

BUILD UP SKILLS 7th EU exchange meeting

Workshop on cross-craft understanding

Context, definition and approaches

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18th January 2016, Brussels

Visionary Analytics

- **Research based policy advisory founded on March 2012, specialising in education and innovation policy areas**
- **Relevant experience:**
 - **Contributed to facilitation of earlier BUS EU exchange meetings**
 - **Drafted EU overview report**
 - **Assignments in the area of apprenticeships and green skills**
- **Role in this project:**
 - **Supporting organisation of BUS EU exchange meetings**
 - **Analysis, monitoring and evaluation of BUS PII & Horizon2020 EE4 projects**

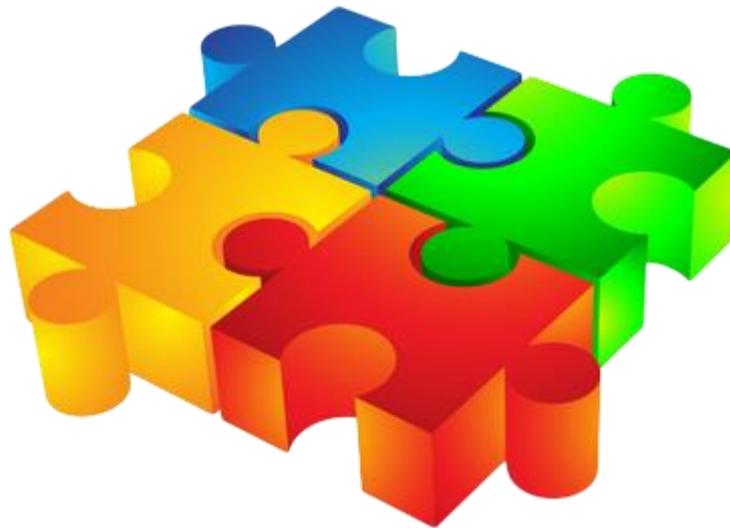
Why we are talking about cross-craft knowledge and skills?



Why we need cross-craft knowledge and skills?

- Conflicts in work character of the modern economy:
 - Flexible
 - Increasingly specialised
 - Efficient
- Technological changes, including:
 - New raw materials
 - Modern equipment
 - New technologies of energy production
- Requirements for nearly zero energy buildings not only in terms of design, but also in terms of implementation leading to many problems at the intersections of the different work areas
- **CHALLENGE:** coordination between occupations and their 'borderline' skills

What is cross-craft knowledge and skills?



Definition

- **Ability to grasp own work as part of the overall project. Ability to know needs of other areas, other professionals**
- **Cross-craft (-trade/-occupation) knowledge and skills:**
 - Thermal bridges
 - Permeations of air-tight envelope and of thermal insulation
 - Moisture proofing at the plinth
 - Installation of windows, steam break
 - Fundamental knowledge in thermal physics, heat and moisture transfer techniques in different environments
 - Science, Technology, Engineering and Mathematics (STEM) skills
- **Soft/ basic/ transferable knowledge and skills:**
 - learning to learn, leadership, language skills, computer skills, problem-solving skills, analytical and communicative abilities, self-management or project management skills, risk management

How to develop cross-craft knowledge and skills?



Examples of approaches to ensure cross-craft understanding

- Ireland: Safe Pass registration card linked to obligatory training course (updated every 4 years) for all construction site workers on basic issues of health and safety
- Adjusting incentives, so that they motivate workers to gain such cross-craft knowledge (e.g. judgement of quality of worker's work based on his contribution to the entire process)
- Austrian cross-craft project: development of new financing concepts to fund relevant training courses
- Germany: “train-the-trainers” is done through a one day in-classroom course, that focuses on cross-craft issues, and the special issues for the respective profession are provided to them through e-learning
- Other approaches:
 - Special courses, strengthening coordination between disciplines
 - Professional's on-the-job training booklet
 - Promotion by more qualified/experienced construction workers

Questions



1. **Is CCU more needed/ different for:**
 - Employees in large companies than for SMEs?
 - Older employees than for younger ones (recent sh
 - Foreign workers than for national workers (due to language problems, also different construction requirements)?
 - Large construction sites than for small ones?
 - ...
2. **What are incentives to ensure CCU for workers, site/ quality managers, employers, training institutions, trainers, etc.?**
3. **What are the best ways to teach CCU?**
4. **What are the sources of information on CCU and where to find them?**

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Thank **You**