**Conclusions from testing the tool for observing the situation of team leader’s work - Polish experience**

General explanations:

* Łukasiewicz-ITeE invited the Association of Finishing Works Specialists (SSRW) to pilot testing of observation tools. It brings together representatives of employers in the renovation and construction industry.
* This greatly facilitated the process of agreeing and obtaining a contractor for construction works (construction site) to participate in the experiment (the opinion on the tools proposed by RenovUp was undertaken by one of the members of the SSRW, and at the same time the owner of the renovation company experienced in performing renovation interventions).
* In order to fully explain the purpose of the testing itself, as well as the essence of the entire RenovUp project, a number of additional information was provided (2 conversations were held with the contractor - Mr. J. Blachowski).

**Notes and observations**
on the usability/functionality of tool 2, used to observe the working situation of team leader performing renovation works on various types of construction sites

* The choice of construction site will be crucial for the results of observing the working situation. A different course of construction works, and thus a different type of challenges, will be observed during work on new facilities, and a completely different one when the renovation / adaptation of the old building takes place, or when we perform ad hoc repairs. Construction workers (foremen/ team leaders, managers) then collect different information about the object, necessary documents, permits and plans, and the construction process takes place differently, which in turn forces different tools and technologies. Concentration / narrowing of analyses to renovation works therefore seems right and justified.
* Collecting as much data as possible about the conditions and the construction itself is the most advisable and expedient. Therefore, it is very important and necessary to have that part of the tested tool that characterizes the construction site, the type of work performed, the state of employment, etc (page 1). Definitely a plus.
* It seems expedient and useful to supplement this information with the human factor, i.e. the number of employees, their qualifications (documented) and professional skills / experience (not necessarily confirmed) and very important - how long they cooperate with each other. This will allow us to pay special attention to critical elements on the construction site and predict where they may appear.
* Filling in the table (total) on the construction site during the visit is practically impossible, only it is advisable to take notes and make entries later.
* Photos and videos are very useful for teaching purposes. Documenting the work situation in the form of photos or even videos - therefore the most advisable and purposeful. However, this is often unwelcome (or even forbidden) and difficult to implement. It would be necessary to convince the construction management and the recorded workers themselves that the goal is not to assess them, but rather to capture / identify difficult for them WORK SITUATIONS and show how they were dealt with or (unfortunately) what mistakes were made. Important: you should take care of GDPR issues (templates for permission etc.). It is worth taking the trouble of photographing and recording so that the faces of specific people are not visible.
* As for the observation table itself - it is rather understandable, it allows you to collect data that can be the basis for building a training program. Proposals were made for a minor correction / addition of the names of individual training units (for a greater distinction of specificity and differentiation between the foreman and the construction manager. See them in red in attached file).
* I share the opinions and observations of colleagues from France and Spain, as to the need to explain in advance to the managers of the selected construction sites the objectives of conducting observations and to discuss as accurately as possible the scenario of the course of the visit of outsiders to the construction site. This explanation should also reach other construction workers (especially those who may possibly be photographed or recorded).
* Very important – discussion of the safety of people conducting observation on the construction site (agreed health and safety rules must be strictly observed by them).
* I propose to develop a « checklist » that will allow for a repetitive assessment of the foreman's work, his skills, identification of errors and their correction, the possibility of comparing the results ;
*comment by J.Religa: this type of « checklist » are other tools prepared by the RenovUp team: FORM 3 – Positioning the student on the development path (diagnosis of training needs) and FORM 4 – Monitoring progress.*

Radom, 21.07.2022