Workshop "Outcomes of advanced projects"
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National Qualification Scheme for Construction Workers to Ensure High Performance Building Envelopes

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INTELLIGENT ENERGY EUROPE

Main elements: multi-stakeholders platforms
- Need analysis for workers and skills, EE & RES
- Endorsed national roadmap to 2020+
- New / Upgraded qualification schemes

BUILD UP Skills România
2011 ← ROBUST 2013 → 2020

Qualification Platform & Roadmap EE, RES → 2020

Needs:
- Elaboration and implementation of 2 national qualification schemes:
  - installers of building envelope thermal insulation systems
  - installers of high efficiency thermal insulating windows systems

Ensuring high quality installation of very efficient building envelope components
Embedding appropriate knowledge and skills in the relevant occupations (EE+RES)
Fostering the evolution of national qualification system and in the vision of key stakeholders in the construction sector

Pillar I
Pillar II

... Train to nZEB – Building Knowledge Hubs (H2020)

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Team, objectives and validation

National Qualification Platform:
• ~730 contacts,
• ~50 Training suppliers

Occupational analysis → detailed definition of competencies + Procedural framework

Develop + validate 2 national QS:
• Installers of opaque insulation,
• Installers of insulating windows.

Flexible mechanisms → implementation of QS

Promotion partnerships EDU – IND

Raise awareness + effective communication process (training system & construction sector)

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Mecanism for QS implementation

• Use **existing networks** (consortium – Contr., Prod., Edu.)
• **Framework** for vocational training (Platform, Labour off., Assoc. VET-c, Ev.c-c, T.sup etc.):
  - To ensure scheme flexibility,
  - To support long term previsions and re-qualification paths
• **Register** for qualified persons (Qualif. Auth.–PICAS–Labour)
• Tools for skills **evaluation** (informal & non-formal env.)
• **Partnerships for education** (training system – constructions)

**Recognition**
- Construction market
- National Qualification System
- Public funding for EPB upgrade

**Funding**
- Dimens. & share resources
- Public / private fund ➔ Training
- European Social Fund

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Partnerships for education

Voluntary agreement for qualification (based on ‘natural drivers’) → large scale + long lasting

- Professional / technology schools
- Qualification / Training providers

Local partnerships between Education System and Construction Industry

Contractors (employers / construction companies)

- Needs: qualified workers (certified)
- Offer: on-site locations, equipment, OSH-safety

Needs: consumables, equipment, locations for practice (on-site)
Offer: training content, locations for theory, trainers

Common goal(s)
Shared ressources

Workforce in construction sector (employees)
Clients / investors (final beneficiary)

Needs: high quality of their product installation, image
Offer: consumables, technical specs, trainers (demo)

Success Story

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Qualification Scheme

Occupational Analysis
Skills, Competence units

Occupational Standard
Reference for vocational training of adults

Framework Curricula

Learning materials
Manuals, PPTs, Evaluation instruments

Training program

Evaluation instruments

Pilot course

Modules \(\rightarrow\) skills

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Results (2)

BUILD UP Skills QualiShell

- National Qualification Platform & National Consultation Committee:
  14 consultation events, 2 roundtables, 1 Study Tour and 7 meetings for promotion of partnerships,

- Qualification schemes: 1 new occupation & 1 revised occupation,

- 16 reports/guides/manuals published, 18 event reports, various communication materials (guidelines, brochures, flyer, press/media),

- Website published and updated, BUILD UP Skills Group on LinkedIn, BuildUpSkillsRO on Twitter,

- 11 partnership agreements between education and construction industry signed in: Bucharest-Ilfov (5), Timisoara (2), Brasov (2), Cluj-Napoca (1), Galati (1),

- Introduction of the construction sector as priority sector within last calls of ESF 2007-2013 (POSDRU) and in new ESF 2014-2020 (POCU).

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The national qualification system is under major changes in the evolution towards European framework and requirements.

Similarities with other systems have been identified (e.g. Spain) and some models could be successfully applied in Romania (e.g. special fund for training / qualification managed by tripartite body) if adequately promoted at political level.

This could be one of the best drivers for boosting the training / qualification market in the construction sector.
Lessons learned (2)

- **Barriers** and **bottlenecks** (qualification in the construction sector), which could hamper the application of the developed qualification scheme:
  - **lack of sufficient financing** sources open to construction companies to qualify their workers,
  - **poor recognition** of high quality works in constructions, **no mandatory requirements** for certified qualified workers etc.

- **Drivers** are needed: updated legal framework and procedures for the tendering process of public funding of high energy performance buildings (new and renovation) → to set up quality levels and requirements for certified qualification + control enforcement (‘sticks’), dedicated financing sources and instruments for training and qualification on the construction sector (‘carrots’), authorities’ involvement in stimulating partnerships between EDU and IND

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There is a need to change current practices and mentality in the construction sector:

- managers of construction companies – to understand the importance of qualification level in relation to obtained quality, efficiency and productivity,
- employees – to generate a self-control attitude (which could be obtained by qualification).

The effective implementation of nearly zero energy buildings requirements in the near future represents a great challenge which cannot be adequately undertook without mastering the application of new concepts and technologies, which implies higher qualification level for workers.
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