

Database of Good Practice Policies and Initiatives	
Country	France
Level of Outreach	National
Supported by	CAPEB (Professional Federation of Craft Building Companies)
Field of Interest(s)	Digitalization
Organisation	
Name of organisation	CAPEB
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Policy/Initiative Data	
Title of Initiative	CAPEB Skills Pack Portal, from a “training” approach to a “skills” approach
Partnership details	Promoter: CAPEB
Project Duration	01.01.2011 to 31.12.2018
Total Budget	€133,055.00
Description	The CAPEB Skills Pack Portal (CSPP) is a human resources software which aims at evaluating employees’ skills in craft building companies. Indeed, craft building employers don’t think of skills as a leverage to improve the performance of their companies. It focuses on the connection between the employees’ activities, the skills they have and the skills they need to have to perform well these activities. From there, training modules are created, matching the activities of each trade. It is a skills management system, which puts into perspective the skills currently needed by craft building companies and those that we can presume will be needed in the future, in accordance with the evolution of the sector and of each trade
Phases	2011: elaboration of the database by working groups composed of professionals from each craft construction trades. Updated in 2018. 2011-2012: software development and skills coding. 2013-2018: software updates. Since 2018: software turned into a portal.

Project Details	
Aim	Improve skills' management practices within craft building companies.
Target groups	Business owners of craft building companies and CAPEB departmental advisors
Exchange of Experiences	
Outcomes 1	130 craft building companies purchased a CSPP software.
Outcomes 2	200 to 300 skills' diagnosis conducted in each region.
Outcomes 3	Identification of the CSPP software's limits: mutation of the software into a portal.
Policy/Initiative	
Skill gaps	High-precision linking between work-related activities and expected skills.
Mis-matching of skills	Implementation of a skills-based approach, resolving the mis-matching of the training-based approach.
Skills-Shortages	The prospective identification of skills' needs will help overcome skills shortage.
Training/skills	Generalisation of the modules-based approach.
Career moves	Transparency of career progression paths.
Mobility	The formal recognition of skills eases mobility.
Other EQF-Level	n/a
Transfer in Europe	This device eases the passing of craft building companies, which has been identified as a main issue within the building craftsmanship.
Entrepreneurship Opportunities	n/a
Other	Social Inclusion - This device works on the craftsman's identity whose skills are strengthen; their social inclusion is encouraged.