BUILD UP Skills QUALITRAIN

Selected goals of the project

- Develop support structures for SMEs in the building sector
- Increase transparency of and participation in CVET courses
- Implement a national CVET database for the skilled craft sector

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TOPICS

- Human resources (HR) development
- Continuing vocational education and training (CVET)
- Consulting

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Selected results of the project

**Main findings:**

- SMEs want to choose from the range of offers that are available
- Informal training is preferred to formal training ways

**10 SMEs of the building sector**

- "The benefit and practical use of CVET needs to be clear to me."
- "I want to know exactly who is the provider."

**Main findings:**

- "We need to provide low-threshold offers."
- "Legal changes are leading to an increase in demand."

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**22 consultants of chambers & associations**

- "SMEs are only contacting us in emergency."
- "We need to provide low-threshold offers."
- "SMEs are complaining lack of skilled employees; but still rarely requesting HRD consultation"

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**230 participants of CVET courses**

- Who gave you the impulse for CVET?

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**How does your employer’s support influence your commitment? (n=103)**

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**Product 1**

Guidelines for HR development in SMEs

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**Product 2**

Concept for support structures

- SMEs are facing challenges that can be met through adequate consultation (e.g. by chambers)
- Closer contact between SME and consultant taking account of individual SME’s needs
- Extension of CVET consultation (e.g. include schools to inform students about career options)
- Adequate display of financial aid options to foster participation in CVET courses

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**Product 3**

Concept for a CVET database

- Benefits employees of SMEs, CVET providers, consultants, and SMEs
- Scope: Provide transparency of CVET courses in the building sector
- Can help to increase participation
- Chambers and associations are responsible for providing the content ("filling" the database)
- Time frame: until end of June 2016