

FIEC is the European Construction Industry Federation, representing via its 32 National Member Federations in 28 countries (25 EU, Norway, Ukraine and Turkey) construction enterprises of all sizes, i.e. small and medium-sized enterprises as well as "global players", carrying out all forms of building and civil engineering activities.  
Recognised "Sectoral Social Partner" (employers)

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## FIEC contribution to consultation

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# Consultation on the update of the Skills Agenda for Europe

## 1. Do you agree with the challenges presented?

FIEC agrees with the challenges presented.

## 2. In which ways can Social Partners concretely support the update of the Skills Agenda and modernisation of VET?

In several EU countries, Social Partners play a key formal role in the field of VET and training in general. This formal role is specific to each country, but it appears to be important to involve Social Partners as much as possible in order for them to support the modernisation of VET.

In general, Social Partners can play a fundamental role in sharing best practices on how to use new technology in VET and promote skills for green change.

## 3. What new action could be taken to empower workers to up/reskill, taking an inclusive approach?

- Increased focus on basic skills as a barrier for up/ and reskilling
- Promotion of good examples to change education culture amongst workers and companies
- Develop on-the-job training
- Promote exchanges of professional practices (namely amongst EU partners)
- Make reskilling accessible for both unemployed and employed people, in order to minimize the number of unemployed and meet the needs of companies at the same time
- Lifelong training to be supported by both companies and public administration
- Improve transparency of training offers

## 4. How further progress can be made in the area of validation of skills?

- Further develop digital tools
- Modify the skills' validation system, which currently requires good writing skills
- Design a system based on practical professional skills and on-the-job training

## 5. Do you consider the Blueprint for sectoral cooperation on skills and the Platforms for Centres of Vocational Excellence as a good basis for further work to break silos between different skills stakeholders?

Although it is a bit early to assess the final outcomes, FIEC believes that the Construction Blueprint is a fundamental starting point to break silos between different skills stakeholders. It is important to look for

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cooperation between stakeholders at national level and between EU partners, without denying national specificities.

## **6. What do you think should be the future priorities regarding skills intelligence?**

FIEC believes that skills demands will change rapidly in the future. It will be necessary to have tools to anticipate the skills needs and to deal with it. It will be even more important to create a more flexible education and training in order to reskill and upskill more quickly.

## **7. What new action could be taken to address skills mismatches?**

- Increase flexibility
- Invest in digitalisation / new technologies
- Develop in-company training for teachers and students / apprentices
- Create innovative forms of partnerships between VET providers and businesses, social partners, higher education institutions, researchers and other relevant stakeholders
- Promote best practices in order to encourage the matching between demand and offer
- Promote the mobility of students / apprentices within the EU (make a better use of the EU tools available)

## **8. Which action could help to increase social partners' engagement in workforce skills development in general?**

FIEC believes that, at the European level, Social Partners can bring added value in promoting digitalisation and sharing best practices.

## **9. How could social partners collaborate among themselves and with national governments to ensure more and better investment in the up/reskilling of the workforce?**

In several EU countries, there are already very close relationships between Social Partners and public administration / Government. Good collaboration between the various parties is a prerequisite to success.

## **10. What are the key priorities in the field of VET for attention in the coming years to address the challenges of achieving social fairness, a carbon-neutral economy and digital transition?**

- Promote flexibility and digitalisation
- Improved re/ upskilling culture
- Focus on cost effectiveness
- Promotion of training the trainers, namely extensive development of teachers' competences in the areas of sustainable development and digitalisation
- Promotion of apprenticeship training
- Improve the attractiveness of VET and increase diversity of students