





WEBINAR

CONSTRUCTION SECTOR SKILLS ANALYSIS

Understanding skills challenges and opportunities in the construction sector across European regions

26 November 2026 (online)

11 to 12h30

25 YEARS OF LIFELONG LEARNING TOGETHER

Webinar promoted by EARLALL's Working Group on Skills and Labour Market

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AGENDA

25 YEARS OF LIFELONG LEARNING TOGETHER

11.00 **Welcome and introduction**

11.05 **Session 1 | European construction-sector trends and future skills needs**

- **European perspective:** The transformation of Europe's construction ecosystem: skills needs and priorities for the green and digital transition by **Roman Horvath, Policy officer, European Commission, DG for Internal Market, Industry, Entrepreneurship and SMEs – Construction Unit**
- **Business perspective:** Building the workforce of tomorrow: What do construction businesses need from skills and training systems? by **Lou Mariel Colosimo, Social Affairs Officer, European Builders Confederation (EBC)**

11.25 **Session 2 | Construction skills across European regions: What are regions experiencing?**

- **Castilla y León (ES):** Agustín Francisco Sigüenza Molina, Director General for Vocational Training.
- **Tuscany Region (IT):** Miriana Bucalossi, Head of Apprenticeship, WBL Policies and EU Project Management Unit
- Flanders (BE): Tyra Van Poyer and Chris Meeus from the Technisch Atheneum Keerbergen (TAKeerbergen)

12.10 **The floor is yours: Q&A session**

12.25 **Concluding remarks and closure**

12.30 **Closure**

Skills in Construction

European perspective

Roman Horváth

DG Internal Market, Industry, Entrepreneurship and SMEs, European Commission

H.1 Construction

European Construction Ecosystem

- Creates our built environment
- One of the largest parts of the EU economy
- Raw materials and water consumption
- Waste production
- GHG emissions
- Global trends, but very much local



European Commission

16 December 2025 – Affordable Housing Package

- European Housing Affordable Plan
- **European Strategy for Housing Construction**
- New European Bauhaus: From vision to implementation

- **European Housing Affordable Plan,** 4 Pillars

- **Pillar I. Boosting supply**: *address skills shortages in the construction sector, by rolling out large-scale training and apprenticeship programmes in construction-related professions via the Pact for Skills, New European Bauhaus Academy and Erasmus+, and promoting innovation in construction in curricula, based on the Build Up Skills initiative.*

European Commission

European Construction Observatory

- **2025 - Analytical Report on Skills in Construction**
- **November 2026 - Country fact sheets**

- Data collecting and analyses —›picture of the past and trends
- No black swan events predictions (especially negative)

- ECO webinar on 3 December 2026

https://events.teams.microsoft.com/event/9a070fe5-5af8-4c77-b6a6-9497daacfc2b@051d1b6c-bfe6-426f-8c70-f2009791f7e1?source=copyLinkOneEventsShareDialog

- HLCF webinar on 15 December 2026

https://events.teams.microsoft.com/event/9851614d-9ad2-4412-9048-a6478ffb8542@051d1b6c-bfe6-426f-8c70-f2009791f7e1



European Commission

European Construction Ecosystem

- Fragmented – 99.9% SMEs, 90% microcompanies
- Productivity is declining, while the EU economy recorded modest gains
- Least digitalised - only 55% of firms using advanced digital technologies compared to a 76% average in the other ecosystems
- Rate of job vacancies is higher (almost twice) in construction compared to other sectors (attractiveness, OHS)
- The workforce is ageing, in line with European trends
- Women’s participation in the sector has increased from 9.2% (2015) to 11% (2024) of the construction workforce

European Commission

European Construction Ecosystem

- 2024-2030 – 6-8 million job leavers
- Construction activity is closely tied to the economic cycle —› investments —› labour force needs
- Construction is widely considered a primary economic driver —› it multiple pulls other sectors along with it
- Ageing EU population —›human capital will be a precious asset —›fair share of (young) talent
- Resilience - Cooperation/partnerships
- A new generation of digitally aware multi-skilled workers

European Commission

Skills development at EU level / Partnerships

- Blueprint for Sectoral Cooperation on Skills – Construction 2
- Centres of Vocational Excellence
- BUILD UP Skills
- New European Bauhaus Academy

- Pact for Skills

- 30% workers participating in upskilling or reskilling actions annually by 2030. This is estimated to mean approximately 3,810,000 workers each year by 2030.

Policy developments

- **15 September 2026 – Fair Mobility Package**

Skills Portability Initiative:

- Action 1 – digital sharing of info on qualifications of individuals (Skills Portability Act)
- Action 2 – update od the Directive on recognition of professional qualifications
- Action 3 - recognition of qualifications held by third-country nationals (Directive)

European Commission

Policy developments

- **5 November 2026 – Education and Skills Package**

European Strategy for Vocational Education and Training (VET) 2026–2030 - more flexible and higher-quality VET systems

- **10 initiatives** across **three core objectives** to modernise VET
- e.g. European Vocational Excellence Network (CoVE), VET Business Partnerships

Europe’s competitiveness, resilience and social cohesion depend on its skilled workforce.

European Commission

Thank you!

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European Commission

On the side of
Construction SMEs and crafts
since 1990.

Construction Sector Skills Analysis:
Understanding skills challenges and opportunities in the construction sector across European regions
26 November 2026



European Builders Confederation

- EBC represents crafts, micro, small & medium-sized **enterprises** across all the different trades of the construction sector at the EU level
- EBC is a recognized European Sectoral Social Partner, member of SMEunited and co-founder of Small Business Standards (SBS)

Established in 1990

Secretariat based in Brussels

EBC Objectives

01. Increase the understanding of the role of construction crafts and SMEs in meeting Europe's urgent challenges

02. Ensure that the needs of construction SMEs and crafts are taken into account during the European legislative process

03. Defend the positions of construction SMEs and crafts in the development of European policies

04. Demand a coherent, holistic and stable EU policy approach that considers the specificities of the construction sector



Challenges: Labour and skills shortages

Structural, persistent shortages of skilled workers, in traditional craft trades and emerging profiles linked to sustainability and digitalisation

486,000–1,549,000

additional workers the EU Renovation Wave alone could require up to 2030 (Eurofound)

4.2 million

job openings needed in the sector between 2022 and 2035 (Cedefop)

Shortages across almost all blue-collar construction trades, as well as selected white-collar roles

Member States have reported at least one shortage occupation in construction over the past five years



Challenges: Attractiveness and inclusiveness

Challenges further intensified by a weak image among young people and women

1.
Undervalued
In several Member States, VET remains undervalued

2.
A last resort
Training in construction is still too often perceived as a last resort educational path

3.
Underrepresentation
Persistent underrepresentation of women and young people in the sector

4.
Stereotypes
Need to counter stereotypes and counterproductive narratives



Challenges: Digitalisation and innovation

Digitalisation and innovation are transforming skills requirements across the sector

01.

Continuous learning

Increasing the need for continuous upskilling and reskilling

02.

Impact increasingly felt

Construction advances at a more gradual pace than other sectors, but the impact on skills needs is increasingly felt

03.

Green and digital

Renovation, retrofitting and energy efficiency are major drivers, with projects increasingly complex due to new regulations, advanced materials and innovation



Challenges: Need for investment

The success of skills and VET strategies depends on sustained and targeted investment at all levels

Without it...

Its absence can limit the ability of the sector to develop or update training programmes that reflect the realities of SMEs and the green, digital and skills transition

Investments are needed in

- Train-the-trainers' programs
- Facilities and equipment for VET provision in construction
- Incentive schemes supporting SMEs that offer apprenticeships
- Access to SME-friendly tools and technologies



Anticipating skills needs

Training must respond to SMEs' skills needs, co-designed with SMEs and their representatives

01 Structural dialogue
with SMEs' representatives

02 Inclusive governance
that includes micro-enterprises and SMEs

03 Paritarian institutes
explicitly recognised as strategic sectoral partners and good practices

04 Micro-credentials
for flexible, modular VET pathways that meet the operational constraints of construction SMEs

05 Centres of Vocational Excellence
supported and embedded in regional and local ecosystems

Example: in Italy, Spain, Belgium and France, paritarian institutes collectively steer training, a proven model of joint governance



Attractiveness and inclusiveness

Construction VET as a pathway of choice: quality employment, entrepreneurship opportunities and career progression

Targeted campaigns

Guidance based on objective indicators such as employment outcomes and entrepreneurship opportunities

Gender equality and inclusiveness

Training schemes that integrate gender equality and inclusiveness

Apprentice mobility

Facilitate mobility and guarantee recognition of learning outcomes

Example: Euro App Mobility

12
major VET networks

9
Member States

12%
of VET learners with a mobility experience by 2030 (EU Council target)



SME-friendly innovation

Training in construction must keep pace with the green and digital transitions

01.

Sector intelligence

Draw on skills and VET intelligence, e.g. Construction Blueprint for skills 2

02.

Exchange

Between the innovation and research community, social partners and VET representatives

03.

Updated curricula

Member States: VET curricula regularly updated for the green and digital skills needs of the sector

OSH remains a core and non-negotiable component of all training provision

AI should support, not replace, hands-on training and proper human supervision



Investing in skills

Dedicated and visible funding streams for strengthening VET in construction in the next MFF

01.
Capacity building of training providers, social partners and SME representatives

02.
Establishment, strengthening and modernisation of paritarian institutes

03.
Renovation and modernisation of VET infrastructure

04.
Investments in trainers and company-based mentors

05.
Attractiveness and inclusiveness campaigns, with construction as a priority

06.
Targeted support for small construction companies offering training and apprenticeships



The new EU VET Strategy

Adopted in November 2026: 10 initiatives under 3 objectives.

~60%
of EU employment in jobs requiring VET

~70%
of top-shortage occupations rely on VET

3.6M
workers to replace every year in VET jobs

10M+
VET learners in the EU

1. More flexible, higher-quality VET

- Sectoral Training Accelerator
- Basic skills
- Vocational Excellence Network

2. Stronger links with business

- VET Business Partnerships
- Sectoral apprenticeship clusters

3. More European and international VET

- EU marketplace for VET mobility
- Enlargement
- Cooperation with non-EU countries



PACT FOR SKILLS IN CONSTRUCTION

EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS

FIEC

EBC CONSTRUCTION SMEs EUROPE

Pact for Skills in Construction

WHAT IT IS

The Pact for Skills in Construction, launched in 2022 by FIEC, EFBWW, and EBC, is an initiative promoted by the European Commission within the framework of the 'EU Skills Agenda'. Link to the Pact: here.

OUR AIM

The Pact aims to promote quality investment in vocational education and training, as well as in knowledge, skills, and competencies for the benefit of the European construction sector workforce. To achieve this, the Pact seeks to mobilize a concerted effort among private and public partners.

FIVE KEY PRINCIPLES

- Building strong partnerships, including with Vocational Education and Training institutions.
- Monitoring occupational supply/demand and anticipating knowledge, skills and competences needs.
- Working against discrimination.
- Attracting more young people and women in the sector.
- Promoting a culture of lifelong learning for all



EBC CONSTRUCTION SMEs EUROPE

JOIN THE PACT HERE

(LSP Number: 626)

WHAT IS EXPECTED FROM SIGNATORIES

- Promoting a culture of lifelong learning by investing in continuous upskilling and reskilling initiatives
- Reporting on your activities

WHY YOU SHOULD SIGN THE PACT

- Gain visibility and networking opportunities through a large network of stakeholders across Europe
- Access to EU funding opportunities
- Stay informed on skills trends and best practices
- Connect with policymakers and industry leaders in participating in dedicated EU events

Construction Blueprint 2

Co-funded by the European Union

Thank you for your attention!

Lou Mariel Colosimo – Social Affairs Officer
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/European Builders Confederation EBC

/European Builders Confederation EBC

CONSTRUCTION IN CASTILLA Y LEÓN

25 YEARS OF LIFELONG LEARNING TOGETHER

CONTEXT

Strategic sector for regional economic development



STRONG LINKS WITH

- Housing
- Energy renovation
- Timber construction
- Manufacturing

Traditional construction → **Industrialised, sustainable and technology-driven building models**

MAIN SKILLS CHALLENGES

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Labour shortages

- Lack of qualified workers across multiple occupations.
- Difficulties replacing retiring workers.
- Demographic decline and ageing population.

Skills gaps

- Insufficient availability of specialised technical profiles.
- Need to update competencies in emerging technologies and construction methods.

Attractiveness of the sector

- Difficulty attracting young people.
- Need to improve the image of construction careers.

The biggest challenge is people. One of the most sparsely populated regions in Spain.

GREEN AND DIGITAL TRANSITION

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Green skills	**Nearly Zero Energy Buildings (nZEB)**	**Passive House and energy-efficient construction**
	Renewable energy integration	**Circular economy and sustainable materials**
Digital skills	**BIM and digital design**	**Virtual and augmented reality**
	Digital construction management	**Industry 4.0 technologies**
Industrialisation skills	**Off-site construction**	**Modular building systems**
	Factory-based production processes	**Design for Manufacture and Assembly (DfMA)**

REGIONAL RESPONSE

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Aligning skills with industry needs

Skills intelligence and VET planning

- Dynamic mapping of skills needs and training provision.
- Annual analysis of labour market demand.
- Strong cooperation between public authorities, employers and VET providers.

Training adaptation

- Expansion of VET programmes linked to construction and habitat sectors.
- New programmes in renewable energy, BIM, manufacturing and construction.
- Strengthening Work-Based Learning (WBL).



DIGITAL LEARNING

89 **Applied Technology Classrooms (ATECA)**

Virtual reality, augmented reality and simulation technologies integrated into VET delivery.

GOOD PRACTICE: HABITAT SECTOR PLAN

25 YEARS OF LIFELONG LEARNING TOGETHER

A regional strategy bringing together

- **Public administration**
- **Industry representatives**
- **Clusters and business organisations**
- **Vocational education and training providers**

Objectives

1. **Anticipate future skills needs.**
2. **Modernise training provision.**
3. **Support industrialisation and sustainability.**
4. **Improve employability and competitiveness.**

KEY PRINCIPLE

Transforming construction into an industrial, innovative and sustainable sector.

EXCELLENCE AND LOOKING AHEAD

25 YEARS OF LIFELONG LEARNING TOGETHER



CENTRE OF VOCATIONAL EXCELLENCE

CIFP Tecnológico Industrial de León

- National Centre of Excellence in Construction and Energy Sustainability.
- Part of Spain's network of VET Excellence Centres.
- Supports innovation, teacher training and cooperation with industry.

Future priorities

- **Attract new talent**
- **Upskill and reskill workers**
- **Strengthen cooperation with employers**
- **Support green and digital transitions**
- **Promote industrialised construction**

Building skills ecosystems is essential to ensure a competitive, sustainable and resilient construction sector.

FROM REGIONAL ACTION TO EUROPEAN IMPACT

25 YEARS OF LIFELONG LEARNING TOGETHER

Common challenges across Europe

Digitalisation

Sustainability

Industrialisation

Increasing demand for new skills

Collaborative solutions that go beyond regional borders

Castilla y León takes part in

HABITABLE

Alliance of Centres of Excellence in Vocational Training for Sustainable Habitat

ALL VIEWS LEGACY

Connecting perspectives to scale vocational excellence across Europe

MOBUILDING

Empowering Mobility for Apprentices in the Building Sector

European projects allow us to transform regional priorities into shared solutions and bring European innovation back to our territory.

HABITABLE

habitable
Alliance of Centres of Excellence in Vocational Training for Sustainable Habitat

25 YEARS OF LIFELONG LEARNING TOGETHER

Driving industrialised and sustainable construction

Collaboration between

- Vocational education providers
- Companies
- Research organisations
- Public authorities

Collaboration

Vocational education providers, companies, research organisations and public authorities working together.

European Expertise

Access to European expertise in industrialised and sustainable construction.

Innovative Methodologies

New approaches and methodologies to bring into our VET provision.

Strategic Partnerships

Partnerships with centres of excellence across Europe.

FUTURE SKILLS NEEDS LINKED TO

Industrialised construction | **Digitalisation** | **Sustainability**

HABITABLE helps us anticipate change and prepare the workforce needed for a more sustainable and industrialised construction sector.

ALL VIEWS LEGACY

All-Views Legacy

Connecting perspectives to scale vocational excellence across Europe

25 YEARS OF LIFELONG LEARNING TOGETHER

Scaling vocational excellence across Europe

Stakeholder Collaboration

Engaging education providers, policy makers, industry and communities.

Digital Innovation

Developing digital platforms and tools for skills development.

Recognition & Policy

Supporting the validation of innovative learning pathways.

European Scaling

Transferring successful vocational excellence models across countries and regions.

A TWO-WAY EXCHANGE

Local initiatives

European model of vocational excellence

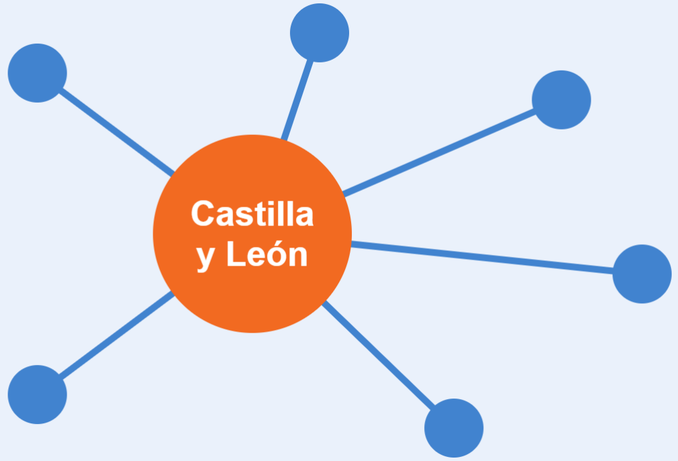
Connecting innovation, policy and people to scale vocational excellence across Europe.

MOBUILDING

Empowering Mobility for Apprentices in the Building Sector

mobuilding
Empowering Mobility for Apprentices in the Building Sector

2001 - 2026
25 YEARS OF LIFELONG LEARNING TOGETHER
earlall



Apprentice | VET provider | Company

More Mobility
Increasing the number and diversity of mobility opportunities.

Better Quality
Improving learning outcomes and mobility experiences.

Capacity Building
Supporting VET providers and construction companies.

Digital Platform
Connecting apprentices, schools and employers across Europe.

Making mobility easier, better and more accessible for construction apprentices across Europe.

IMPACT ON CASTILLA Y LEÓN

25 YEARS OF LIFELONG LEARNING TOGETHER

European cooperation: HABITABLE, ALL VIEWS LEGACY and MOBUILDING

HABITABLE

ALL VIEWS LEGACY

MOBUILDING

CONTRIBUTING DIRECTLY TO THE

- **Green transition**
- **Digital transition**
- **Industrial transition**

Local roots, European reach: the construction skills of the future are built together.

Thank you for your attention

Dual Learning in Construction - TA Keerbergen

“The bridge between education and the workplace of the future.”

Chris Meeus
Construction Teacher, Dual Learning Pathway Supervisor and Dual Learning Coordinator.

Tyra Van Poyer
English Teacher.

GO! Technisch Atheneum Keerbergen

GO! onderwijs van de Vlaamse Gemeenschap

GO! Technisch Atheneum Keerbergen

EARLALL webinar on construction skills 26/11/2026

- Organisation of the training programme
- Cooperation with employers
- Responding to changing skills needs
- Challenges and opportunities



GO! Technisch Atheneum Keerbergen

Dual learning - TA Keerbergen

10 years

of experience with dual learning

5 fields

offering dual learning

Dual learning is offered across:

01 Construction

02 Woodworking

03 Electrical installations

04 Central heating

05 Automotive studies



GO! Technisch Atheneum Keerbergen

Organisation of the training programme

Four years. Two distinct learning stages:

YEARS 3–4 | SECONDARY SCHOOL

School-based foundation

- All construction training takes place at school.
- Theory and essential basic practical skills.
- Preparation for work as a trainee bricklayer.

YEARS 5–6 | SECONDARY SCHOOL

Dual learning

- Learning is shared between school and workplace.
- Three days per week in the workplace.
- Two days per week at school.

GO! Technisch Atheneum Keerbergen

Organisation of the training programme

In years 5 and 6, students spend two days at school and three days in a company.

MON	TUE	WED	THU	FRI
SCHOOL	SCHOOL	WORKPLACE	WORKPLACE	WORKPLACE

At school

Mainly general education, plus three hours of construction-related lessons.

At the workplace

Practical learning in a real company, guided by a workplace mentor.

The three construction *lesson hours* focus mainly on theory and practical topics not covered at work.

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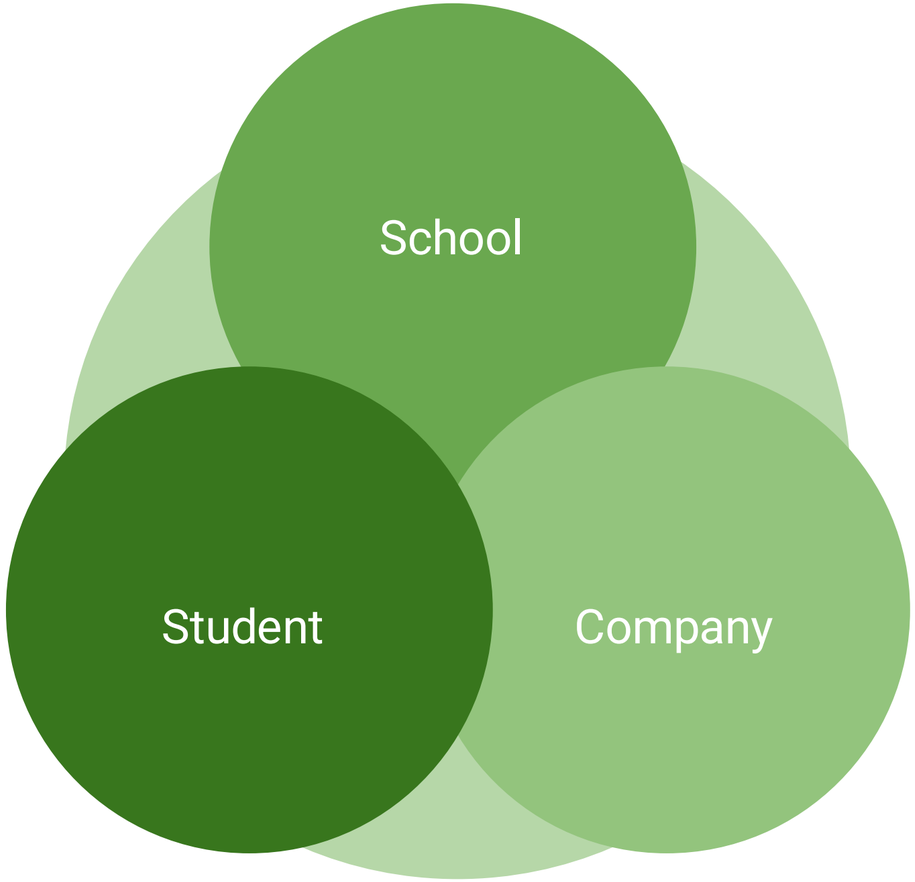
Cooperation with employers



Acces to modern techniques

Students work with up-to-date materials and applications.

Authentic experience

Real projects are difficult to reproduce in a school environment.

More Motivation

Students see the relevance and value of their work.

Professional Maturity

Students often develop a stronger sense of responsibility.

GO! Technisch Atheneum Keerbergen

Responding to changing skills needs

01

Theoretical lessons

Foundational classroom instruction providing essential knowledge and theoretical concepts.

02

Specialist training

Specialist training sessions delivered directly by external companies and industry professionals.

03

Workplace learning

Hands-on workplace learning using the latest industry materials, tools, and modern techniques.

04

Skills assessment

Continuous assessment of relevant new skills and modern professional qualifications.



GO! Technisch Atheneum Keerbergen

Challenges and opportunities

Finding the right students

Dual learning requires motivation, commitment and the right profile (motivated and capable students).

Misconceptions

Dual learning is sometimes perceived as an option for students who struggle at school.

Finding training companies

Not enough employers are willing or able to participate.

Administrative burden

Recognition, contracts, insurance, registration and payroll obligations.



GO! Technisch Atheneum Keerbergen

What would strengthen dual learning?

What the program already delivers:

- a structured four-year learning (last two years Dual Learning)
- individual plans and regular workplace follow-up
- real-world skills, confidence and word readiness

A QUESTION FOR THE SECTOR:

How can we reduce barriers for employers while maintaining quality training?

GO! Technisch Atheneum Keerbergen

Thank you!

“Dual Learning - The bridge between education and the workplace of the future.”

Chris Meeus
Construction Teacher, Dual Learning Pathway Supervisor and Dual Learning Coordinator.

Tyra Van Poyer
English Teacher.



GO! onderwijs van de Vlaamse Gemeenschap

REGIONE TOSCANA / EARLALL

Regione Toscana

Developing Skills for Construction in Tuscany

Social partnership, vocational education and lifelong learning

Miriana Bucalossi | Tuscany Region

Head of Apprenticeship, WBL Policies and EU Project Management Unit

Construction Sector Skills Analysis • 26 November 2026

The construction labour market in Tuscany

Employment trends and workforce composition

77,200

Employees in construction, Q1 2026 (IRPET estimate)

+3.6%

Growth in employee numbers, 2025 vs 2024

−4.2%

New contract notifications, 2025 vs 2024

Workforce profile: 60,460 employees registered with Casse Edili in 2025

12.1%

Aged over 60 (8.1% in 2019)

47.5%

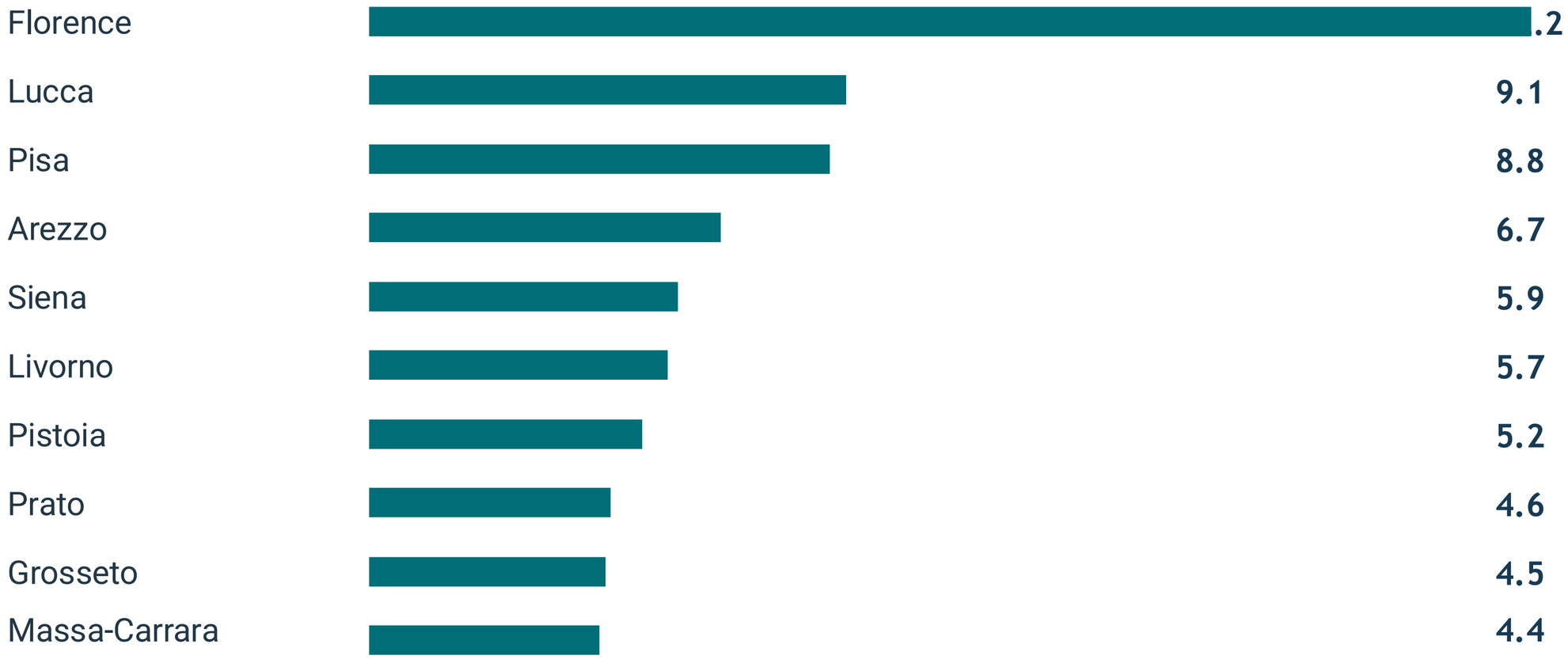
Foreign nationals (36.2% in 2019)

Workforce renewal, access to training and skills development

Sources: IRPET, Nota congiunturale 44/2026 (table 1), Flash Lavoro 69/2026 (tables 4, 11); ANCE Toscana, 21 May 2026 (slide 7). Different statistical populations.

Construction employment across Tuscany

IRPET estimates, Q1 2026 • employees in thousands (rounded).



Source: IRPET, Nota congiunturale 44/2026, table 1. Regional total 77.2 thousand; rounded provincial figures.

Occupational demand and recruitment difficulties

Excelsior: employers' recruitment plans and skills requirements.

Recruitment difficulties by occupation |Tuscany

Share of planned hires considered difficult to fill, August 2026



Selected occupational groups across all sectors, not construction firms alone.

Green skills in construction |Italy

Share of planned hires requiring each skill, 2025

84.0%

Energy saving and environmental sustainability

67.5%

Ability to work with green products and technologies

Source: Unioncamere – Ministry of Labour and Social Policies, Excelsior: Tuscany, August 2026 (table 4); Le competenze green 2025 (p. 59).

Monitoring skills needs and training demand

ANCE Toscana’s Regional Construction Observatory: evidence for sectoral dialogue.

Observatory: four areas of analysis

Economy and sector structure

Training and employment outcomes

Skills needs and emerging occupations

Occupational health and safety

Business survey, May 2026

40%

Engaged in or planning innovation

72%

Plan fewer than 20 hours of training per employee

The survey can inform training priorities and measures to encourage employers to invest in skills.

Source: ANCE Toscana, Regional Construction Observatory, presentation of 21 May 2026 (survey of responding firms; slides 22–23).

Governance of construction skills in Tuscany

Sectoral social partnership and public policy have distinct institutional responsibilities.

CONSTRUCTION SECTOR: SOCIAL PARTNERSHIP

Employers' organisations and trade unions

Collective bargaining and collectively agreed contributions

Formedil: jointly governed sectoral training and occupational safety network

REGIONAL EDUCATION AND LABOUR MARKET POLICY

Tuscany Region and public employment services

Regional planning, funding and VET provider accreditation

Initial and continuing VET, higher technological education and active labour market measures

EDUCATION AND TRAINING PROVIDERS

Accredited VET providers

Public and private providers, including eligible construction training bodies.

ITS Academy foundations

Partnerships involving education, training, enterprises and research organisations.

Schools and universities

Formal education and qualifications within the national education system.

Sectoral participation	Construction training bodies may deliver publicly funded VET and participate in ITS foundations.

Sources: Formedil; Regione Toscana (VET provider accreditation); Cedefop, VET in Europe: Italy.

Regional responsibilities and policy instruments

Vocational training, higher technological education and active labour market policies.

01	**Vocational education and training**	Regional planning and funding of initial and continuing VET; accreditation of training providers.
02	**Higher technological education**	Regional planning and support for ITS Academy provision, including European Social Fund Plus (ESF+) funding.
03	**Employment and skills policies**	Public employment services, GOL-funded training and support for apprenticeships within regional competences.

Implementation involves a range of providers and partnerships with employers and social partners.

Formedil: the construction sector's joint training system

A sectoral institution established through collective bargaining and jointly governed by the social partners.

Employers' organisations

ANCE and other employer representatives

Trade unions

FENEAL UIL • FILCA CISL • FILLEA CGIL

Joint employer-union governance → Formedil and local construction training and safety bodies

Entry into the sector and apprenticeships

Vocational skills and work-based learning

Continuing training

Updating skills as construction methods evolve

Health and safety

Risk prevention and sector-specific safety training

Source: ANCE Toscana, Gli Enti Bilaterali; Formedil, institutional information.

A training network covering all ten provinces

Nine joint training and safety bodies; separate bodies for training and safety in Grosseto.

10

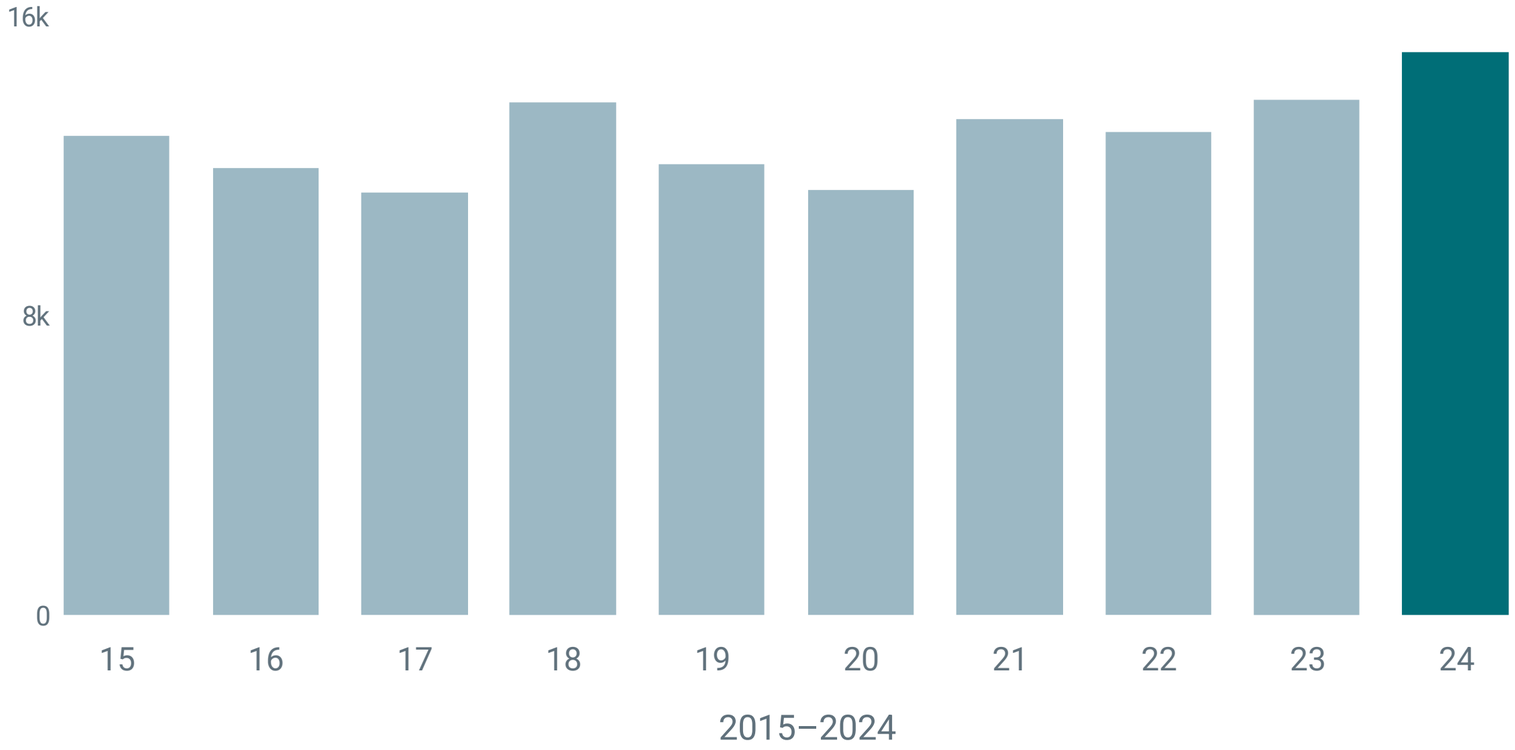
Provinces covered

Training and prevention functions in every province.

15,048

Training participants in 2024

Annual training participants in the Tuscan Formedil network



Sources: ANCE Toscana, Gli Enti Bilaterali; Formedil–CRESME, Rapporto di attività 2025, statistical appendix.

Education and training pathways in Italy

Selected pathways relevant to construction in Tuscany · European Qualifications Framework (EQF).

Programme / institution	Qualification	Duration	EQF
Regional initial VET (IeFP)	Vocational certificate	3 years	3
Regional initial VET (IeFP)	Technician professional diploma	4 years	4
Technical schools: construction and land management	Technical education diploma	5 years	4
Post-secondary specialisation (IFTS)	Higher technical specialisation certificate	Typically 1 year	4
Higher technological institutes (ITS Academy)	High-level technical diploma	2 years*	5
University: professionally qualifying degrees	Bachelor’s degree (L-P01)	3 years	6
University: other degree programmes	Bachelor’s, master’s and doctoral degrees	Varies	6–8

IeFP: regional initial vocational education and training for young people, including work-based learning.

Source: Cedefop, VET in Europe: Italy. * ATE’s two-year courses (EQF 5); Italy also provides for three-year ITS courses (EQF 6).

ITS Academy ATE: higher technological education

Accademia Tecnologica Edilizia (ATE): tertiary non-academic education, two-year programmes (EQF 5).

Founders include ten local construction training bodies, Formedil Toscana, ANCE, schools, universities and firms.

2026/27 programme	Location	Skills focus
NEXT CONSTRUCTION	Florence	Advanced and green construction
ECO DESIGN 26	Pisa	Sustainable design and ecological construction
DIGI-SMART	Livorno	Digital and smart buildings
BIM 26	Lucca	Building information modelling and construction innovation management
AI-BUILD	Lucca	Smart building and AI for construction

ESF+ funds the 2026/27 courses; NRRP and ERDF support training facilities.

Sources: Tuscany Region, ITS Academy 2026/27; Formedil, launch of ITS ATE (2022). Listed courses, not enrolments.

University degree programmes in construction

University education is a separate tertiary pathway from ITS Academy; degrees include professionally qualifying programmes.

Institution	Professionally qualifying bachelor's degrees	Other university degree programmes
University of Florence	Construction technology and land management	Civil and building engineering; architecture
University of Pisa	Civil construction and land management	Civil engineering; building engineering and architecture

L-P01: three-year degrees (EQF 6) with supervised placements, designed for regulated technical professions.

Sources: University of Florence and University of Pisa, official degree pages and 2026/27 study plans.

GOL: upskilling and reskilling for labour market transitions

Italy's employability guarantee programme, funded under the National Recovery and Resilience Plan (NRRP).

Public employment services: assessment → personalised action plan → training courses or individual voucher

UPSKILLING (ILLUSTRATIVE EXAMPLE)

≤150 hours

Building information modelling (BIM)

Florence construction training body • 20 hours of classroom and practical training (2025).

RESKILLING

151–600 hours*

Finishing and painting

Siena construction training body • 242 hours, including a 96-hour work placement (2023).

97,000+ Participants in GOL training across all sectors, as at 30 June 2026

Standard reskilling courses no longer available; vouchers subject to eligibility and funding.

Sources: Regione Toscana, GOL monitoring and availability; Comune di Firenze (2025); CSM Toscana (2023). * Standard catalogue durations.

ITS ATE: investment in training facilities

Selected investments and outcomes reported by ANCE Toscana’s Observatory.

NRRP – LED 1	**€1,725,730**
NRRP – LED 2	**€453,043**
Tuscany Region – ERDF	**€234,000**

Reported outcome indicators (cohorts and definitions not specified)

80%+

Diploma attainment rate

70%

Reported employability rate

93%

Employment related to training

Source: ANCE Toscana, Regional Construction Observatory, 21 May 2026. Indicators not harmonised with INDIRE national monitoring.

Examples of regional VET and GOL provision

Selected courses and programme-level participation figures.

Area	Evidence / example
Regional initial VET (IeFP)	AR.T.E. – vocational qualification for construction workers; 2026/27 offer
Installation-related VET	SPID 6 – plumbing and heating systems operator; Arezzo construction training centre
Apprenticeships	Professional apprenticeships and apprenticeships leading to formal qualifications
GOL upskilling	More than 92,000 beneficiaries across all sectors (June 2026)
GOL reskilling	More than 5,000 participants; 474 courses launched across all sectors (June 2026)
Individual training voucher	Assegno formazione GOL: individual training voucher where the catalogue does not meet identified training needs

Sources: Regione Toscana, IeFP provision 2026/27 and GOL monitoring / training voucher pages.

Additional sources and evidence notes

Labour market statistics, programme documentation and European VET terminology.

IRPET – Flash Lavoro 69/2026 (tables 4 and 11) IRPET – Nota congiunturale 44/2026 (table 1)

ANCE Toscana – Observatory, presentation of 21 May 2026 Regione Toscana – GOL training monitoring (12 August 2026) Regione

Toscana – Assegno formazione GOL

IRPET – Overview of active labour market policies in Tuscany (2024) Cedefop – VET in Europe: Italy (system description)

Unioncamere / Ministry of Labour and Social Policies – Excelsior, Tuscany, August 2026 (table 4) Unioncamere / Ministry of Labour and Social Policies – Excelsior, T

October 2026 (p. 3) Unioncamere / Ministry of Labour and Social Policies – Le competenze green 2025 (p. 59)

Evidence boundaries: IRPET estimates exclude self-employment; Casse Edili records cover a different population; GOL totals cover all se

Formedil – institutional framework

Regione Toscana – accreditation

Regione Toscana

Thank you for your attention

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