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CINTERFOR

Inter-American Centre for Knowledge Development in Vocational Training



Homologation of occupational profiles of the building industry

Agreement SENAI (Brazil) – SENCICO (Peru) –
MTEySS, INET, IERIC & ADRHA (Argentina) –
MTySS & DINAE (Uruguay) – ILO/Cinterfor



Panama, October 18, 2011

Diego Maza
Fundación UOCRA



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Background

**39th Technical Committee Meeting
ILO/CINTERFOR**



Brasilia, October 29, 2009.

A Multisectoral Agreement to certify labour skills in the Construction Industry is signed.



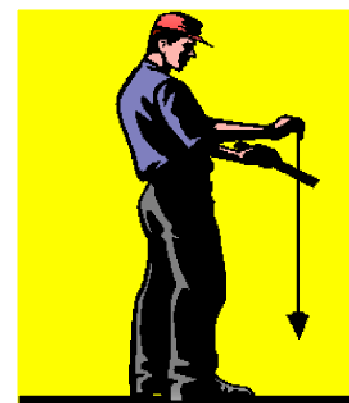
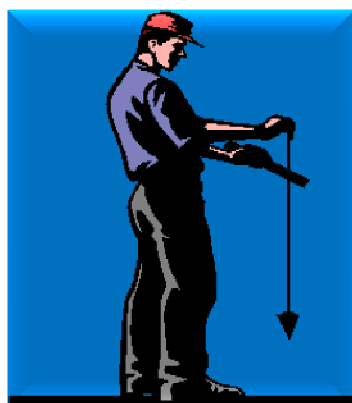
Purpose





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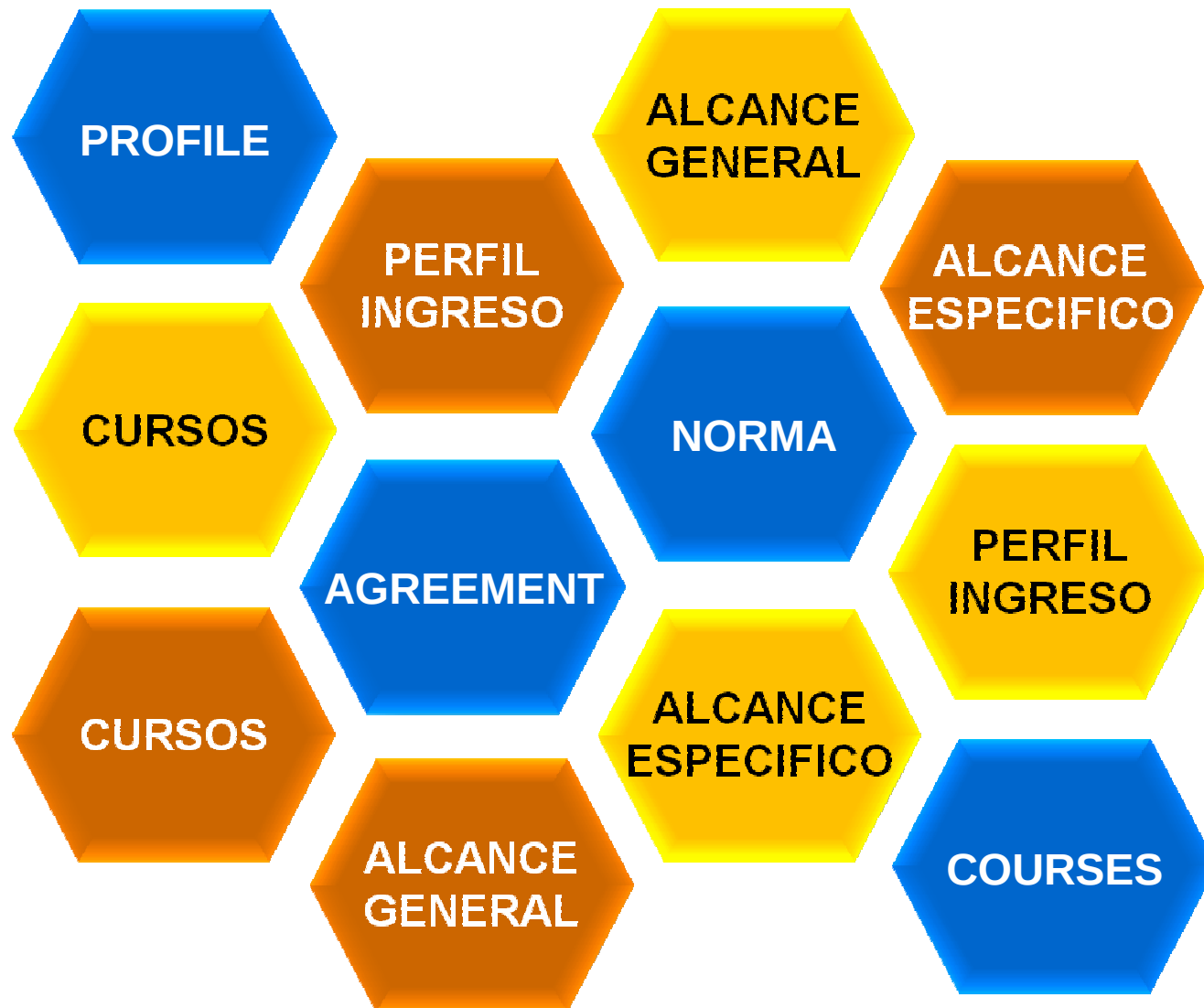
Basic Information





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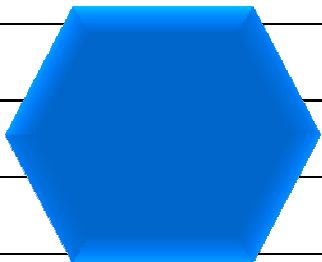
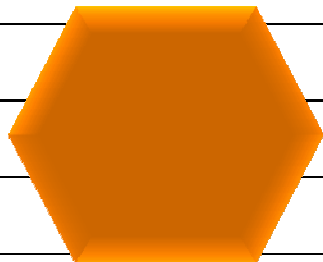
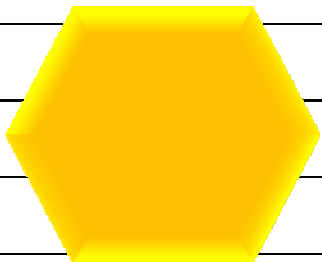
Harmonization – Heterogeneity





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Analysis Tool

Institution	Institution A	Institution B	Institution...n.
Job Profile Characteristics			
Name			
Level			
Framework			
Scope			
Functions			
Key Activities			

Analysis Tool

Institution	IERIC	SENAI	SENCICO
Job Profile Characteristics			
Name	Bricklayer	Pedreiro	Bricklaying
Level	II	Qualificação Profissional Básica	Operational
Framework	Vocational Training	Initial Training	
Scope	To build specific traditional bricklaying elements in accordance with safety measures and compliance with the sector.	Executar os processos construtivos relativos às vedações verticais e horizontais, alvenaria estrutural, revestimentos com argamassa, pisos, paredes e tetos, assentando componentes de revestimento decorativo e artefatos de concreto.	Planning, organizing, selecting and building walls, floor, false ceiling, tile floors, of (terrazzo) walls, of spillage covering, tile element and masonry, al and qual we en
Functions	To organize traditional bricklaying activities, resources and times according to what is determined by the person in charge of the works. To build foundations and walls in accordance with the indications made by the person in charge of the works and in compliance with safety measures determined by the sector. To build simple reinforced concrete structures in compliance with safety measures. To build endings according to the project requirements. To understand working conditions following the requested activities.	Planejar e organizar o próprio trabalho Executar alvenaria sem função estrutural Executar concretagem Executar revestimentos em argamassa para pisos, paredes e tetos Assentar componentes de revestimento decorativo e artefatos de concreto Montar lajes pré-moldadas Executar alvenaria estrutural	Building walls. Building concrete elements, screed topping. Ceramic and tile coverings. Concrete paving stone.



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Homologation synthesis





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Tool for homologated activities

TITLE OF OCCUPATION

- Characteristics of occupational profile
- Activity Sector
- Occupational role – Occupation – Trade
- Occupational level
- Training framework
- Labour experience
- General scope of profile
- Key homologated activities
- Occupational field
- Knowledge related to key homologated activities





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Example: Bricklaying activities

TITLE OF OCCUPATION

:

BRICKLAYING ACTIVITIES

Characteristics of occupational profile

Activity sector

Civil Construction / Construção Civil

Occupational role – Occupation – Trade

Bricklayer / Pedreiro

Occupational level

II

Training – education framework:

Vocational Training / Formação inicial e Continuada de trabalhadores

Labour experience

5 years

General scope of occupational profile

The worker carries out bricklaying processes and complies with quality of work, and safety and health requirements.

He will be responsible for identifying needs and indicating them to senior authorities who, in turn, are in charge of carrying out a general control. He planifies his activities and makes decisions on simple situations and solves routine problems. He is also responsible for his own training and work, and for coordinating the work of his assistants.

Example: Bricklaying activities

Key homologated activities

In order to achieve the homologation of occupational profiles of bricklaying activities, institutions have acknowledged that a certified worker should be able carry out the following activities:

1. Re-analyzing
2. Building walls
3. Plastering and rendering
4. doing sub-floors
5. Organizing his own bricklaying activities
6. Reading blueprints
7. Team working
8. Works advance
9. Using personal protection equipment

Occupational field

This worker could get a job in building works, both in process and already done (extensions or refurbishment) and carry out bricklaying-related activities.

Knowledge related to key homologated activities

To perform these key activities, the worker should prove his knowledge on the following aspects of the occupational profile of bricklaying activities:

Characteristics of a building works. Areas of a work. General scopes of his occupation. Contextualization of bricklaying, dimensions of the works and construction enterprise. Characteristics of workshops and warehouses considering the dimensions of the works.



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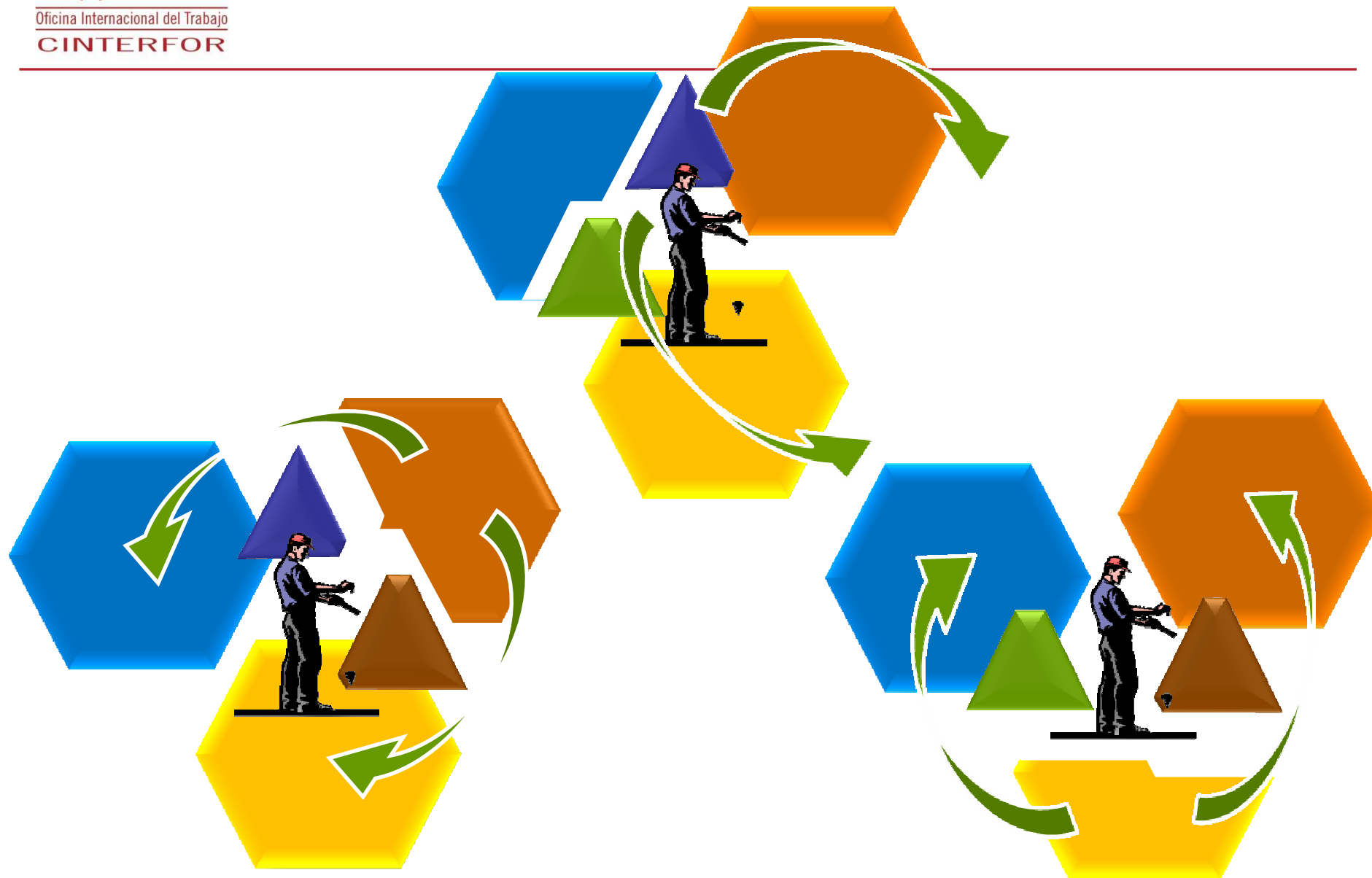
Tool for harmonization





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Tool for harmonization

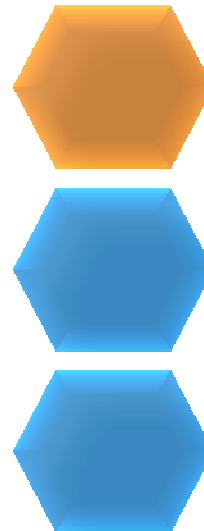
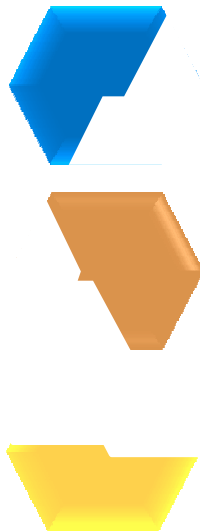




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Identification of differences in activities that cannot be homologated

Source institution	Target institution	
I 1	I 2	I n
Profile functions	Functions to be acquired to Be certified by I 2	Functions to be acquired to be certified by I N
Name	Name	Name



Example: Source: IERIC Target: SENAI – SENCICO

Source Institution	Target Institution	
IERIC	SENAI	SENCICO
Profile functions	Functions to be acquired to be certified by SENAI	Functions to be acquired to be certified by SENCICO
Bricklayer in traditional construction	Pedreiro	Bricklayer
Organizing traditional bricklaying activities, resources and time according to what is established by the person in charge of works. Building foundations and walls according to the instructions of the person in charge of the works and in compliance with safety measures laid by the sector. Building simple reinforced concrete structures in compliance with safety measures. Building endings according to the project's requirements Understanding the working conditions following the requested activities.	Assentar componentes de revestimento decorativo e artefatos de concreto Montar lajes pré - moldadas Executar alvenaria estrutural	Ceramic and tile coverings Concrete paving stones

Example: Source: SENAI Target: IERIC – SENCICO

Source Institution	Target Institution	
SENAI	IERIC	SENCICO
Profile functions	Functions to be acquired to be certified by IERIC	Functions to be acquired to be certified by SENCICO
Pedreiro	Bricklayer in traditional construction	Bricklayer
Planejar e organizar o próprio trabalho Executar alvenaria sem função estrutural Executar concretagem Executar revestimentos em argamassa para pisos, paredes e tetos Assentar componentes de revestimento decorativo e artefatos de concreto Montar lajes pré-moldadas Executar alvenaria estrutural	Building simple reinforced concrete structures in compliance with safety measures.	



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Example: Source: SENCICO Target: IERIC – SENAI

Source institution	Target institution	
SENCICO	IERIC	SENAI
Profile functions	Functions to be acquired to be certified by IERIC	Functions to be acquired to be certified by SENCICO
Bricklayer	Bricklayer in traditional construction	Pedreiro
Building walls Building concrete items Screed topping Ceramic and tile coverings Concrete paving stones	Building simple reinforced concrete structures in compliance with safety measures.	Montar lajes pré-moldadas Executar alvenaria estrutural



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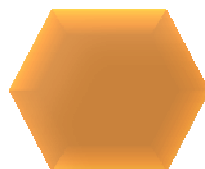
Identifying training needs for harmonization purposes

Complementary Training Contents SOURCE (INSTITUTION INVOLVED)	
ACCREDITED/CERTIFIED PROFILE/JOB/OCCUPATION: NAME OF PROFILE/JOB/OCCUPATION(S)	
TARGET INSTITUTION 1	TARGET INSTITUTION N
DESCRIPTION OF CONTENT GAPS BETWEEN THE PROFILE/JOB/OCCUPATION OF THE SOURCE INSTITUTION AND THE PROFILE/JOB/OCCUPATION OF THE TARGET INSTITUTION 1, SO AS TO MEET THE REQUIREMENTS OF THE LATTER.	DESCRIPTION OF THE CONTENT GAPS BETWEEN THE PROFILE/JOB/OCCUPATION OF THE SOURCE INSTITUTION AND THE PROFILE/JOB/OCCUPATION OF THE TARGET INSTITUTION N, SO AS TO MEET THE REQUIREMENTS OF THE LATTER.
Complementary Training Minimum Number of Hours	
NUMBER OF HOURS TAUGHT BY A COURSE OR A MODULE IN THE SOURCE INSTITUTION IN ORDER TO CLOSE THE CONTENT GAP	NUMBER OF HOURS TAUGHT BY A COURSE OR A MODULE IN THE SOURCE INSTITUTION IN ORDER TO CLOSE THE CONTENT GAP

Example: Source: IERIC Target: SENAI – SENCICO



Complementary Training Contents SOURCE INSTITUTION: IERIC	
ACCREDITED/CERTIFIED PROFILE/JOB/OCCUPATION: BRICKLAYING IN TRADITIONAL CONSTRUCTION	
SENAI	SENCICO
CONTENTS TO BE CONSULTED WITH THE INSTITUTION: Assentar componentes de revestimento decorativo e artefatos de concreto Montar lajes pré - moldadas Executar alvenaria estrutural	CONTENTS TO BE CONSULTED WITH THE INSTITUTION: Ceramic and tile coverings Concrete paving stones
Complementary Training Minimum Number of Hours	
NO. OF HOURS TO BE CONSULTED	NO. OF HOURS TO BE CONSULTED

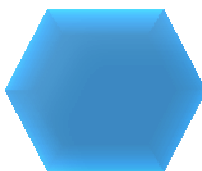


Example: Source: SENCICO

Target: IERIC – SENAI



Complementary Training Contents	
SOURCE: SENCICO	
ACCREDITED/CERTIFIED PROFILE/JOB/OCCUPATION: BRICKLAYING IN TRADITIONAL CONSTRUCTION WET FOUNDATION COVERINGS INSTALLER	
IERIC	SENAI
CONTENTS TO BE CONSULTED WITH THE INSTITUTION: Montar lajes pré - moldadas Executar alvenaria estrutural	----
Complementary Training Minimum Number of Hours	
NO. OF HOURS TO BE CONSULTED	0 HOURS



Example: Source: SENAI

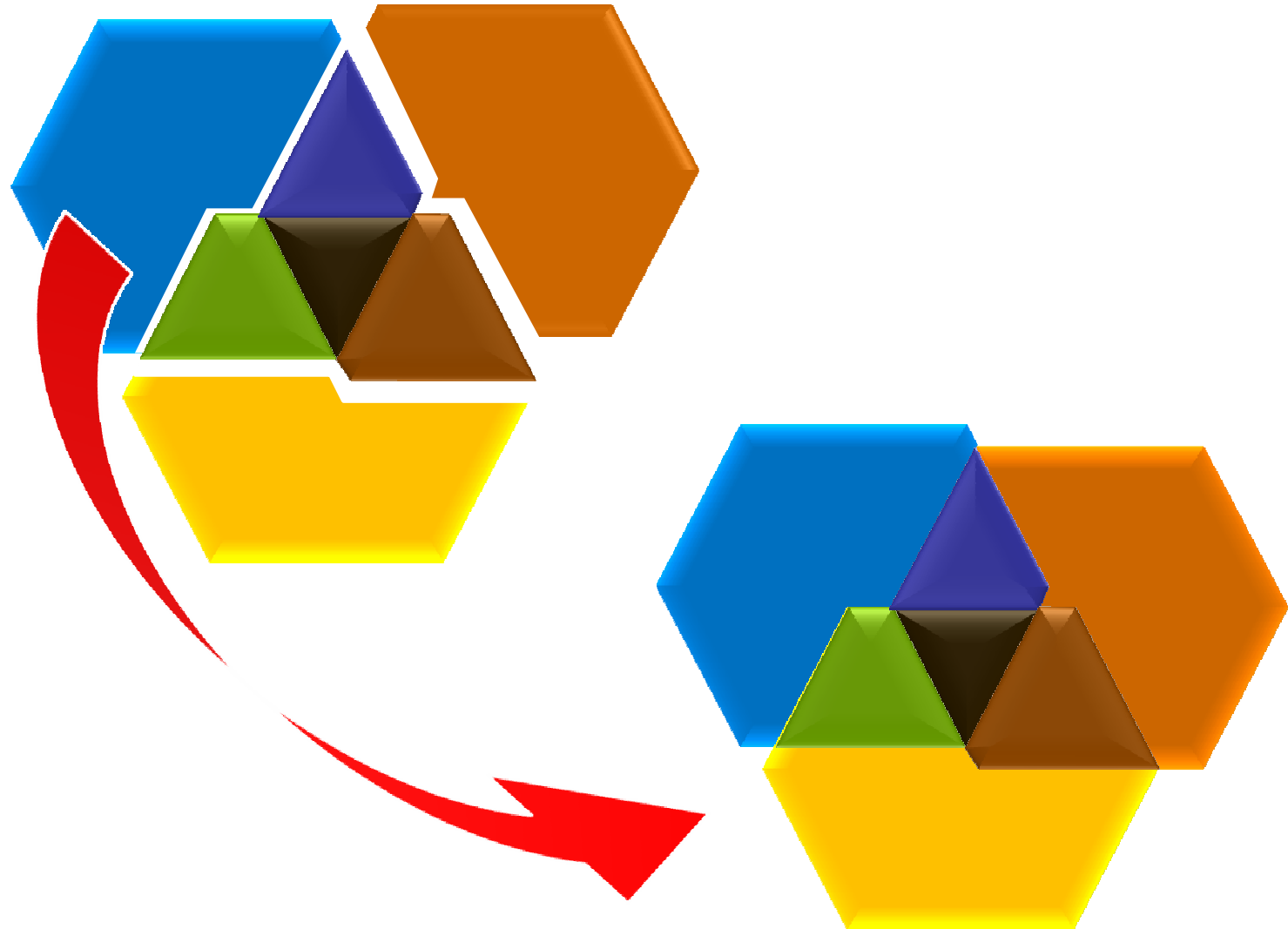
Target: IERIC – SENCICO

Complementary Training Contents SOURCE: SENAI	
ACCREDITED/CERTIFIED PROFILE/JOB/OCCUPATION: BRICKLAYER	
IERIC/FUNDACION UOCRA	SENCICO
Reinforced concrete. Ironwork. Commercial diameters and measures. Criteria and procedures to measure, cut and assemble structures. Concrete filling, curing, and formwork removal techniques. Importance of sequencing and timing. Bracing. Floors. Types. Resistance and depth. Excavations and trenching. Soil compaction. Features of different types of foundations. Foundation wall. Piles, decks, and continuous, masonry and lean concrete footings. ETC	TO BE CONSULTED WITH SENCICO
Complementary Training Minimum Number of Hours	
50 HOURS	TO BE CONSULTED



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Final homologation instrument





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Homologation agreement among institutions

- 1 TITLE OF OCCUPATION**
- 2 CHARACTERISTICS OF OCCUPATIONAL PROFILE**
 - ACTIVITY SECTOR**
 - OCCUPATIONAL ROLE – OCCUPATION – TRADE**
 - OCCUPATIONAL LEVEL**
 - TRAINING FRAMEWORK – EDUCATION**
 - LABOUR EXPERIENCE**
- 3 GENERAL SCOPE OF OCCUPATIONAL PROFILE**
- 4 KEY HOMOLOGATED ACTIVITIES**
- 5 OCCUPATIONAL FIELD**
- 6 KNOWLEDGE RELATED TO KEY HOMOLOGATED ACTIVITIES**



Homologation agreement among institutions

7 NON-HOMOLOGATED KEY ACTIVITIES

Source Institution	Target Institution	
INSTITUTION 1	INSTITUTION 2	INSTITUTION N
Profile functions INSTITUTION 1	Functions to be acquired to be certified by INSTITUTION 2	Functions to be acquired to be certified by INSTITUTION N
TITLE OF OCCUPATIONAL PROFILE/OCCUPATION/TRADE AT INSTITUTION 1	TITLE OF OCCUPATIONAL PROFILE/OCCUPATION/TRADE AT INSTITUTION 2	TITLE OF OCCUPATIONAL PROFILE/OCCUPATION/TRADE AT INSTITUTION N
DESCRIPTION OF KEY ACTIVITIES OF PROFILE/OCCUPATION/TRADE AT THE SOURCE INSTITUTION	DESCRIPTION OF KEY ACTIVITIES NOT INCLUDED IN THE PROFILE/OCCUPATION/TRADE OF INSTITUTION 1	DESCRIPTION OF KEY ACTIVITIES NOT INCLUDED IN THE PROFILE/OCCUPATION/TRADE OF INSTITUTION N

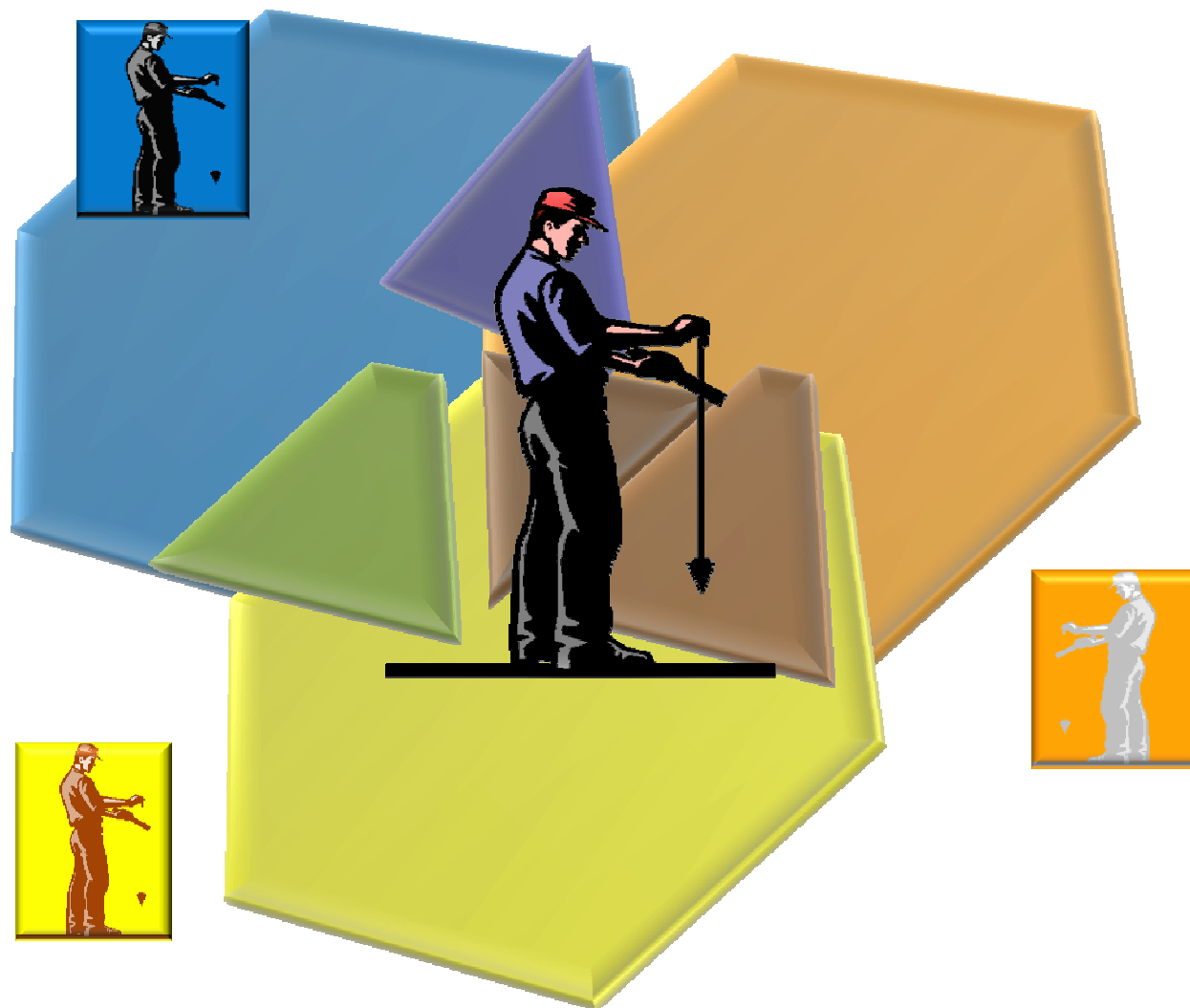
Homologation agreement among institutions

8 COMPLEMENTARY TRAINING

Complementary training contents	
SOURCE INSTITUTIONS	
ACCREDITED / CERTIFIED PROFILES / OCCUPATIONS / TRADES	
NAME	
TARGET INSTITUTION 1	TARGET INSTITUTION N
DESCRIPTION OF THE CONTENTS CORRESPONDING TO KEY ACTIVITIES OF PROFILES/OCCUPATIONS/TRADES OF THE SOURCE INSTITUTION THAT ARE NOT INCLUDED IN PROFILE/OCCUPATION/TRADE AT INSTITUTION 1	DESCRIPTION OF THE CONTENTS CORRESPONDING TO KEY ACTIVITIES OF PROFILES/OCCUPATIONS/TRADES OF THE SOURCE INSTITUTION THAT ARE NOT INCLUDED IN PROFILE/OCCUPATION/TRADE AT INSTITUTION N
Complementary Training Minimum Number of Hours	
NUMBER OF NECESSARY HOURS FOR THE ACQUIRING OR TRAINING IN THE DESCRIBED CONTENTS	NUMBER OF NECESSARY HOURS FOR ACQUIRING OR TRAINING IN DESCRIBED CONTENTS



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*"We need to have dreams and being able to take risks
with new ideas and work methods."*

*Sr. Juan Somavía, 2009,
ILO Director-General*



**Thank you very much for
your attention**



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