

Multiplier event of the Erasmus+ project in Madrid

Name of the event : Risk prevention basic level to middle management profiles.

Date of the event : 10 May 2016, 9.00 – 12.00

Place of the event : Fundación Laboral de la Construcción. C/ Rivas, 25, 28052 MADRID

Presentation of the ConstructyVet project and their results in the Multiplier Event celebrated in the Fundación Laboral de la Construcción offices in Madrid

Context and type of participants

Worksite supervisors / team leaders training paths-contents. **FLC**, as the other participants into the **CONSTRUCTYVET PROJECT**, carried out activities targeted at **identifying the needs of companies** in terms of **knowledge, skills and competences** related to these two job profiles. These activities included the **analysis of job announcements, individual interviews with companies and focus groups** with other **professionals / experts** of the construction sector. The research, undertaken in the first phase of the project, **confirmed the need identified for these professionals to acquire**, in addition to hard skills, **transversal competences** related to the **deeper H&S expertise** for example in FLC specific case.

Taking into account the preliminary results of the research undertaken, FLC organised a seminar based on the main issues to be solved by middle management profiles on the 18th of July 2018. The seminar, was particularly targeted at the **companies and employees** of the construction sector (mainly **middle management** and other skilled trade workers), **entrepreneurs, trainers** and other relevant **stakeholders**, such as Public Authorities, Employers' Associations, Trade Unions, Vocational Training Centres, etc. One of the main goals of the seminar was to disseminate among the participants the **preliminary results achieved** by the project research.

Position in the project's schedule

The Multiplier Event took place after developing the training path contents in terms of LO and Learning Units, should be note that, in the last phase of the project and matching with the pilot training due to the close of the seminar and the basic H&S contents.

Probably due to the transversal condition of this subject the profile was

Involved partners:

Fundación Laboral de la Construcción (FLC)

Monitoring:

- Number of subscriptions: 21
- Real number of participants: 21
- Institutions represented and types: Small, middle and Large construction companies (INCOGA, FERROVIAL, FCC, AVINTIA, RIWAL...)
- Hours of presentation: 3 hours.
- Persons of the project involved: 3 (Luis Manuel Barrios Espadas, Mercedes Oriol Vico, Rosalía Sánchez Antunez)

General results:

Along the seminar the presentation of the aims of the project, in connexion with the construction sector companies needs and in special with the transversal knowledge skills and competences related to the Basic Risk Prevention Level (60 hours training gathered in the document sectorial Collective Agreement) the opinions and interest showed by the participants support the fundamental basis of this project.

Critical points (or points that could be improved):

The main critical point recovered along the pilot testing and recurrent in this event was the blended methodology to impart this training. Especially due to the importance that the participants gave to the face to face training.

Propositions of improvement:

Derived from the previous affirmation, the main improvement raised along this seminar was the increase of face to face hours for this training.

General evaluation of the event and conclusions:

They appreciated the effort made to address not only the technical but also the soft and transversal skills demanded by companies for worksite supervisors and team leaders. They recognise even the difficulty for that due to the short information showed in the job announcements used by companies. The lack of importance that the workers and personnel selection responsible give to soft and transversal skills contrast with the importance to this kind of competences in the middle management job development widely acknowledged along this research.

The attendees also viewed positively the preliminary results of our research, particularly with regard to the training needs of the building companies in terms of knowledge, skills and competences related to middle management in the field of working standards, the H&S rules, the communication... and the approach to undertake specific courses to cover these needs.