

MULTIPLIER EVENT

ENCOUNTER OF TRAINING AND EMPLOYMENT GUIDANCE PROFESSIONALS

CAREERS IN THE CONSTRUCTION INDUSTRY

RenovUp Project - Professionalization of middle managers for complex building renovation projects

**DATE:** 28th October, 2022

**TIME:** from 10:00 a.m. to 13:30 p.m.

**PLACE:** FLC Ribera de Arriba (Assembly hall)

**GOAL:** Communication with external organisations capable of facilitating the recruitment of beneficiaries for the planned professionalisation actions developed in the frame of the **RENOVUP project**, and its Communication Plan (block 5), raising awareness of the construction sector and its employment and training possibilities, with the aim of increasing the number of people who want to develop their professional career in this sector of activity, encouraging, among others, the participation of women. Discussion of the conceptual results of the project and their usefulness in the Spanish context.

Target groups:

- Company managers of the Principality of Asturias and all persons likely to supervise in-company training,
- Professional federations of the construction sector and other sectors interested in the topic of increasing the skills of human resources in general and middle managers on work sites in particular,
- Directors, educational managers and teachers of educational and vocational training centres (in the construction and other sectors) of the Principality of Asturias,

Aims:

- Recruitment and career guidance practices for the beneficiaries of professionalisation measures: promote construction vocational training in companies and external organisations facilitating the recruitment of learners.
- Break down stereotypes about the image that society perceives of the construction sector and to emphasise the positive aspects of the transformation it is undergoing.
- To raise awareness and offer advice on the job opportunities offered by the construction sector, including renovation of buildings.
- Promote the different possibilities of structured recognition and validation of learning outcomes in general and occupational situations, and the principal of microcredits and Open Badges.
- Strengthen collaboration between companies and vocational training centres on the professionalization of employees and young people in initial training.
- Strengthen relations with the participants and promote a solid support network for the exchange of information with professionals who accompany other people in the process of making decisions about their life and professional projects so that they include the construction sector in their repertoire of options.

**MEETING CALL:** the pedagogical management teams and guidance counsellors of the following educational institutions were contacted.

**126** Secondary Schools in the Principality of Asturias

**11** Adult Education Centres of the Principality of Asturias

The members of the Governing Board and the members of the Joint Training Commission of the FLC Asturias, both made up of representatives of the trade unions and companies in the sector, were also invited.

## AGENDA (Annex 1)

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| 10:00 | WELCOME (Joaquín A. Rodríguez, FLC, Jenaro Martínez and Rafael Bravo, vice-presidents of the FLC and trade union representatives, and Pilar Díaz, representing construction companies).   |
| 10:10 | CONSTRUCTION, A SECTOR IN CONTINUOUS INNOVATION AND IMPROVEMENT (Ginés Mollano y María Pérez from Excade construction company)  |
| 10:35 | THE SECTOR AND EUROPE: RENOVUP PROJECT, PROFESSIONALISING HUMAN RESOURCES IN WORKING SITUATIONS, FROM BLUE COLLAR TO MIDDLE MANAGEMENT IN COMPLEX PROCESSES SUCH AS BUILDING RENOVATION. FROM THEORY TO PRACTICE (Marta Hevia & Marta Estela Suárez, FLC) |
| 11:00 | TRAINING PATHS OFFERED BY THE FLC TO ENSURE PROFESSIONAL AND CONTINUOUS DEVELOPMENT: THE PROFESSIONALISATION OF MIDDLE MANAGERS IN REAL WORK SITUATIONS (Luis J. Alonso, FLC)   |
| 11:25 | COFFE BREAK   |
| 11:50 | GUIDED VISIT TO THE TRAINING WORKSHOPS, OCCUPATIONAL RISK SIMULATOR, LABORATORY...  |
| 12:35 | THE HIGH DEMAND FOR QUALIFIED PERSONNEL IN THE SECTOR: WHAT JOBS ARE IN DEMAND AND HOW THE FLC'S EMPLOYMENT AGENCY MEDIATES. OTHER SOCIAL & ECONOMIC ASSISTANCE (Luis Aldecoa, FLC)   |
| 13:00 | QUESTIONS-END   |

## PARTICIPANTS

A total of 20 people attended the event, of which three were construction employers, two trade union representatives, ten career and job guidance professionals and five educational managers (Annex 2. Assistance list).

- EXCADE company: 2 participants
- DICAR company: 1 participant
- FICA-UGT trade union: 1 participant
- CC.OO. trade union: 1 participant
- CENTRO EDUCACIÓN ADULTOS DEL CAUDAL: 2 participants
- CENTRO EDUCACIÓN ADULTOS DE CENTRO ORIENTE: 1 participant
- CENTRO EDUCACIÓN ADULTOS DEL NALÓN: 2 participants

- CIFP MANTENIMIENTO Y SERVICIOS A LA PRODUCCIÓN DE LANGREO: 1 participant
- COLEGIO BEATA INMELDA – SANTO TOMÁS (LANGREO): 1 participant
- IES CÉSAR RODRÍGUEZ (GRADO): 1 participant
- IES ESCULTOR JUAN DE VILLANUEVA (POLA DE SIERO): 1 participant
- IES GALILEO GALILEI (NAVIA): 1 participant
- IES LA MAGDALENA (AVILÉS): 1 participant
- IES MONTE NARANCO (OVIEDO): 1 participant
- IES PANDO (OVIEDO): 1 participant
- IES RÍO NORA (POLA DE SIERO): 1 participant
- IES SELGAS (EL PITO, CUDILLERO): 1 participant

## CONCLUSIONS

Participants were given a folder (including a programme, a RENOUP flyer, a survey and a pen) and a USB flash drive containing the following RENOUP dissemination documents:

- Communication material RenovUp flyer\_ES
- RenovUp\_IO1 A1 Synthesis of the Desk Research-Spain\_FINAL\_ES
- RenovUp\_IO1 A2 Synthesis field research\_SPAIN FLC\_ES
- RenovUP\_IO1 A3a Works situations & Corresponding skills\_Final\_ES
- RenovUp\_IO1 A3b Didactic-tools-for-the-professionalisation-of-site-managers-and-team-leaders\_Final\_ES
- RenovUP\_IO2\_National Good Practices Transnational Synthesis - Final Report\_ES

At the end of the event, the participants had an enriching discussion with the companies and the people in charge of the Training and Employment area of the FLC about the usefulness of the tools created within the framework of the RENOUP project to identify in real work situations the concrete and individual qualification needs of the workers in their process of continuous updating, essential nowadays to support the company in its transformation and make it more competitive

The recognition of concrete learning outcomes (micro-credits), through agile and flexible validation tools such as Open Badges, was also positively assessed by the participants..

Besides, participants were asked to fill in a survey to evaluate the event (see Annex 3). They were asked to express, anonymously, their opinion of the event by answering the following questions, on a scale from "Absolutely" to "Not at all".

87% has found the content interesting, 67% has expressed that the contents are related to their activity, giving them new ideas to develop future activities. 100% was satisfied for having participated in this event.

Conclusions were disseminated 3th November, 2022 at FLC Communication Blog, as well as in the social media.

<http://comunicacion.flc.es/renovup-carrera-profesional-construccion/>

SOME MOMENTS



Welcome. DICAR, construction company, member of the Training Commission FLC and General manager FLC



Welcome. FICA-UGT construction trade union, Vicepresident FLC



Welcome. CC.OO. construction trade union, vicepresident FLC



Construction, a sector in continuous innovation and improvement. Excade construction company



Renovup project, professionalising human resources in working situations, from blue collar to middle management in complex processes such as building renovation. From theory to practice. International learning projects and Recruitment of trainees, Training area FLC







*Training paths offered by the flc to ensure professional and continuous development: the professionalisation of middle managers in real work situations. Director Training area FLC*



*The high demand for qualified personnel in the sector: what jobs are in demand and how the flc's employment agency mediates? Other social and economic assistance. Director Employment Agency FLC.*



*Guided visit to the training workshops (EE renovation in the image), occupational risk simulator, laboratory...*

