

## CONDAP Memorandum of Cooperation:

### Upskilling trainers and mentors in construction apprenticeships

This Memorandum of Cooperation (MoC) provides the cooperation framework, establishes a communication channel and determines specific working arrangements between the Signatory Parties, who share a common vision and willingness to **support the upskilling of trainers and mentors in construction apprenticeships** – based on the principles of common interest, reciprocity and complementarity.

The MoC has been created in the framework of the [Erasmus + project CONDAP](#), which aims at **providing construction trainers and mentors with a diverse set of digital, energy, cross-discipline and transversal skills**, which are in high demand within the labour market and are considered to be essential for construction trainers and mentors in order to keep up with latest technological developments and workplace requirements in the construction field.

#### 1. Concept

This MoC is conceived to respond to some crucial training needs emerging in the construction sector, as observed during the research phase of the CONDAP project. The construction industry is in fact consistently reporting a **low attractiveness towards young people**, confirmed by a relatively higher drop-out rate of apprenticeships compared to other sectors.

CONDAP findings revealed that **trainers and mentors in construction apprenticeships often lack the necessary skills** to meet the expectations of both the sector and young workers, even more so in the context of an increasingly digitalised and environmental-friendly work environment. The level of preparation of trainers critically affects the effectiveness of their training programmes. Only qualified and specialised trainers, who have had the opportunity to access adequate pedagogical methodologies and instruments, can ensure a successful transferability of knowledge and skills and provide apprentices with quality training. This would crucially contribute to reduce drop-out rates and the related financial risk for employers when hiring apprentices while increasing the interest of youth and trust of construction companies.

In particular, innovative curricula and training offers targeting **digital and green skills** are crucial to prepare the younger generation for the current and future challenges in the construction sector. But to achieve an inclusive digital transformation of the construction industry, it will be essential to **further promote actions to support construction companies in their digitalisation efforts**, in order to enable them to be effectively prepared for the built environment of today and tomorrow. This help is particularly needed for construction SMEs, which make up the vast majority of companies in the construction sector, and are struggling to adapt to fast-changing technologies.

#### 2. Objectives

The CONDAP MoC is meant to support the development of relevant competences by construction trainers and mentors, by establishing an **EU-wide strategic partnership**, which could bring together

**key actors and stakeholders involved in formal and non-formal education and training provision in the construction sector:** from VET providers to construction companies; from policy makers and public authorities to employers' and workers' associations; from apprentices and students to academic, scientific and technical researchers.

The signatory parties unite in pursuing the following main objectives:

- Supporting regional, national and European initiatives aimed at **increasing the quality and supply of skills development opportunities** for construction trainers and mentors.
- Promoting the integration of **digital and sustainable methods and tools** into construction apprenticeship schemes and VET curricula.
- Further bridging the **VET community with the real needs of the labour market** in the construction sector, with the aim of reducing mismatches between VET offers, employers' expectations and the learners' reality.

In this way, the CONDAP MoC intends to contribute also to the **principles and objectives defined at European level**, as most recently stated in declarations such as the [Osnabrück Declaration \(2020\)](#), which identifies quality VET as an enabler of innovation and recovery and an essential foundation for green, digital and sustainable growth, and the [Pact for Skills \(2020\)](#), initiative promoted by the European Commission to upskill and reskill the European workforce, supporting green and digital transitions as well as industrial and SME growth strategies.

### 3. Cooperation agreement and legal nature

In view of nurturing their cooperation, the signatory parties agree to engage, within their capacities and available resources, in joint areas that encompass, but not limited to, the following (collaboration) activities:

- **Widespread dissemination of training materials and best practices** aimed at enhancing the skills of construction trainers, promoting their replication and scaling up.
- Active participation in **seminars, conferences and events** addressing topics such as VET and apprenticeships schemes in construction.
- **Facilitating meetings and matchmaking** among signatory parties, to explore possibilities for **joint research, actions and projects** in the field.
- **Mutual exchange of information and knowledge** between signatory parties on public and private initiatives aimed at increasing the quality and supply of skills development opportunities for construction trainers, VET programmes and apprenticeships schemes.
- **Vocal advocacy** vis-à-vis political actors at all levels for a better support of the upskilling of construction trainers.
- **Raising awareness** on the societal and economic benefits emanating from the construction sector and the need of better skilled and qualified construction trainers.
- **Taking initiatives to improve the overall image of the construction sector** towards youth and the civil society.

This MoC is a statement of intent and does not create any enforceable rights or obligations by the Signatory Parties. The Parties are expected to fulfil their tasks under this MoC on a best-effort basis, and based on their available resources. This MoC does not modify or supersede any EU law or any

national laws nor does it affect any provisions under other multilateral or bilateral agreements in force and applicable to the Parties.

#### 4. Signatory parties

This Memorandum of Cooperation between the CONDAP partnership and the Signatory Party will enter into force once the Signatory Party signs the present document or submits the [dedicated online form available at this link](#).

##### **For the Signatory Party**

*Name:*

*Job position / Field of expertise:*

*Organisation:*

*Country:*

*Signature:*

## Annex I: The Erasmus + project CONDAP

**CONDAP** is a European project co-funded by the Erasmus+ programme for the period 2018-2021, which aims at enhancing the **skills of trainers and mentors involved in construction apprenticeships**, producing pedagogical resources that could help to bridge the gap between training offers and employers' expectations in the construction industry.

The project brings together construction and educational actors from five European countries: [Instructus Skills](#) (cross-sector apprenticeship institute from UK), [Exelia](#) (learning solutions company from Greece), [Polytechnic University of Valencia](#) (technological university from Spain), [Vilnius Builders Training Centre](#) (construction VET centre from Lithuania) and [the European Builders Confederation](#) (EU umbrella organisation representing construction SMEs and craftsmen, based in Belgium).

During the lifetime of the project, the CONDAP partnership developed and made available a range of **train-the-trainer resources** to construction and educational stakeholders, aiming to empower mentors to coordinate apprentices effectively with the help of cutting-edge learning material. The prime example is offered by the [CONDAP Vocational Open Online Course \(VOOC\)](#), a free online course targeting the **digital, green and communication skills of trainers and mentors involved in construction apprenticeships**, divide into three learning units:

1. Energy Efficiency & Sustainable Construction
2. Digital Construction & BIM
3. Communication, Organizational & Management Skills

