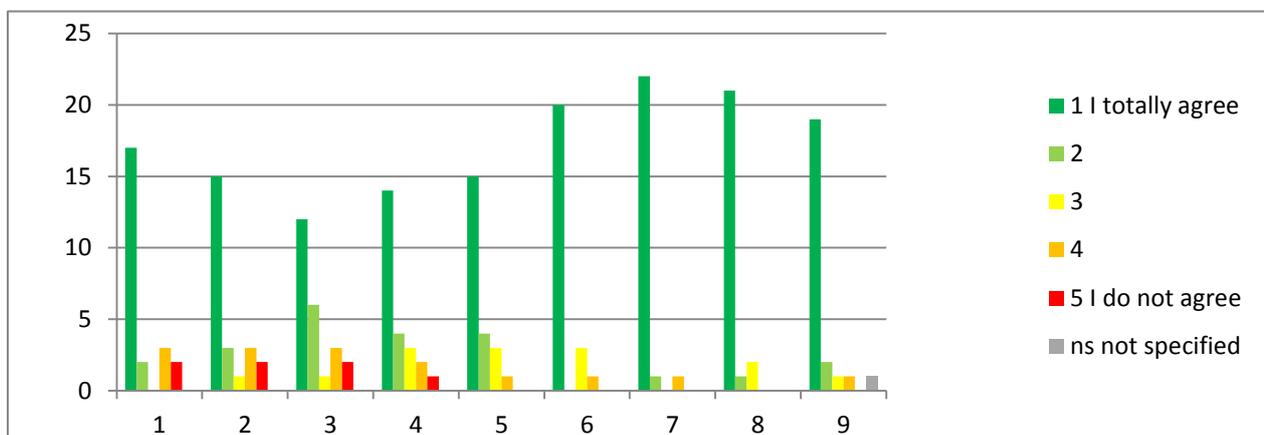
5.....I easily did the practical examination.

6.....I think the assessment was fair.

7.....I had available all the necessary tools and equipment to complete the task.

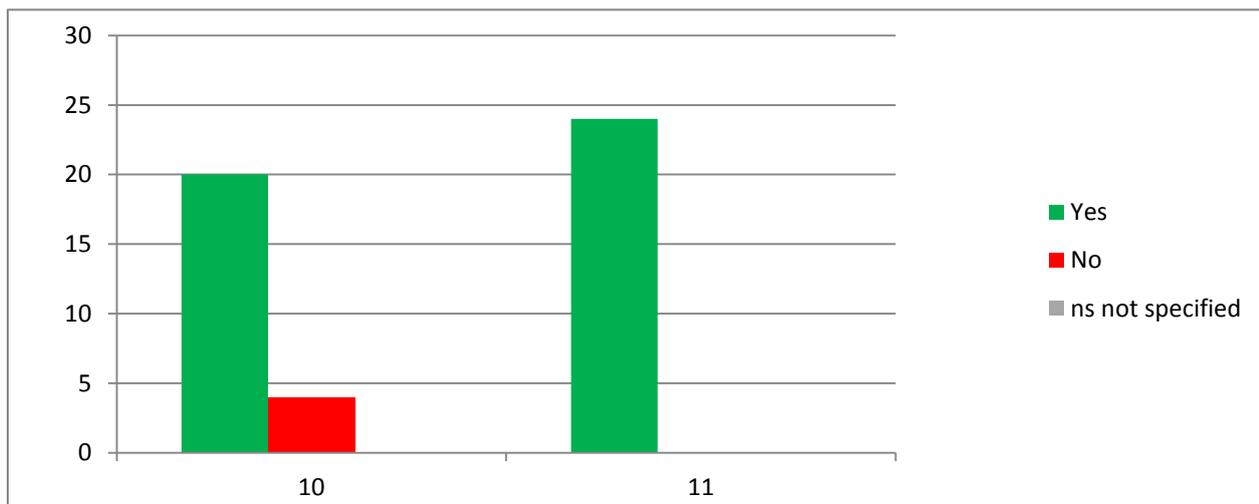
8.....I had sufficient time to complete the examination.

9.....I was completely satisfied with the overall conducting of the examination.

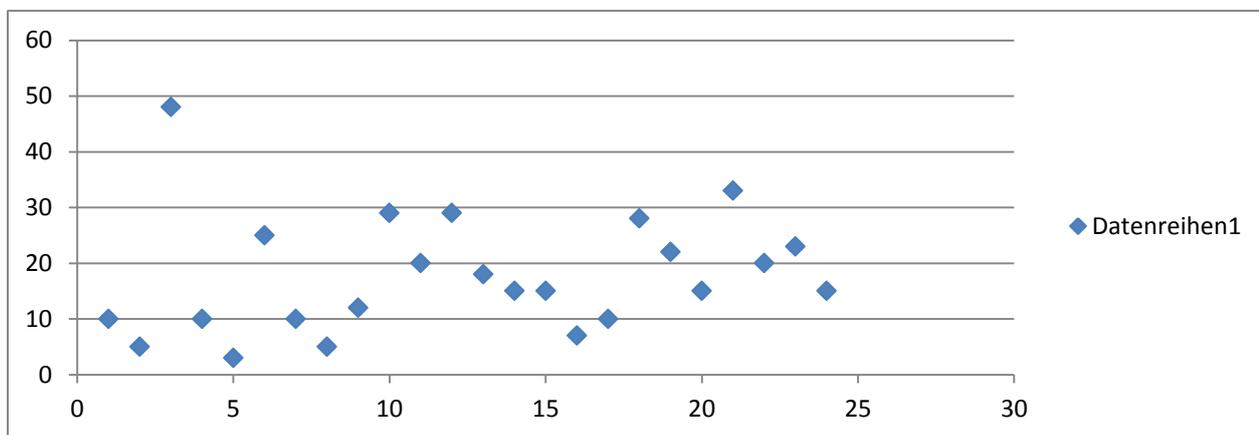


10....Do you think the assessment reflects the job (-profile) of construction helpers?

11....Would you recommend this examination to your colleagues?



12....For how many years have you been working in the construction sector at the time you attended the test?



Important participant's remarks for revision:

10. Feedback given by examiners

1.....I think there is a high significance of certification in accordance with ISO 17024.

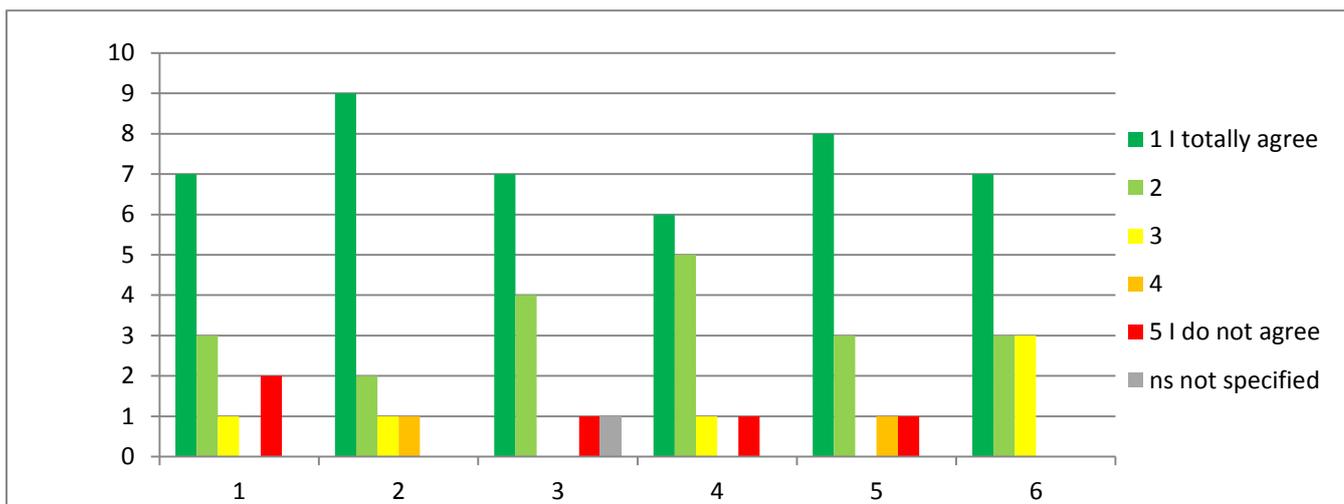
2.....I was well supported regarding the test procedure by the project partner.

3.....I think the multiple-choice-questions were appropriate in the level of difficulty....

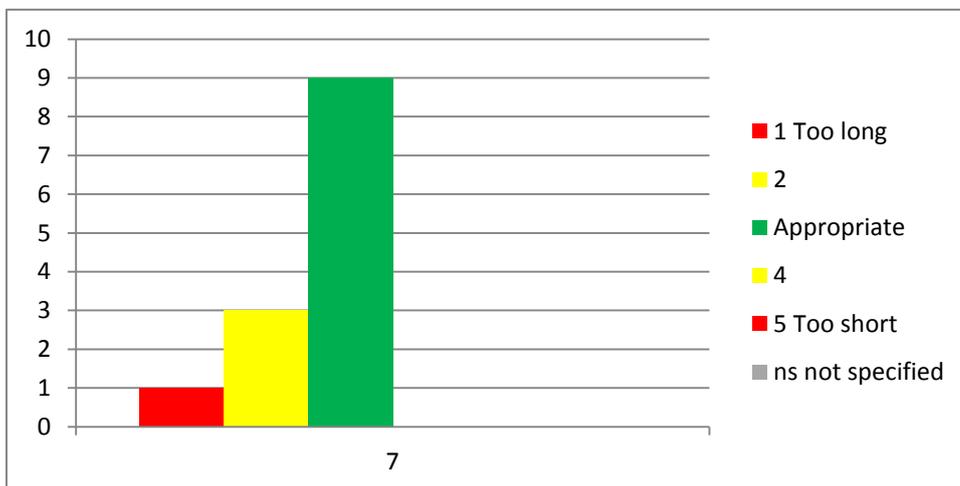
4.....I think the handling and understanding of the certification documents is easy

5.....I think the difficulty of the practical test was appropriate for the target group.

6.....I think the assessment process is the adequate way to show and verify the....



7.....The timeframe for the completion of the task at the practical test was...



11. Conclusio out of the received feedback and experiences made by partners

Bfi Steiermark, Austria:

Summarising we can say that the implementation of ISO Construct's „Qualified construction worker ISO 17024“ piloting in Austria has been successful, producing significant results. 12 out of 14 participating construction helpers successfully passed the assessment for certification.

The evaluations by participants and examiners confirmed that the assessments scope matches the job profile of Austria's construction helpers and that the tasks are manageable within the given timeframe. Areas of improvement were included into the final version of the certification program and the escorting documents. Some examples for improvements that could be identified during the assessment held in Austria were:

- Theoretical exam:
- Simplification of calculations (no decimals, usage of natural numbers for better calculation without calculators)
- Formal improvements for better understandability of some questions
- Usage of national hand signals and correlating pictographs

Participant's feedback was thoroughly positive. The group was motivated and enjoyed the tasks.

Organisational and financial efforts were exceedingly high. To reduce costs for further assessments it is strongly recommended to plan 1 or 2 assessments per year with about 10 to 15 participants each. Additionally it is advisable to search for partner organisations like vocational schools with focus on construction, which can provide the needed facilities.

The estimated average costs in Austria per participant for practical and oral exam plus certification are about € 750,-- Suitable facilities for the practical examination (2 industrial halls) had to be rented including a supervisor provided by the lessor to coordinate procedures and to ensure the staging of material per test station.

Fondo Formacion Euskadi, Spain

The timeframe of 120 minutes for the multiple choice is too long; with 60 -70 min is more than enough

At least for Spain, the level of the exercises of the practical assessment is too high for a construction helper. Here the helpers develop simpler tasks.

Although is considered the same exercises for the three kind of professions (bricklayer, carpenter and concrete worker) there are substantial differences among them when they develop the exercises: the carpenter is skillful with the carpentry but not with the iron bars, for example, and the opposite).

Berufsförderungswerk der Bauindustrie NRW, Germany

Summary for Pilot Reporting Assessment Germany:

A total of 32 trainees participated in the examination for certification. There were mostly trainees of the company STRABAG AG, Company Hamelmann GmbH and Hochtief AG.

In the most recent Dissemination meeting the representatives of STRABAG AG company, Hamelmann GmbH and Hochtief AG could be convinced to send trainees. Due to the excellent quality of our auditor, Markus Waibel, and his many years of experience the test (practical and theoretical) ran without problems.

Gospodarska zbornica Slovenije, Slovenia

Summary for Pilot Reporting Assessment Slovenia:

A total of 24 candidates participated in 2 national examinations for certification. There were mostly trainees of the company SGP POMGRAD, d.o.o., other were mostly unemployed.

A lot of effort was made to spread the project infos among stakeholders and promote pilot certification and gain support of this certificate. So the first pilot certification was very hard to organize, to attract enough candidates.

The level of the exercises of the practical assessment seem to be too complex for a construction helper-unemployed. It seems that the helpers provide simpler tasks on construction site. Although is considered the same exercises for the three kind of professions (bricklayer, carpenter and concrete worker) there are substantial differences among them when they develop the exercises: the carpenter is skillful with the carpentry but not with the iron bars, for example, and the opposite). So actually each candidates was very good only 1 practical task in other it was evident he/she needs help and much more works instruction info from the examiner.

All participant's feedback was very positive. 3 examiners with many years of experiences perform the certification exam smoothly and without problems, it seems only that a lot of paper and communication work for preparation of planned real certification exam should be done with SystemCERT ZertifizierungsgesmbH (approval of examiner, approval of practical tasks, approval of oral tasks, other paper work...)

Organisational and financial efforts were exceedingly high the first time, the second time we gain the discount due to similar work to be done by VET center and to support our project outcomes and project aim on general. To reduce costs for further assessments it is recommended to plan 1 or 2 assessments per year with minimum 10 candidates, so the certification exam costs could be bearable and market acceptable (max. 400 eur for certification exam/candidate + cost for issuing the certificate).

12. The relevance of labor market perspective

The Concept of life long learning already is a crucial part of labour market and economic policy and its importance as competitive edge for companies is constantly growing. In near future vocational training will become more and more a matter of course for employers, employees and lawmakers. Educational institutions offer a wide range of courses for further education and qualification. Besides that non- and informally acquired skills and competences are commonly ignored since there is a lack of certificates, although those competences may be of significant importance to fit into some job profiles .

In recent years companies and educational institutions acknowledged the need of certification of those competences and started initiatives to do so. Unfortunately as yet those initiatives were only isolated and hardly linked to each other.

The Vision is to create a pan European certification framework embedded into the EQF/NQFs applying ISO standards. To reach that a common validation strategy for competences has to be elaborated by governments companies and educational institutions and organisations have to be established to implement that strategy.

ISO-construct and other projects showed us that it is possible.