



Digi-CVET: Support for broad-based digital skills

Digitalization in TVET

4.0

Innovation and Learning Practice

Bridging Innovation and Learning in TVET (BILT) Project

Submitted by Bildungszentren des Baugewerbes e.V. (Germany)

Digi-CVET is a direct response to the changing needs of the workplace, where **around 90% of jobs in Europe in the near future will require digital skills** – from basic to advanced levels. It aims to enhance the resilience of those working in construction by equipping them with wide-ranging digital competencies, while building a culture of continuing vocational education and training (CVET) in a lifelong learning process.

Start date: November 2021

Type of implementing institution: Private sector/Vocational Training Centre

Funding programmes: ERASMUS+ of the European Union

Target groups: Skilled workers and professionals in construction



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**BZB****Bildungszentren des
Baugewerbes e.V.**

Bildungszentren des Baugewerbes e.V. (BZB)

BZB is a multifunctional training service provider for the construction industry. Its activities have evolved over the past 40 years and now range from training, vocational orientation and qualification measures to support international projects and businesses.

Description of activities

The Digi-CVET project aim is to enhance the resilience of skilled workers and professionals in construction by equipping them with modern, cross-cutting digital skills and competencies. It has three main objectives:



- improving sector-based digital communication and collaboration
- improving the construction sector's image by valuing CVET and enhancing the attractiveness of small and medium enterprises (SMEs) for current and future staff
- demonstrating the growing importance of emerging technologies for the future of the construction industry.

Relevance

What issue does Digi-CVET address?

The digital landscape is rapidly evolving and workers in the construction industry need to be able to engage with and utilize new and emerging technologies. Digi-CVET aims to support the digital transformation by equipping workers and businesses with the skills to make easier, broader and more effective use of the digital resources provided by CVET centres.

Digi-CVET offers participants the opportunity to build their transversal digital competencies enhancing their resilience in dealing with variations and changes in digital applications. The project aims to enable workers to function effectively across various digital contexts by learning how to handle digital applications and techniques in general, rather than focusing on specific tools.

What strategies has Digi-CVET employed?

Five Digi-CVET training modules, available in six languages: English, French, German, Greek, Italian and Slovenian, have been developed to provide basic training on:

Increasing attractiveness: This introductory module demonstrates how incorporating digital tools into early training can attract young people to the industry. It emphasizes that construction extends beyond physical labour, incorporating the use of digital technology to enhance and modernize the industry.

Digital communication: This module explains how to communicate in an appropriate and productive way, focusing primarily on construction work but also adaptable to other industries.

Digital collaboration: This module demonstrates how to use digital tools to work together in an effective and productive way, with a focus on the Common Data Environment – a cloud-based space where information from construction projects is stored and accessible to project participants – as an integral part of Building Information Modelling (BIM) methods.

Employer branding: This module demonstrates how digital strategies can enhance a company's reputation as a desirable employer, therefore helping attract and retain talent – especially important for companies facing skilled labour shortages.

Emerging technologies: This module focuses on the basics of BIM including the use of augmented and virtual reality tools as core technologies for current and future construction work.

Added value

What is innovative about the Digi-CVET initiative?

The Digi-CVET project merges CVET with digital communication and collaboration specific to construction. It equips participants with skills to digitize construction projects which can help attract young talent by showcasing the industry's cleaner, tech-driven side. With a focus on SMEs, the project's *Employer branding* module also shows how digital tools can help businesses build strong employer brand reputations, a key factor for young people when choosing an employer.

What positive social outcomes has the Digi-CVET project achieved since inception?

The project directly enhances construction professionals' knowledge of basic digital tools, positively impacting their employability. They are equipped to drive digital upskilling within SMEs in the construction industry. This, in turn, improves individual competencies, boosting SME performance and creating a virtuous cycle where education fosters lifelong learning that benefits both the individual and the company. Furthermore, greater adoption of digital tools and processes by entrepreneurs improves the market performance of their construction companies.

Transferability

To what extent is this initiative transferrable and what advice could be offered to those wishing to replicate it?

The Digi-CVET initiative is highly transferable to other CVET providers in the construction sector as well as also being adaptable to various related industries. Currently implemented within BZB's training programmes, modules such as *Digital communication* and *Digital collaboration* can be easily integrated into the curricula of other construction-focused or related vocational training courses.

For those wishing to replicate Digi-CVET, a flexible, linear approach is advised. Each module is designed to be concise, ensuring users are not overwhelmed with information. This structure could be expanded to include additional topics, allowing for customization based on industry needs. It is important for those replicating the initiative to ensure the modules are tailored to the specific needs of their industry while maintaining the core principles of digital communication and collaboration. The content's level and depth could also be adjusted to suit different target groups, making it adaptable to various contexts.

Has the initiative been promoted in any national or international contexts?

The initiative has been promoted at the **Conference on Project Development** (CPD), an annual European conference that aims to develop and promote new initiatives in technical and vocational education and training (TVET) and disseminates project results. Digi-CVET was also presented at a session of the **BILT Bridging Conference: Towards inclusive excellence in TVET** within the framework of UNESCO-UNEVOC in Como, Italy in 2024.

Bildungszentren des Baugewerbes e.V.'s initiative 'Digi-CVET' is one of the BILT project's Innovation and Learning Practices that address systemic challenges within the five work streams of the project.

Specifically, the Digi-CVET initiative addresses digitalization in TVET.



Digitalization in TVET

Providing response to new skills demands, as technology has permeated the world of work and is changing the profile of jobs.

Additional Innovation and Learning Practices cover the following areas:



New Qualifications and Competencies in TVET



Entrepreneurship in TVET



Greening TVET



Migration and TVET

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More information about this practice:

[Digi-CVET website](#)

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About the BILT Project

UNESCO-UNEVOC's Bridging Innovation and Learning in TVET (BILT) project is a reference point for innovation and learning in TVET. It utilizes the international UNEVOC Network to create opportunities for collaboration and a platform for bridging innovation and learning between Europe, Africa and the Asia-Pacific region. BILT complements developments at the national level in supporting innovative, market-oriented and attractive modes of learning and cooperation in TVET.

The BILT project explores the process of identifying, integrating and implementing new qualifications and competencies in TVET. This is known as the 'three I's process'. In addition to the broad focus on new qualifications and competencies, BILT addresses four complementary themes: Digitalization in TVET, Greening TVET, Entrepreneurship in TVET, and Migration and TVET.

For more information, please visit
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New Qualifications and Competencies in TVET

- **Identifying** new qualifications and competencies in a timely manner;
- **Integrating** them into appealing and flexible curricula and training regulations; and
- **Implementing** them in innovative training approaches.

Entrepreneurship in TVET

Unlocking the potential of innovative entrepreneurial activities and fostering entrepreneurial culture

Greening TVET

Responding to new development paradigms for sustainability and reduced environmental impact

Digitalization in TVET

Providing response to new skills demands, as technology has permeated the world of work and is changing the profile of jobs

Migration and TVET

Accelerating the integration of migrants into their host communities, and allowing them to become productive members of the workforce

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