



**MAIN ASPECTS OF IMPLEMENTATION OF
THE HAMBURG MODEL CONCEPT
IN LITHUANIA**

Prepared by:

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1 Scope of Implementation

- 1.1. The training programme of “*Building insulation worker*” has been selected for the implementation of “*The Hamburg Model*” concept in Lithuania due to the growing demand of the workers of this profession in the construction sector of the country. About 60 per cent of apartment blocks in Lithuania were built over the last four decades of the last century, they were mainly brick and typical panel apartment buildings. Thermal characteristics of exterior envelopes in these houses are poor. Recently the government initiated the big national project for the thermal renovation of the residential buildings. The recent analysis on the demand of occupations of blue-collar workforce with skills needed for the construction of energy efficient buildings revealed that the thermal insulation fitters are at the top of the list of the most lacking occupations.
- 1.2. The vocational training programme “Building insulation worker” based on the concept of “*The Hamburg Model*” will be implemented at Vilnius Builders Training Centre, Lithuania, *from September 1st, 2014, to July 1st, 2015*. The training will last for one school year on a full-time basis.
- 1.3. The total number of training hours is 1480 which is sub-divided as follows:
 - 480 hours for theoretical training (performed at Vilnius Builders Training Centre),
 - 1000 hours for practical training (performed at construction company/-ies).

The detailed division of the training hours is provided in the attachment No 1 “Training plan”.

- 1.4. Vilnius Builders Training Centre shall supervise the organisation and implementation of the practical vocational training. Furthermore, a mentoring person from the company will be appointed for the period of the in-company training on the sub-contracting basis.
- 1.5. Requirements for a company as a provider of practical training for the participants:

- Scope of performance is related to building and construction (specialization in refurbishment of old buildings and installation of thermal insulation),
- Having qualified staff to perform training and supervision of the trainees as well as necessary training facilities.

1.6. One of the potential companies to be involved in the training:

UAB „Fasadų apšiltinimo sistemas“ (Joint stock company „Facade insulation systems“), Rinktinės g. 55-22, Vilnius LT-09207, www.fas.lt

1.7. The main objective of the training is that at least 70% of participants should continue working in the construction industry in the field of the acquired qualification (thermal insulation of buildings) or continue their studies in vocational education.

2 Admission to Training

2.1. The training will be delivered to at least 15 trainees who will be selected with regard to the following criteria:

- Not having a vocational qualification in construction,
- Having completed compulsory general education,
- Demonstrating low academic achievements but good practical work skills and motivation,
- Young workers who are already acting in the labour market but without having any or required qualification.

2.2. The enrolment into the training programme will be organised during June – August, 2014, within the framework of the common annual admission of trainees held at a VET school.

3 Contents of Training

3.1. The contents of the training have been developed and selected with regard to the employers' requirements and demands of the labour market. The main aim of the training is to have qualified workers

possessing sufficient knowledge and skills for performance of thermal insulation works.

3.2. The training programme is composed of the following training modules¹:

- Occupational health and safety;
- Reading of technical drawings;
- Building materials and products;
- Basics of brick- and concrete-laying;
- Woodworking using manual tools;
- Building insulation;
- Plastering;
- Tiling;
- Painting;
- Fixing plaster-board panels;
- Fixing decorative panels and linear elements;
- Fixing exterior building elements;
- Basics of green construction;
- Practical training.

3.3. The content of the developed training programme is based on practical approach, i.e. there are practical tasks provided, with description of knowledge and equipment necessary for performance of the task as well as assessment criteria. The learner who successfully performed the practical task acquires particular competences. Learning achievement assessment criteria are requirements of practical tasks' performance. Completion of the module is certified after successful performance and positive evaluation of the practical tasks.

4 Attendance and Performance Evaluation

4.1. Trainees' attendance will be supervised via e-register at www.tamo.lt. This is an information system designed for Lithuanian educational institutions in order to ease the register of students' academic performance and class attendance.

¹ Detailed training programme for “Building insulation worker” will be developed and provided in the Lithuanian language

- 4.2. Data completion into the e-register will be performed on a daily basis by a responsible teacher/-s from Vilnius Builders Training Centre (during implementation of theoretical course at school) and by an appointed mentoring person from a company (during in-company training).
- 4.3. The e-register provides a possibility of generating monthly reports on the trainees' attendance and academic performance.

5 Graduation certificate

- 5.1. Trainees are admitted to the final examinations leading to graduation certificate upon satisfying the following requirements:
 - Successful completion of the training programme with the grade not lower than 4 in all subjects and at least satisfactory performance in the practical training;
 - Attendance of training (including both theory and practice) not less than 50%.
- 5.2. The final qualification examinations consist of theoretical and practical parts. They will be organized at a sectoral practical training centre (one is based at Vilnius Builders Training Centre). The examination tasks will be developed together by the teachers of Vilnius Builders Training Centre and by the company's representatives.
- 5.3. Successful passing of the final qualification examinations (with the grade not lower than 4 in theory and practice) will lead to the graduation certificate issued by the training provider (Vilnius Builders Training Centre) and recognized by the employers.
- 5.4. Successful completion of the training programme allows the trainee to choose one of the following paths:
 - Entering the labour market as a qualified worker of building insulation;
 - Staying at a VET institution for one more year to acquire additional qualification (e.g., finisher).