

## Multiplier Event of the Erasmus+ ConstructyVET Project

**Name of the event:** Dissemination Seminar on “Vocational Training and Professional Certification in the Building Sector - Making a difference”

**Date of the event:** 3 July 2018 (9.45 – 13.00)

**Place of the event:** Headquarters of CENFIC – Centro de Formação Profissional da Indústria da Construção Civil e Obras Públicas do Sul

**Partner involved:** CENFIC (Portugal)

### Context and type of participants

The Dissemination Seminar took place at the beginning of July, when the ConstructyVET Project was in the final phase of Intellectual Output 04 (Model for Combined Assessment and Recognition of Learning Outcomes).

It was possible to explore in this Event all the relevant activity developed all along the project, the main results achieved by all partners, and particularly the results from CENFIC with the implementation of the combined assessment model in a Leadership training process, intended to Middle Managers of the Building Sector.

Considering the knowledge that CENFIC has about construction companies and self-employed entrepreneurs, an approach to the National Qualifications System was added to the program of the Dissemination Seminar, with all the latest legislative developments of vocational training and professional certification, that we knew to be of the greatest interest to the participants.

Information on the development of other transnational project was also included in the Dissemination Seminar program, namely BuS.Trainers - Implementation of Green Skills for Building Industry Trainers (Erasmus + project).

In this context, the Dissemination Seminar was publicized to companies, self-employed entrepreneurs and external trainers, as well as to others stakeholders (Business Associations and Training Centers).

Given that the ConstructyVET Project was already in its final phase, in addition to the presentation of results and conclusions it was also intended to obtain feed-back, opinions and contributions from the participants to improve the replication of results in future vocational training projects to be developed according to the methodology already tested.

### Monitoring:

- Number of subscriptions: 42
- Real number of participants: 35
- Institutions represented and types: Building Companies, Self-employed Entrepreneurs, Freelancers, VET Centers, Public Entities, External Trainers and Trainees.
- Presentation: 3 of July / 2018
- Persons of the project involved: Eduarda Viana, Elisa Antunes, Francisco Sanches

## **General results:**

For CENFIC, the implementation of vocational training and certification processes adjusted to the needs of the business community has been a constant challenge, especially as Building Sector Companies are now more demanding and critical in relation to the training and certification of their professionals.

In this context, the Dissemination Seminar of the ConstructyVET project, with the subtitle "Vocational Training and Professional Certification in the Building Sector - Making a Difference", has combined interventions that systematized the means and opportunities to reach new levels of professional qualification, highlighting the contributions that the ConstructyVET project can offer.

In particular, regarding the ConstructyVET project, it was presented in detail:

- The vocational training framework developed by the partners to enhance the transversal skills of Middle Managers of Building Sector, in order to motivate teams, increase productivity and generate better results for the business of the companies;
- The combined assessment model for internalization, mobilization and recognition of soft skills;
- The conclusions and results of the experimentation carried out by CENFIC in two distinct target groups, worksite supervisors and team leaders.

## **Critical points (or points that could be improved):**

The time of the year, July, was not the most suitable for the Seminar not only because of workers holidays but also considering the added work in the Building Sector, reasons why some companies could not enroll their employees.

However, this situation is merely circumstantial and does not prevent the continuation of the project dissemination and the implementation (replication) of new training processes.

## **General evaluation of the event and conclusions:**

The Seminar was the stage of multiple interventions by the participants, anticipating future impacts not only on people but also on companies, and a great openness and awareness about the importance of transversal skills, along with technical ones, for a more effective performance of Middle Managers.

The participants mentioned the importance and interest of the activities and results of the ConstructyVET project, recognizing that the behavioral training of Middle Managers did not always receive the attention it deserves.

They also pointed out that they cannot easily find programs adapted to the reality of Building Construction and, when *tailor-made*, it become inaccessible.

It is now necessary to continue the work carried out, integrating the transversal competences in the

## Training Frameworks of the National Qualifications Catalog.

Finally, we present the systematization of some important points to develop in the near future:

- Insist on the importance of an assessment not only technical, but also behavioral (soft skills), to better understand the personal characteristics of professionals;
- Give credibility to the combined assessment methodology as a benefit for self-knowledge and to the design of adjusted careers;
- Bet on people's behavioral and social skills not only to enhance their success, but also the success of their own companies;
- Develop and apply programs and tools adapted to the Building Sector, namely the training framework and methodology of the ConstructyVET project, to evaluate behavioral and social competences;
- Adjust vocational training itineraries to optimize the technical and behavioral skills of the professionals, according to the needs and expectations of Building Companies.



ConstructyVET Multiplier Event – 3 July 2018 (CENFIC – Prior Velho / Portugal)