



Education and Culture DG

Lifelong Learning Programme

EU Lifelong Learning Programme 2007-13  
Subprogramme Leonardo da Vinci - Call for proposal 2010 EAC/41/09  
Priority 1 "Transparency and recognition of competencies and qualifications"  
Action "Multilateral Projects of Development of Innovation"  
Project Code 510565-2010-LLP-LEONARDO-LMP



## **Certified Safety VET Trainers (CeSaTra)**

**An experimental intervention to put in transparency and to recognise the competences of the trainers on safety matter in the European VET systems of the Construction sector**

**EU Lifelong Learning Programme 2007-13  
Subprogramme Leonardo da Vinci - Call for proposal 2010 EAC/41/09  
Priority 1 "Transparency and recognition of competencies and qualifications"  
Action "Multilateral Projects of Development of Innovation"  
Project Code 510565-2010-LLP-LEONARDO-LMP**

**WP 9** - Mainstreaming and multiplication of the project results for their transfer to decision-makers and for their adoption and application by end-users

## **A new European network "ECVET in Constructions"?**

**Chart for a new network for ECVET process**

*September 2012*

## Premise

The CeSaTra project, within the activities of Work Package 9 “Mainstreaming and multiplication of the project results for their transfer to decision-makers and for their adoption and application by end-users”, it foresees also the definition by the project Consortium of a document having the nature of chart for a new permanent European thematic network for use and improvement of ECVET process in VET systems of Construction sector.

In particular, this chart outlines the structure and the planning for the creation and development of the new European network "ECVET in Constructions", aimed to support beyond the CeSaTra duration, the use and improvement of ECVET process in Constructions VET systems, as available reference for each European interested subject: VET safety trainers, VET providers, Constructions enterprises and social partner, public institutions competent in VET and safety at different level.

The chart was defined by the CeSaTra project partners during last month of project life-cycle, in September 2012.

## Structuring and planning the new European network "ECVET in Constructions"

Beyond the opportunities given by the Lifelong Learning Programme – LLP and by its last annual call, drawing one’s inspiration from the structure and contents of the new programme proposed by the European Commission for education, training, youth and sport to replace the LLP for the period 2014-2020 (“ERASMUS FOR ALL: The EU Programme for Education, Training, Youth and Sport”), it seems that the new European network "ECVET in Constructions" sustained by CeSaTra could find a reference in several of the key action and activities characterising the new EU programme, and in particular:

- Key action Cooperation for innovation and good practices:
  - Key activity Strategic partnerships: cooperation agreements aiming to strengthen transnational cooperation between education institutions/youth organisations and/or other actors, linking mobility and cooperation activities and enhancing systemic impact, to encouraging a European dimension in national volunteering schemes, involving regional and local authorities and linking actors from different sectors to foster innovative, more integrated lifelong learning approaches, more efficient use of resources and higher quality mobility schemes. This key activity seems fitting to start a new structured transnational cooperation for the new European network "ECVET in Constructions", having basic character and without large financing scale but maintaining the needed potential to support a first level of significant networking and mainstreaming;
  - Key activities Knowledge Alliances and Sector Skills Alliances : large-scale transnational projects to promote innovation and employability of learners enhancing cooperation with business, both for higher education (structured partnerships between higher education institutions and businesses, to develop innovative ways of producing and sharing knowledge, foster creativity and entrepreneurship, and design and deliver new curricula and qualifications), and for VET (sectoral projects between businesses and education and training providers to create new sector-specific curricula, to develop

innovative ways of vocational teaching and training and to put the EU wide recognition tools into practice). This key activities seem fitting to build a very structured transnational cooperation for the new European network "ECVET in Constructions", with ambitious objectives and large financing scale;

- Key action Support for policy reform:

- Key activity EU tools: valorisation and implementation: projects supporting the national implementation of EU transparency tools (e.g. EQF, ECTS, ECVET) and EU wide networks to achieve the specific objectives of the ET2020 strategy, and to reach the Europe 2020 targets in the field of education and human capital. Also this key activity could maybe constitute an opportunity to sustain the new European network "ECVET in Constructions", considered the prior focus on policy issues related to transparency and recognition of learning outcomes and qualifications of the national qualification frameworks.

Beyond the specific development possibilities offered by the key actions and activities of the new EU programme, the new European network "ECVET in Constructions" finds in any case its base in the CeSaTra project Consortium and results: in other words, this chart it constitutes firstly a commitment assumed by each partner to maximise, after project ending, the direct and indirect exploitation of the CeSaTra results, particularly of the MoU ECVET "VET Safety Trainer in Construction" defined, formalised and implemented for the qualification of safety trainers in constructions across Europe.

In effect, a first engagement of each partner is established by CeSaTra toward the internal utilisation of project results, and in particular that the MoU ECVET developed and tested within the project will be kept in use by VET provider partner organisations as part of each implemented safety trainers training course and mobility.

Furthermore, CeSaTra establishes also a sustain assured by each partner to promote, within its competence, the transfer, adoption and utilisation of project results, both by the appropriate decision-makers in regulated local, regional, national and European systems (public institutions competent in VET and safety, and Construction social partners), and by individual end-users (VET safety trainers, VET providers, and enterprises of Constructions).

Concerning the direct commitment, it's to be underlined that the participative extent of these engagement is really significant, since the CeSaTra project Consortium and associated partnership include important representative and VET organisations, having as shareholders the social partners of building employers and employees of Construction sector at national, regional and local level (in Italy, *Centro per la Formazione e Sicurezza in Edilizia di Arezzo* and the associated *Scuola Edile di Perugia* and *Formedil - Ente Nazionale per la Formazione e l'Addestramento Professionale nell'Edilizia*; in Belgium, *Formation PME Liège-Huy-Waremme*; in Germany, *BZB - Bildungszentren des Baugewerbes e. V.*; in Spain, *Fundación Laboral de la Construcción del Principado de Asturias*; in Poland, *Związek Zawodowy "Budowlani"*), VET specialised organisations (the French *Centre de Ressources pour le Développement* and *Centre Régional pour le développement, la formation et l'insertion des jeunes*, and the Swiss *Fondazione ECAP*), and public institutions competent in VET and safety matter at regional and local level (in particular, the Italian *Provincia di Arezzo*, and the associated *Regione Toscana, Provincia*

*di Perugia, Istituto Nazionale per la Previdenza Sociale - Arezzo, Istituto Nazionale per gli Infortuni sul Lavoro - Arezzo, Azienda Sanitaria Locale 8 - Arezzo, Comitato Consultivo Provinciale INAIL di Arezzo and Direzione Provinciale del Lavoro di Arezzo).*

Furthermore, relating to qualitative extent of these engagement, it's to remark that the pilot test on MoU enforcement realised in each participating country during the final phase of CeSaTra activities, has allowed to start a very large set of processes aimed to give to VET professionals operating as safety trainer in construction sector, interested to the recognition of learning outcomes and of the professional qualification concerned by the MoU ECVET, a real opportunity for this:

- In **Italy**, in which the pilot test was realised in the regions Toscana and Umbria (Italian regions have exclusive legislative competence on vocational education and training – VET, and are responsible for developing and setting VET curricula), the Consortium and associated partners have sustained: firstly, the adaptation of the professional figure defined and formalised by the MoU at the aim of its formal insertion within the regional qualification frameworks of the Toscana region (*Repertorio delle Figure Professionali della Regione Toscana*) and of the Umbria Region (*Repertorio dei Profili Professionali della Regione Umbria*), to allow the recognition of concerned learning outcomes, professional qualification and related ECVET credits, in compliance with enforceable rules on professional qualification (particularly, in Toscana Region, DGR 532/2009 also called “Competences Regulation” and its later modifications and integrations; in Umbria Region, DGR 1429/2007 also called “Credits Directive” and its later modifications and integrations); secondly, in parallel, the mobilisation at territorial level of public institutions and VET providers having competence, in compliance with enforceable rules on professional qualification, to activate and sustain the learning outcomes and qualification recognition processes (in Toscana region, the Provincia di Arezzo and the Scuola Edile di Arezzo; in Umbria region, the Scuola Edile di Perugia) for the interested VET professionals operating as safety trainer in construction; finally and especially, the real activation, for 20 Tuscan and 10 Umbrian safety trainers, of the processes and formal procedures aimed to put in transparency and recognise the already acquired learning outcomes and to attribute training credits for expressly designed flexible VET programmes to get the qualification, in compliance with the MoU contents and the territorial enforceable rules on professional qualification. The completion till the certification of these activated activities and procedures needs a larger time than the 8 months of CeSaTra pilot test, and therefore all the Italian involved partners are still sustaining and will continue to support the pilot test activities up to the involved safety trainers will gain the certification, also proposing these qualification opportunities to other interested safety trainers in construction.
- In **Belgium**, with its wealth of experience gained over numerous years in the construction sector and especially in the field of vocational education and training (VET), teaching the skills necessary for working in the construction field, “Formation PME” (the IFAPME department responsible for SME training in Liège) has decided to exploit the experience, skills and knowledge of its training staff in the field of safety. As a member of the IFAPME network - a network providing VET courses throughout Wallonia -, “Formation PME” is subject to various regulations governing the hiring of

training staff and making optimal use of their profiles and experience within its organisation. With its pro-active approach and its focus on the topic of safety developed over the last few years, the Liège Huy Waremme Training Center pays great attention to the quality of its staff. The pilot experience gained in the context of the CeSaTra project has enabled it to highlight the competence its training staff has in the field of safety in the construction sector, while at the same time recognising the growing convergence between European recommendations in this field, the aims of the CeSaTra project and the strategies already introduced by “Formation PME” in the field. The pilot test has taken place with the foreseen 15 trainers from the building sector in the VET Center of Liege-Huy-Waremme. We have chosen to promote the trainer’s existing skills as well in the pedagogical field than in the technical field. Thanks to the CESATRA project, we’ve created a consistent connection between all the aspects of the trainer’s role in the security and health sector. This was an internal experiment. Our VET Center is not legally authorized to apply the use of the "Learning agreement" to other VET Center but we planned to inform the other VET center network IFAPME member. The discussion is still in progress.

- In **Germany**, the pilot test has taken place with the foreseen 15 professionals from the construction sector in the regional district of Düsseldorf (North-Rhine Westphalia). In Germany the Chambers of Skilled Crafts are – among others like the sector associations - the legal authorities to develop the contents and to monitor the operation of the curricula in the field. The realised tests have been extended onto all units coming from the CeSaTra MoU. From the results of these tests there could be arisen trainings, in case the detected individual competences do not fully correspond the optimum degree. There is so far no universal law or regulation with which VET-centres like BZB Krefeld could be enforced to offer a learning agreement without being legally authorized by a Chamber of Skilled Crafts, in the current case the one from Düsseldorf. Nevertheless the Chamber of Skilled Crafts in Düsseldorf has been briefed about CeSaTra on the one hand and about the results like the MoU, the Learning Agreement Model and the tests on the other hand. There has been positive response there, but as the Chamber is integral part of all 57 Chambers of Skilled Crafts in Germany, the one from Düsseldorf can not act isolated, but has do behave in a balanced process all over Germany. The dialogue is still in progress.
- In **Spain**, in the framework of the CESATRA project, on behalf of the “Fundación Laboral del Principado de Asturias”, as the Spanish representative in the Project, the certification procedure to be followed in the experimentation phase is established. The model presented as well as the documentation used, is inspired on the Spanish regulation for the process of the Recognition of Professional Competences acquired through work experience. Even though we know that it is an experimental project, and thus unofficial, of accreditation, FLC have tried to maintain a functional scheme that is as close as possible to a real case, involving 16 professional trainers in the prevention of labour risks in the construction field in a process aimed to the certification of the professional profile as Trainer in Labour Risks Prevention in Construction. The procedure supported in Spain by FLC can be summarized in four stages: Phase 1 - Information of the project: Information about the project, as well as the certification

process is given to the participants. The candidate signs the Learning Agreement; Phase 2 - Guidance of the candidates: The documentation provided to assess to what extent the candidate meets the competencies required by the professional profile is checked. It can be done either through validation with official titles or assessing the training and experience based on the candidate's own self-assessment and the Evidence Guide. This phase determines whether the candidate should continue his/her evaluation or if he/she should be advised on those skills that are not appreciated; Phase 3 - Assessment of competences: Those skills that have not been supported by official accreditations must be evaluated through different tests based on the assessor's professional judgement and the Evidence Guide. The results of the evaluation determine if the candidate proves to possess these skills and therefore will be able to certify them. If the candidate cannot demonstrate them, he/she could be orientated toward the appropriate training to obtain them. Phase 4 – Certification: If it has been demonstrated that the candidate has all the skills of the professional profile either through training or through experience, he/she can be certified.

- In **France**, the adaptation of the Learning Agreement linked to the MoU and to be signed in each country figures a major step of the implementation of the project. As mentioned by several partners the signature of a learning agreement is not easy to obtain at the present stage in France as well. The major obstacle is the current organization of the training and certification of the French trainers/trainers acting in the frame of the vocational education and training supervised by the French ministry of education. Most of the teachers and trainers in the construction sector field have achieved studies and certificates in which safety related matters are a compulsory part of them. The main reason is that safety is also part of the French curricula in the construction sector. Thus they are de facto “safety certified trainers/trainers”. However some teachers/trainers are recruited for immediate needs among young graduates or among professionals, both without specific safety certificate even if aware of these issues. We used these cases for the simulation work related to the application of the MoU in the CeSaTra project. Furthermore since the French law enables since 2002 the validation (recognition/certification) of the acquired experience through the VAE process (Validation des Acquis de l'Expérience), we used the opportunity to give an added value to the simulation work, at least for the professionals/craftsmen of the construction sector looking for a formal recognition of their additional skills in pedagogy and safety. The French law enables as well the recognition/certification of skills gained abroad (EU and worldwide); this is under the authority of the French ministry of education, represented at a regional level (Academie) by the Head (Recteur) of each of the 30 French Academies. In this context the most effective way for the application of the MoU appeared clearly as the result of the focus groups which have been organized by the CREDIJ with the Academie of Paris for different levels of stakeholders. The following process has been defined:
  - Signature of a transnational cooperation agreement between schools/training centres. Based on the MoU and on the CeSaTra profile designed together with the partners of the project about “safety trainers in the construction sector”, we proposed to the vocational high schools and to the GRETA Training centres to sign

a cooperation agreement with partner schools abroad. Bilateral partnerships that can be supported by the E.U. seem to show the right way for a wider implementation of the MoU in the future;

- Design of the training according to the common European profile defined by the project partners and to the requirements of the countries having signed the cooperation agreement;
- Organization of training sessions for the safety trainers, partly in France and partly in one partner country. The training should be based on theoretical contents and on practice. The practical part of the training will be organized according to the French vocational education and training curricula, at school/training centre and in the companies,
  - Evaluation of the knowledge, skills and competences acquired and delivery of a certificate based on the Europass model.

The experimentation of these principles is planned to be effective for 15 voluntary teachers/trainers during the 2012-2013 school year. Some issues related to this experimentation project are not solved yet:

- the financing of the mobility period, that could be covered by Leonardo projects, by funds of the regional Council or by big companies dealing in the construction sector or in the safety equipments sector;
  - the place of the future certificate and its effective valorisation in the landscape of the regulations at the different local/national levels regards the already existing qualification and salary grids negotiated with the social partners (trade unions and professional bodies);
  - the links to be organized and recognized between this new profile, training and certificate and the ECVET in the EQF.
- In **Switzerland**, on June 2012 in ECAP Foundation Switzerland have been done the experimentation of the CeSaTra tools for the certification of safety trainers in the building sector. The meeting has been attended from 15 people, more the project coordinator for ECAP Switzerland and the ECAP Foundation's President. The 15 persons were building sector trainers, VET centre coordinators and building sector's safety courses coordinators. As first step, it was explained and disseminated the project and its aims, using a presentation and detailing to all participants the state of art of the project and the potentiality of the set-up tools. Then have been explained and tested in practice the tools, in particular the: VET Safety Trainer in Construction MoU ECVET (Memorandum of Understanding ECVET); Learning Agreement ECVET, common European model; ECVET Credits Awarding, common European Model. The MoU has been introduced as a strategic frame at "policy" level, to allow the recognition of certification and mobility of learning outcomes. Then the other 2 tools have been experimented in the practice using two persons as "case study" to make clear to all the added value and the implications of the use of such tools. Regarding the Learning agreement has been tested a case where a trainer with his own training background was supposed to be issued with a Learning agreement from ECAP and from the public Swiss local authority for VET of Cantone Ticino, showing the details of responsibilities also from the Swiss legal point of view. On the ECVET Credits awarding tool has been

done a test where another trainer (in this case also a safety trainer in the building sector) was supposed to be the trainee asking for credits. In this case has been filled the *curriculum*, seen the experiences, the certifications already obtained, the inventory of activities and experiences (to comply with the Swiss rules), the credit request, the transparency matrix and, finally, the Swiss and European official basis and legal obligations for the certificate. The results of the experimentation has been successful and positive, and the group of coordinators and trainers showed their interest and understanding of the usefulness for the trainees, both adult in continuous learning and young trainees. The documents and the MoU are planned to be showed and illustrated also in official occasions involving the sectoral key persons, the public administration for the VET policy and the representative of the federal body of insurance and control for the Safety matters (SUVA).

- In **Poland**, the pilot test has been realised mainly in collaboration between Budowlani and OSPSBHP, which is the biggest Polish national association of OHS services specialists, with 5 training centres in Poland. On the basis of signature of OSPSBHP President under the text of MoU and of the learning agreement between Budowlani and OSPSBHP concerning organisation of CeSaTra pilots, it was agreed that OSPSBHP training centres will organise pilots and courses / assessment of prior learning / certification of at least 15 trainers according the rules of CeSaTra MoU, and that Budowlani will provide OSPSBHP all necessary documents with training agreement. But there is the core obstacle to organise pilots and certification according CeSaTra model now. It is impossible to allocate ECVET points under the EQF level 5, since there are not specific rules approved, also because Poland is on the final stage of the NQF creation. So, Budowlani consult the model elaborated within CeSaTra with the Polish national Institute of Educational Research - the NQF preparation operator – which approved the recommendation of Budowlani for the points allocation for OSH trainer (level 4/5) as the whole allocation, even if not in details (learning outcomes units): but it will be possible in December 2012/January 2013 the earliest only. Now the CeSaTra pilots may have only 'virtual' importance. The certificate can not be valid for the trainer. But we hope it will change soon. The agreement with OSPSBHP is very important for us. It creates the platform for co-operation and the basement for establishment of still structure of training with CeSaTra component.

Furthermore, beyond the relevance of the contribution of each partner on internal utilisation of project results, it's seems to be stressed that the consortium and associated partners are also part of significant networks and relations, in which they are actively sustaining and will support, also after the project is finished, the transfer, adoption and utilisation of CeSaTra results. E.g., at European level, several consortium and associated partners (i.e. FLC Asturias, BZB, Formation PME, ECAP and Formedil) are members of the Re.Form.E. network (<http://www.reforme.org>), European network of national and regional organisations for VET in building sector, in which the CeSaTra results dissemination has already contributed to the new LLP LdV DoI MP "CertEnt - Applying ECVET and ECTS to Certify Entrepreneur Competences in Construction sector", since the CertEnt project idea was just launched during the ReFormE meeting held in October 2011 in Berlin, and developed with the collaboration of network members already involved in

CeSaTra. Concerning the networks and relations at national level in which consortium and associated partners are actively sustaining and will support, also after the project is finished, the transfer, adoption and utilisation of CeSaTra results:

- In **Italy**, the Regione Toscana, also since member of Italian “Conferenza delle Regioni”, has the possibility to support the utilisation of project results proposing the adhesion to the MoU and connected common initiatives to all Italian regions (e.g., the Regione Umbria is become a partner of the new LdV DoI project “CertEnt”). In the same way, the Italian network of territorial building schools Formedil and, in a horizontal way, the Scuola Edile di Arezzo and the Scuola Edile di Perugia, are actively sustaining and will support, also after the project is finished, the transfer, adoption and utilisation of CeSaTra results (e.g., the Scuola Edile di Udine is become a partner of the new LdV DoI project “CertEnt”).
- In **Belgium**, Formation PME is member of a regional training network called IFAPME. As perspectives for the sustainability of the project and of the results after the project’s lifetime, Formation PME will carry the project results and the CeSaTra recommendations to the VET Center IFAPME committee occasionally to spread the information across the Walloon region and to the building company through the “Fonds de formation de la construction” which is the joint formation fund for the sector. (like Formedil in Italy)
- In **Germany**, BZB has a permanent seat in the *Berufsbildungsausschuss (VET-committee) beim Zentralverband des Deutschen Baugewerbes (Federal Association of German Building Crafts, Berlin)*. BZB will carry the project results and the CeSaTra recommendations to that committee occasionally to spread the information across Germany. BZB is going to practically extend the experiences from CeSaTra to other EU-countries by applying for a partnership project in 2013 to test, whether CeSaTra is universally practicable in further countries as well as to broaden the range of partners of the CeSaTra network. Furthermore BZB will report about CeSaTra within the Conference on Project Development, which twice annually develops new VET-projects; in this circle CeSaTra might be further developed towards new approaches.
- In **Spain**, as the accreditation of the professional competences process can only start if the professional qualification is contained in the National Catalogue of Qualifications, developed by the Spanish National Institute of Qualifications (INCUAL), and the official accreditation of the professional competences can only be carried out by the competent Labour and Educational Authority at regional level (Consejería de Educación, Cultura y Deportes del Gobierno del Principado de Asturias), FLC Asturias, as the joint organization responsible for VET in Constructions in the Principality of Asturias, and member of the Regional Council for VET in the same region, will disseminate and exploit the project’s results toward the main VET institutions already mentioned above, as well as to the National Public Service for Employment (Servicio Público de Empleo Estatal, SEPE), responsible for the implementation of the VET qualification catalogue for the VET for employment.
- In **France**, CREDIJ is partner of the Académie de Paris and of the GRETA network (National Education Ministry). It will contribute to the project sustainability and to the

results utilisation after the project end, showing to its academic partners in initial and continuing VET, its predictions for the optimisation of the project results. The activities will namely consist in the GRETA network awareness raising in the whole national territory, to apply the certification elaborated in common during the project.

- In **Switzerland**, as perspectives for the sustainability of the project and of the results after the project's lifetime, in Switzerland is possible to disseminate furtherly the proposed qualification, basing on MoU, Learning agreement and ECVET credits, even if will not possible a full integration in the Swiss VET system, since the profiles are already fixed and the Swiss context is quite rigid, based on a dual system similar to the German one. Nevertheless, ECAP will disseminate and exploit the project results towards the main VET and sectoral institutions, like the mentioned SUVA, the Sectoral association of building entrepreneurs and the VET public bodies, at local level in the 9 Cantoni (regional territory areas) where ECAP have its training centres.
- In **Poland**, the Trade Union Budowlani attempted to introduce the results of the CESATRA project in the process of development of the new National Qualifications Framework and implementation of validation model of qualifications acquired in the labor process (prior learning). The CESATRA MoU was signed by two key organizations: the National Association of OSH Professionals and the Confederation of Building and Real Estate representing employers. The Budowlani TU and OSH trainers association agreed on scope of the individual training agreement with OSH trainers in the construction industry who want to confirm their qualifications within the model developed by CESATRA. Trade Union Budowlani, which is directly involved in the creation of the National Qualifications Framework and the new standards of professional competence tries to entered the CESATRA model directly into the new system of validation and confirmation of qualifications created in Poland today. It is realistic aim, taking into consideration latest consultation with the Ministry of Labour and Social Policy and the Ministry of National Education units responsible for NQF. All Polish CESATRA MoU partners declared its participation in the European ECVET network in the construction sector in future.

The consortium and associated partners of the CeSaTra project, in occasion of the CeSaTra final transnational meeting (Arezzo – IT, 27th and 28th September 2012) confirm all engagements coming from the project and from the MoU mentioned above, and establish unanimously the reciprocal commitment to study and evaluate in a shared way the possibility to create and develop the new European network "ECVET in Constructions", within the last annual call of the Lifelong Learning Programme – LLP, and also under the new EU programme *Erasmus for All*, particularly within the key activities of key action *Cooperation for innovation and good practices*, and to propose the participation to this new European sectoral network for ECVET also to all the relevant subjects of their networks and relations.