

## 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>

## Project Information

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

Project Number: 2008-1-PL1-LEO05-02072

Year: 2008

Project Type: Transfer of Innovation

Status: completed

Country: PL-Poland

Marketing Text: The Polish construction industry is suffering shortage of skilled manpower resulting from a massive outflow after EU accession and strong growth in home demand. This still needs returning workers and immigrant construction workers (whose competence needs certifying). The prime aim of the project was "to improve the transparency and recognition of competences acquired through non-formal and informal learning". The project helped Poland to prepare a system for the recognition of prior learning that can be adopted by other countries and other sectors. In year 2010 we have finalised piloting tests for the construction workers wanting to obtain certificates for roofer, bricklayer and fitter in most of the partner countries. The report on our findings and barriers of APL was presented at the conference in September 2010 in Brussels. See our website for more information [www.apl-bud.eu](http://www.apl-bud.eu)

Summary: APL-Bud has set up and pilot practical accreditation of prior learning (APL) systems (involving: self-assessment, advice & guidance, assessment centre or accelerated portfolio development) certifying the competences:

1. of Polish construction workers returning after working outside Poland.
2. gained by Polish construction workers through on-job experience in Poland.
3. of foreign construction workers working or intending to work in Poland.

APL-Bud brought together a very broad and strong partnership: 5 Polish organisations representing employers and workers (led by Budowlani, the foremost construction trades union) and from 7 other countries to maximise the expertise and impact. The project aimed to:

- Transfer APL best practice and experience to construction workers in Poland.
- Promote an internationally recognised qualified workforce in the Polish construction industry.
- Improve health, safety and efficiency of the Polish construction industry.
- Improve the supply of skilled labour to the Polish construction industry.

Description: 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 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

## Project Information

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 efficiency and 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 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)

Themes: \*\*\* Labor market  
 \*\*\* Lifelong learning  
 \*\*\* Recognition, transparency, certification  
 \*\* Vocational guidance  
 \* Continuous training

## Project Information

Sectors: \*\*\* Construction  
\*\*\* Education

Product Types: evaluation methods  
description of new occupation profiles  
others  
modules  
teaching material  
program or curricula  
website  
transparency and certification

Product information: 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.

Project homepage: [www.apl-bud.eu](http://www.apl-bud.eu)

## Project Contractor

Name: Związek Zawodowy BUDOWLANI  
City: Warsaw  
Country/Region: Mazowieckie  
Country: PL-Poland  
Organization Type: trade union organisation  
Homepage: <http://www.zzbudowlani.pl>

## Contact Person

Name: Jakub Kus  
Address: Mokotowska 4/6  
City: Warsaw  
Country: PL-Poland  
Telephone: +48 22 8256066  
Fax:  
E-mail: [jkus@zzbudowlani.pl](mailto:jkus@zzbudowlani.pl)  
Homepage:

## Coordinator

Name: CamProf Polska  
City: Grodzisk Mazowiecki  
Country/Region: Mazowieckie  
Country: PL-Poland  
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)  
Homepage: <http://www.camprof.com>

## Contact Person

Name: Marta Jacyniuk-Lloyd  
Address: 5 Mundella Road, The Meadows  
City: Nottingham  
Country: UK-United Kingdom  
Telephone: +44 845 345 5199  
Fax: +44 845 345 5299  
E-mail: [martaj@camprof.com](mailto:martaj@camprof.com)  
Homepage:

---

## Partner

### Partner 1

Name: IFCOS International Forum for Construction Occupational Standards  
City: Nottingham  
Country/Region: East Midlands  
Country: UK-United Kingdom  
Organization Type: others  
Homepage:

### Partner 2

Name: Education and Labour  
City: Warsaw  
Country/Region: Mazowieckie  
Country: PL-Poland  
Organization Type: research institution  
Homepage:

### Partner 3

Name: Kellens Consulting  
City: Oudenaarde  
Country/Region: West Vlaanderen  
Country: BE-Belgium  
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)  
Homepage: <http://www.kellensconsulting.be>

### Partner 4

Name: POINT Project Construction and Engineering Traiding LLC  
City: Ankara  
Country/Region: Ankara  
Country: TR-Turkey  
Organization Type: SME - small and medium-sized enterprise (up to 250 employees)  
Homepage: <http://www.pnt-grp.com>

---

## Partner

### Partner 5

Name: Confederation of Building and Real Estate  
City: Warsaw  
Country/Region: Mazowieckie  
Country: PL-Poland  
Organization Type: public institution  
Homepage: <http://www.kbin.org>

### Partner 6

Name: BAQ Research Institute on Employment Labour Qualification  
City: Bremen  
Country/Region: Bremen  
Country: DE-Germany  
Organization Type: research institution  
Homepage: <http://www.hs-bremen.de>

### Partner 7

Name: ECAP Consulenze  
City: Como  
Country/Region: Lombardia  
Country: IT-Italy  
Organization Type: research institution  
Homepage: <http://www.ecap.ch>

### Partner 8

Name: Vocational House of Builders  
City: Bucharest  
Country/Region: Bucuresti  
Country: RO-Romania  
Organization Type: chamber  
Homepage: <http://www.cmc.org.ro>

## Partner

### Partner 9

Name: National Centre for Supporting Vocational and Continuing Education  
City: Warsaw  
Country/Region: Mazowieckie  
Country: PL-Poland  
Organization Type: research institution  
Homepage: <http://www.koweziu.edu.pl>

## Project Files

### 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

## Project Files

### 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

## Products

- 1 Report on barriers and steps to recognition
- 2 Case study on good practice in APL
- 3 APL Assessor Occupational Profile and training materials

## Product 'Report on barriers and steps to recognition'

Title: Report on barriers and steps to recognition

Product Type: transparency and certification

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.

Description: Report in English based on experience and observation as well as documents

Target group: Researchers, APL assessors, policymakers, sectoral bodies, lifelong learning bodies

Result: report

Area of application: organisations looking for source of information of experiential and prior learning (APL/RPL) gain in the theory and practice

Homepage: [www.apl-bud.eu](http://www.apl-bud.eu)

Product Languages: English

## Product 'Case study on good practice in APL'

Title: Case study on good practice in APL

Product Type: transparency and certification

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.

Description: This is one of the reports prepared and made available by the project.

Target group: Policy makers, assessors and people involved in education and APL

Result: A report

Area of application: 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](http://www.apl-bud.eu)

Product Languages: English

## Product 'APL Assessor Occupational Profile and training materials'

Title: APL Assessor Occupational Profile and training materials

Product Type: program or curricula

Marketing Text: The APL assessor has more competences needed than just regular assessor. The documents we have developed within the project can be used by other parties, but with clear indication of the source (Creative Commons)

Description: Apart from the occupational profile for APL Assessor we have designed short training and quality assessment procedure

Target group: assessors, evaluators, vocational schools, training centres and awarding/certification bodies.

Result: Occupational profile  
training course  
Quality assurance procedure

Area of application: APL assessment and training of APL assessors

Homepage: [www.apl-bud.eu](http://www.apl-bud.eu)

Product Languages: English

## Events

### The Polish Conference

Date 12.10.2010

Description 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.

Target audience 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.

Public Event is open to the public

Contact Information 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

Time and place Warsaw, Naczelna Organizacja Techniczna,  
12 October 2010  
10:00am beginning

## Events

### European conference

Date 29.09.2010

Description Recognition of Prior Learning for Construction industry

Target audience individuals interested in:  
- VET-policy at European and national levels  
- impact on the European labour market  
- labour, education and training in the construction industry.

Public Event is open to the public

Contact Information 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

Time and place 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)