



5th EU Exchange Meeting 26 – 27 November 2013 Brussels

Report to participants



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1 Preliminary Note

BUILD UP Skills is a strategic initiative under the Intelligent Energy Europe (IEE) programme (Calls for proposals 2011-2012-2013) to boost the further education systems for the building workforce in Europe and to ultimately increase the number of qualified workers to promote a high energy performance in buildings. The initiative is part the European Commission's Energy Efficiency Plan adopted in 2011.

BUILD UP Skills has two pillars:

- Pillar I supporting the development of national status-quo analysis and national roadmaps (Call 2011 and 2012);
- Pillar II supporting the setup or upgrade of qualification and training schemes (Call 2012 and 2013).

In November 2011, 21 countries started working under Pillar I on their status-quo analysis and national roadmap. 9 additional countries joined the initiative in June 2012. Contrary to most IEE actions, these projects are national and not multi-country projects.

To ensure a high European added value, dedicated activities on European exchange are included in each project. It covers in-depth exchange via meetings of all countries as well as peer review activities between teams of countries.

The EU exchange meetings gathered 50 to 100 participants from the BUILD UP Skills projects and were organised by the Executive Agency for Competitiveness and Innovation. In total, 5 EU exchange meetings were offered to project coordinators and their staff or project partners for the period 2011-2013.

The first BUILD UP Skills EU exchange meeting was organised in Brussels in November 2011, the second in Ljubljana in June 2012, the 3rd in Brussels in November 2012, the 4th in Vienna in April 2013 and the 5th in Brussels in November 2013.

This report provides an overview of the **BUILD UP Skills 5th EU Exchange Meeting** which was also the last meeting within Pillar I and took place in Brussels, November 26th – 27th, 2013. Experiences and outcomes of previous meetings were integral part in the design of this meeting and the report.

Its main contributors are Irena Kondratenko, Johannes Haas, and Karin Drda-Kühn, who accompanied the exchange meeting as well as the preparations as invited experts to the EACI team. Nathalie Cliquot, Antonio Aguilo Rullan and Vasco Ferreira also contributed to the report.

The objective of this report is to document the activities of the different sessions according to the meeting agenda.

2 Agenda of the Exchange Meeting

Tuesday November 26th, 2013 - for both Pillar I and Pillar II projects

- 14:00 **Welcome by EACI (Vincent Berrutto/William Gillett)**
- 14:15 **BUILD UP Skills achievements and state of play (Nathalie Cliquot)**
- 14:45 **BUILD UP Skills barometer (all, supported by Johannes Haas)**
- 1 Meeting of Objectives of Pillar I
 - 2 Mobilization of all Stakeholders
 - 3 Engagement of Educational Institutions
 - 4 Engagement of Trade and Workers Associations
 - 5 Value of European Exchange (Meetings and Peer Reviewing)
 - 6 Clear picture for design of Pillar II project
 - 7 National support for Pillar II project
 - 8 Overall value of BUS Initiative for national 20-20-20 efforts
- 16:45 **Roadmaps priority measures and qualification and training scheme mapping (all, supported by Nathalie Cliquot and Antonio Aguilo-Rullan)**
- 18:00 **Closure and Poster set-up (Karin Drda-Kühn/Irena Kondratenko)**

Wednesday November 27, 2013 - for both Pillar I and Pillar II projects

09:00 **Parallel activities**

<u>Pillar II projects</u>	<u>Contractors meeting (Pillar I projects)</u>
EU exchange meeting brainstorming <ul style="list-style-type: none"> - Objectives - Topics to be addressed - Formats - Possible synergies between pillar II projects (all, supported by Nathalie Cliquot and Francesca Harris)	for coordinators mainly (Vasco Ferreira, supported by Karin Drda-Kühn)

- 11:00 **Discussion groups on possible activities for future EU exchange (all)**
- 14:00 **Poster session (all)**
- 15:00 **The Energy Performance of Buildings Directive – a state of play (DG ENER C3 – Laurent DELEERSNYDER)**
- 15:30 **Update on BUILD UP Skills and Concerted Actions (EPBD, RES, EED)**
- 16:30 **BUILD UP Skills Outlook (all)**
- 18:00 **Closure**

3 BUILD UP Skills achievements and state of play

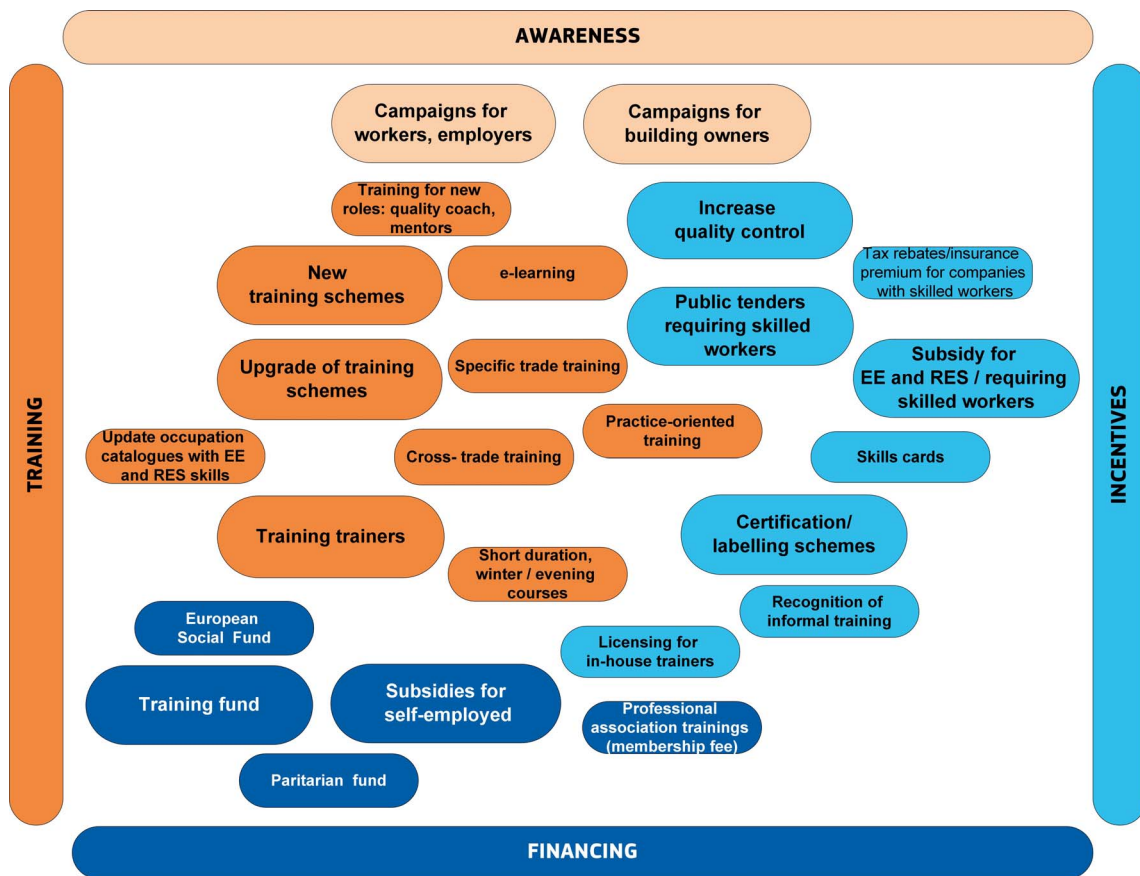
Nathalie Cliquot gave an overview of BUILD UP Skills achievements from the data gathered in BUILD UP Skills factsheets and the EU overview of Status Quo report.

- Preliminary results show that the BUILD UP Skills national platforms have involved at least 1600 organisations throughout Europe
- Preliminary figures indicate that between 4 and 4.4 million workers would require up-skilling on renewable energy and energy efficiency in Europe. This is based on the data collected from the status quo report during November-April 2013. BUILD UP Skills teams still need to confirm these figures in their BUILD UP Skills factsheet (to be submitted with the final reports).

The EACI has also identified frequently proposed measures based on the analysis of 21 roadmaps. A graph presenting the most frequent roadmaps measures is included below.

The EACI has worked on an EU overview report of national status quo. The final draft version will be sent to coordinators to request a final feedback before publication.

A brochure on the BUILD UP Skills pillar I results is also being prepared. Bilateral interviews with a few countries are organised during this EU exchange meeting.

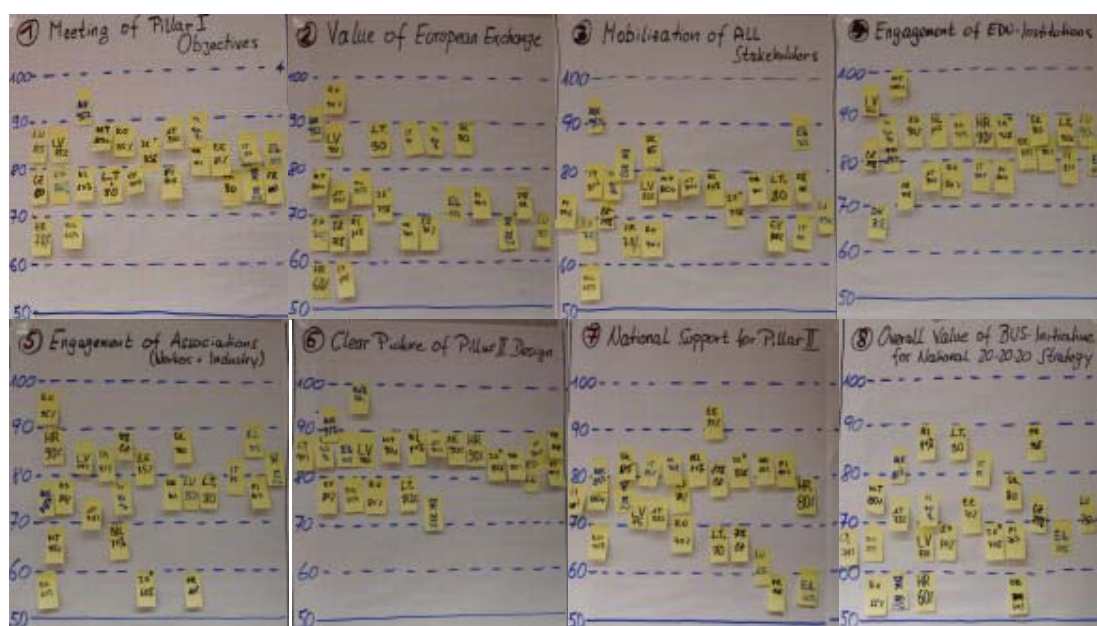


4 BUILD UP Skills Barometer

After good feedback for the “Barometer” sessions and because of the valuable comparative information the results provide for participants and EACI this tradition was continued at the last exchange meeting of Pillar I. Several questions were selected to follow through with a comparison to previous meetings and others were added to provide overall feedback on the BUS initiative.

Photos below show the results of the answered 8 issues (questions) by the 23 participant countries of this exchange meeting.

1. Meeting of Objectives of Pillar I
2. Mobilization of all Stakeholders
3. Engagement of Educational Institutions
4. Engagement of Trade and Workers Associations
5. Value of European Exchange (Meetings and Peer Reviewing)
6. Clear picture for design of Pillar II project
7. National support for Pillar II project
8. Overall value of BUS Initiative for national 20-20-20 efforts



Summary and Interpretation of some findings

- Questions 1,3,4 and 5 were asked in each of the last three exchange meetings. Results rose constantly by an average of about 12 % during the last year for the **involvement of stakeholders** (3-5) but only slightly for the meeting of objectives.
- The highest score and largest improvement can be seen in the **engagement of educational institutions (86 % and up by 15 % from November 2012)**. This gives an optimistic outlook on the implementation of educational initiatives in the official system.
- The **value of the exchange** experienced a slight drop. In feedback it was concluded that meetings and peer groups are most helpful during the first period of the project.
- **“Late Starters”** scored higher average points (81,5 to 79,6). An interpretation given was the added value from being able to learn from achievements of “Early Starters”. In any case the strategy to combine two different groups seems to have been successful.
- All participants had a very **“clear picture of Pillar II Design”**. This must be seen as a key success of Pillar I activities including the European exchange. This will probably lead to above average application and implementation strategies in the participating countries.

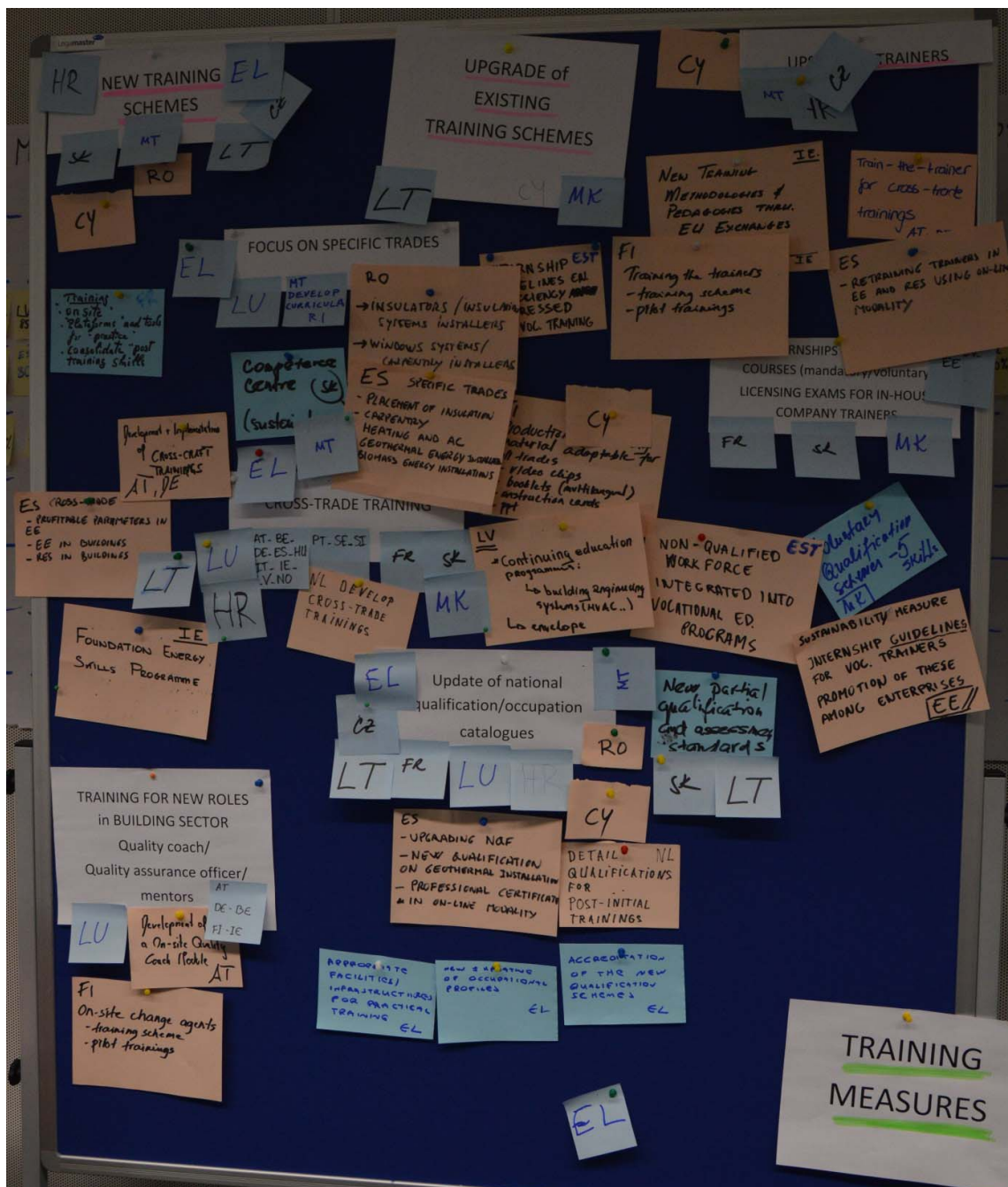
5 Mapping of Priority Measures from Roadmaps

The main objectives of this session were the following:

- identify frequently proposed measures in the BUILD UP Skills national roadmaps (BUILD UP Skills Pillar I).
- provide an overview of BUILD UP Skills Pillar II activities.

As a starting point, Nathalie Cliquot introduced an overview of frequently proposed measures based on the analysis of 21 roadmaps. The overview was summarized on 3 boards. Participants from Pillar I pro-

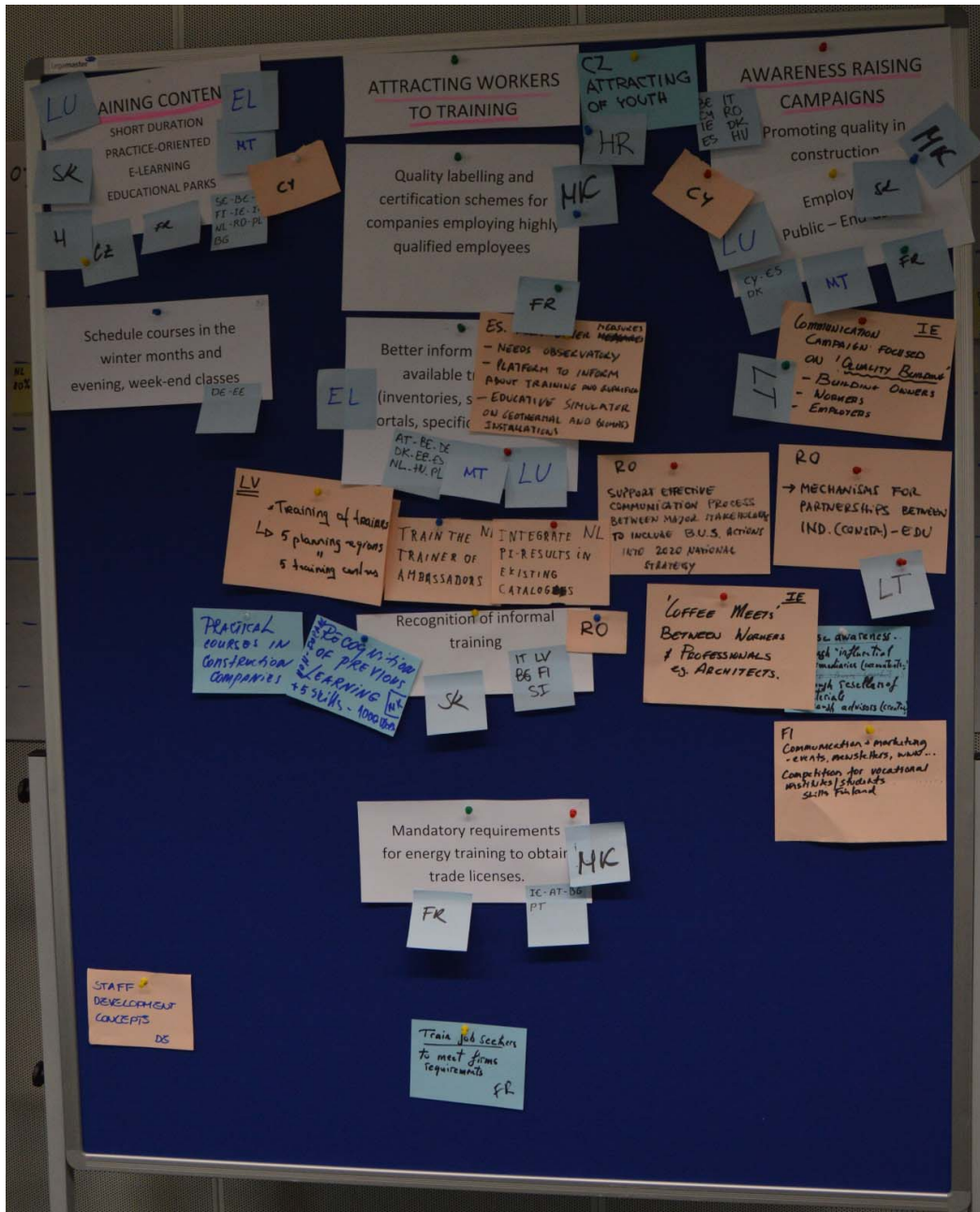
jects were requested to add their country tag on the board if they had proposed a similar measure (in blue) and could add additional measures that they had developed in the. Participants from Pillar II projects were requested to add a description of their main project activities (in orange) next to the priority measures they were addressing. The result is a visual overview of the most frequent measures by the 9 countries that completed their roadmap between August and November 2013 and of the planned activities of Pillar II projects.

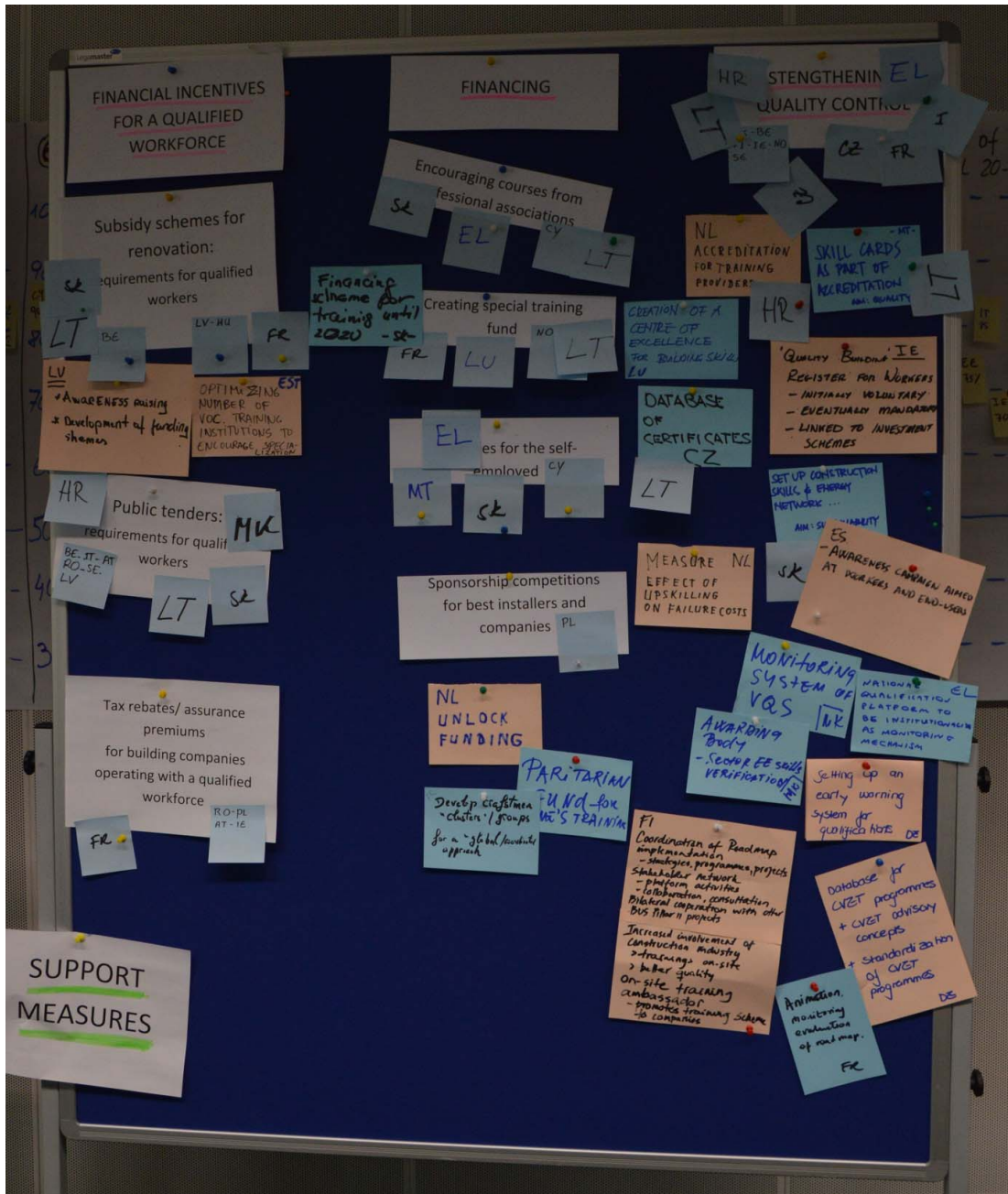


Training measures

- New training schemes
- Upgrade of existing training schemes

- Encouraging courses by professional associations
 - Favouring in-house company training
 - Train the trainers
 - Licences for in house company training
 - Mandatory refresher courses
 - Focus on specific trade
 - Cross-trade training
 - Training for new roles in the building sector (quality coach, mentors)
 - Update of national qualification/occupation catalogues
 - Training content (e-learning, practice oriented, winter/evening courses)
- **Support measures**
- Financing
 - Subsidies for the self employed
 - Paritarian funds (social partners)
 - Special training fund
 - Incentives
 - Tax rebate/insurance premiums for companies employing skilled workers
 - Subsidy schemes for renovation or new built with requirements for skilled workers
 - Tender requiring skills workers
 - Quality control
 - Attracting workers to training
 - Certification/labelling scheme
 - Information on available training
 - Recognition of informal training
 - Awareness/recognition
 - Skills cards
 - Information campaign for building owners, companies, craftsmen





6 Contractors' Meeting

The main aim of this meeting was exchange on final reporting to EACI, focusing on two topics: **information on the final report template** and the **validation process**. The meeting was organized in one group of around 15 participants, all from the second branch of Pillar I. One participant per Buildup Skills country team of Pillar I was invited to the session. Vasco Ferreira (EACI) explained the reporting proce-

dures in many details, presented information and answered numerous questions. He gave a presentation with details on the final technical report and stressed the following elements:

- In the final report more details are requested than in the progress report, although the format is similar to the progress reports.
- financial statements have to be prepared
- Specifically, indicators and testimonials are important; they can be taken from status quo and roadmaps.
- **new part:** contributions of partners to the project

These were questions and answers during the meeting:

The “Does and Don’ts” in general:

- justify all hours
- give evidence and an overview of contacts with stakeholders
- send complete reports
- think of signatures for financial statement of the right person (could have changed during project implementation, then a formal letter is necessary to announce the change)
- use the provided checklist

Indication of hours

- the template explains what is needed, guidance is given
- every partner has to prepare a breakdown of working hours
- partners are only consortium members, subcontractors are treated differently

Responsibility for hours implemented

- coordinator has the responsibility for signed hours implemented for the whole project
- every partner is responsible for his/her hours
- (may be problematic) issues should be flagged to the project officer

How to prove hourly rates?

- with pay slips for every person working on the project
- real costs
- changes of hourly rates should be stated in the financial statement
- calculation per year is available

Disagreements with partners about implemented work

- disagreements with partners have to be solved by the coordinator
- disagreements can delay payments
- cost cuts are possible for all partners
- try to be as clear as possible and explain deviations

- breakdown/per partner/per task is recommended
- projects are advised to include time sheets in reporting documents

Management: Should additional activities be mentioned?

- Yes, hours have to be shown even if they were extra-hours

Secretarial costs

- can't be claimed, they are part of 60% overhead

Subcontracts

- Every partner has to show subcontracts and what was done by them.

Inhouse consultant

- in-house consultants are people who work in the company without employment contracts, they have a kind of subcontract
- they are eligible under staff costs and are considered staff
- explanation should be provided why they are in-house consultants
- this persons should be named,
- in-house consultants are described in the 'financial guidelines'

Other specific cost

- described in financial guidelines
- website
- travel cost for speakers
- printing of flyers

Is time to prepare final report eligible?

- Yes, for coordinators and partners

Budget cuts

- project officer will ask for reasons if tasks are not clear in the implementation
- additional information is checked for reasonable clarification
- if not accepted, budget cuts are possible

Shift of hours

- possible, but justification has to be provided as well as budget shifts between partners

Budget shift

- 20% between cost categories and partners
- excel sheets are available at documents

Original invoices requested?

- no, copies are sufficient

Original copies of deliverables necessary?

- yes, in 2 paper copies
- Delivery of all documents on CD is also possible

Photos

- documentation in photos is welcome for all events

Finally, Vasco Ferreira agreed to send the presentation to all participants.

7 Brainstorming on future EU exchange activities

In this session the participants were asked to identify topics which should be discussed and worked on in future EU exchange activities. At the start of the brainstorming all participants were asked to think of ideas which were then presented shortly and grouped according to similarities between them. Out of these several groups, **eight topics were identified** and a “rapporteur” assigned for each topic. Participants then split into **nine small groups** to discuss in more detail each of the topics. In the last part of the session, the “rapporteurs” presented summaries of outcome of their group discussion. These summaries are shown below.



Eight topics identified:

- Mapping of Priority Measures from Status Quo & Roadmaps
- Widening the target groups of the EU level cooperation of Build up Skills network

- Training Market Place
- Electronic Information Exchange
- Monitoring the Implementation of the Roadmap
- Peer Activities
- Cross Craft & on-site Training
- BUILD UP Skills Evaluation.

**Working Group “Mapping of Priority Measures from Status Quo & Roadmaps”
Rapporteur: Johannes Haas**

In Chapter 5 the results of a collection of results from Pillar I projects are shown and discussed. The strict schedule did not allow for an in depth presentation and discussion of the results for the different topics (New Training Schemes, Upgrade of Existing Training Schemes, Upskilling Trainers, Training Content, Attracting Workers to Training, Awareness Raising, Financial Incentives, Financing, Strengthening Quality Control). Therefore a working group was installed to distill essential conclusions from the many suggestions. Within the limited time available, the group concentrated on some key issues:

- Almost all countries will try to implement new measures to upskill trainers and to improve cross-trade communication and quality. These issues seem especially suited for international cooperation and exchange activities.
- Financing is seen as the most critical single success factor that lies outside of most participants decision making power. Innovative thematic schemes were discussed as much as possible political decisions like tax breaks or requiring companies to invest a certain amount of labor cost into further training measures.
- A third key issue proved to be raising (public) awareness also in a sense that might help finance measures (f.e. consumers willing to pay for quality) and attract workers to training (f.e. consumers request certain competences before contracting a company).
- One overall opinion was that some funds of Pillar II should be invested into an efficient and effective system to make the wealth of information and experience constantly available to national teams working on the implementation of training schemes and accompanying measures. Future exchange meetings were seen as one possible step in this direction and should give enough room for sharing.

Working Group “Widening the target groups of the EU level cooperation of Build up Skills network”
Rapporteur: Liina Henning

Target group and scope of the engagement (organized by level of importance)

Strategic measures:

1. Need to identify country based list of contacts from identified target groups (local consortia have the best knowledge to identify right contacts, because these contacts are often not institutionally organized, similar way in all countries).
2. Need to cross inter-institutional barriers
3. Need to use inter-institutional possibilities

Target Group	Online methods	Meeting based methods
<p>1. Employers</p> <p>(The information needs of this target group differ by size of companies.)</p>	<ul style="list-style-type: none"> • Reached through EU wide enterprise associations • Countrywide enterprise unions, often but not always included in country consortia (common messages for display at their websites). 	<ul style="list-style-type: none"> • EU level enterprise associations included at meetings (brainstorming about information delivery, financing possibilities and incentives). • High level conference open to all • Participating at their existing events with BUS initiative information or adding specific energy efficiency working session to their event.
<p>2. Associations of engineers, architects and certifying bodies in the field</p>	<ul style="list-style-type: none"> • Sharing BUS initiative results (includes over 100 different fields, so common and easy to repeat method is needed) • Gathering main shortcomings identified by BUS initiative partners towards upper level of engineering/architecture education and competence 	<p>Participating at the annual meetings of the key priority EU level associations in the fields of construction engineering and architecture</p>
<p>3. EU authorities level cooperation</p> <p>Other DG-s influencing the field</p>	<ul style="list-style-type: none"> • Find synergies (BUS Pillar II, ESF, ERAF) • Linking BUS with other EU level initiatives and programmes in construction and energy • Identify information these initiatives require from us and vice versa 	<ul style="list-style-type: none"> • Workshop (not presentations) with other DG-s • Invite MEP-s and hold debate with them • Information about financing initiatives included to BUS International meetings- at the earliest stage possible (gathering our input at design phase of

	<ul style="list-style-type: none"> Focus on deep energy renovations- Link to EU support programs 	<p>the financing initiative)</p> <ul style="list-style-type: none"> Exchange of financing approaches for formation of skills development initiatives
4. Customer, customer representatives	<ul style="list-style-type: none"> Find synergies (BUS II+ suppliers+ RES directive) 	(topic could not be discussed in details because of time restriction)
5. Educational sector at ministry/decision making level	<ul style="list-style-type: none"> EU competence list ESCO – useful? 	(topic could not be discussed in details because of time restriction)
6. Worker level representatives	(topic could not be discussed in details because of time restriction)	(topic could not be discussed in details because of time restriction)

Working Group “Training Market Place”

Rapporteur: Seamus Hoyne

- Repository of training content which could be transferable
- Potentially designed as an on-line database/tool which is searchable based on range of meta-data
 - o EQF level of content
 - o Target Group(s)
 - o Qualification/Skills gained
 - o Relevant Course Outline (if content is a subset of a particular programme)
 - o Level of practical content delivery
- Content
 - o Significant pool of existing content (too much!)
 - o Preference for visual content (video, images etc.)
 - o Design system to highlight content gaps and prompt development of new content which is transferrable
- Management/Organisation/Ownership
 - o Need to find a mechanism to finance such a database
 - o Need to address the IP issues associated with the content provision
 - o Quality control of what is posted/stored on database
 - o Translation requirements
 - o Consider using existing ‘freeware’ database which could be expanded/developed

Speed Dating/B2B/Brokerage

- Should be part of future Exchange meetings – allow participants to highlight topics for discussion prior to event. Allow for 1-2 hrs for such activity
- Potentially consider on-line B2B which could allow for involvement of external stakeholders

Animation of people to take training

- Use of quizzes, tests, competitions to get workers involved and to test their knowledge

Involving Engineers/Architects

- Not covered in any depth

Working Group “Electronic Information Exchange”

Rapporteur: Jiří Karasek

Matrix of measures

- matrix of measures should include good and also bad practice;
- should be user friendly and not very time consuming;
- should include aggregated list of measures;
- the structure should be useful to compare important data and advance in their implementation.

Database

- The database is considered as the second step after matrix of measures creation;
- Countries should be obliged to put data in the database;
- Database should be under BUILD UP Skills web;
- Database should include the most important data from the roadmap as an extract;
- The relevant addresses should be implemented in the database;
- The database could be the information instrument to establish some communities with common aims or similar measures;
- Should include key gaps statistics.

Communities between the meetings

- The aim is to establish for each group of measures;
- It is feasible;
- Consortium members and policy makers should be consumers of the forum;
- The forum should be closed, because the participants will be more opened;

Webinars

- Chance for Pillar II;
- The webinars should be quarterly and should be steered by the Commission;
- It is cheaper than meetings;
- Useful instrument for sharing of practical information;
- Pilot projects in the countries should be published as webinar;
- Some record of the webinar will be useful.

Message of the group: We want to establish webinars for the important topics!

Working Group “Monitoring the implementation of the roadmap”

Rapporteur: Elisabeth Artaud

This topic should be a specific topic in the future EU exchanges, in small workshop groups for those who are interested in. Why it seems important to us? Because some of the measures and actions of the roadmaps will not be implemented directly in a Pillar 2 project although they'll be a part of reaching the final goal! So they need to be monitored.

We also suggest that EACI takes time to monitor the monitors ! It means to encourage the monitors of each country and to share data about the implementation of all the national roadmaps.

We also made a focus on the importance of measurable indicators and determine enough concrete indicators - not like reducing carbon emissions that seems too far from our measures.

Working Group “Peer Activities”

Rapporteur: Irena Kondratenko

The topic was discussed in group of four participants. The discussion focused on two main issues:

- study visits as part of peer activities
- selection of peer countries.

1) The idea on Study Visits is based on concept of demand and supply. The demand side is 2-3 countries teams whereby peer team participants define their needs, issues, specific topics they would like to exchange on. The supply side is a host country team that can offer things to visit, see, show, discuss - in response to the defined needs.

These study visits could be organized in 2-3 days including for example: building visits, training centers visits, meetings with stakeholders, workshops on focus topics, etc.

Important is that projects should have sufficient funding available for the study visits. Also important is that content of the visits is "bottom up" created, that is to say country participants in the project define themselves the needs.

2) The selection of peer countries should be done based on similarities and possibilities for solutions between the participating 2-3 countries. Common elements between countries are certainly an advantage, but solutions needs to be available.

Their selection should not be imposed, rather should be as natural selection and can go beyond only neighboring countries. Allowing flexibility is seen as very important because needs and activities change in the course of two, three year in a project. Therefore, peer activities constellation may and should change in response to different needs throughout the project, perhaps even changing the participating countries.

Working Group “CrossCraft & on-site training”**Rapporteur: Georg Trnka**

The topics CrossCraft & on-site training have been mentioned during the brainstorming process as “hot topics” to be discussed in further EU exchange activities. Referring to *on-site training* the group discussion led to the following results:

- **Slovakia** wants to identify frequently made mistakes on-site and set up new training schemes to overcome these identified failures.
- The focus of **Austria** is to carry out trainings on-site. During the implementation of the Austrian roadmap it was identified as a big challenge to get blue-collar-workers to trainings (lack of time, lack of money, they see no benefit in further education,...). By this new concept the trainings will take place directly on-site in a short time span (teaching units of only 3-4 hours) to reduce needed time span and cost.
- In the **Netherlands** already specific on-site evaluations were implemented. That means the work on-site gets evaluated by independent experts. On the base of these evaluations the evaluators/experts train the workers directly on-site. The trainers are senior craftsmen or architects. At present the building companies are very interested in these kinds of evaluations and trainings to raise their quality. But it has to be mentioned that at present there are only a few evaluators/trainers who can really do this job. Further ambitions have to be made to get more qualified trainer (train the trainer approach) in the Netherlands.

Referring to *CrossCraft training* the group discussion led to the following results:

- In **Belgium** most important interactions between the crafts have been identified. Furthermore the Belgium project “RENOFACE” tried to link together different crafts.
- **Germany** pointed out that the term “CrossCraft training” can also be misinterpreted by craftsmen. It’s important to tell craftsmen that by these trainings craftsman don’t get the permission to do the job of another craft category (e.g. the plumber is not allowed to do the work of the carpenter after CrossCraft training), but the CrossCraft training leads to a higher quality of the overall work done.

Generally, it has to be stated that already the discussion of these “hot topics” in this small group and in this short time span led to very interesting findings. For this reason it has to be recommended to discuss these “hot topics” in further EU Exchange activities (in any format).

Working Group “BUILD UP Skills evaluation”**Rapporteur: Nathalie Cliquot**

- Context: the BUILD UP Skills evaluation will be carried out by external consultants (DG ENER's framework contract) in 2014. The initiative has been unique on many aspects compared to other IEE or European funded projects:
 - with specific format (national projects + EU exchanges vs European consortia with minimum 3 countries projects), phased approach (strategic Pillar I + implementation Pillar II with visibility over 3 calls for proposals), specific and separate deadlines (to ensure there are limited delays between batches of BUILD UP Skills countries), specific guides for proposers and application forms, website, specific rules (1 proposal per country, 90% EU funding for Pillar I)
- Objectives:
 - Assess whether the format (national project + EU activities) was better than traditional EU projects (European consortia)
 - Assess the impact of the initiative (e.g. mobilisation, what has changed thanks to the initiative and would not have changed otherwise, e.g. estimate potential number of people trained thanks to the initiative)
 - The EACI had to invest significant extra resources compared to other key actions (leading in the animation of EU exchange and dealing with the specificities of the initiative). The report should assess whether this type of management is compatible with HR resources foreseen and identify alternative ways of organising EU exchange (e.g. outsourcing to service provider)
 - Assess whether the initiative is a good example to replicate.
 - Assess whether the scope of the initiative should be extended (more professions, more aspects of sustainability of buildings i.e. non energy aspects) and how (new similar strategic phase Pillar I, or other type of projects. Note that these professions are already covered by other IEE key actions and there is very limited successful application on this theme).
- Group discussion:
 - A small steering committee with representatives of pillar I (2 batches) and pillar II projects could help during the evaluation.
 - Assessment could be qualitative with interviews of consortium members and platform members.
 - One indicator of success for Pillar I projects could be the inclusion of BUILD UP Skills measures in national strategies.
 - It would be important to assess the situation without BUILD UP Skills as baseline scenario (everybody was convinced that not much would have happened without BUS – EU provided more legitimacy, the configuration with national projects and one proposal per country meant that no country wanted to be left behind – 1 proposal per country motivated all sectors to unite forces in a single proposal)
 - The assessment should not focus on the number of people trained because this is too early for the initiative. For pillar II, a key factor of success would be to transform the pilot schemes into large scale schemes. Estimation on numbers of people to be trained by 2020 could take into account foreseen communication efforts.

8 Poster Session

In continuation of previous exchange meetings, poster session was also organized at the 5th exchange meeting in Brussels. Posters of the Pillar I Road Maps were shown during the two days of the meeting, providing them with enough time to spend time looking at them. As an added value for the participants and facilitate interaction between the participants and all posters exhibited, they were asked the question "What do I learn from the posters of the countries and colleagues?" The external experts then analysed the answers and gave feedback during the outlook session at the end of the exchange meeting.

The following is the analysis summary:

Good structure and systematic approach:

- **BUS initiative:** check capacities, check resources, estimate costs, get a clear classification of action
- **Qualification Framework:** formal requirements, minimum entrance demands, credits, certificates, upgrades, evaluation.

Direct interaction with the workers: check what is required, offer flexibility, make trainings suitable, just-in-time and on-site trainings.

Awareness raising: of end-users (building owners), by different measures (awards, labels, branding).

Create clear messages for the Roadmaps: links between good structures and awareness raising.

Innovative offers for the practical level: concrete out of the box and create actions at the practical level.

9 The Energy Performance of Buildings Directive – a state of play

Laurent DELEERSNYDER (DG ENER C3) gave a presentation on the state of play of the Energy Performance of buildings directive.

In particular, he provided an overview of key instruments addressing the energy performance of buildings and the recent trends (energy efficiency is increasing but residential consumption is steadily increasing). He also introduced a Commission's study on Nearly Zero Energy Buildings "*Towards nearly zero energy buildings – Definition of common principles under the EPBD*".

- **Finished early 2013**
- **Final report available on DG ENER's website:**

http://ec.europa.eu/energy/efficiency/buildings/buildings_en.htm

- **Key conclusions:**

- ✓ Indication that mild climates and abundant solar irradiation make nearly zero energy buildings in southern Europe technologically feasible with global costs over 30 years equal or lower than ordinary buildings built today.
- ✓ More challenging in northern climates.
- ✓ Smooth transition between cost optimality and nearly zero energy buildings is achievable.

The Commission had also received 15 Member States plan on Nearly Zero Energy Buildings.

National plans must include:

- Practical application of the definition (reflecting national, regional, local conditions)
- Numerical indicator on primary energy (expressed in kWh/m²a) and primary energy factors used (yearly method required)
- Intermediate targets for new buildings for 2015 (both: public and private sector) with a view to preparing the implementation of "nearly zero-energy buildings"
- Information on policies and financial or other measures for promotion of NZEB (details on RES)...also for existing buildings

Existing buildings in national plans:

- Following the leading example of the public sector
- Development of policies and measures (e.g. targets) in order to stimulate existing buildings into NZEB

However, it seems Member States need more guidance on this as little progress is made.

Future activities for the Commission include the following:

- *Continue checks of national transposition measures*
- *Look in more detail at:*
 - **Cost optimal calculations**
 - **Independent controls systems**
 - **Energy performance certification**
 - **National plans for NZEB**
 - **National calculation methodologies**
- *Start review of EPBD to be finalised by 2017*

10 Update on BUILD UP Skills and Concerted Actions (EPBD, RES, EED)

Vasco Ferreira reported on the results of the interaction between the **Concerted Action on Energy Performance in Building Directive (CA EPBD)** national representatives and BUILD UP Skills teams. The CA EPBD aims at supporting the creation and adoption of national laws for implementation of the EPBD recast, and includes several working groups, one of which on Training Qualified Experts and the building construction workforce. So the EACI decided to promote an exchange between this 2 initiatives promoted under the Intelligent Energy Europe programme. The CA EPBD national coordinator appointed a national expert designated to undertake the interaction with BUILD UP Skills in their country. These national CA EPBD experts were then invited to start a dialogue with the national BUILD UP Skills teams and provide a short report on the activities. In some countries (e.g. Austria, Denmark, Greece, Romania and Sweden) the national CA EPBD representatives were also involved in BUILD UP Skills projects,

other had to establish a first contact. EPBD experts were able to collect very important information from the dialogue with BUILD UP Skills teams, and the projects outputs. CA EPBD major findings related to VET on EE and RES:

- The training offer for RES installers is more abundant than for EE (e.g. envelope and systems).
- There is the need to monitor the job market and assess training needs to prepare effective strategies to develop VET schemes
- Informal training schemes are as important as formal education requirements in the educational system
- Cross-sectoral education and training is needed for delivering NZEBs
- Individual certification is needed because there are so many different VET training schemes and it is difficult to judge the quality of the courses and qualifications achieved by the participants.

Overall, the collaboration between EPBD experts and BUILD UP Skills teams was found to be very useful for the policy development, and it should continue, in order to:

- Organise the training in the EE sector in the same way as in the RES sector.
- Upgrade qualifications in existing job profiles and develop new professions to meet EPBD requirements.
- Proposing new skills: e.g. on-site quality manager?
- Increase the offer of cross-sectoral trainings, to promote collaboration between workers of different trades: energy efficiency as systematic approach.
- Involve industry, understand their needs and e.g. develop practical on-site training courses (time and cost-efficient).
- Develop (financial) incentives to building renovations that are linked to quality label of contractors.
- Etc.

Vasco ended the presentation by informing that a summary report of the results of the interaction between CA EPBD and BUS interaction will be published soon.

Antonio Aguilo reported on the main activities and results of the **Concerted Action for the Renewable Energy Directive** (CA-RES) concerning the implementation of Article 14 of the RES directive on Information and Training. This article requests Member States to make certification schemes or equivalent qualification schemes for installers of small-scale renewable energy systems available by 31 December 2012. One of the key elements of this presentation was the introduction of the map of basic competences developed by the CA-RES for the installers of small renewable energy systems including biomass boilers, heat pumps, shallow geothermal, solar photovoltaics and solar thermal. These map of competences can be important for the development of training courses and for the mutual recognition process and should be shortly available in the CA-RES¹ website. Discussions on the implementation of article 14 are still on-going among Member States as part of the CA-RES II.

The projects that the IEE has supported on the field of training for installers of small RES were also presented. All these projects have produced useful training material which is publicly available. These include: GEOTRAINET² for the training of designers and installers of shallow geothermal systems, QUALICERT³ on the certification and accreditation for installers of small-scale RES, PV TRIN⁴ on the

1 www.ca-res.eu

2 www.geotrained.eu

3 www.qualicert-project.eu

training and certification of PV installers and Install+RES⁵ on the training of installers of biomass, solar, PV and heat pump. Moreover the EU wide training and certification programme EHPA EU-CERT for installers of heat pumps was presented.

Nathalie Cliquot reported on a specific session dedicated to BUILD UP Skills at the **Concerted Action for the Energy Efficiency Directive (CA EED)**. The session was organised in Vilnius on 23rd October and gathered around 15-20 persons from Member States authorities appointed to implement the EED directive. Nathalie Cliquot gave a general presentation of the BUILD UP Skills initiative and Seamus Hoyne presented the example of BUILD UP Skills Ireland. A general discussion followed on awareness about BUILD UP Skills and intentions of Member States to use BUILD UP Skills results for instance in relation to the training requirements foreseen in the Directive on Energy Efficiency.

11 BUILD UP Skills Expert's Feedback and Overall Outlook

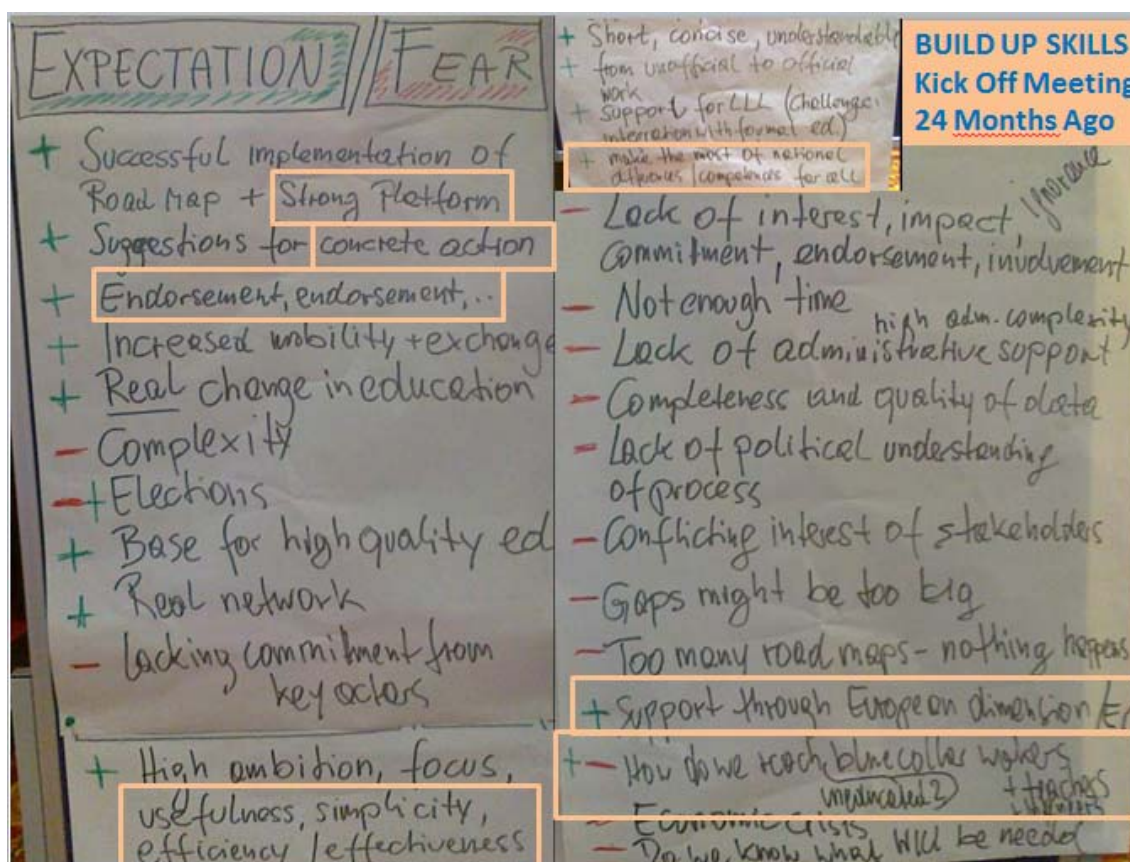
11.1 Expectations and Fears at the Beginning of Pillar I

The three experts, Karin Drda-Kühn, Irena Kondratenko and Johannes Haas presented their summarized perception of the processes developing during the five exchange meetings in BUILD up SKILLS Pillar I.

The chosen title of their presentation was: "Process – Results – Achievements / New processes made new and different things happen"

4 www.pvtrin.eu

5 www.resinstaller.eu



Starting point was the very first feedback protocol on “Expectations” and “Fears” of participant at the start of the process. It could be shown that all key issues could be addressed and important expectations met during the following two years.

11.2. BUILD UP SKILLS Process Design

“Mirror”

Joining and guiding 30 national teams over the course of two years in a concerted action very closely reflects the requirements of a successful national BUS effort: Platform Development – Roadmap – Implementation.

“Binoculars”

Facilitating international contacts, reviewing and exchange should add new perspectives and ideas for products and procedures.

Two central effects of the exchange meetings were highlighted:

- The meetings presented the participants with tools that might be useful in the management of their national platforms and projects.
- The meetings learned from others very easy – learning from neighbors as well as from distant countries in a similar situation.

11.3. BUILD UP SKILLS Process Elements

National Teams - three participants from different institutions of ALL nations

Early and Late Starters - „everybody is welcome“

Regular Meetings in similar setting – ritualisation and trust building

Peer Review Teams - original aim: neighbor + twin, inspiration, learning, help/advise for each other

Bilateral meetings – on certain topics

Facilitating Participants – from target group to stakeholder

Panorama of Barometers - statistical process control

„Hot topics“ – topics raised by exchange meeting participants

Posters and Poster Sessions – synchronization + variation

Poster Awards – publication, evaluation and giving credit

Pictures and Testimonials – real people make the only real difference

-> **Communication as key: in the initiative, to national stakeholders, on EU-level**

Outcome of new processes :

- New collaborations on EU level, cross-national, cross-border: sources for advise and help
- New collaborations between stakeholders on national level: commitment of actors
- Inclusion of policy and administration: support
- Broader scope information on funding
- Encouragement for endorsement

11.4. BUILD UP SKILLS Results

A successful cross sector mobilisation in Europe

- Mobilisation at national level across the building, energy, education and training sectors
 - A total of 1624 organisations involved in NQPs
- Mobilisation at European level – EU exchange meetings and peer review
 - 5 exchange meetings = each around 100 participants
 - Peer review meetings with teams of 3 countries
 - Contribution to EU strategies and policies (“Skills and Jobs”)

New data number of building workers requiring up-skilling by 2020*

- 4.042,015 (low estimate)
- 4.392,266 (high estimate)

**preliminary findings under validation*

Roadmap Recommendations for Qualification and Training Measures

- 15 countries: Upgrade of existing training schemes and qualifications

- 14 countries: New training schemes, focus on specific trades
- 12 countries: Cross-trade training programmes
- 5 countries: New roles to ensure quality of construction
- All roadmaps: Upskilling of trainers!
- Special focus: Innovative measures

Ideas – to – go -> take-away of the posters -> eye-catcher

- Good structure and systematic approach
 - BUS Initiative: check capacities, check resources, estimate costs, get a clear classification of action
 - Qualification Framework: formal requirements, minimum entrance demands, credits, certificates, upgrades, evaluation
- Direct interaction with workers: check what is required, offer flexibility, make training suitable, just-in-time and on-site training
- Awareness raising: of end-users (building owners), by different measures (awards, labels, branding)
- Create clear messages for the roadmaps: links between good structures and awareness raising
- Innovative offers for the practical level: concrete out of the box and creative actions at the practical level

11.5 BUILD UP SKILLS Brochure

During the following months EACI with the help of the experts will develop and publish a brochure on BUILD UP Skills Pillar I:

- Target groups: Participants BUILD UP Skills, national stakeholders, European umbrella organisations of craftsmen, potential funders.
- Main goals: Inform on the whole BUS Initiative, relevance and results.
- Means: Quotes and testimonials, data images/graphs, photos.
- Topics: NQPs, Status Quo Reports, Roadmap and Endorsement, Exchange activities (meetings & peer reviews).
- Timing: 02/2014

12 Build up Skills Contribution to DG Enterprise

Ms Susanne Warren, assistant policy officer at European Commission General Directorate Enterprise and Industry in the “Sustainable Industrial Policy and Construction” unit attended the Build up Skills exchange meeting for both meeting days and gave a short summary of her impressions in the outlook session. She confirmed how difficult it is to collect all relevant stakeholders at one table, and as a representative from DG Enterprise she was pleased to note how well Build Up Skills' participants views correspond to those of that Directorate General as well as industry representatives' views.

Therefore she greeted explicitly the Build up Skills initiative and agreed with the outcome of the two days of the exchange meetings. From her point of view the development of sustainable building is a core issue in energy saving in the construction industry for the future and she offered to continue being a contact point for the cooperation between DG Enterprise and Industry and Build Up Skills in this sector



13 New Funding Opportunities for Build up Skills' Next Steps

13.1 Erasmus+

As invited guest Mr **Felix Rohn of General Directorate Education and Culture** presented Erasmus+, the new European funding programme for Education, Training, Youth and Sport 2014-2020. He emphasized Erasmus+ contribution to VET:

- learning mobility for VET learners and staff
- strategic partnerships between VET providers and other players (regional/local & enterprises) as well the new Sector Skills Alliances
- increasing the employability and the life skills of VET learners and contributing to the competitiveness of European economic sectors
- supporting the enhanced European cooperation in VET.

The activities supported will focus on common priorities to Europe 2020 Strategy and to Education & Training 2020 framework, in particular:

- links between VET and the world of work
- VET's contribution to regional economic development
- quality assurance.



Specifically, Mr Rohn presented the funding line “Sector Skills Alliances”, which aims to enhance the responsiveness of VET systems to sector-specific labour market needs and to contribute to increased economic competitiveness of the building sector (among other). Main activities will be the design and delivery of curricula responding to the needs of labour market and of the learners in economic sectors, promotion of work based learning and facilitation of transparency and recognition of qualifications at European level (European core curricula, European competence standards, ECVET, EQAVET).

13.2 Horizon2020

Gianluca Tondi and Vasco Ferreira gave a presentation on the new opportunities for the building sector within H2020, and in particular for upgrading skills of the building construction workforce. In the presentation they explained the structure of H2020 work programme, the focus areas of the Energy Challenge, and the most relevant topics for the audience:

- EE4 – 2014: Construction skills
- EE5 – 2014/2015: Increasing energy performance of existing buildings through process and organisation innovations and creating a market for deep renovation
- EE1 – 2014: Manufacturing of prefabricated modules for renovation of building (PPP EeB)
- EE2 – 2015: Buildings design for new highly energy performing buildings (PPP EeB)
- EE3 – 2014: Energy strategies and solutions for deep renovation of historic buildings (PPP EeB)

14 Feedback from Participants

All participants were asked to answer several questions as feedback of the exchange meeting:

Were you satisfied with the organisation of the meeting?

General logistics					Location					Networking cocktail				
					Covent Garden EACI Offices					Thon Hotel, Tue. 26 th				
1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Not at all				Totally	Not at all				Totally	Not at all				Totally

Comments and suggestions

.....

How satisfied were you overall with the meeting?

1 - 2 - 3 - 4 - 5
Not at all Totally

How satisfied were you with the different parts of the meeting?

EACI presentation on BUILD UP skills achievements (Tuesday 26 Nov.- before coffee break)	1 - 2 - 3 - 4 - 5 Not at all Totally
BUILD UP Skills 'Barometer' (Tuesday 26 Nov.- before coffee break)	1 - 2 - 3 - 4 - 5 Not at all Totally
Roadmaps priority measures and qualification schemes mapping (Tuesday 26 Nov.- after coffee break)	1 - 2 - 3 - 4 - 5 Not at all Totally
Brainstorming on future BUILD UP Skills EU exchange (Wednesday 27 Nov.- morning session)	1 - 2 - 3 - 4 - 5 Not at all Totally
Contractors meeting (final reporting to EACI) Only for Pillar I project coordinators (check if you attended) (Wednesday 27 Nov.- morning session)	1 - 2 - 3 - 4 - 5 Not at all Totally
Poster session (Wednesday 27 Nov.- afternoon session)	1 - 2 - 3 - 4 - 5 Not at all Totally
State of play on the implementation of the EPBD By Laurent Deleersnyder, DG ENER C3 (Wednesday 27 Nov.- afternoon session)	1 - 2 - 3 - 4 - 5 Not at all Totally
Report on work of Concerted Actions and BUILD UP Skills (Wednesday 27 Nov.- afternoon session)	1 - 2 - 3 - 4 - 5 Not at all Totally
BUILD UP Skills outlook (Wednesday 27 Nov.- afternoon session)	1 - 2 - 3 - 4 - 5 Not at all Totally

Comments and suggestions

.....

What has been the most successful element of BUILD UP Skills for you so far? Please explain why.

.....

.....

.....

Do you think that attending previous Exchange meetings in general has contributed positively to the development of your National Roadmap?

Yes No Not applicable

If Yes or No could you please indicate why?

.....

Did you experience the Peer Review teams as valuable for the development of you National Roadmap?

Yes No Not applicable

If Yes or No could you please indicate why?

.....

Are you from:

Pillar 1 Batch 1 November 2011- April 2013

- Pillar 1 Batch 2 June 2012 - November 2013
- Pillar 2

Following the main conclusions from the analysis done by Carry Hergaarden (EACI):

- Responses of thirty (N=30) participants were collected. Most respondents (N=18, 60%) being from Batch 2 Pillar I, three (N=3, 10%) respondents from Batch 1 Pillar I and seven (N=7, 23%) respondents were involved in Pillar II. Two respondents did not indicate which Pillar they were currently involved in.
- 5-Point scales were used ranging from "Not at all" to "Totally". Participants were overall satisfied with the exchange meeting (40% satisfied, 27% totally satisfied, 33% left question blank). This also accounts to the networking cocktail (10% neutral, 37% satisfied, 43% totally satisfied), general logistics (40% satisfied, 37% totally satisfied) and in a lesser extent to the location (EACI office at Covent Garden, 20% satisfied, 47% totally satisfied) due to logistical problems on the second day of the exchange meeting, this was mentioned in the remarks section of the questionnaire.
- The EACI presentation on BUILD UP Skills achievements up till now was valued best (3% neutral, 43% satisfied, 47% totally satisfied), followed by the exercise on the mapping of priority measures (17% neutral, 33% satisfied, 43% totally satisfied).
- A big majority of the participants found that, attending previous exchange meetings contributed positively to the development of their National Roadmaps (83% responded positively, 13% answered this was not applicable to them, 3% left blank).
- A majority of the participants found that, the Peer-review teams contributed positively to the development of their National Roadmaps (63% responded positively, 20% answered negatively, 13% answered this was not applicable to them, 3% left blank).

13 Annex

13.1 Participants list November 26th, 2013 + November 27th, 2013

	Country	Name	First name	Organisation
1	Austria	Trnka	Georg	Austrian Energy Agency
2	Belgium	Vercauteren	Steven	Belgian Building Research Institute
3	Bulgaria	Tzanev	Dragomir	EnEffect Consult SP Ltd
4	Croatia	Carević	Ivana	University of Zagreb Faculty of Civil Engineering
5	Croatia	Duic	Matija	Croatian Chamber of Trades and Crafts
6	Croatia	Pavlin	Boris	United Nations Development Programme
7	Cyprus	Charalambous	Anthi	Cyprus Energy Agency
8	Czech Republic	Karasek	Jiri	SEVEEn the energy efficiency center
9	Czech republic	Podlešáková	Eva	Architecture and Building foundation
10	Czech Republic	Sopoliga	Petr	ENVIROS, Ltd.
11	Denmark	Forsingdal	Charlotte	Danish Energy Agency
12	Estonia	Henning	Liina	Tallinn University of Technology
13	Finland	Mikkonen	Irmeli	Motiva Services
14	France	Artaud	Elisabeth	French Agency of Environment and Energy
15	France	Le Marois	Henri	Alliance Villes Emploi
16	France	Nirup	Christina	French Agency of Environment and Energy
17	fyr Macedonia	Arizankovska	Jadranka	Economic Chamber of Macedonia
18	fyr Macedonia	Ivanov	Risto	Association of Business and Consultancy Kreacija
19	fyr Macedonia	Spasevska	Hristina	Faculty of electrical engineering and information technologies

20	Germany	Rasch	Katrin	Research Institute for Vocational Education and Training in the Crafts Sector at the University of Cologne (FBH)
21	Greece	Malamatenios	Charalampos	Centre for Renewable Energy Sources and Saving
22	Greece	Siskos	Eleftherios	National Technical University of Athens
23	Greece	Tournaki	Stavroula	Technical University of Crete
24	Hungary	Gábor	Csirszka	ÉMI Non-Profit Limited Liability Company for Quality Control and Innovation in Building
25	Ireland	Hoyne	Seamus	Limerick Institute of Technology
26	Italy	Amato	Anna	Italian National Agency for New Technologies, Energy and Sustainable Economic Development
27	Latvia	Kamenders	Agris	Riga Planning Region
28	Lithuania	Pesliakas	Kšištofas	Certification Center of Building Products
29	Lithuania	Šarka	Vaidotas	Lithuanian builders association
30	Lithuania	Vijeikis	Deividas	Regional Innovation Management Centre
31	Luxembourg	Conrady	Christiane	My Energy economic interest group
32	Luxembourg	Majeres	Thomas	Chamber of skilled crafts Luxembourg
33	Luxembourg	Sikora	Alexis	Training Institute for Building Sector
34	Malta	Borg	Martin	Malta College of Arts Science and Technology
35	Malta	Ebejer	John	Building Industry Consultative Council
36	Malta	Psaila	Emanuel	Building Industry Consultative Council
37	Netherlands	Cromwijk	Jan	OTIB, Education and Development Fund
38	Netherlands	Smulders	Peter	Training and Development Fund for Technical Installation Companies
39	Romania	Petran	Horia	National Institute for Research and Development in Construction, Urban Planning and Sustainable Spatial Development "URBAN-INCERC"
40	Slovakia	Doktor	Frantisek	Congress and Education Centre Bratislava
41	Slovakia	Perucconi Boháčová	Lucia	The Association of construction entrepreneurs of Slovakia
42	Slovakia	Jambor	Eduard	Slovak Innovation and Energy Agency
43	Slovenia	Šijanec Zavrl	Marjana	Building and Civil Engineering Institute ZRMK
44	Spain	Gonzalez López	Javier	Labour foundation for construction sector

45		Kondratenko	Irena	EACI Expert
46		Haas	Johannes	EACI Expert
47		Drda-Kühn	Karin	EACI Expert
48		Belalidis	Thanos	Sympraxis Team
49		Deleersnyder	Laurent	European Commission
50		Naneva	Miroslava	European Commission
51		Warren	Susanne	European Commission
52		Rohn	Felix	European Commission
53		Lambert	Patrick	EACI, Director
54		Berrutto	Vincent	EACI, Head of Unit
55		Gillett	William	EACI, Head of Unit
56		Harris	Francesca	EACI, Project Officer
57		Aguilo Rullan	Antonio	EACI Team
58		Tondi	Gianluca	EACI Team
59		Cliquot	Nathalie	EACI Team
60		Ferreira	Vasco	EACI Team
61		Hergaarden	Carry	EACI Team