



REFORME

REFORME network at a glance
www.reforme.org

REFORME is the Network for the Vocational Education and Training in the construction sector in Europe. Created in 1986, the Network currently gathers seven VET Institutions and organisations from six countries: BZB (Germany), CCCA-BTP (France), CENFIC (Portugal), Centre IFAPME Liège-Huy-Waremme (Belgium), FORMEDIL (Italy), FLC (Spain), FLC del Principado de Asturias (Spain).

MAIN OBJECTIVES OF THE REFORME NETWORK

1. Sharing interests and experience to develop best practices at transnational level.
2. Mutual empowerment and the development of common projects exploiting the experience of the partners and enriching the social dialogue in the construction sector.

PRIORITIES

The Network has been created to promote transnational paths and to develop common pedagogical strategies, learning methods, training programmes and learning tools. The Network also promotes national good practices at European level by capitalising and enriching them thanks to the specific expertise of each partner.

CURRENT OBJECTIVES

The current challenge is to prepare the REFORME network partners to meet objectives designed within the Erasmus+ European Union programme, scheduled for 2014-2020.

In this framework, the REFORME network adopted in June 2012 the “Lecce Chart”, that constitutes a basis for operational plan of actions at transnational level under the French Presidency and set up the following strategic goals of the Network for the period 2012-2016.

Lecce Chart 16 June 2012

1. Promoting attractiveness of the construction crafts in Europe, as well as the initial vocational education leading to them.
2. Contributing to the excellence of the initial and continuing education and training to the construction crafts, in link with the European Quality Assurance Reference Framework (EQAVET).
3. Consolidating educative and training actions targeting not only professional qualification but also equity, social inclusion and active citizenship.
4. Using the European Qualifications Framework (EQF) and the European Credit System for Vocational Education and Training (ECVET) for transparency and transfer of learning outcomes.
5. Encouraging creativity and innovation in the initial and continuing vocational education and training by taking into account the evolution of crafts and the labour market needs.
6. Investing in the pedagogical quality of teachers, trainers and other VET professionals to improve professional and social inclusion of learners.

7. Reinforcing European training paths concerning as well as learners as VET professionals and based on the European Quality Chart for the Mobility.
8. Creating opportunities for a mutual learning and an exchange of good practice in the VET fields considered as priorities.
9. Including sustainable development within the VET paths as a factor influencing the evolution of crafts in the construction industry.
10. Promoting health and safety prescriptions in the construction industry at all levels of initial education, further training and professional activities.

EXAMPLES OF COMMON ACHIEVEMENTS

The most relevant projects achieved by the partners focused on:

- certification of professional skills,
- specificity of vocational training of workers in the field of restoration of architectural heritage,
- accompanying strategies for company tutors,
- quality of vocational training within school building sites,
- identification and evaluation of formal and informal learning.

Besides, some transversal projects aiming at the enhancement of the Copenhagen Process in the REFORME network (2009) have made it possible to continue the exchange of good practices and to carry out dissemination and valorisation of European principles in the field of vocational training in the construction industry. Various tools, such as the “Illustrated Multilingual Dictionary of Construction Industry”, the linguistic CD-ROM “ABC of Construction” and the “Multilingual Fan-shaped Dictionary for European Mobility of Learners” have been developed.

Ongoing projects

The REFORME partners are currently involved in common projects that promote:

- the transparency and recognition of qualifications of trainers,
- the development of cultural and linguistic skills and knowledge within the perspective of transnational mobility of workers,
- development of training programs including environmental protection, energy saving and digital aspects.

FUNCTIONING

The REFORME partners meet two or three times a year at technical level in three thematic groups:

1. European mobility of learners, educational staff and VET centre managers.
2. Ongoing VET transnational projects helping to define professional competences and to develop new training programs to meet the needs of the sector.
3. Dissemination and valorisation of results and future implementation of projects.

The assurance of coherence between these three groups and the choice of strategic directions of the Network are under the responsibility of the coordinating group.

In addition to this, a REFORME Summit is organised every four years, where policy makers, employers, trade unions and trainers from all the member countries take part. The presidency mandate of the REFORME network is quadrennial, being currently held by the CCCA-BTP, France (2012-2016).

BZB - Germany

www.bzb.de**BZB**Bildungszentren des
Baugewerbes e.V.

WHO WE ARE

The BZB are multifunctional facilities for the 32 building trade guilds in the administrative district of Dusseldorf. Members are 1,500 construction firms. Tasks are the initial vocational training for apprentices in the 15 occupations of construction as well as continuing training for higher professionals. Co-operation with German Labour Agency in the field of demand driven retraining of people. BZB run 3 branches and participate in numerous projects. These projects are of regional, national, European and international scope. On the European level BZB realize numerous exchange programmes for apprentices, trainers and VET-experts, mostly with partners in the European network RE.FORM.E. BZB are certified by DIN ISO EN 9001 and run a Technology Transfer Office. BZB execute various IT- and pilot-projects with innovative and trend-setting impact. BZB provide a lot of experience because BZB are actively involved in the EU projects for over 20 years.

OBJECTIVES AND ACTIVITIES

The main tasks of BZB concern initial vocational training for apprentices in 15 professions of the construction sector as well as continuing training for highly skilled professionals (workers, technical staff and managers). Moreover, a cooperation with German Labour Agency has driven retraining of unoccupied people. The BZB run 3 training centres and participate in numerous regional, national and transnational projects. Since 1979 more than 13,500 young people have completed their education in the BZB.

The BZB training centres also provide further education and training for teachers, trainers and company tutors related not only to pedagogical aspects, but also to: energy saving constructions, building renovation, rehabilitation and maintenance, as well as environmental technology, safety at work and health protection. As a permanent member in the board "vocational education" the BZB works closely with a German head organisation ZDB and with the chamber of crafts in Düsseldorf in implementation and evaluation of vocational training contents not only for apprentices, but also for trainers. Due to this fact, the BZB has a leading role in the development and conception of practical parts in the "German dual system".

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CCCA-BTP - France

www.ccca-btp.fr | www.apprentissage-btp.com

WHO WE ARE

The CCCA-BTP is a French professional organisation in charge of coordinating the apprenticeship in the construction industry. It leads a network of 118 training centres offering alternance training in companies and in training centres (called CFA-BTP). The CCCA-BTP is in charge of implementing the professional policy specified by main employers and employee's representative federations of the construction industry at national level. The French government is also represented within the Board Committee. More than 100 diplomas, delivered by the Ministry of Education, are proposed by the training centres affiliated to the CCCA-BTP network in 27 professional fields, including professions of the building industry and professions of the public works industry.

The CCCA-BTP network has trained 2 000 000 apprentices since it was created 70 years ago. Apprentices (young people having a specific work contract and registered in a training centre) are hired companies where they generally stay three weeks a month, the fourth week being spent in the training centre.

OBJECTIVES AND ACTIVITIES

Promoting, informing, and improving the quality of apprenticeship. The missions of the CCCA-BTP are specified by the professional agreements concluded by the professional players of the construction industry and strengthened by the law. All these missions are lead with regional authorities that have the responsibility of organizing and funding the apprenticeship. The main missions of the CCCA-BTP are to:

- Promote the construction industry professions.
- Inform young people, their families and companies of the sector on initial vocational training, especially the apprenticeship, and on professional opportunities.
- Improve the quality of vocational training in companies and within training centres through the welcoming and the career advising of young people.
- Attend to the social and professional integration of young people.
- Finance the development and the running of the vocational training centres.
- Train training centre instructors and company trainers (tutors).

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CENFIC - Portugal

www.cenic.pt

WHO WE ARE

Created on the 21st of December 1981 through a protocol established among IEFP, IP and three Builders' Associations, AECOPS, AICE and ANEOP (has been integrated in AECOPS in 2011), is now one of the protagonists of the Construction Industry's development in Portugal. In the Industry scope, CENFIC has the know-how, the technical and human resources required to study and implement the best solutions for the definition of an efficient policy framework for the Qualification and Training for the Industry Human Resources.

CENFIC's head mission is to prepare qualified professionals to fulfill tasks which are part of the Building Construction and Public Works Sector, through the development of Vocational Training Courses.

CENFIC is certified since 1998 by APCER, according to Standard ISO 9001:2008, and is provided with large facilities and all the equipment deemed necessary to allow its Technical and Educational Team effectively meet the Industry demands.

Since its early days CENFIC has developed an intense activity in the area of international Projects, aiming at sharing experiences and their constant technical and methodological update. Therefore, the partnerships with similar bodies either from the European Union or Portuguese Official Language Countries, gain special relevance.

OBJECTIVES AND ACTIVITIES

The expertise and activity of CENFIC include:

- Human resources training and consultancy.
- Vocational training of company owners, managers and technicians working in the Construction Industry.
- Training of worksite supervisors and coordinators.
- Development of capacities and skills of workers under the scope of continuous vocational training.

Initial vocational training of youngsters and unemployed people, in cooperation with social partners and the Portuguese Ministry of Education.

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Centre IFAPME Liège-Huy-Waremme - Belgium

www.centrelhw.ifapme.be

WHO WE ARE

Established 55 years ago as a non-profit organization, Centre IFAPME Liège-Huy-Waremme is the largest training center in the Walloon Region with nearly 15,000 students and 1,000 graduates each year. Its activities are conducted by more than 1,000 instructors and almost 70 permanent employees. Classes and workshops are located in 9 buildings spread over the districts of Liège and Huy-Waremme. Centre IFAPME Liège-Huy-Waremme is certified for its Continuing Education Department since February 2009 (QFOR ProcessScan) and labeled since June 2014 for its entrepreneurship training (ISO 9001).

OBJECTIVES AND ACTIVITIES

Since its creation, Centre IFAPME Liège-Huy-Waremme's mission has always been to strengthen, through training, the economic potential of medium and small companies and independent. The diploma courses cover more than 200 different professions (construction, catering, car mechanics, green jobs, computing, art and culture, tourism, people care, pet care, services provider, intellectual professions, economy ...). These courses are aimed at a very diverse audience as they relate both to young people (at least 15 years) in Apprenticeship (average duration: 3 years) that a vast audience of at least 18 years old in the context of entrepreneurship training. In addition to these degree courses, more than 10,000 independent, employees and managers of SMEs participate in continuing education (lifelong learning) annually organized by the Centre. The continuous training offer is vast and diverse (over 600 training topics): computers, languages, management (accounting, marketing, sales, communication ...), technical professional, prevention, environment and safety. In addition to these three levels of training, Centre IFAPME Liège-Huy-Waremme has been active for over 20 years in the field of starting a business training program.

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FLC - Spain

www.fundacionlaboral.org

WHO WE ARE

The Labour Foundation for Construction is a non for profit entity founded at the end of 1992 within the framework the General Agreement of the Construction Sector, when its creation and organization were established at a state level with the aim to professionalize and dignify the different trades of the construction sector.

It is comprised of the most representative organizations of the construction sector in Spain, such as the Confederación Nacional de la Construcción (CNC, employers association), Metal, Construcciones y afines. Federación de industria from Union General de Trabajadores (MCA-UGT, Trade Union) and Construcción y servicios from Comisiones Obreras. (CC.OO., Trade Union).

Hence, it is an entity specializing in construction activities and its main aim is to empower and specialized workers, as well as to contribute to their labour integration and professional development.

OBJECTIVES AND ACTIVITIES

The objectives of FLC are:

- Promotion of vocational training.
- Promotion of research and development of measures to improve health and safety in the building sites.
- Promotion of measures to improve the labour market and create and issue a professional accreditation card (TPC).

Also, the innovation is one of our corporate values and the European Union is the setting for much of our research projects, which we develop with different organizations and European institutions. In recent years, we have coordinated or participated in numerous sectorial projects, in trending topics such as Energy Efficiency, Renewable energies, ICT applied to training or new accreditation paths.

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FLC del Principado de Asturias - Spain

www.flc.esFUNDACION LABORAL
DE LA CONSTRUCCION
DEL PRINCIPADO DE ASTURIAS

WHO WE ARE

FLC, created in 1988 by means of a Foundation Agreement subscribed by the Employers' Organisations and the Trade Unions in Asturias, is an equally-based, non-profit organization and its scope of activity includes the companies and employees of the construction sector in Asturias. Our main aim is the provision of services for this sector such as vocational training schools, a job placement agency which recruits employees to match the construction companies' job requirements and social protection services such as scholarship schemes, disability grants, loyalty awards, seniority bonuses, etc. FLC through its two vocational training schools has a broad experience in the designing and undertaking of VET training in construction, aimed at unemployed people, employers and employees of the construction sector. FLC has participated in innovative projects on a regional, national and European level and has organised transnational mobilities for more than 200 trainees, trainers, VET experts and professionals of the construction sector.

OBJECTIVES AND ACTIVITIES

FLC's main aim is the provision of services of general interest for the construction sector in Asturias, such as vocational training schools, a job placement agency which seeks to recruit employees to match the construction companies' job requirements and social protection services such as scholarship schemes, disability grants, loyalty awards, seniority bonuses, etc. FLC through its two vocational training schools has a broad experience in the designing and undertaking of VET training in construction, aimed at unemployed people, employers and employees of the construction sector. FLC has also participated in innovative projects on a regional, national and European level and has organised transnational mobilities for more than 200 trainees, trainers, VET experts and professionals of the construction sector.

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FORMEDIL - Italy

www.formedil.it

WHO WE ARE

In Italy, the VET in the Construction Industry is led through a national training system regulated by the National Collective Employment Agreement and Formedil national vocational training institute for the building sector, is run at a national level by an ensemble of sectorial social parties, entrepreneurial organizations of industry, cooperatives and artisans as well as three national trade unions, Fillea CGIL, Filca CISL and Feneal UIL.

It is a bilateral institute and its Board of Directors is represented equally by both social parties. Formedil coordinates 103 training schools, half of which are unified safety and training institutes located in all of Italy's 20 region.

OBJECTIVES AND ACTIVITIES

Its purpose is to promote, carry out and coordinate at a national level initiatives concerning VET, qualification and re-qualification undertaken by the 103 Italian training/ health and safety organizations. . The Organisation aim at developing life-long learning and continuous professional growth for each job profile of the construction Industry between the companies operating in the construction sector and local bodies.

Formedil priority :

Formedil has a priority plan based upon the following objectives and actions:

- Identify the demand or rather get to know and investigate the individual so as to orientate him/her in his/her professional and training path.
- Activate some specific tools in order to assess and certify the training carried out: data banks, skill repertory and training portfolio. The portfolio is an assessment tool attesting the training activity carried out and skills acquired. It is continuously updated and accompanies the worker throughout his/her working career.
- Implement the VDP, the individual Vocational Development Plan that is the natural evolution of the traditional vocational training.
- Design mandatory national training paths set up with standard models.
- how to meet needs expressed by construction companies in terms of qualifications and skills, by adopting appropriate training schemes, adapted to the labor market and to the different profile of learners (young people and adults).

In the field of labor market Formedil has set up BLEN.IT that is a portal of the National Building School Exchange, it is an innovation the experimentation of which has been promoted by the bilateral building system to favour the growth of a work market based upon competence and skills and fully satisfies the work demand and offer. Over the last few years, the Formedil Building Schools system has become particularly aware of the aspects regarding the dissemination and use of the new technologies that can be related to energy saving and bio-building construction. Formedil is leader and partner of some international projects in which numerous European organizations participate (Belgium, France, Germany, Finland, Sweden, Portugal, Switzerland, Romania, Poland. In the recent past it has also managed some international projects with countries such as Tunisia, Morocco, Egypt and Jordan.

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