

**THE RESPONSES OF FINAL WORKSHOPS**  
**PARTICIPANTS TO THE QUESTIONNAIRE**  
**ELABORATED BY PARTNER 3**  
*( construction sector*  
*in świętokrzyskie region)*

**30<sup>th</sup> of May 2012**

## ***1. How to upgrade the teachers qualifications in vocational schools, considering the future needs of construction market ?***

Assure professional practices for the profession teachers to be held at the companies.  
Teachers should be guided to training courses in the companies (duration: 3-6 months).  
Consider the teachers practices in the companies ( new technologies, materials, production processes). Implement obligatory vocational training for teachers to improve their skills for teaching of vocational schools students.

It is required to elaborate vocational practices program for the teachers of vocational subjects.  
Vocational education of the teachers should be based on transparent principles of financing and definition of training / apprenticeship conditions – made by the unit engaged in the construction market analysis, cooperation with education resors and employers.

At present there is no such an organisation, as well no principles of organisation vocational apprenticeships for the teacher of future professions in construction sector in świętokrzyskie region.

## **2. What has to be done to assure good cooperation of vocational schools and enterprises ?**

*Implement practical courses for the students with close participation of vocational subjects teachers. Practice courses should be paid for the students and entrepreneurs, to enhance both parties to participate actively in training courses. The employers have to be involved in didactic process. Considering the fact, that the employer has to spend his time and costs for practical apprenticeship of a student / graduate to a new profession- construction companies suggest, that such a student / graduate trained at their companies should be obliged to work at the same company. It is required to use existing government, self-government, education institutions to elaborate a reliable assessment of present and future needs of construction market in the region.*

*It is demanded to include / engage the employers in the teaching process at vocational education level. It will assure better matching of theoretical vocational education with practical, contemporary and future aspects and demands of construction market.*

### ***3. How to match the vocational practices with the needs of present and future labour market in construction sector ?***

It is required to assure participation of the companies in developing of the vocational school education curriculum.

The number of vocational practices / apprenticeships should be increased compared to the present state.

Government and self-government institutions should make the detailed analysis of construction market, also including the principles and conditions of trainings for vocational subjects teachers. It also demands to assure those teachers to participate in the practices at modern companies, on mutually agreed conditions, considering non collision cooperation with the employers / construction companies.

Those practices/apprenticeships should be held at modern enterprises of construction sector (applying new materials, energy – saving and passive technologies and processes)

#### ***4. The remarks about preparation of education sector, vocational schools, enterprises for the future needs of construction sector in świętokrzyskie region***

At present the graduates of vocational schools are poorly professionally prepared and well prepared in theoretical area.

Education and practical courses should be held in conformity with the present and future needs of construction market. Because of financial problems of schools, poorly equipped with modern equipment and technologies – it is necessary to organize the students practices directly on the building sites meeting present and future standards of energy-saving and passive building industry. It is necessary to equip the vocational schools with modern teaching aids.

Increasing of number of practical courses ( workshops, courses at construction companies) is a crucial issue for vocational education schools- to achieve the level compared to other the EU countries ( 60-70% of teaching hours designed for vocational courses). It is also an urgent matter to educate and train the teachers for future professions in construction sector- who will train and educate the vocational school students. The period of education for the teachers of new professions working at vocational schools will take few years- what is very unfavourable for regional construction sector. Concerning the EU demand to build only the passive buildings after year 2018- it makes our regional construction sector on losing position e.g. in willing to participate in tenders for execution of modern passive and energy-saving construction objects ( lack of skilled, experienced and qualified employees ready to perform the works in modern construction industry).

**5. \* *What are the present professions which need only upgrading of qualifications for new needs of construction market:***

Traditional professions: plasterer, plumber, painter, general – construction worker, tiler, finishing works worker.

**\* *What new professions will be demanded in that sector ( new skills and competences):***

Leading new profession: construction worker – employee in the area of energy-saving, pro-ecological and passive dwelling housing industry. That future profession should be included in vocational education classification. There is an urgent need to lobby it at the ministries for educational support and vocational apprenticeships in that profession, speeding up of legislative works and financial support from Ministry of Education. At present there are no specialists: teachers and professional trainers in the area of energy-saving and passive dwelling housing industry.

***6. Evaluation of engagement of government, self-government institutions, business supporting institutions , labour offices in the process of analysis of present and future needs of construction market and in the development of new vocational skills in construction sector:***

Labour offices have no the prognosis of demands for professions in construction sector.

There is an urgent need of mutual cooperation of business supporting institutions, vocational schools, enterprises, government and self-government administration- to define clearly the needs of that market and development of new vocational skills , next to implement the necessary solutions in practice. No actions are taken to train and educate good, educated professionals having the required skills and experience enabling them to be employed for direct construction works just after graduation of vocational school.

At [present there is no cooperation between: the employers – business supporting institutions- self-government institutions – Regional Board for Social Dialogue- economy and labour departments. As a result of large number of institutions it seems the best to establish one institution, ( maybe in the existing education- vocational – legal system). That institution should coordinate and forecast the needs of labour market in construction sector, vocational education and practical preparation of vocational schools graduates to perform the works in modern, energy-saving and passive dwelling –housing industry



**THANK YOU FOR YOUR ATTENTION**

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