



Workshop "Outcomes of advanced projects"
Brussels, 18 January 2016

National Qualification Scheme for Construction Workers to Ensure High Performance Building Envelopes



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Contract N^o IEE/12/BWI/344/SI2.659731
Project duration: October 2013 – July 2015



Co-funded by the Intelligent Energy Europe
Programme of the European Union

Context – IEE BUILD UP Skills

BUILD UP Skills QualiShell



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

Pillar I

Pillar II

on-site workforce

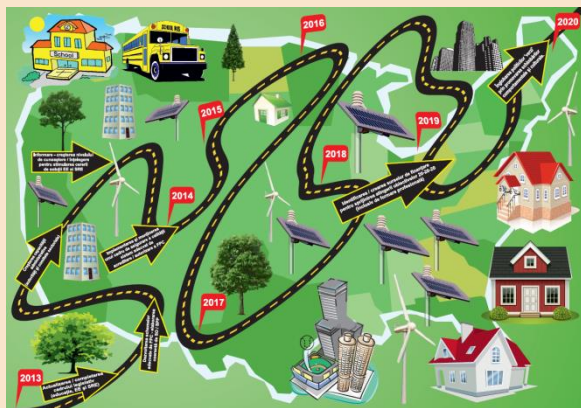
further **education**

all **building** types

EU
Exchange
activities

BUILD UP Skills România

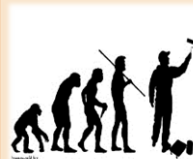
2011 ← **ROBUST 2020** → 2013



Qualification Platform & Roadmap EE, RES → 2020

Pillar I

Needs:



nZEB
ready

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 II

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

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Team, objectives and validation



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URBAN
INCD
INCERC



Centrul Național de Dezvoltare a
Învățământului Profesional și Tehnic
CNDIPT



National Qualification Platform:

- ~730 contacts,
- ~50 Training suppliers

**SUCCESS
STORY**



NCC

MDRAP

ME-DE

MMFPS

ANOFM

ARACO

OAR

CCIB

UTCB

FGS

BPIE

IDRU

APFFP

AREC

ANCER

APMCR

Liga
HABITAT

**National Qualification Platform
(CATALYST)**

National Consultation Committee

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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- 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)
- | | |
|--|---|
| <ul style="list-style-type: none">• Recognition<ul style="list-style-type: none">– Construction market– National Qualification System– Public funding for EPB upgrade | <ul style="list-style-type: none">• Funding<ul style="list-style-type: none">– Dimens. & share resources– Public / private fund → Training– European Social Fund |
|--|---|

Partnerships for education

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Voluntary agreement for qualification (based on 'natural drivers')

→ **large scale + long lasting**

- Professional / technology schools
- Qualification / Training providers

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

- **Common goal(s)**
- **Shared resources**



Local partnerships
between **Education System**
and **Construction Industry**

Local auth.

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



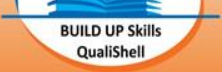
Success Story

Contractors
(employers / construction companies)

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

Technology & Systems Producers / Suppliers
(building envelope)

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

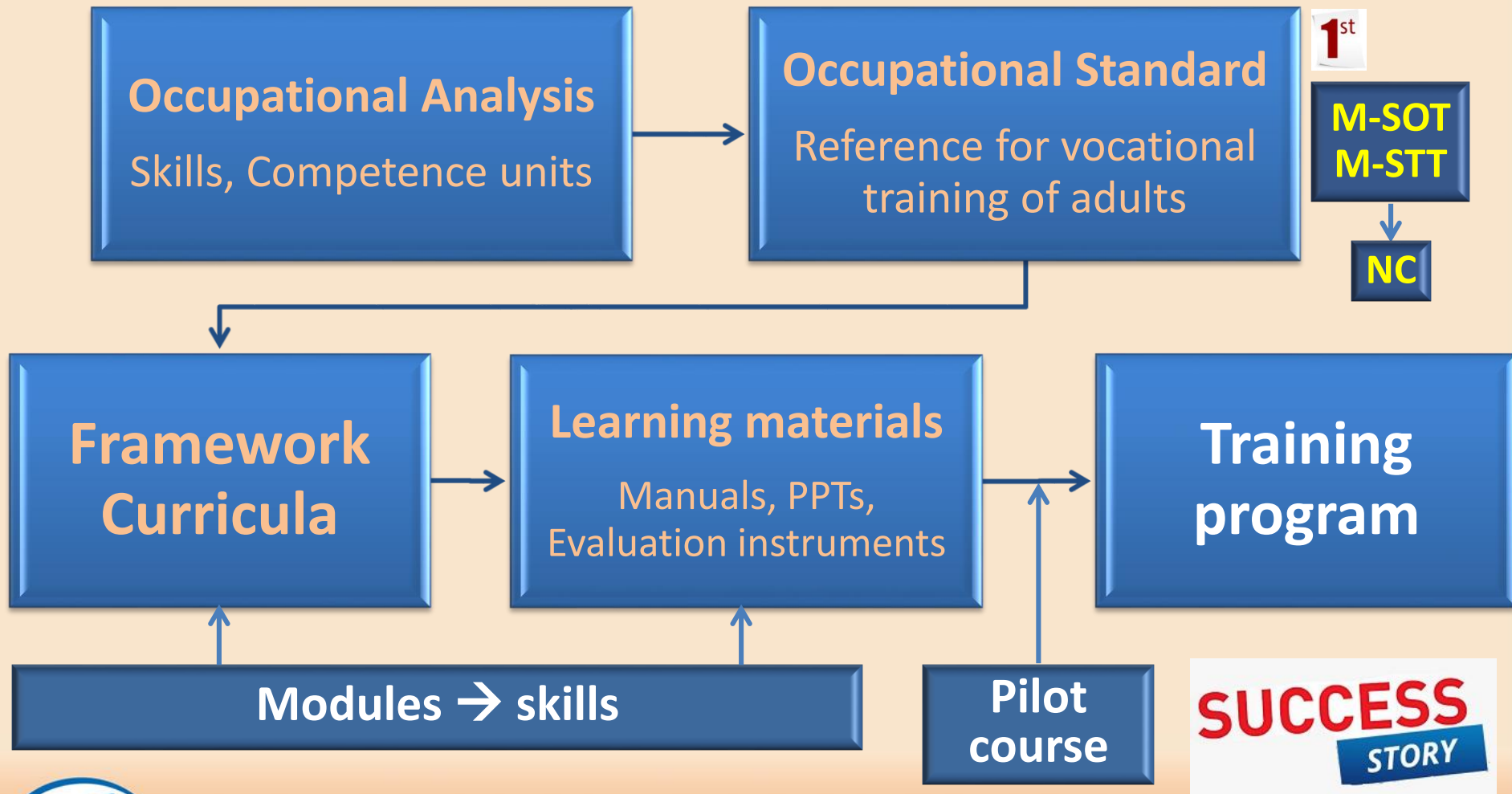


Results (1)

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Qualification Scheme



Results (2)

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- ✓ 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)**.



Lessons learned (1)

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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

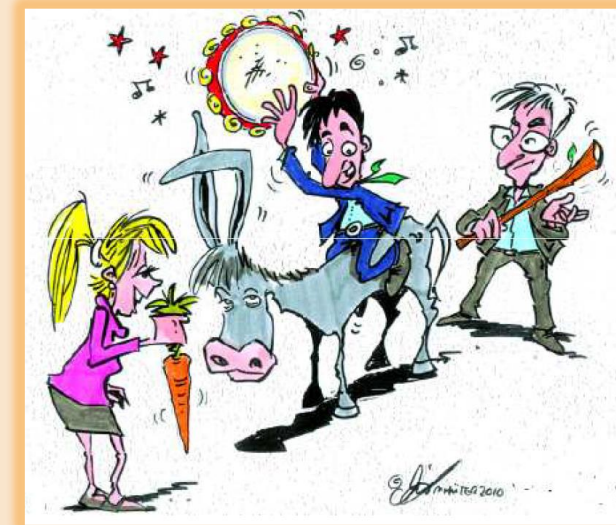


Lessons learned (2)

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- ✓ **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



Lessons learned (3)

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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 undertaken without mastering the application of new concepts and technologies, which implies **higher qualification level for workers**.



Contact

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www.buildup.eu/ro/communities/robust



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