



Contract Nb. 2020-1-FR01-KA202-080105 (2020-2023)

FUNDACION LABORAL  
DE LA CONSTRUCCION  
DEL PRINCIPADO DE ASTURIAS



**FORMEDIL**  
ENTE NAZIONALE PER LA  
FORMAZIONE E L'ADDESTRAMENTO  
PROFESSIONALE NELL'EDILIZIA



## 3<sup>rd</sup> Transnational Meeting - Minutes

October 25<sup>th</sup> (14:00 – 18:00) and 26<sup>th</sup> (09:00 – 13:00), 2021 (online)

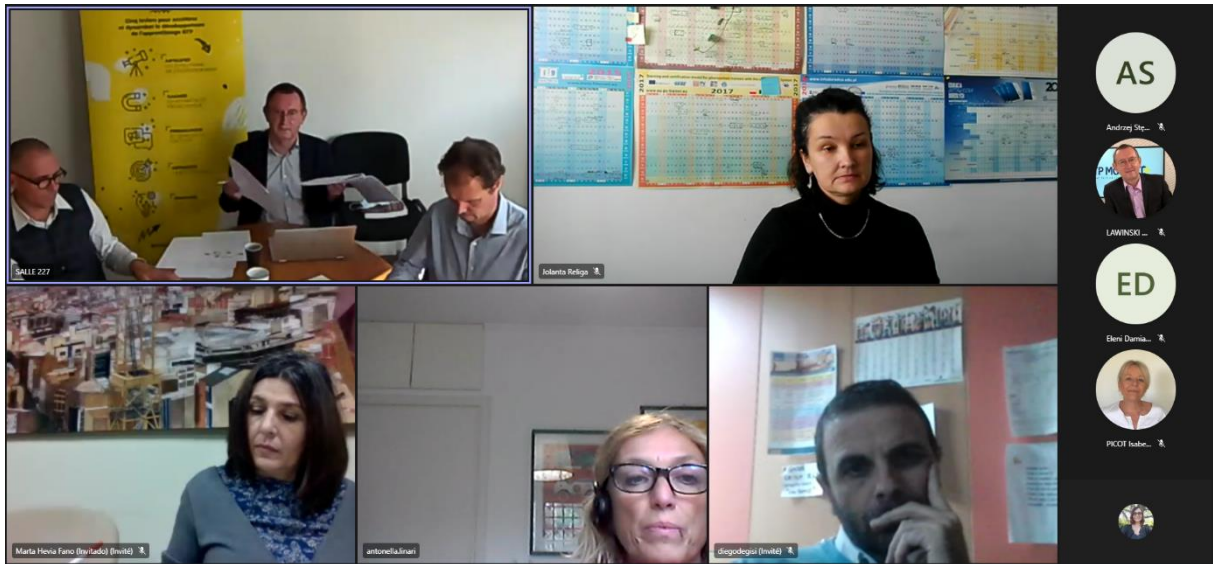
Topics	
1.	IO1 – Activities 1 & 2: Results and lessons learned (Pedmede). Usefulness of the results: discussion
2.	IO1 – Activities 3 & 4: Work in Progress (Formedil & CCCA-BTP)
3.	IO1 – Activities 3 & 4: First results and potential difficulties (discussion)
4.	IO1 – Activities 3 & 4: Focus on positioning before professionalisation paths (CCCA-BTP)
5.	IO2 – Recognition of learning outcomes (Open Badges, CCCA-BTP)
6.	IO4: Exchange of ideas on how to prepare experimental actions with the publics concerned (FLC Asturias & CCCA-BTP)
7.	IO3 – Training of Trainers: first ideas & discussion (ITE Łukasiewicz & CCCA-BTP)
8.	IO3 & IO4: Erasmus+ KA1 (Mobility for Learners & Staff)
9.	Communication plan, incl. Website and social media (CCCA-BTP)
10.	Evaluation of the production process and outcomes (Sébastien Roux)
11.	Administrative issues and arrangements for the next transnational meeting (CCCA-BTP)

Participants	
CCCA-BTP (FR)	Beauchesne Marion <a href="mailto:marion.beauchesne@ccca-btp.fr">marion.beauchesne@ccca-btp.fr</a> Lawinski Marek <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> Picot Isabelle <a href="mailto:isabelle.picot@ccca-btp.fr">isabelle.picot@ccca-btp.fr</a> Touillon Pierre <a href="mailto:pierre.touillon@ccca-btp.fr">pierre.touillon@ccca-btp.fr</a>
FLC ASTURIAS (ES)	Hevia Fano Marta <a href="mailto:mhevia@flc.es">mhevia@flc.es</a> ; <a href="mailto:mheviafano@gmail.com">mheviafano@gmail.com</a> Méndez Luis Javier Alonso <a href="mailto:escuela@flc.es">escuela@flc.es</a> ; <a href="mailto:ljalonso@flc.es">ljalonso@flc.es</a>
FORMEDIL (IT)	Degisi Diego <a href="mailto:diegodegisi@formedil.it">diegodegisi@formedil.it</a> Linari Antonella <a href="mailto:antonella.linari@formedil.it">antonella.linari@formedil.it</a>
ITE ŁUKASIEWICZ (PL)	Religa Jolanta <a href="mailto:jolanta.religa@itee.lukasiewicz.gov.pl">jolanta.religa@itee.lukasiewicz.gov.pl</a> Stępnikowski Andrzej <a href="mailto:andrzej.stepnikowski@itee.lukasiewicz.gov.pl">andrzej.stepnikowski@itee.lukasiewicz.gov.pl</a>
PEDMEDE (GR)	Angelakopoulou Paraskevi <a href="mailto:p.angelakopoulou@pedmede.gr">p.angelakopoulou@pedmede.gr</a> Damianou Eleni <a href="mailto:e.damianou@pedmede.gr">e.damianou@pedmede.gr</a>
PREFACE (FR)	Roux Sébastien <a href="mailto:contact-preface@sfr.fr">contact-preface@sfr.fr</a>

### October 25<sup>th</sup>, 2021



### October 26<sup>th</sup>, 2021





## 1. IO1 – Activities 1 & 2: Results and lessons learned (Pedmede). Usefulness of the results: discussion

### State of the art

- Presentation of the final report (IO1 – Activities 1 & 2) by Eleni on both functions (site managers and team leaders for renovation worksites).
- Results presented, as foreseen initially, in a transversal way, where we can find common characteristics for all site managers and team leaders, as well as specificities related to renovation contexts.

### Overall comment

- In the opinion of the partners, the report is of excellent quality, despite the complexity of the national results for which appropriate forms had to be found during the consolidation phase. In addition, the initial methodology has been revised to better match the results collected during the national interviews.
- Despite a major effort made by all the partners and by PEDMEDE during the consolidation phase, the specificities of renovation sites are listed in a relatively broad way at this stage of the project. This is because the professionals interviewed in each partner country had a natural tendency to generalise the work situations instead of focusing on their specificities on renovation sites.
- The report includes valuable qualitative indications for the training pathways to build up (contents and pedagogical methods). Specificities of the renovation sites are, despite some shortcomings, clearly visible.
- Unexpected added value is represented by the fact that some conclusions can be used to revalorise both functions and to attract more younger people towards the construction sector.

### Decisions taken

- Structure and contents commonly approved.
- Final validation.
- Each partner will send to Eleni the translation of the summary into its national language.
- In the coming WPs, **the project will focus even more on the specificities of the work situations on the renovation sites.**
- Not all the recommendations included in the final IO1 – Activities 1 & 2 report must be implemented at each national level (adjustments to the national contexts will depend on the project partners).
- The planned training pathways must clearly focus on transversal competences and experience (NOT technical competences): **how to manage everything at the same time.**

### Annex

01.1. RenovUP\_IO1\_Transnational Report draft\_prefinal

## 2. IO1 – Activities 3 & 4: Work in Progress (Formedil & CCCA-BTP)

### State of the art

- Formedil and CCCA-BTP have formalised capacities and knowledge, as identified in WP1 – A1&2 prefinal report, and the work situations experienced by site managers and team leaders on renovation worksites (work completed in Italy and France, each with two professionals).



- A grid has been produced and tested by Formedil and CCCA-BTP, to enable each partner to bring together work situations on the one hand and skills/knowledge on the other, to identify the skills needed at each stage of the renovation site.
- This grid was communicated to the partners at the end of September 2021 with a methodological guide to explain the steps to be taken.
- The main difficulty, but at the same time the added value of the project, is to combine concrete work situations with knowledge/capacities to identify the competences that need to be worked on during future professionalisation paths.

### Decisions taken

- Each partner must complete the grid for November 20<sup>th</sup>, 2021 and send it to CCCA-BTP for final consolidation.
- Transnational consolidation of the national grids identifying capacities/skills in concrete activities performed by worksites managers and team leaders on renovation sites (to be prepared by CCCA-BTP) – sent to the Partners on December 15<sup>th</sup>, 2021

### Annexes

02.1. IO1-A3a Identification of Skills and Knowledge for Activities

02.2. IO1-A3a Grids for the Identification of Skills and Knowledge corresponding to Activities

## 3. IO1 – Activities 3 & 4: First results and potential difficulties (discussion)

### State of the art

- Formedil has achieved, during September, the interviews with three national experts in Italy, knowing well renovation sites. The interviewees stressed the importance of planification phase as the main driver for organising the execution and final control phases.
- CCCA-BTP has achieved, during October, two one-day interviews in two training centres (Blanquefort & Saint-Herblain) gathering, all together, two worksite managers (one of them was a team leader before), one trainer specialised in worksite manager training, as well as two training centre managers.
- The interviewers (IT & FR) paid a great attention to collect a specific information related to renovation.
- The information collected is sufficient to fill in the grids for November 20<sup>th</sup>, as planned.

### Decision taken

- To overcome the difficulty of properly identifying the work situations experienced by site managers and team leaders on renovation worksites, **two professionals (site manager and team leader) must be involved in the work planned to fill in the grids provided.**
- It is not possible to be satisfied only with documentary research. In fact, it is necessary to call upon the experiences of the experts in the field who know the preparation, the execution, and the closure of a building renovation site.
- Focus strongly on the **specificities of renovation.**
- Following this experience, the grid should only be considered as a guide. The interviewer must therefore, step by step, adapt his or her questions to the public interviewed. The aim was to collect information on work situations and activities and not to be exhaustive (mission impossible).
- Some columns (ex. G & H) can be put together.

### Annex

03.1. France - Skills and Knowledge corresponding to Activities - First Results



- |    |   |
|----|---|
| 4. | <b>IO1 – Activities 3 &amp; 4: Focus on positioning before professionalisation paths (CCCA-BTP)</b> |
| 5. | <b>IO2 – Recognition of learning outcomes (Open Badges, CCCA-BTP)</b>                               |

### State of the art

- The partners carried out a desk search (not initially foreseen in the project work plan) on experiences of positioning, pragmatic learning at the workplace and practical use of open badges for recognition of learning outcomes in their countries (maximum 3 in each area per country).
- CCCA-BTP completed the "IO2 Transnational Synthesis of useful national good practices for work-based learning" and made it available on September 17<sup>th</sup>, 2021.
- This additional work was necessary to facilitate the pedagogical engineering, which should lead to the proposal of complete professionalisation pathways including these three phases.
- The partners found that there was no single, standardised model for work-based learning. This is one of the main difficulties, but also an **opportunity for RenovUp to create a real innovation**.
- The topic is complex, given that some partners (ex. PL) must combine positioning with legal requirements which vary from one country to another (ex. In Poland, the function of site manager is fully regulated, including necessary education and qualification level, whereas the function of team leader is not).
- In Italy, training centres (including vocational schools) are not used to using open badges.
- In Greece, open badges are not well-known, whereas formal evaluation processes are reserved to national accredited bodies.

### Decisions taken

- Instead of creating theoretical models of professionalisation that are inapplicable to the different national contexts and to the profiles of site managers and team leaders for renovation, we must draw inspiration from the experiences described in the report and consider them as a starting point for training engineering.
- It is also possible to draw a parallel between the work phases of the two audiences concerned by the project and RenovUp professionalisation project (*post-meeting reflection*), as shown below:

<b><i>Phases of the renovation work</i></b>	<b><i>Phases of the professionalisation pathway</i></b>
(1) Preparation of the worksite.	(1) Positioning in the planned professionalisation pathway.
(2) Execution of the work.	(2) Individualised/specific work-based learning.
(3) Acceptation of final results.	(3) Recognition of <b>learning outcomes</b> with open badges.

- The positioning (and probably also open badge contents) should be adjustable to the situation in each partner country. When working on open badges, we need to clarify what we mean by their "formal" and "free" components.
- **Opinions/suggestions/proposals** on how to implement the **positioning** of learners in their professionalisation pathway (individualised training), as well as the validation of learning outcomes (with **open badges**) in each partner country – one page for each topic – are to be sent to Marek for December 15<sup>th</sup>, 2021.

### Annex

04.1. RenovUP\_IO2\_National Good Practices Transnational Synthesis - Final





## 6. IO4: Exchange of ideas on how to prepare experimental actions with the publics concerned (FLC Asturias & CCCA-BTP)

### State of the art

- Designing the model for professionalisation pathways with their three components mentioned above are essential for the preparation of experimental actions in each country. Otherwise, it is impossible to find appropriate partners for RenovUp test phase (IO4).
- Each partner has already planned an experimental phase with national/territorial organisations/training centres that can help in this area:
  - *Łukasiewicz ITE* will collaborate with the Polish Association of Finishing Works, which also includes self-employed people and is sensitive to work-based learning. It also has contacts with local vocational schools.
  - *Pedmede* is a professional association of, among others, 2,000 trainers. Cooperation with training centres is planned. There is no problem in reaching the necessary audiences.
  - *FLC Asturias*, being a foundation for vocational training with appropriate training centres where site managers and team leaders are already trained (initial and continuous vocational training), has no problem in having the necessary audiences.
  - *Formedil* has contacted several training centres having necessary capacities and interest to foresee experimental actions in Bologna, Cuneo and near Naples.
  - *CCCA-BTP* will set up experimental actions in three training centres (Blanquefort, Saint-Herblain and one centre being part of Companionship Network) experienced in middle management training for the construction industry.

These circles may be enlarged.

### Decisions taken

- A general scheme for professionalisation pathways to be designed (to be prepared by Formedil & CCCA-BTP) will be sent to the project partners on January 24<sup>th</sup>, 2022
- A transnational online meeting dedicated to this general scheme for professionalisation pathways will be held on January 28<sup>th</sup>, 2021, 09:00-12:00 (CET)

## 7. IO3 – Training of Trainers: first ideas & discussion (ITE Łukasiewicz & CCCA-BTP)

### State of the art

- The context of the work to be planned was presented by Jolanta (see Annex). It will be refined in November.
- It is a question of foreseeing well in advance the workload for everyone that IO3 will represent (both in design and in implementation).
- The partners are interested in integrating stays abroad for trainers (one week maximum) to complement the national training, and exchange experiences and good practices. The modalities and periods will be specified later.

### Decisions taken

- First methodological framework for Training of Trainers (IO3) – to be prepared by ITE Łukasiewicz (Jolanta) by 20 November 2021.

### Annex

#### 07.1. IO3\_Training of Trainers - First ideas (ITE Łukasiewicz)



## 8. IO3 & IO4: Erasmus+ KA1 (Mobility for Learners & Staff)

### State of the art

- The partners consider that it is still too early at this stage of the project to foresee exactly the content and modalities of the European mobility of future learners and trainers. Details can be provided around June-July 2022.

### Decisions taken

- Once the training paths of the target groups (site managers, team leaders on the one hand and trainers on the other) become more precise, a decision will be taken concerning the request for new European funding for these two types of mobility.)
- Therefore, no Erasmus+ KA1 application will be presented in February 2022 for RenovUp

## 9. Communication plan, incl. Website and social media (CCCA-BTP)

### State of the art

- The level and number of communication actions is uneven from one country to another. Nevertheless, all partners have organised actions, albeit of varying scope.
- Examples of initiatives (non-exhaustive list):
  - Communications made, in all countries, to decision-makers and professionals in the sector at symposia and colloquia with between 20 and 450 participants.
  - Regular presence on social networks, in all countries, plus publication of "news" on partner organisations' websites.
  - Publications of articles in professional journals (Poland – 5,000 readers, France – 6,000 readers) and communications at scientific conferences.
  - Communication actions during actions organised by national agencies (e.g. Erasmus Days in France, from 13 to 15 October 2021).
- The project website, after difficulties in its implementation, is being finalised. It will be available on [www.renovup.eu](http://www.renovup.eu) from the end of November 2021 (bilingual English/French for the public part and in English only for the partners' area).

### Decisions taken

- It is understood that communication actions need to be strengthened, both at the general level (piloted by the project coordinator) and at each national level.
- More **newsletters** should be published by each partner and disseminated by appropriate information and communication channels targeting decision-makers, professionals and directly training centres.
- Appointing communication officers in charge of RenovUp in each partner country could contribute to a better dissemination and valorisation of results (already done by Formedil and CCCA-BTP).
- List of dissemination & valorisation actions/events/publications – to be sent to CCCA-BTP ([marion.beauchesne@ccca-btp.fr](mailto:marion.beauchesne@ccca-btp.fr) cc.[marek.lawinski@ccca-btp.fr](mailto:marek.lawinski@ccca-btp.fr)) for December 6<sup>th</sup>, 2021 – *see Annex*

### Annex

#### 09.1. RenovUp - Valorisation Journal



## 10. Evaluation of the production process and outcomes (Sébastien Roux)

### Evaluation

Sébastien Roux, external evaluator, highlighted the following points:

- The project, even if it is ambitious, has more than a six-month delay.
- A lot of results and deliverables have been produced, but several conclusions and productions are not specific to the renovation of buildings.
- Some methodological choices (ex. Identical activities for site managers and team leaders, difference will be made at the level of competences required for the fulfilment of these activities).
- The structure of the planned learning outcomes must still be more precise (what is concretely targeted at each step of the professionalisation pathway to be designed).
- The assessment of competences is another issue that needs to be further clarified, alongside the identification and characteristics of each of them (including in terms of the degree of specific skills).

### Discussion

The partners thanked Sébastien Roux for his valuable advice which always helps to improve the quality of the project. In addition, they raised the following points:

- The project is complex and requires a lot of investment, not always foreseen from the very beginning. Thus, the project methodology is being constantly adjusted to the evolving situation and additional outcomes had to be produced to identify with more detail professional activities as a basis of future work-based learning.
- An additional work has also been done to identify good practice in the fields of positioning, work-based learning, and recognition of learning outcomes with open badges in the partner countries. Therefore, the delay is real, but understandable, given that the partners are developing something of innovative and challenging.
- The partners underline many unforeseen situations and additional difficulties to be faced, like change of approach to move from engineering of training modules to engineering of professionalising and individualised pathways, or to make this approach understood by decision-makers.

At the end of the evaluation sequence, Marek, as project leader, expressed his appreciation for the work done by all partners, in terms of pragmatic and high-quality contributions. This requires a lot of investment of time and energy from everyone, even though the work is exciting and useful. All the partners are involved and participate in the success of this demanding project. This is very encouraging and shows that there is a real team spirit, which makes it possible to face difficulties and unforeseen events with foresight and serenity.

### Annex

10.1. RenovUp - Evaluation (document to be produced by Sébastien, coming soon).





## 11. Administrative issues and arrangements for the next transnational meeting (CCCA-BTP)

### Decisions taken

CCCA-BTP must prepare the **first interim report for January 3<sup>rd</sup>, 2022**. It will contain two parts: qualitative and financial. To enable us to have all necessary information, each partner should send:

- Timesheets updated completed/updated including November 2021 (if possible) – sent to [isabelle.picot@ccca-btp.fr](mailto:isabelle.picot@ccca-btp.fr) cc.[marek.lawinski@ccca-btp.fr](mailto:marek.lawinski@ccca-btp.fr) – for November 30<sup>th</sup>, 2021,
- RenovUp - Valorisation Journal (See Annex 09.1. – Teams) including List of dissemination & valorisation actions/events/publications - sent to [marion.beauchesne@ccca-btp.fr](mailto:marion.beauchesne@ccca-btp.fr) cc.[marek.lawinski@ccca-btp.fr](mailto:marek.lawinski@ccca-btp.fr) – for December 6<sup>th</sup>, 2021

### Question

Jolanta asked if the travel costs, due to the pandemic, can be switched to intellectual outcome costs. Sébastien proposed to contact the French Erasmus+ Agency.

### 4<sup>th</sup> transnational meeting:

The 4<sup>th</sup> transnational meeting will take place **ONLINE** on **April 12<sup>th</sup> (13:00-17:00 CET) and 13<sup>th</sup> (09:00-13:00 CET), 2022**.

If the sanitary situation changes, a face-to-face meeting will be arranged in Paris (decision to be taken before March 15<sup>th</sup>, 2022).

### Annex

11.1 - Timesheets Follow Up September 2021

## Deadlines starting from 26 October 2021

20 November 2021	Grids identifying capacities/skills in concrete activities performed by worksites managers and team leaders on renovation sites – sent to CCCA-BTP ( <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> )
20 November 2021	First methodological framework for Training of Trainers (IO3) – to be prepared by ITE Łukasiewicz (Jolanta)
30 November 2021	Timesheets completed/updated including November 2021 – sent to CCCA-BTP ( <a href="mailto:isabelle.picot@ccca-btp.fr">isabelle.picot@ccca-btp.fr</a> cc. <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> )
6 December 2021	List of dissemination & valorisation actions/events/publications - sent to CCCA-BTP ( <a href="mailto:marion.beauchesne@ccca-btp.fr">marion.beauchesne@ccca-btp.fr</a> cc. <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> ) – <b>see Valorisation Journal</b>
15 December 2021	Opinions/suggestions/proposals on how to implement the positioning of learners in their professionalisation pathway (individualised training) in your country – one page sent to CCCA-BTP ( <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> )
15 December 2021	Opinions/suggestions/proposals on how to implement the validation of learning outcomes (with Open Badges) in your country – one page sent to CCCA-BTP ( <a href="mailto:marek.lawinski@ccca-btp.fr">marek.lawinski@ccca-btp.fr</a> )
15 December 2021	Transnational consolidation of the national grids identifying capacities/skills in concrete activities performed by worksites managers and team leaders on renovation sites (to be prepared by CCCA-BTP) – sent to the Partners
24 January 2021	General scheme for professionalisation pathways to be designed (to be prepared by Formedil & CCCA-BTP) – sent to the Partners
28 January 2021 09:00-12:00 (CET)	Transnational online meeting dedicated to the General scheme for professionalisation pathways to be designed
12 April 2021 13:00-17:00 & 13 April 2021 09:00-13:00 (If online)	4 <sup>th</sup> Transnational meeting (rather <u>online</u> , but maybe face-to-face: to be decided by March 15th, 2022) If face-to-face: Paris.