

Une initiative de la Commission européenne:



Le Consortium Build Up Skills France:



Build Up Skills France (Mai 2012 – Nov. 2013)



Mars 2013

Methodology (1)

✓ Phase 1 – Project's kick-off and organisation

- A steering committee was set up with sector's main stakeholders (professional organisations, trade-unions, Ministries, Constructys (financing the training), Pôle Emploi...)
- Consultation process launched in October 2012 with the organisation of the 1st meeting of the platform (~ 70 participants)

✓ Phase 2 – Status-quo analysis

- Inventory of relevant sources - *with all stakeholders*
- Analysis of studies and data collected – *with main stakeholders ("technical committee")*

Approximately 100 documents analysed

- Writing of the status-quo report: AFPA
- **Presentation of the status-quo analysis and results to :**

- the national platform,
- the 6 thematic working groups,
- in interregional meetings,

and debates with the participants (approximately 350 people have been involved at this stage)



Methodology (2)

✓ Phase 3 – Concerted elaboration of the roadmap

- Collection and analysis of the **propositions & contributions to the roadmap** made by all participants involved in phase 2
- **Summary of these analysis and proposals** (“general strategy”) together with the main findings of the “status-quo”
- **In-depth analysis and work on some specific issues** (competencies, training of trainers, ...) in the frame of the thematic working groups

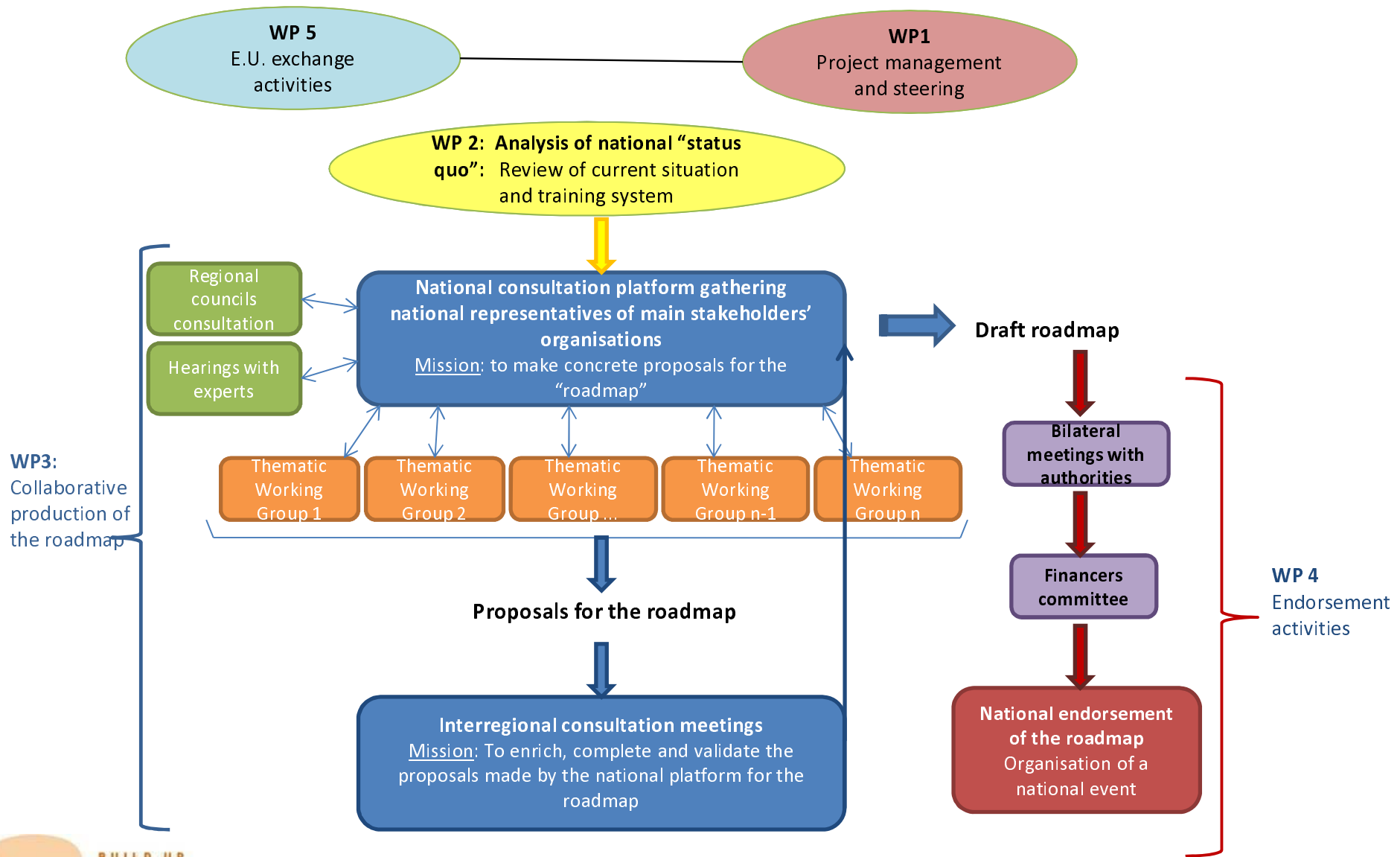
⇒ *Where we are :*

- Detailed writing of the roadmap on going
- End of the consultation process in May
- Bilateral discussions with major stakeholders
- Endorsement process

Deadline for roadmap publication : August 2013



Work plan and organisation



Status-quo analysis : key issues (1)

✓ The French construction market (2011) :

	New	Renovation and maintenance	Total
Housing	37 Md€	42 Md€	79 Md€
Other buildings	21 Md€	29 Md€	50 Md€
Total	58 Md€ (45%)	71 Md€ (55%)	129 Md€ (100%)

- In 2012, approximately **12%** of this market is linked with renewable energies and the renovation of buildings (with a substantial **growth**)
- **389 000 companies** (incl. 201 000 without employees and 161 000 with less than 10 employees)
- **634 000 workers** – 52% in companies with less than 10 employees.
- Average age of workers: 44 years-old
- **150 000 new employees** in the sector each year

Status-quo analysis : key issues (2)

✓ National objectives :

- Build 500 000 new housings each year with new standards (versus 350 000 today)
- Renovate 500 000 housings each year (versus 150 000 today)
- Renovate public buildings

⇒ **Huge potential market (but not yet visible)**

⇒ **Huge gap between the overall capacity of the sector and the needs**

✓ Training :

- 12 000 trainers – of which only 30% feel “able” to effectively train the new competencies required.
- A wide range of tools and training products existing ? To be developed ?

✓ Main obstacles :

- Market
- Culture and availability of workers (small companies don't send them to training)
- Resources – lack of technical platforms to teach geastures

• Rules and laws



Roadmap : General strategy

Three main strategic axes:

- ✓ **Stimulate by the market** the demand to increase skills, for instance by cross-compliance (“éco-conditionnalité”) and develop a **comprehensive offer of services** to small companies in order to help them to build-up their skills
- ✓ **Manage the human resource**, including the flow of new comers
- ✓ **Develop the capacity of the training sector** (equipment and trainers)



Roadmap : Priority measures being worked out at this stage

- ✓ **Groups of skills** needed for the relevant professions to meet the defined targets :
 - Analysis of each skill
 - Tools and methods to build up these skills
- ✓ **Training of trainers**
- ✓ **Accreditation of trainers and of training organisations**
- ✓ **Methods and schemes to convince “blue collars” and their employers to enter a process of building-up skills**
- ✓ **Access to employment**

