Projects and Products Portal for Leonardo da Vinci

APL-Bud Towards a Qualified Construction Workforce for Poland

2008-1-PL1-LEO05-02072

http://www.adam-europe.eu/adam/project/view.htm?prj=3963

Projektinformationen

Titel: APL-Bud Towards a Qualified Construction Workforce for Poland

Projektnummer: 2008-1-PL1-LEO05-02072

Jahr: 2008

Projekttyp: Innovationstransfer

Status: abgeschlossen

Land: PL-Polen

Marketing Text: Die polnische Bauwirtschaft leidet unter einem erheblichen Fachkräftemangel, der durch eine massive Arbeitsmigration in andere Länder nach dem EU-Beitritt sowie von einem starken Wachstum auf dem heimischen Baumarkt verursacht worden ist. Es besteht ein Bedarf sowohl an der Rückkehr von Arbeitskräften (die an Erfahrung und Fähigkeiten gewonnen haben) als auch an zuwandernden Arbeitsmigranten (deren Kompetenzen zertifiziert werden müssen). Zusätzlich verzeichnen auch polnische Arbeitskräfte einen Zuwachs an Erfahrung mund Fähigkeiten, die nicht formell zertifiziert sind.
Das vornehmste Ziel des Projektes ist es „Transparenz und Anerkennung der Kompetenzen zu verbessern, die durch nicht-formale und informelle Lernprozesse erworben worden sind“. Das Projekt wird Maßnahmen und Verfahren hervorbringen, die in Pilotstudien getestet worden sind und deren Ergebnisse vollständig durch Dokumente belegt sind. Außerdem wird mit dem Aufbau einschlägiger Einrichtungen begonnen werden.

Das Projekt wird Polen helfen, sich auf die Einführung des Europäischen Qualifikationsrahmens (EQF) vorzubereiten, indem ein System für die Anerkennung von Ergebnissen aus früheren Lernprozessen entwickelt wird, das auch in andere Länder und andere Wirtschaftssektoren übernommen werden kann.

Zusammenfassung: Zusammenfassung
APL-Bud wird Verfahren der Akkreditierung von Ergebnissen aus früheren Lernprozessen (APL) entwickeln und erproben (einschließlich: Selbsteinschätzung, Beratung, Assessment Center oder Portfolio-Verfahren), mit denen Kompetenzen zertifiziert werden können:

1. von polnischen Bauarbeitern, die nach einer Arbeitstätigkeit außerhalb Polens zurückkehren
2. die von polnischen Bauarbeitern in Polen durch Arbeitserfahrung erworben worden sind
3. von zugewanderten Bauarbeitern oder solchen, die nach Polen zuwandern wollen.

APL-Bud beruht auf einer breiten und leistungsfähigen Partnerschaft: 5 polnische Organisationen, die Arbeitgeber und Arbeitnehmer repräsentieren (geleitet von Budowlani, die stärksten polnischen Baugewerkschaft) und von 6 anderen Ländern, um Expertise und Wirkung zu maximieren. Das Projekt zielt darauf

- gute Praktiken und Erfahrungen für polnische Bauarbeiter nutzbar zu machen,.
- die Entstehung eines international anerkannten Fachkräftebestandes für die polnische Bauwirtschaft zu fördern,
- Arbeitssicherheit und Gesundheitsschutz und Effizienz in der polnischen Bauwirtschaft zu verbessern
- das Angebot an qualifizierten Arbeitskräften für die polnische Bauwirtschaft zu verbssern.

Beschreibung: APL-Bud has made it possible to move towards a qualified workforce: enabling construction workers to certify the skills they have acquired through their work, irrespective of how or where the competence was gained. This has made it easier for construction workers to seek work (they will have certification to prove their competence), and easier for employers to recruit competent labour. In the UK the major construction employers have tackled unacceptable safety standards by making it compulsory to have a Construction Skills Certification Scheme (CSCS) card to work on their sites. CSCS cards all require passing a site safety test as well as

Projektinformationen

demonstrating competence in the job role, more than 1.1M cards have been issued.
APL is new in most countries, but there is some useful experience to draw upon - ECOTEC Inventory (2007) http://www.ecotec.com/europeaninventory/2007.html There is no national system for APL in Poland although “some voivodship labour offices evaluate vocational and experience gained in non-formal contexts”. Otherwise most of the emphasis is on providing examinations that equate to qualifications gained in schools. This is far short of competence-based certification of individual skills for mid-career construction workers. However “the ‘Strategy for Development of Education 2007-2013’ underlines the necessity of creating a system for recognising and validating competencies acquired outside of the formal school system”. There have been several APL projects with Polish partners, but none appears to have developed an APL system that has been widely taken up, and certainly none relates to the construction industry.
APL-Bud aims were:
• To transfer European best practice and experience related to the accreditation of prior learning for construction workers in Poland. [LLL General Objective 1 and Operational Objectives 3 and 4 and National Priority 1] by reviewing APL best practice and creating a set of case studies, and by setting up a working system that can be used by construction workers both in Poland and outside.
• To promote an internationally recognised qualified workforce in the Polish construction industry. [LLL General Objective 3 and National Priority 1] by creating the systems by which Polish construction workers can evidence their profile of competence. The strength of the international partnership will ensure that the certification is recognised in the principal countries of Europe, and widely copied by other countries as they develop their own systems.
• To improve the labour market, safety and efficiency of the Polish construction industry. The financial benefits to employers and the unbiased recognition of each individual’s capability have already made certification of competence near universal in the UK construction sector. This is particularly significant with such a large component of migrant workers. The APL-Bud partnership brings together the Polish sector’s social partners in a powerful consensus for mutual benefit. APL-Bud will create a factual record of competence in a format that is clear to all Europe (a ‘zone of mutual trust’), and make it straight-forward to achieve and reliable. This will enable an individual worker’s capability to be objectively compared in the labour market, without discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation [LLL Horizontal Issue 3]. An employer can select the right person for the job and train for the skills that are needed, increasing efficiencyand flexibility. It is also easier for an employer to use its Polish workforce on projects outside Poland. The worker is not tied to a single employer because their capability can be recognised by all.
• To improve the supply of skilled labour to the Polish construction industry. [LLL General Objective 3] by making it easier for Polish construction workers to have their skills recognised (whether gained informally in Poland or abroad), promoting the return of Poles from abroad with their new skills, and enabling migrant workers to offer their proven skills to the Polish labour market.
APL-Bud has the primary objective to develop and pilot practical mechanisms for certifying the competences for 3 target groups [LLL General Objective 1 and Operational Objectives 3 and 4]:
1. of Polish construction workers returning after working outside Poland.
2. gained by Polish construction workers through on-job experience in Poland but not formally certified.
3. foreign construction workers working or intending to work in Poland.
APL-Bud has developed a systems and processes for APL [LLL General Objective 2 and Operational Objectives 3 and 4], drawing on international best practice, test them on pilots and move towards institutionalising them [LLL General Objective 1 and Operational Objectives 3 and 4]. It has developed APL assessor training [LLL General Objective 1] which can be rolled out more widely after the project [LLL Operational Objective 3]. The partnership has been selected not only to share best practice but also to promote roll out to other countries [LLL Operational Objective 3].
APL-Bud’s success has been monitored by the External Evaluator, but we anticipate

Projektinformationen

that measures will include the extent to which:
• Ideas and outcomes are shared between the partnership and adopted in Poland and outside.
• APL-Bud systems and processes are based on European norms (like EQF, learning outcomes) and fit within the emerging EuroPass and Copenhagen VET frameworks.
• APL-Bud systems and processes are practical and affordable for construction workers in poor countries and for small employers as well as large international ones.
• A zone of mutual trust (in the quality of assessment and the resulting certification) can be created between partner countries (and beyond)

Themen: *** Arbeitsmarkt
*** Lebenslanges Lernen
*** Anerkennung, Transparenz, Zertifizierung
** Berufsorientierung und -beratung
* Weiterbildung

Sektoren: *** Baugewerbe/Bau
*** Erziehung und Unterricht

Produkt Typen: Evaluierungsmethoden
Beschreibung neuer Berufsprofile
andere
Module
Lehrmaterial
Programme/Curricula
Homepage
Transparenz und Zertifizierung

Produktinformation: There is no APL system yet in Poland, although many of the legal and institutional foundations have recently been put in place. Elsewhere also, working APL systems are few and limited. APL-Bud is innovative in setting up a working APL system for construction that includes assessment outside Poland, and which certifies professional competence (not just knowledge or equivalence to school exams).
The certification of migrant labour is a priority for the Polish construction industry, and for other countries. The strength of our Polish partners and the powerful international partnership are clear evidence of this.
APL has been identified as a European Commission priority, enshrined in the Education & Training 2010 objectives and the Lisbon goals. The APL Principles and Guidelines provide a European Framework within which to develop national and sector systems. The EQF, with its emphasis on learning outcomes and national commitments to implementation by 2010, provides an urgency to this development.
The APL Assessor training developed by the Romanian construction sector has been particularly valuable. There are 2 approaches to assessment of construction APL: assessment centres (the Flemish experience is foremost) or work-based portfolios (in which the UK excels); other options may arise during Activity 3. APL-Bud will share experience of these approaches amongst all the partners. In particular IFCOS has been a channel bringing the world-wide membership's expertise in competence-based construction systems, and disseminating APL-Bud's innovative outcomes to IFCOS members.
The time is therefore ripe for a project to lead the move from conceptual frameworks to practical use by construction workers.APL-Bud builds on all the theoretical and institutional foundations to provide working models.It has been very pragmatic and practical, concentrating on achievable results that can be applied in the Polish context. It shall help to ensure that their new emerging systems take account of each other and are compatible. It is already of particular value to the other new accession states that share similar situations, and encourage the development of national systems for construction APL that can operate together in harmony with mutual recognition.

Projektwebseite: www.apl-bud.eu

Vertragnehmer

Name:	Zwiazek Zawodowy BUDOWLANI
Stadt:	Warsaw
Land/Region:	Mazowieckie
Land:	PL-Polen
Organisationstyp:	Gewerkschaftsorganisation
Homepage:	http://www.zzbudowlani.pl

Kontaktperson

Name:	Jakub Kus
Adresse:	Mokotowska 4/6
Stadt:	Warsaw
Land:	PL-Polen
Telefon:	+48 22 8256066
Fax:	
E-Mail:	jkus@zzbudowlani.pl
Homepage:	

Koordinator

Name:	CamProf Polska
Stadt:	Grodzisk Mazowiecki
Land/Region:	Mazowieckie
Land:	PL-Polen
Organisationstyp:	KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage:	http://www.camprof.com

Kontaktperson

Name:	Marta Jacyniuk-Lloyd
Adresse:	5 Mundella Road, The Meadows
Stadt:	Nottingham
Land:	UK-Vereinigtes Königreich
Telefon:	+44 845 345 5199
Fax:	+44 845 345 5299
E-Mail:	martaj@camprof.com
Homepage:	

Partner

Partner 1

Name: IFCOS International Forum for Construction Occupational Standards
Stadt: Nottingham
Land/Region: East Midlands
Land: UK-Vereinigtes Königreich
Organisationstyp: andere
Homepage:

Partner 2

Name: Education and Labour
Stadt: Warsaw
Land/Region: Mazowieckie
Land: PL-Polen
Organisationstyp: Forschungseinrichtung
Homepage:

Partner 3

Name: Kellens Consulting
Stadt: Oudenaarde
Land/Region: West Vlaanderen
Land: BE-Belgien
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: http://www.kellensconsulting.be

Partner 4

Name: POINT Project Construction and Engineering Traiding LLC
Stadt: Ankara
Land/Region: Ankara
Land: TR-Türkei
Organisationstyp: KMU - Klein- und Mittelunternehmen (bis zu 250 Mitarbeiter)
Homepage: http://www.pnt-grp.com

Partner

Partner 5

Name: Confederation of Building and Real Estate
Stadt: Warsaw
Land/Region: Mazowieckie
Land: PL-Polen
Organisationstyp: Öffentliche Einrichtung
Homepage: http://www.kbin.org

Partner 6

Name: BAQ Research Institute on Employment Labour Qualification
Stadt: Bremen
Land/Region: Bremen
Land: DE-Deutschland
Organisationstyp: Forschungseinrichtung
Homepage: http://www.hs-bremen.de

Partner 7

Name: ECAP Consulenze
Stadt: Como
Land/Region: Lombardia
Land: IT-Italien
Organisationstyp: Forschungseinrichtung
Homepage: http://www.ecap.ch

Partner 8

Name: Vocational House of Builders
Stadt: Bucharest
Land/Region: Bucuresti
Land: RO-Rumänien
Organisationstyp: Kammer
Homepage: http://www.cmc.org.ro

Partner

Partner 9

Name:	National Centre for Supporting Vocational and Continuing Education
Stadt:	Warsaw
Land/Region:	Mazowieckie
Land:	PL-Polen
Organisationstyp:	Forschungseinrichtung
Homepage:	http://www.koweziu.edu.pl

Projektdateien

APL-Bud brochure 24-11-08.doc

http://www.adam-europe.eu/prj/3963/prj/APL-Bud%20brochure%2024-11-08.doc

project brochure

APL-Bud website nederlands.docx

http://www.adam-europe.eu/prj/3963/prj/APL-Bud%20website%20nederlands.docx

Dutch translation of marketing information & summary for APL-Bud project

Publication APL 23.08.2010 project1.doc

http://www.adam-europe.eu/prj/3963/prj/Publication%20APL%2023.08.2010%20project1.doc

Publication summarising the project findings and APL pilots

R10 foreign pilots.pdf

http://www.adam-europe.eu/prj/3963/prj/R10%20foreign%20pilots.pdf

Report on the foreign pilots organised by the APL-Bud partners

R10 report on Polish pilots.pdf

http://www.adam-europe.eu/prj/3963/prj/R10%20report%20on%20Polish%20pilots.pdf

Report on the Polish pilots organised by the project partners

R11 91 National APL Body for Poland pl.pdf

http://www.adam-europe.eu/prj/3963/prj/R11%2091%20National%20APL%20Body%20for%20Poland%20pl.pdf

Plan and proposal for the Polish national APL body

R1 21 lista kwalifikacji pl.pdf

http://www.adam-europe.eu/prj/3963/prj/R1%2021%20lista%20kwalifikacji%20pl.pdf

List of construction occupations

R13 Polish conference.pdf

http://www.adam-europe.eu/prj/3963/prj/R13%20Polish%20conference.pdf

Report from the Polish conference summarising the project and discussing its findings, and results

R2 31 Case studies final report eng.pdf

http://www.adam-europe.eu/prj/3963/prj/R2%2031%20Case%20studies%20final%20report%20eng.pdf

Case studies of good practice in APL

R 3 Comparisons of Qualifications ENG.doc

http://www.adam-europe.eu/prj/3963/prj/R%203%20Comparisons%20of%20Qualifications%20ENG.doc

Comparison of 3 qualifications selected for the project

R4 Barriers and steps to recognition.pdf

http://www.adam-europe.eu/prj/3963/prj/R4%20Barriers%20and%20steps%20to%20recognition.pdf

Report on barriers and steps to recognition

Projektdateien

R5 APL methodology en.pdf

http://www.adam-europe.eu/prj/3963/prj/R5%20APL%20methodology%20en.pdf

Methodology for APL

R6 APL pilots strategy done 04.pdf

http://www.adam-europe.eu/prj/3963/prj/R6%20APL%20pilots%20strategy%20done%2004.pdf

English version of the diagram illustrating the plan for APL assessment strategy

R6 APL pilots strategy done 04 pl.pdf

http://www.adam-europe.eu/prj/3963/prj/R6%20APL%20pilots%20strategy%20done%2004%20pl.pdf

Plans and documents for the pilots in APL

R7 61 Assessor competence profile.pdf

http://www.adam-europe.eu/prj/3963/prj/R7%2061%20Assessor%20competence%20profile.pdf

Competence profile designed for the APL assessor

Produkte

1 Report on barriers and steps to recognition

2 Case study on good practice in APL

3 APL Assessor Occupational Profile and training materials

Produkt 'Report on barriers and steps to recognition'

Titel:	Report on barriers and steps to recognition
Produkttyp:	Transparenz und Zertifizierung
Marketing Text:	This report is based on our experience gained during the project as well as international pilots in construction. It is testing barriers for migrants to obtain a foreign qualification using existing APL procedures and problems with recognition of prior learning in the countries which don't have that system established yet.
Beschreibung:	Report in English based on experience and observation as well as documents
Zielgruppe:	Researchers, APL assessors, policymakers, sectoral bodies, lifelong learning bodies
Resultat:	report
Anwendungsbereich:	organisations looking for source of information of experiential and prior learning (APL/RPL) gain in the theory and practice
Homepage:	www.apl-bud.eu
Produktsprachen:	Englisch

Produkt 'Case study on good practice in APL'

Titel:	Case study on good practice in APL
Produkttyp:	Transparenz und Zertifizierung
Marketing Text:	The selection of good practice on APL from various countries including France and Canada. The examples were drawn from a range of practices in APL assessment on small and national scale.
Beschreibung:	This is one of the reports prepared and made available by the project.
Zielgruppe:	Policy makers, assessors and people involved in education and APL
Resultat:	A report
Anwendungsbereich:	This report can be used for consultations as a useful set of APL approach examples for discussions on planning the APL system for a country or for improving existing procedures.
Homepage:	www.apl-bud.eu
Produktsprachen:	Englisch

Produkt 'APL Assessor Occupational Profile and training materials'

Titel:	APL Assessor Occupational Profile and training materials
Produkttyp:	Programme/Curricula
Marketing Text:	The APL assessor has more competences needed than just regular assessor. The documents we have developed within the project can be sued by other parties, but with clear indication of the source (Creative Commons)
Beschreibung:	Apart from the occupational profile for APL Assessor we have designed short training and quality assessment procedure
Zielgruppe:	assessors, evaluators, vocational schools, training centres and awarding/certification bodies.
Resultat:	Occupational profile training course Quality assurance procedure
Anwendungsbereich:	APL assessment and training of APL assessors
Homepage:	www.apl-bud.eu
Produktsprachen:	Englisch

Veranstaltungen

The Polish Conference

Datum	12.10.2010
Beschreibung	Polish conference organised by the Trade Unions and Polish partners of the project took place in Warsaw and was supposed to ensure beginning of wide spread consultations on APL in Poland. It was the projects opportunity to disseminate projects results and achievements.
Zielgruppe	All of the experts involved in lifelong learning and education in Poland: researchers, private and public training providers, Ministries, employers and employees organisations, sectoral representatives, examination board, accreditation body etc.
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	Jakub Kus Zarzd Krajowy Zwizku Zawodowego „BUDOWLANI” ul. Mokotowska 4/6 00-641 Warszawa tel: +48 22 825 6061/2 fax: +48 22 825 1123 e-mail: budowlani@zzbudowlani.pl
Zeitpunkt und Ort	Warsaw, Naczelna Organizacja Techniczna, 12 October 2010 10:00am beginning

Veranstaltungen

European conference

Datum	29.09.2010
Beschreibung	Recognition of Prior Learning for Construction industry
Zielgruppe	individuals interested in: - VET-policy at European and national levels - impact on the European labour market - labour, education and training in the construction industry.
Öffentlich	Öffentliche Veranstaltung
Kontaktinformation	Vera Kellens (Kellens Consulting) address: Gentstraat 219 9700 Oudenaarde BELGIUM Fax +32 55 304982 vera@kellensconsulting.be Zarzd Krajowy Zwizku Zawodowego „BUDOWLANI” ul. Mokotowska 4/6 > 00-641 Warszawa > Poland tel: +48 22 825 6061/2 > fax: +48 22 825 1123 e-mail: budowlani@zzbudowlani.pl
Zeitpunkt und Ort	Holiday Inn Garden Court Hotel (Expo) in Brussels 29-30 September 2010 starts at 13:00 and finishes at 13:00 (two half day sessions)