



European Federation  
of Building  
and Woodworkers



Project "Towards a New Start of Industrial  
Relations in Construction in Central and  
East European Countries 2.0"  
(Grant Agreement 101051729)

# Trends in the Development of Professions and Skills in the Construction Sector

## Preliminary results from the market research

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TANSIRC 2 PROJECT

Webinar 25 May 2023

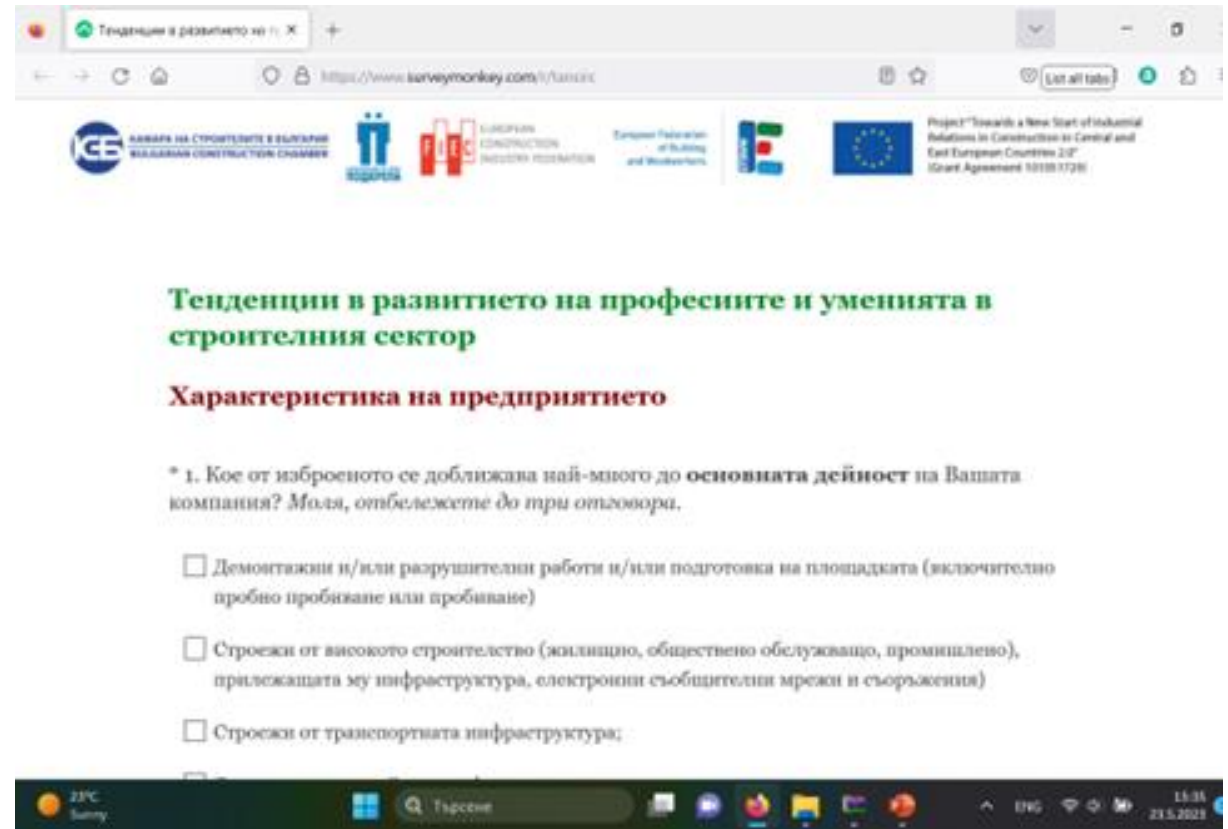
Strengthening Industrial Relations in the Construction Sector in Central  
and East European Countries EU funds use at national level & best  
practices

**Global Metrics Ltd.**



# The progress of the quantitative market research

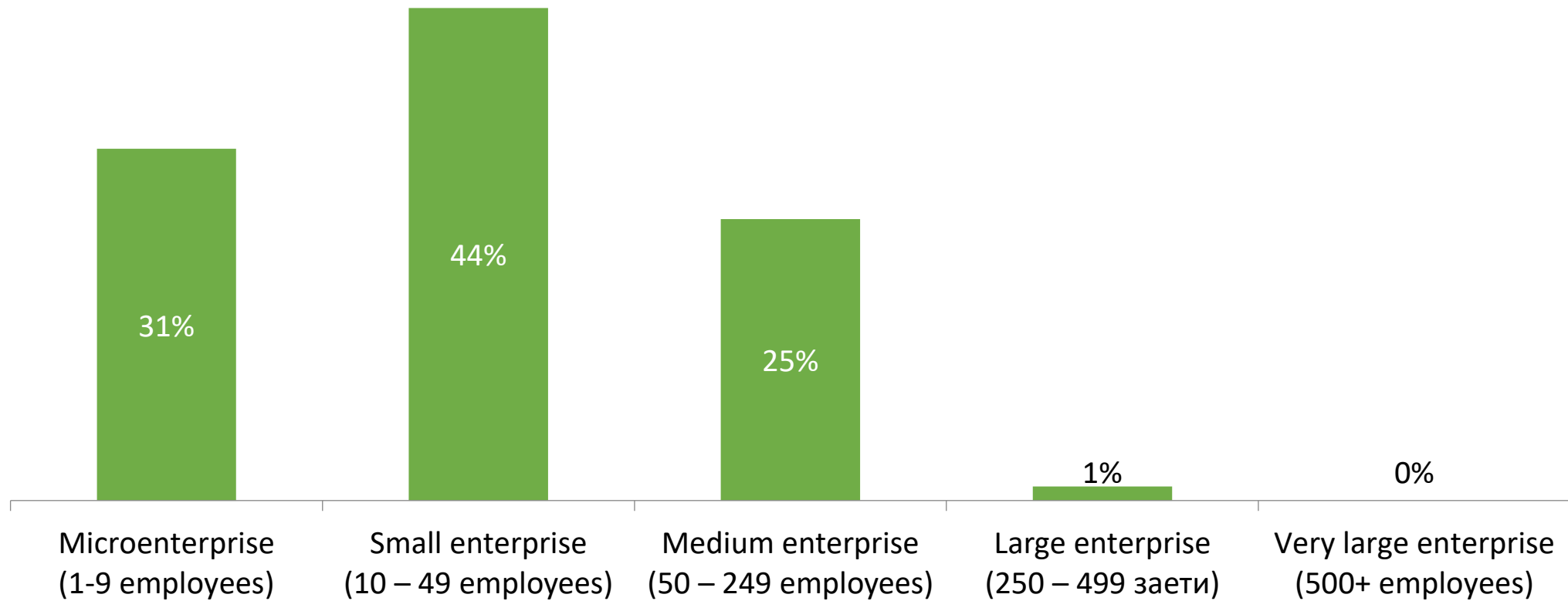
- Preparation of the questionnaire and testing
- Launch of the questionnaire – 18.04.2023 online with additional option of paper completion
- Till the 20 May 2023 – 80 completed questionnaires
- The questionnaire will be online till the 18 June 2023
- In this presentation we comment preliminary results



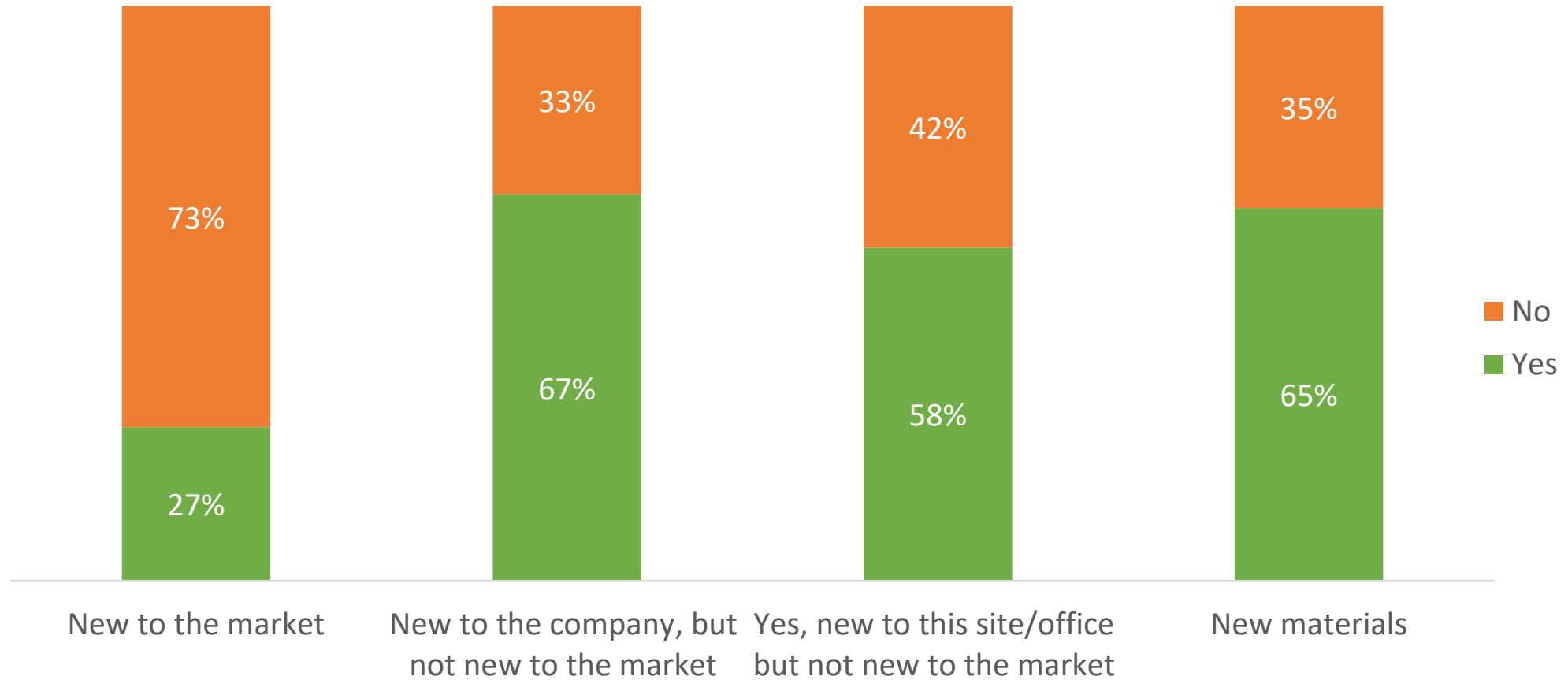
# Composition of the questionnaire

- Introductory part: Trends in the development of professions and skills in the construction sector. Anonymously / no personal data. 28 basic questions.
- Characteristics of the enterprise (activities; how long has it been operating; type; level of workers education; use of PCs; type of innovations implemented so far, etc.)
- Employee skills (current level of skills and skills needed, reasons for training; main business benefits to be achieved by offering traineeships/apprenticeships for vocational high school students/complete novice workers, etc.)
- Digital skills; Green skills;
- Socio-demographic section.

# Company size by average number of employees on employment contract, 2022. N=80

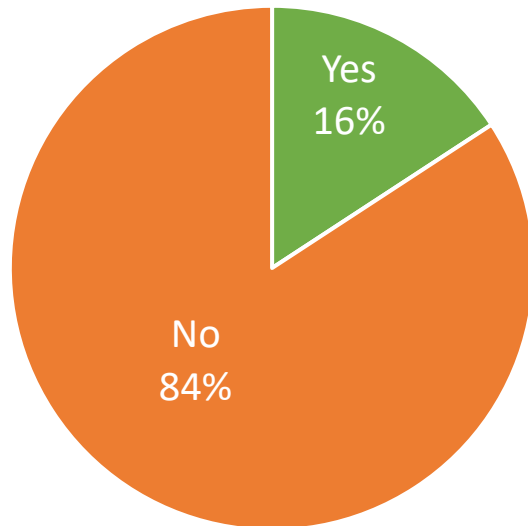


Since the beginning of 2019, has your company introduced new or significantly changed technologies or processes for construction or related services? *N=79*

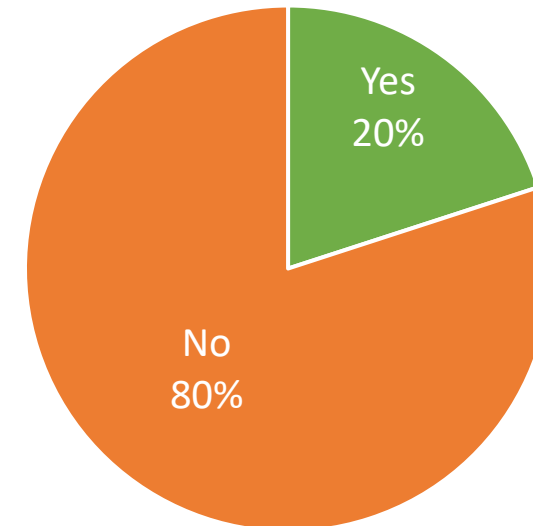


Since the beginning of 2019, has your company introduced new or significantly changed technologies or processes for construction or related services?

**New digital technologies**  
(Building Information Modeling (BIM), software, portable devices, robots, drones)?



**New or significantly changed technologies**  
for the automation of construction processes and/or construction-related services?



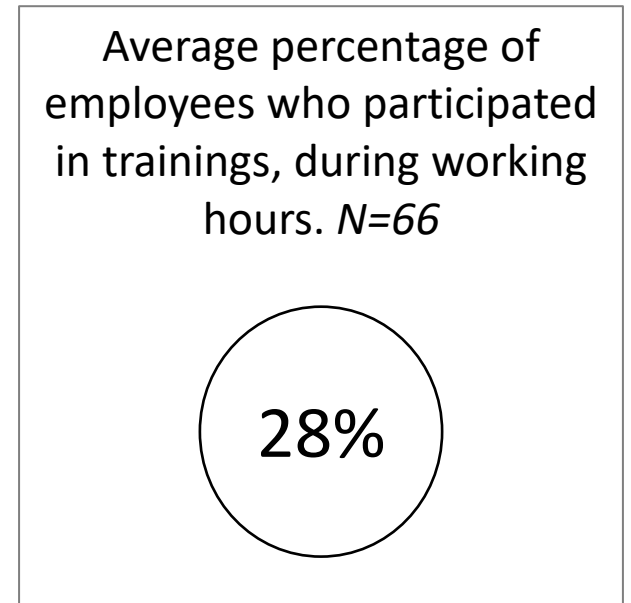
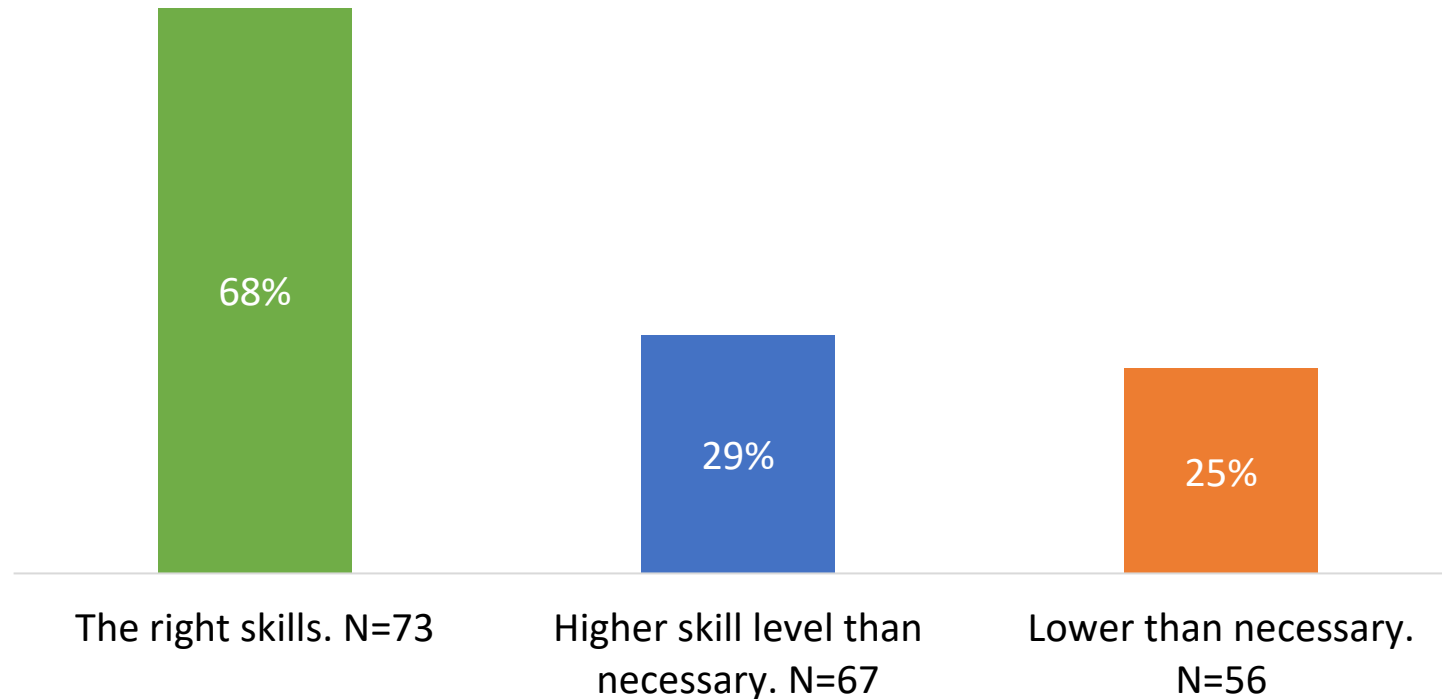
**Introduced technologies and processes:** WPT to accurately and reliably document actual roadbed milling and recycling, BIM - in the costing and calculation of construction works in the ELECTRICAL part, construction vehicles, ERM, body-feeding welding machines. electric machines on batteries, basket lift, production of electric panels, press assemblies, use of modern tools and technologies in CMR in the electrical part to reduce purely physical labor in construction, use of machines, laser cutting of profiles, in technological equipment.

Since the beginning of 2019, your company **has not introduced new** or significantly changed technologies/processes related to construction, but **it has introduced other changes**.

### **Other changes / technologies introduced:**

- Use of modern machines and materials
- GPS control of road construction equipment
- A new organization
- Better object management
- More advanced tools
- Automation of management processes
- Mobile concrete center
- Non-process for cutting profiles when processing them
- Clearing the database of the stock software

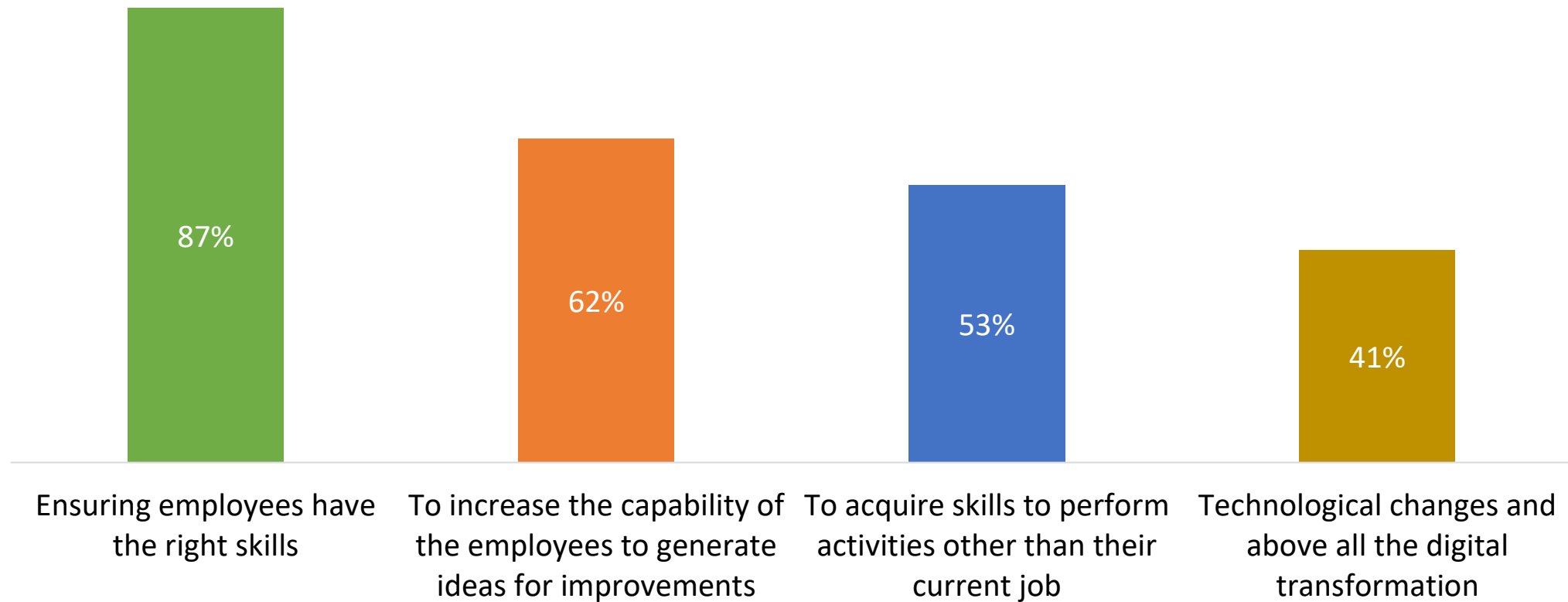
In order to perform their work, employees of the company have:



\* Average values

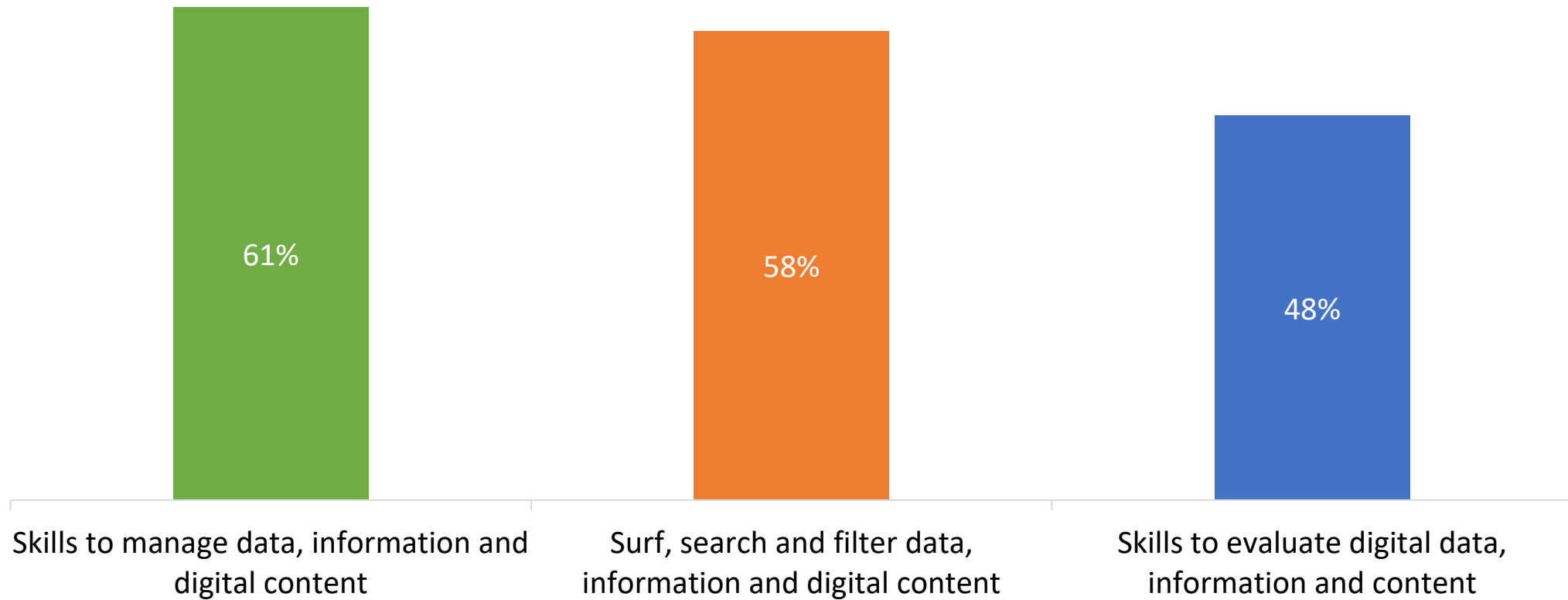


## The most important reasons for providing employee training



## How important is it for the employees: information and data literacy.

Answer: **very important**, averaged data.



# Which green skills are important for your company: legislation, labeling and certification in the field of environment and energy efficiency? *N=65*



# Preliminary conclusions

- The Bulgarian construction companies have not been still seriously impacted by the twin transition
- Most of the companies have not been introducing new technologies and they believe that their employees have the right skills
- The training of employees is not as frequent as expected and rarely technology and/or green transition-related.

Thank you for your attention!

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