

Database of Good Practice Policies and Initiatives	
Country	Spain
Level of Outreach	Regional
Supported by	Regional Agency
Field of Interest(s)	Promotion of the attractiveness of the Construction Industry
<b>Organisation</b>	
Name of organisation	Fundación Laboral de la Construcción Galicia
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<b>Policy/Initiative Data</b>	
Title of Initiative	CONSTRÚATE. VET training and work-based learning
Partnership details	n/a
Project Duration	24.05.2021 to ongoing
Total Budget	n/a
Description	Project aimed at promoting the incorporation of young people into the construction industry through the Training and Apprenticeship Contract. <a href="https://microsites.fundacionlaboral.org/CONSTRUATE">https://microsites.fundacionlaboral.org/CONSTRUATE</a>
Phases	The project is being developed though different editions. The first one started in May 2021 and due to its success, it is foreseen that further editions will be implemented.

Project Details	
<b>Aim</b>	Fundación Laboral de la Construcción Galicia is promoting the Constrúate project, a new 100% free service for workers and companies, which aims to improve the professional qualifications of the youngest workers through the Training and Apprenticeship Contract, alternating training in trades with employment in construction companies. for construction companies
<b>Target groups</b>	<p>Unemployed young people (18-25 years old) and construction companies. Both young people and companies must comply with several requirements in order to participate in the project.</p> <p>For young people:</p> <ul style="list-style-type: none"> <li>• Be registered as a jobseeker.</li> <li>• Not hold a university degree or intermediate/higher vocational training qualification (or qualifications officially recognised as equivalent), linked to the activity for which this type of contract is to be carried out.</li> <li>• Age: between 18 and 25 years old.</li> <li>• Not having completed the maximum duration of other previous training contracts in the same occupation or occupation. previous training contracts in the same occupation or position.</li> <li>• Not have been linked to the company that wishes to hire them in the last 6 months, and not have worked in the same company in the same position for more than 12 months.</li> <li>• Not having had a permanent (indefinite) contract in the three months prior to the new hiring.</li> </ul> <p>For companies:</p> <ul style="list-style-type: none"> <li>• Be up to date in terms of tax obligations and social security.</li> <li>• Not appear as not eligible due to very serious offences for which the statute of limitations has not expired.</li> <li>• Not have unfairly or collectively dismissed a worker with a subsidised contract.</li> </ul> <p>The first edition was participated by 30 young people and 20 construction companies of Galicia.</p>
<b>Exchange of Experiences</b>	n/a
<b>Outcomes 1</b>	<p>For young people interested in participating, Constrúate offers work experience in a construction company during nearly one year, together with a professional qualification with high rates of employment insertion, such as light prefabricated bricklayer, building construction labourer, masonry and roofing worker, bricklayer assistant, prefabricated block fitter and specialised labourer.</p> <p>It is a paid training and work, according to the construction agreements of each province, and provides the right to access to unemployment benefits.</p>
<b>Outcomes 2</b>	<p>For the participating companies, the project implies a saving on the total cost of the training, subsidising it through company contributions, so the company gets 100% free training for its workers, a 100% discount on company Social Security contributions, if the company has less than 250 workers, and up to 75% if it has more than 250 workers, during the first year.</p> <p>It also grants a subsidy on the company's tutoring costs, with a maximum of 40 hours per month and worker, generational replacement for the most demanded positions, and the ability to hire trained and qualified workers. In those cases in which the Training Contract in Alternation with Employment becomes a permanent contract, the company's social security contributions may be reduced for three years, €1,500/year in the case of men and €1,800/year in the case of women.</p>
<b>Outcomes 3</b>	<p>Other impacts for young participants:</p> <ul style="list-style-type: none"> <li>• Work experience in a construction company for 12 months.</li> <li>• Full social protection.</li> <li>• Unemployment entitlement.</li> <li>• Professional qualification to work in a variety of occupations in the sector.</li> <li>• Gross annual salary of the students: 9.975€2 (in accordance with the construction agreements of each province).</li> </ul>
<b>Outcomes 4</b>	<p>Other impacts for companies:</p> <ul style="list-style-type: none"> <li>• Help in the search for candidates for the company.</li> <li>• Management with the State Public Employment Service.</li> <li>• Integral counselling.</li> <li>• Generational replacement for the most in-demand positions.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to hire trained workers.</li> <li>• Professional qualification for employees in different occupations</li> </ul>
<b>Policy/Initiative</b>	
<b>Skill gaps</b>	
<b>Mis-matching of skills</b>	
<b>Skills-Shortages</b>	
<b>Training</b>	<p>During the 1<sup>st</sup> edition, all participants are combining work on site with training in the course (called professional certificate) 'Auxiliary operations of masonry of factories and roofs', delivered during 11 months (436 hours) by Fundación Laboral de la Construcción.</p> <p>The full cost of the training per participant is 3.520€, 100% deductible through employer's contributions.</p>
<b>Career moves</b>	
<b>Mobility</b>	
<b>Other EQF-Level</b>	
<b>Transfer in Europe</b>	
<b>Entrepreneurship Opportunities</b>	
<b>Other</b>	