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Bildungszentren des
Baugewerbes e.V.

SSHH

Soft Skills for Hard Hats –

Developing managerial skills for construction workers

As construction workers progress through their career, through promotion or through their managerial responsibility tends to increase, without the necessary skills to manage and lead workers. They tend to therefore rely on the management experience they have personally received. The SSHH project aims to develop construction workers initial managerial skills through on-line 'scenarios' by focusing on transferable 'soft skills' (leadership, communication, teamwork, problem solving) rather than technical knowledge. It is therefore aimed at site workers who are starting to manage people either as a team leader, site foreman or site manager. SSHH uses innovative learning through on-line training, based on 'real-life' construction situations, to promote the transferable competencies. The project partners in 6 countries will be working together to create the training material in different languages to test on 180 trainers and workers within the construction industry, before a wider dissemination to around 1250 delegates at national workshops and then being available through on-line access in each partner country through the project website.

The actual course consists of training scenarios relating to leadership, communication, teamwork, problem solving. Each containing up to 3 stages of progression with multiple choice decisions to be made to allow progress to each new stage. Each training scenario comprises of:

- Between 20-40 short video clips, each between 30 seconds - 1 minute, depending on the numbers of multiple choices per stage
- Multiple choice decision questions to be selected at each stage
- 1 correct sequence, linked to the video clips and questions, showing the reasoning for the correct choices to be made at each stage in reference to the soft skill.

A score within a predetermined range boundary will indicate to the trainees their level of understanding and ability to make clear decisions linked to the particular soft skill. Areas for consideration and development will also be provided on the screen to the trainee linked to this particular soft skill.

The methodology used will include a pre-production phase to establish the scenarios in terms of content quality and contextual appropriateness for each partner country. Production phase of the videos clips for each scenario. A post-production phase of editing and setting up the videos and questions together. Finally, the training material will be tested on trainers and apprentices in 5 partner countries.

The results from the testing will evaluate the learning taking place through the training material and where that could be used by the apprentice in their current or future employment. The initial impact will concentrate on the apprentices who take part in the



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testing process in terms of the transfer of the skills learnt from the training process into their actual real-life work situations.

The final set of complete training material will be available through the project website for all construction apprentices in the partner countries to use.

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- BFW BAU NRW, Düsseldorf/Kerpen, Germany
- Chamber for Industry and Commerce, Ljubljana, Slovenia
- Fundación Laboral de la Construcción, Madrid, Spain
- Open University, Heerlen, Netherlands
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