

Development and usage of occupational and assessment standards in selected occupation

Site supervisor layout and finishing - *Conducteur de travaux aménagement finitions* (Level 5 – Second-year university level (Bac +2))

Site manager layout and finishing construction site - *Chef de chantier aménagement finitions* (Level 4 – Baccalaureate level)

04/06/2024, Darya Project



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Afpa's services



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Professional titles
layout and
finishing
« aménagement et
finitions »

3

Skill-based
approach

Afpaf

THE FRENCH NATIONAL AGENCY
FOR ADULT VOCATIONAL TRAINING

OUR RESULTS

74,1%
employment rate

82,6%
completion rate

86%
Satisfaction level



1st provider
of vocational training in France.



80 years
for employment services.



155 000 trainees per year.
3 500 trainers.

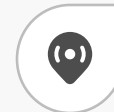


250 occupations
in **3** sectors

- construction
- industry
- services



6 500
companies' customers



126 training centers
in **13 regions**

Our 4 national public service missions

ENGINEERING FOR EMPLOYMENT

1

**QUALIFICATION
ENGINEERING**
for the Ministry of
Labor

We draw up and revise
professional qualifications

2

**IDENTIFYING
EMERGING SKILLS
AND OCCUPATIONS
OF THE FUTURE**

We design and test the
training courses of tomorrow.

3

**ANTICIPATING
THE SKILLS**

that companies and regions need to
develop.

We are constantly adapting
our training courses to match
the job market

4

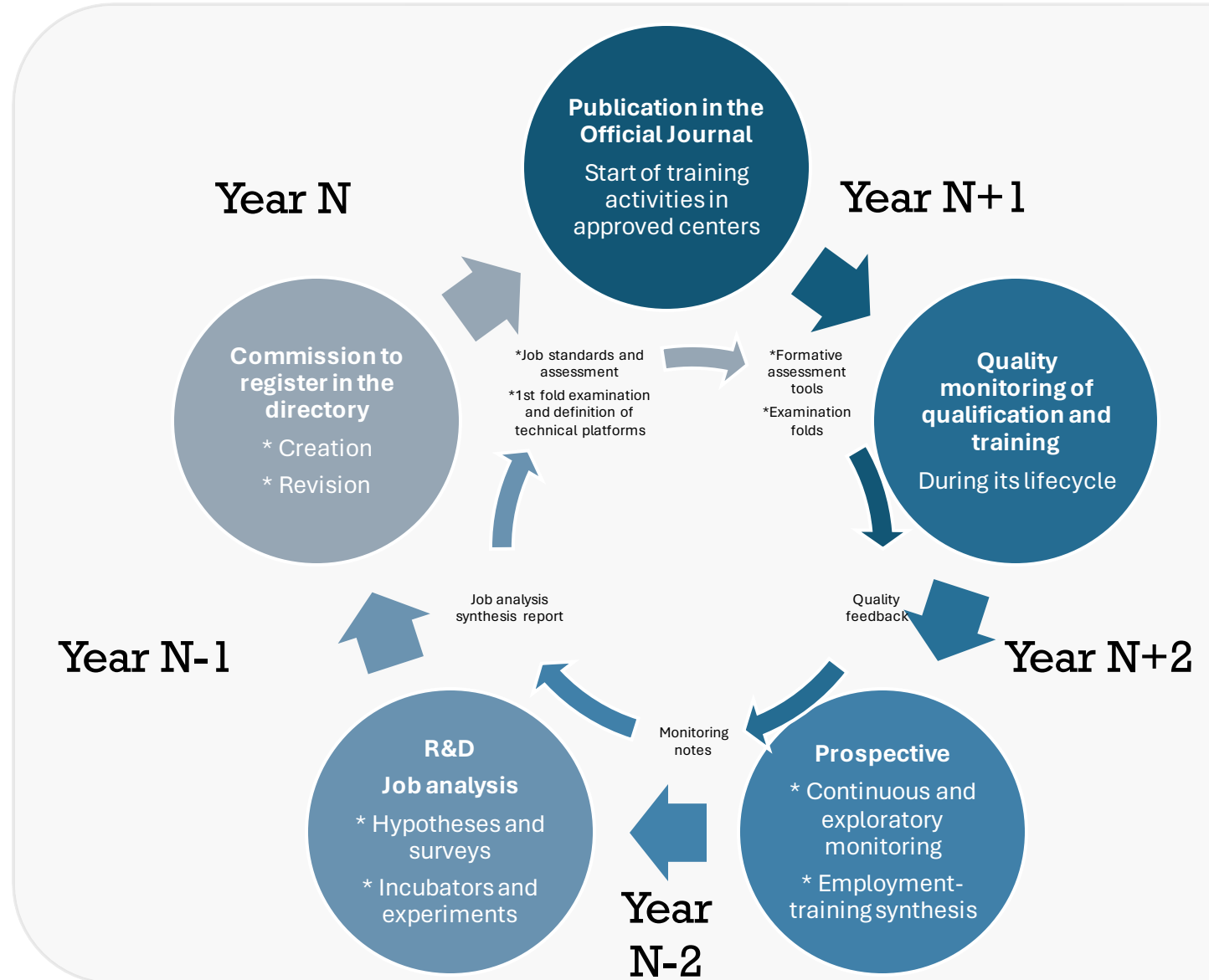
**CONSULTING and
SUPPORT**

for inclusion and equal
access to employment

We offer solutions and
engineering solutions tailored
to everyone.

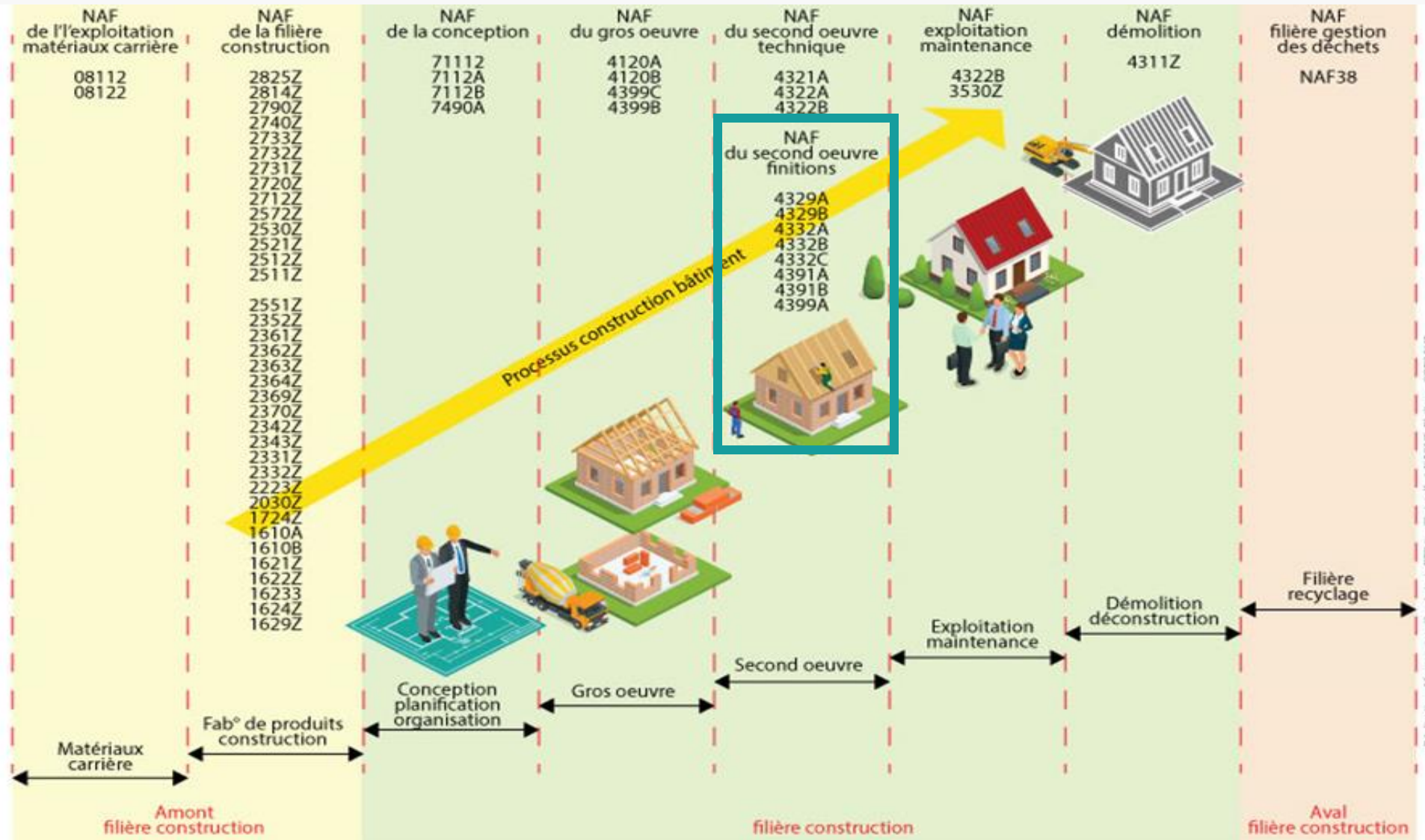
The life cycle of a professional title - 5 years -


**MINISTÈRE
 DU TRAVAIL
 DE LA SANTÉ
 ET DES SOLIDARITÉS**
*Liberté
 Egalité
 Fraternité*



The construction sector in France

Different sectors



Professional titles in the « finishing » sector

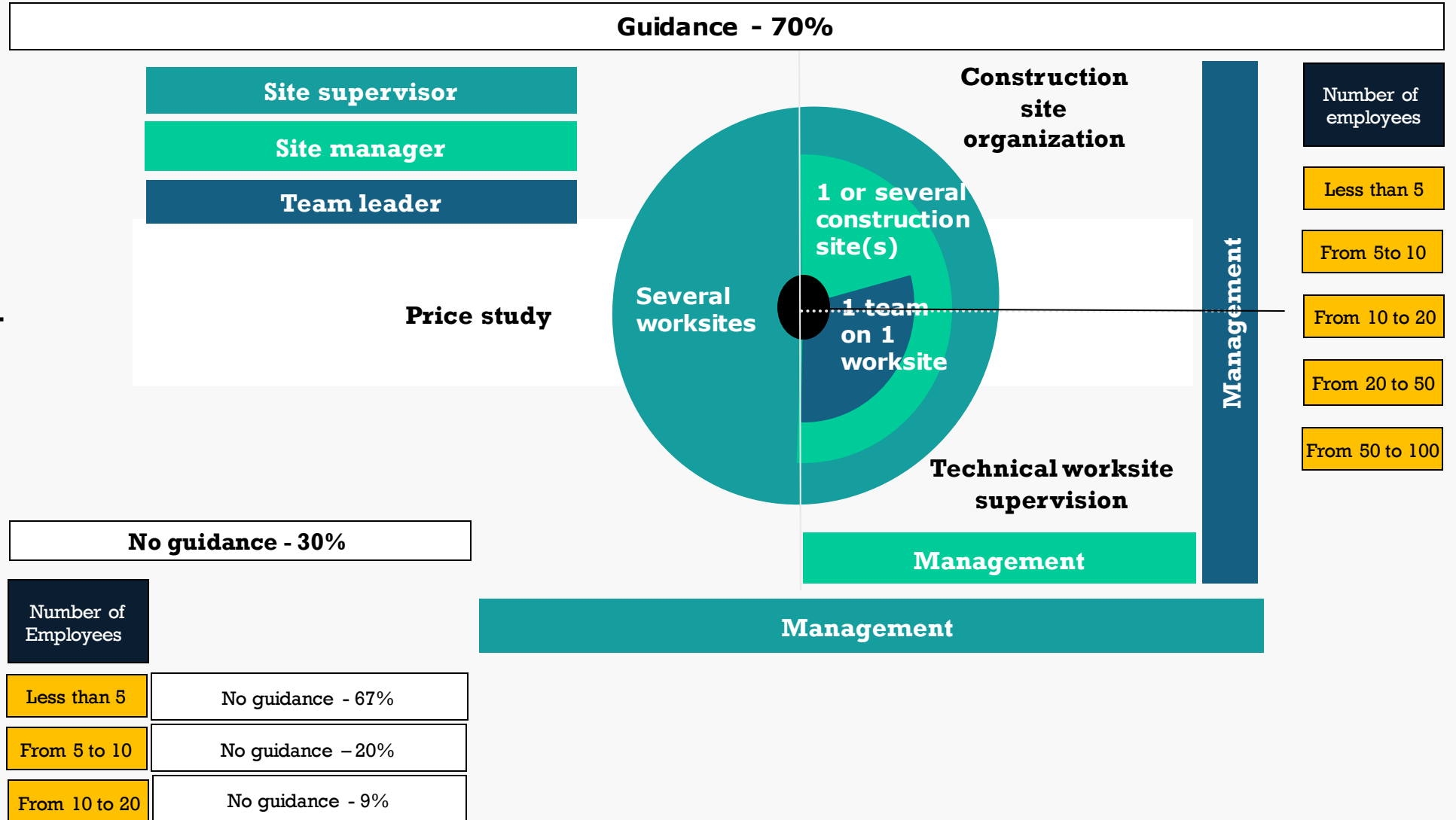
L E V E L 5	<p>Site supervisor layout and finishing <i>Conducteur de travaux aménagement finitions</i> CDTAF TP-00276 – 07/05/2024</p>	
	<p>Site manager layout and finishing construction site <i>Chef de chantier aménagement-finitions</i> CCAF TP-00438 – 18/08/2025</p>	<p>Team leader layout and finishing work <i>Chef d'équipe aménagement-finitions</i> CEAF TP-00506 – 13/07/2024</p>
L E V E L 4	<p>Plasterer technician PT in creation</p>	<p>Technical coatings applicator painter TP-01403 – 31/07/2023 + 12 months</p>
		<p>Decorative painter TP-01342 – 01/08/2023 + 12 months</p>
	<p>Tiler-screeder TP-01407 – 23/05/2026</p>	<p>Painter facade builder TP-00380 – 10/08/2027</p>
L E V E L 3 L*	<p>Plasterer TP-00325 - 04/03/2028</p>	<p>Building painter TP-00073 – 18/08/2027</p>
	<p>Traditional plasterer TP-001434 - 26/09/2028</p>	<p>Floor coverer TP-00061 – 17/08/2025 + 2 year</p>

*Before baccalaureate

Areas of expertise of the construction site supervision in layout and finishing
Champs intervention de encodement de chantier aménagement finitions (AF)



Work organization
- Survey feedback -



Global vision of the hierarchical and functional links of the layout and finishing construction site guidance - AF (1/2)

Breakdown of activities and skills by professional title

*QSE = Quality, Environment and Security

**BIM = Building Information Modeling

Price study



Construction site organization



CDTAF (Level 5)		CCAF (Level 4)		CEAF (Level 4)	
Activities	Skills	Activities	Skills	Activities	Skills
Draw up responses to consultations for work in several specialties in layout and finishing	1. Analyze, synthesize a conventional consultation file or BIM** AF				
	2. Draw up costings and complete response files for AF work consultations using digital tools				
Prepare and organize multi-specialty construction sites in layout and finishing	3. Define technical and human resources and planning AF construction sites	Organize a multi-specialty layout and finishing (AF) construction site	1. Extract from the construction sites file the technical and administrative information required to complete the AF construction site		
	4. Draw up work budgets and forecast margins for AF construction sites using digital tools		2. Organize and plan technical, QSE and human resources on an AF construction site		
	5. Manage purchasing and contracts with the various parties involved in AF construction sites		3. Schedule supplies and adjust subcontracting on an AF construction site		
	6. Define, integrate resources and draw up documents relating to QSE*, administrative and regulatory procedures for AF construction sites		4. Participate in the preparation of documents relating to QSE, administrative and regulatory procedures on an AF construction site		

Global vision of the hierarchical and functional links of the layout and finishing construction guidance - AF (2/2)

Breakdown of activities and skills by professional title

Technical construction site supervision



Management




CDTAF		CCAF		CEAF	
Activities	Skills	Activities	Skills	Activities	Skills
Manage multi-specialty construction sites in layout-finishing (AF)	7. Coordinate and adjust technical, QSE and human resources on AF construction sites	Coordinate a multi-specialty construction sites in layout and finishing (AF)	5. Coordinate QSE operating procedures and work schedules on an AF construction site	Coordinate the work of his/her team in his/her specialty of layout and finishing	1. Organize the daily work of your team on an AF construction site
	8. Supervise work on AF construction sites		6. Check the quantity and quality of work at each stage of the AF construction site		2. Supervise and control the execution of work in his/her specialty
	9. Financial and administrative management of AF construction sites using digital tools		7. Report on activities related to the AF construction site		3. Make the review of the team's daily output
	10. Technical, administrative and financial closure of AF construction sites		8. Technical closure of an AF construction site	Leading a team on a building site	4. Communicate with his/her team and hierarchy
	11. Manage internal and external construction sites relations	Manage specialized teams and liaise with site participants	9. Manage production teams on an AF construction site		5. Lead his/her team
			10. Represent the company in dealings with the customer and the various players on the AF construction site		

Focus Construction site Manager AF, Level 4

Creation of standards systems

Two standards for each professional title



REFERENTIEL EMPLOI ACTIVITES COMPETENCES


DU TITRE PROFESSIONNEL

Chef de chantier aménagement finitions

Niveau 4

Site : <http://travail-emploi.gouv.fr>

SIGLE	Type de document	Code titre	Millésime	Date de Validation	Date de mise à jour	Page
CCAF	REAC	TP-00438	05	03/06/2020	03/06/2020	1/42



REFERENTIEL D'ÉVALUATION

DU TITRE PROFESSIONNEL

Chef de chantier aménagement finitions

Niveau 4

Site : <http://travail-emploi.gouv.fr>

SIGLE	Type de document	Code titre	Millésime	Date dernier JO	Date de mise à jour	Page
CCAF	RE	TP-00438	05	29/05/2020	28/11/2019	1/42

Focus Construction site Manager AF, Level 4 Job, Activity and Skills Standard – REAC (1/2)

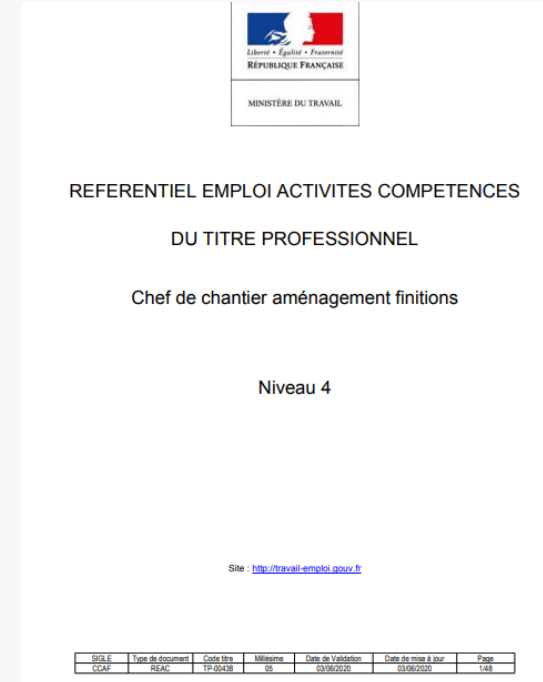
PT Construction site Manager AF
= 3 CCP = 3 skills blocks

Standard structure



1. Job description;
2. Description of typical activities – Each activity = 1 CCP **Professional Skill Certificate** - *Certificat de Compétence Professionnelle*.
3. List of professional skills

N° AT sheet	Typical activities	N° CP sheet	Professional skills
1	Organizing a multi-specialty construction in layout and finishing (aménagement et finitions AF)	1	Extract technical and financial information necessary to complete the layout and finishing construction site.
		2	Organize and plan technical and human resources on a layout and finishing construction site
		3	Schedule supplies and adjust subcontracting on a layout and finishing construction site
		4	Prepare documents relating to safety, health quality, to administrative and regulatory procedures a layout and finishing construction site
2	Work on a multi-specialty construction site in layout and finishing (aménagement et finitions AF)	5	Apply operating procedures and work schedules a layout and finishing construction site.
		6	Control the quantity and quality of services provided every step of the way on a layout and finishing construction site
		7	Report on activities on a layout and finishing construction site.
		8	Technical completion of a layout and finishing construction site
3	Supervise specialized teams and manage relations with actors on a layout and finishing construction site (aménagement et finitions AF)	9	Manage production teams on a layout and finishing construction site
		10	Represent the company in dealings with the various players on a layout and finishing construction site



It gives a concrete representation of the job and the skills required to carry it out, which are grouped into activities.

Focus Construction site Manager AF, Level 4 Job, Activity and Skills Standard – REAC (2/2)

N° AT sheet	Typical activities	N° CP sheet	Professional skills
1	Organizing a multi-specialty construction in layout and finishing (aménagement et finitions AF)	1	Extract technical and financial information necessary to complete the layout and finishing construction site.
		2	Organize and plan technical and human resources on a layout and finishing construction site
		3	Schedule supplies and adjust subcontracting on a layout and finishing construction site
		4	Prepare documents relating to safety, health quality, to administrative and regulatory procedures a layout and finishing construction site
2	Work on a multi-specialty construction site in layout and finishing (aménagement et finitions AF)	5	Apply operating procedures and work schedules a layout and finishing construction site.
		6	Control the quantity and quality of services provided every step of the way on a layout and finishing construction site
		7	Report on activities on a layout and finishing construction site.
		8	Technical completion of a layout and finishing construction site
3	Supervise specialized teams and manage relations with actors on a layout and finishing construction site (aménagement et finitions AF)	9	Manage production teams on a layout and finishing construction site
		10	Represent the company in dealings with the various players on a layout and finishing construction site

A professional title that includes

- 3 skills blocks

- 10 skills

Blocks can be acquired progressively or in isolation.

It will lead to the issue of a **CCP (Professional Skill Certificate)**.

Focus Construction site Manager AF, Level 4 Assessment Standard – RE

- It defines **assessment methods and criteria**.
- The level of performance expected for the assessment corresponds to a professional starting out in the job.
- It does not contain any pedagogical elements.
- It describes the **qualification platform**.

The RE is completed by a **Technical Assessment file - *Dossier Technique d'Evaluation (DTE)***, which concretely defines it in terms of tests and examination situations, in three distinct versions, intended for **the candidate, the jury and the session organizer**.



REFERENTIEL D'ÉVALUATION DU TITRE PROFESSIONNEL

Chef de chantier aménagement finitions

Niveau 4

Site : <http://travail-emploi.gouv.fr/>

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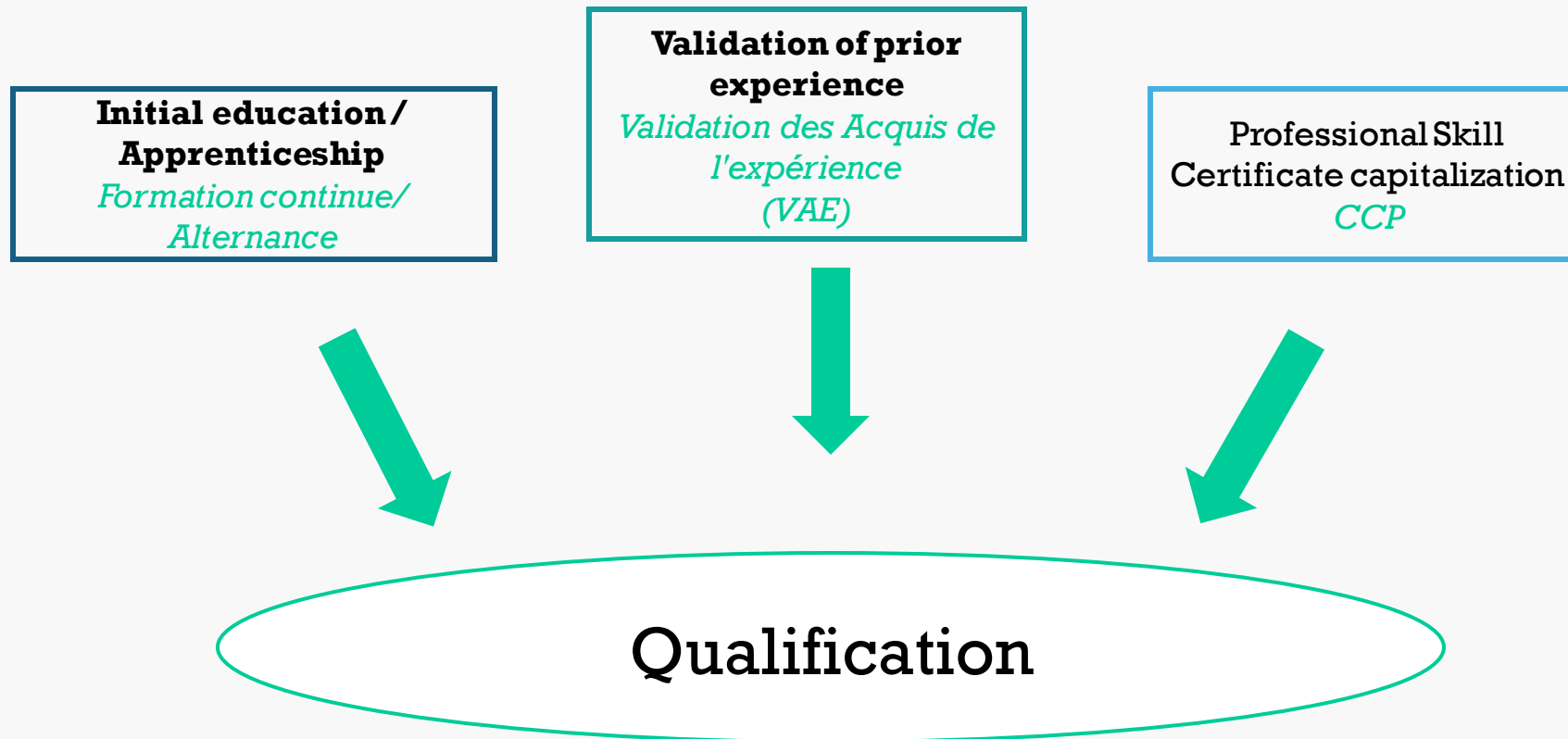
Assessment Standard – RE

Assessment system for professional titles (PT)

- 2 **extra assessment tools** produced prior to **the final assessment** :
 - **A professional file** - *dossier professionnel* (DP) to be completed by the candidate is compulsory.
 - The **in-course assessments** - *évaluations en cours de formation* (ECF) are organized.
- **Final assessment**
 - For each PT the main modality is a **work situation**.
 - The assessment is carried out by a pair of **qualified and professional jury**.
 - **Assessment grids** are provided and must be completed to guarantee objectivity and fairness throughout the territory.



Pathways to qualification





**THANK YOU FOR
YOUR ATTENTION**

Jean-Philippe Dumon
Ingénieur de formation, Afpa

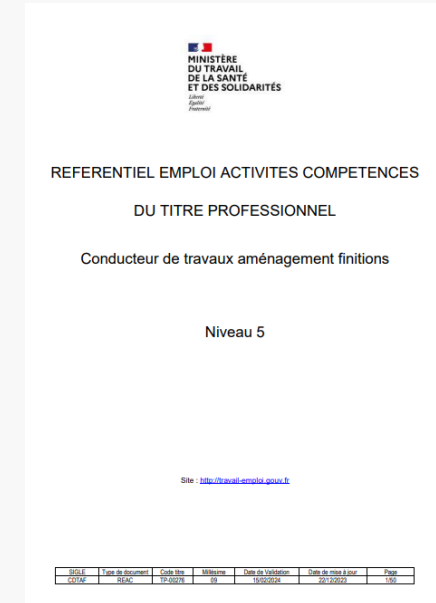
Romain Abd-El-kader
Ingénieur de formation, Afpa



APPENDIX

Site supervisor AF, Level 5 Job, Activity and Skills Standard – REAC

N° AT sheet	Typical activities	N° CP sheet	Professional skills
1	Draw up responses to consultations for work in several specialties in layout and finishing (aménagement et finitions AF)	1	Analyze and synthesize a conventional or BIM consultation file in layout and finishing
		2	Carry out the costing and complete the response file consulting layout and finishing work using digital tools
2	Prepare and organize multi-specialty constructions sites in layout and finishing (aménagement et finitions AF)	3	Define technical and human resources, and planning of layout and finishing construction sites
		4	Establish the budgets and the margins planning of layout and finishing construction sites using digital tools
		5	Manage purchases and contracts with the various parties involved in layout and finishing construction sites
		6	Define, integrate resources, and draw up documents relating to quality, safety, and the environment, as well as to administrative and regulatory procedures of the layout and finishing construction sites
3	Manage construction sites in several specialties in layout and finishing (aménagement et finitions AF)	7	Coordinating and adjusting technical and human resources on layout and finishing construction sites in compliance with the QSE approach
		8	Control the execution of work on layout and finishing construction sites.
		9	Financial and administrative management of layout and finishing construction sites finishing using digital tools
		10	Technical, administrative, and financial closure of layout and finishing construction sites
		11	Manage internal and external construction site



A professional title that includes

- 3 skills blocks

- 11 skills