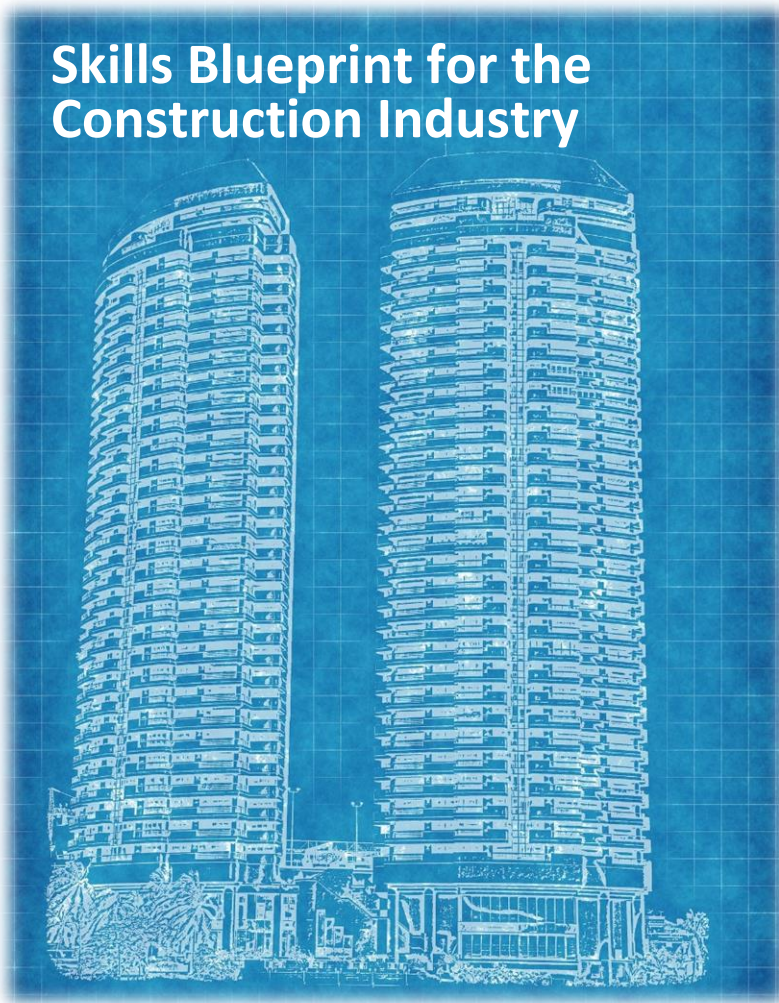




# Erasmus+

## Skills Blueprint for the Construction Industry



## Sector Skills Alliance

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# Call factsheet

## Type of action

Erasmus+ Key Action 2: Sector Skills Alliance

Lot 3: Sector Skills Alliances for implementing a new strategic approach (Blueprint) to sectoral cooperation on skills

## Objectives

1. Implement the [Blueprint](#) by developing a sectoral skills strategy.
2. Reduce [skills shortages, gaps and mismatches](#), as well as ensuring appropriate quality and levels of skills to support growth, innovation and competitiveness in the sector.
3. Match demand and supply of skills to support the overall sector specific [growth strategy](#).
4. Include in the sectoral skills strategy the objectives of [SSA Lot 1](#) (forecasting skills demand) and [SSA Lot 2](#) (responding to identified skills needs through design and delivery of VET).

## Number and profile of participating organisations

The SSA must cover at least 8 Programme Countries and include at least 12 full partners, out of which at least 5 are companies, [industry or sector representatives](#) (e.g. chambers, trade unions or trade associations), and at least 5 [VET providers](#).

## Duration of project

4 years

## Budget

4 million euros.

## Deadline

28 February at 12:00 (midday Brussels time)

## Construction specificities

The Alliance must include [at least](#) the following areas:

1. Energy efficiency;
2. Digitalisation;
3. Circular economy including bio-based and secondary recycled products.

**Draft proposal**

## Title

Skills Blueprint for the Construction Industry

## Description

Technological progress and globalisation are revolutionising the way we live, learn, work and do business. **Key aspects** such as digitalization, energy efficiency or environmental awareness are reshaping the foundations of industry and the wider global economy.

This offers **tremendous opportunities** for innovation, growth and jobs, but it also requires skilled and adaptable people who are able to drive and support change. The **construction industry** is not immune to this new scenario, having important skills mismatched in Europe as was detected by the Build up Skills initiative (<http://www.buildup.eu/en/skills>) and highlighted by the “Strategy for the sustainable competitiveness of the construction sector and its enterprises” ([COM \(2012\) 433](#))

In order to deliver sector-specific skills solutions, the **New Skills Agenda** for Europe has launched the **Blueprint** for Sectoral Cooperation on Skills, which is a new framework for strategic cooperation between key stakeholders (e.g. businesses, trade unions, research, education and training institutions, public authorities) in the construction industry. It will stimulate investment and encourage the strategic use of EU and national funding opportunities. The aim is to develop concrete actions to satisfy short and medium term skills needs to support the overall sectoral strategy.

Therefore, the present project will work out and implement the **Blueprint for the Construction Industry**, which expected results will be driven and owned by sector stakeholders and particularly social partners. This Blueprint has been and will continue to be discussed in an open exchange with interested parties, including in the context of sectoral social dialogue committees.

## General objective

Design and implement the **Blueprint for the construction industry**, in order to have a workforce with adequate skills that will propel a much more competitive and innovative sector.

## Specific objectives

- Developing a **sectoral skills strategy** to support the objectives of the established growth strategy for the sector.
- Underpinning and illustrating the strategy, identifying, documenting and promoting **concrete examples** of policies and initiatives at national and

regional level aiming at addressing skills shortages and mismatches as well as fostering multi-stakeholder partnerships.

- Developing a **common methodology** for assessing the current situation and anticipating future needs.
- Identifying **occupational profiles** that need to be revised or created and their corresponding skill needs as well as the required proficiency level.
- Identifying, describing and indicating priorities for the **review or the establishment of new qualifications** on the basis of the relevant occupational profiles.
- Fostering the development of **concrete solutions in VET provision** (including higher VET) as well as business-education-research partnerships.
- Developing concrete solutions to **promote mobility** of vocational students, jobseekers and trainees across Europe in the construction sector.
- Developing actions to promote the **attractiveness of the sector** as a career choice, in particular among the young, while also aiming for a gender balance in the sector.
- Designing **long term action plan** for the progressive roll-out of project deliverables after the project has finished.
- Delivering all relevant EU and/or country level **qualitative evidence and quantitative data** according to linked open data format.

## Methodology

### WP1. Coordination and overall management

**T1.1. Initiation and planning:** establishment of the communication, management and quality plan.

**T1.2. Executing and monitoring:** The execution of the project will be monitored by the quality plan agreed upon by all the partners and it will include all the necessary aspects to follow it up.

### WP2. Status quo and sectorial skills strategic Blueprint

**T2.1. Pestle study:** Analysis of political, economic, social and technological factors.

**T2.2. Status quo of sectorial skills:** experimental and documentary analysis to determine the current state of the art concerning the skills shape in the construction industry.

**T2.3. Blueprint and plan of action:** based on the results from the previous tasks, it will be defined a strategic roadmap with the measures, activities, milestones and results to be applied to adapt skills demand and current offer.

### **WP3. Good practices incubator**

**T3.1. Good practices addressing skills shortage:** Identification of good practices and innovative initiatives in different scopes, which are tackling gaps and mismatched skills.

**T3.2. Descriptive fiches:** detailed and standardized description of the good practice.

### **WP4. Observatory of skills needs in the construction industry**

**T4.1. Design of the methodology and tools:** design of the measurement method as well as the instruments and tools to be applied to better detect skills needs.

**T4.2. Technological implementation of the observatory:** deployment of the measurement system and the statistical visor of results.

**T4.3. Implementation plan:** definition of the timing to apply measurement instruments, data process and development of the tool for automatically reporting results.

### **WP5. Study on occupational profiles and qualifications**

**T5.1. Revision of occupational profiles:** methodology for the analysis of occupational profiles influenced by the new tendencies, with the aim of determining the new skills needed.

**T5.2. Revision of qualifications:** definition of priorities to review existing qualifications and eventually development of new skills depending on the occupational profiles defined previously.

### **WP6. Concerted action to facilitate VET**

**T6.1. Quintuple Helix Model:** design of the method (policy, education/training, society, business + technological innovation) in order to foster sector alliances among key stakeholders.

**T6.2. Implementation of the Quintuple Helix Model:** description of the methodology, measures and action plan to implement the model, with the aim of creating new sector alliances, particularly in the business, education/training and research/innovation sectors.



## WP7. Outreach campaign for the Construction Industry

**T7.1. Promotion of the attractiveness of the Construction Industry:** actions to promote the attractiveness of the sector as a vocational option, especially among youngsters, but also trying to get a higher balance in the workforce between men and women.

**T7.2. Promotion of the mobility in Europe:** identification and promotion of solutions to boost the mobility of VET students, unemployed, trainees, job seekers, trainers and training staff in Europe.

## WP8. Deployment of the Skills Blueprint of the Construction Industry

**T8.1. Multilateral endorsement by stakeholders:** creation of National Advisory Groups (NAGs) per country, which will be formed by key players from each of the fields defined in the Quintuple Helix Model. Representatives of these NAGs will be also part of the Sector Skills Council (SSCC). NAGs will monitor the implementation of the Blueprint and will report the SSCC.

**T8.2. European Sector Skills Council for the Construction industry (SSCC):** reinforcement or set in motion an European Sector Skills Council on Sectorial Skills that will guarantee the monitoring, European endorsement and sustainability of the Construction Blueprint. This council will be composed by NAGs representatives.

**T8.3. Sustainability and exploitation plan:** a plan of action will be defined to get a progressive and wider implementation of project results after its conclusion. Consequently and in order to make the Blueprint sustainable, the project will provide SSCC and NAGs with proper governance structures and schemes focus on providing scalability as well as financial sustainability and funding opportunities at regional, national and European level.

## WP9. Comunicación y difusión

**T9.1. Plan for the use and dissemination of the results**

**T9.2. Continuous dissemination of the project:**

**Widespread diffusion:** Partners' digital newsletters, corporate web sites, professional magazines and/or congress papers, public and media relations, targeted email, reports to SSCC, NAG members and partners' stakeholders.

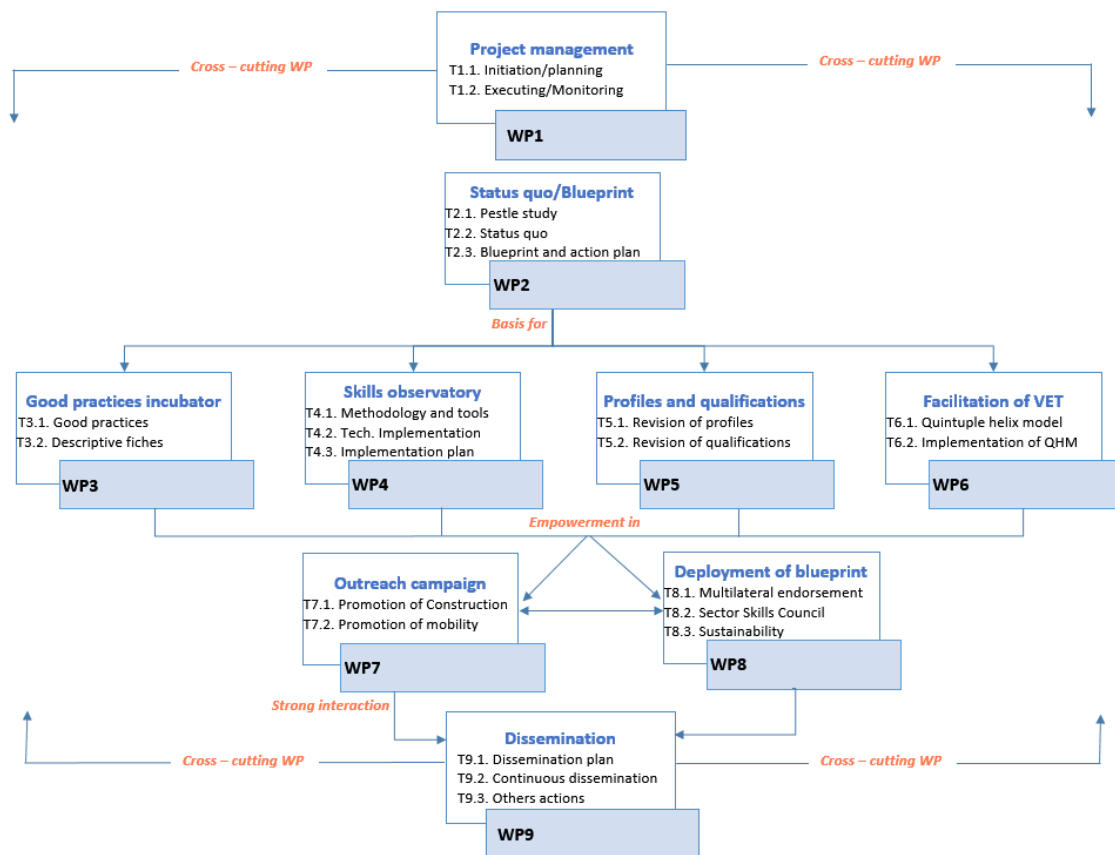
**Engagement campaign:** Corporative image, project website, Mass social, advertising campaign, skills truck campaign, info-days.

**T9.3. Others dissemination actions:** final diffusion days and presentation of project results in international networks and events.

# Timetable

Work Packages	1 <sup>o</sup> Year	2 <sup>o</sup> Year	3 <sup>o</sup> Year	4 <sup>o</sup> Year
WP1. Coordination/management	■	■	■	■
WP2. Status quo and Blueprint	■			
WP3. Good practices incubator		■		
WP4. Observatory of skills needs		■	■	
WP5. Profiles/qualifications			■	■
WP6. Concerted action for VET			■	■
WP7. Outreach campaign				■
WP8. Deployment of Blueprint	■	■	■	■
WP9. Comunicación y difusión	■	■	■	■

# Graphical presentation



## Partnership

**Full partners<sup>1</sup>:** FIEC, EFBWW, FIEC members and VET providers.

The selection of FIEC participants would be done by FIEC under its own criteria. As for VET providers, they are being selected according to this order of priority:

- 1<sup>o</sup> Paritarian organization;
- 2<sup>o</sup> Employers' associations in their Board;
- 3<sup>o</sup> Accredited experience in VET activities for the Construction Industry

**Associated partners<sup>2</sup>:** others FIEC members, public entities related to education and training, others VET providers, construction companies, etc.

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<sup>1</sup> Participating organisations which contribute actively to the accomplishment of the Sector Skills Alliance. Each full partner must sign a mandate by which the signatory agrees that the coordinator takes over the above listed duties on behalf of the partnership during the implementation of the project. The same applies for partners from Partner Countries.

<sup>2</sup> Sector Skills Alliances can involve associated partners who contribute to the activities of the Sector Skills Alliance. They are not subject to contractual requirements because they do not receive funding. However their involvement and role in the project and different work packages have to be clearly described.