BUILD UP SKILLS 7th EU exchange meeting

Workshop on cross-craft understanding

Context, definition and approaches

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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
1. Is CCU more needed/ different for:
   - Employees in large companies than for SMEs?
   - Older employees than for younger ones (recent shift)?
   - 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?
Thank You

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