



BUILD UP Skills

Energy training
for builders



An initiative to boost the energy skills
of Europe's building workforce



3rd BUILD UP Skills EU exchange meeting
Brussels, 26-28 November 2012





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BUILD UP Skills - Scope

Multi-annual initiative under the IEE programme



→ Focus:

- Continuing education and training (i.e. after initial education and training or after they entered working life)
- Craftsmen and other on-site construction workers and system installers
- Energy efficiency and renewable energy sources in all types of buildings

BUILD UP Skills - Objectives



- **Initiate national discussion processes** with all relevant stakeholders
- **Informed discussions with identified and quantified needs for a workforce** qualified in energy efficiency and renewable energy in each Member State by 2020 and beyond
- **National qualification roadmaps** – set up and agreed to achieve the 2020 sustainable energy policy objectives
- **Support concrete qualification schemes** on the basis of roadmaps to 2020 with identified needs and priorities

BUILD UP Skills – Main elements

Pillar I

National Qualification
Platforms and Roadmaps

subject of Call 2011 and 2012



Pillar II

Qualification and Training
Schemes

subject of Call 2012 and 2013

European Exchange Activities
organised by EACI

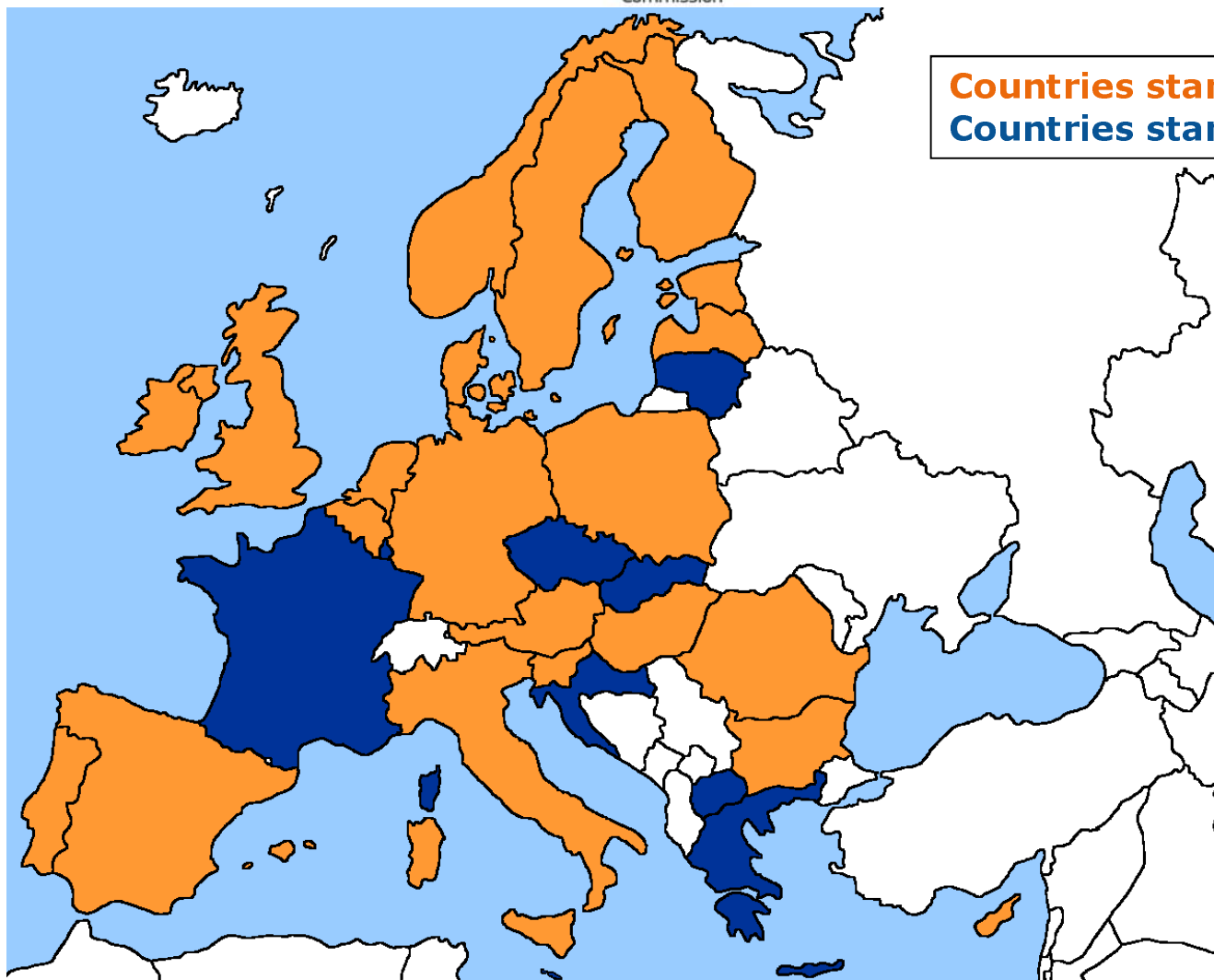


National qualification platforms and roadmaps (Pillar I)

- 30 countries successful (1 application per country)!
- Projects started in November 2011 (21) and June 2012 (9)
- 18 months project duration (until April 2013 / November 2013)
- Maximum funding level from the EU: 90%
- Total EU funding: ~ EUR 10 million (Ø 333.333 EUR)



European
Commission



Countries started Nov 2011
Countries started June 2012





What has been achieved so far?

- National qualification platforms: Above all a big mobilisation effort in all countries – more than 350 organisations involved!
- Detailed information available on national status quo in majority of countries – all finished by March 2013
- Intensive discussions on necessary measures (roadmap) started

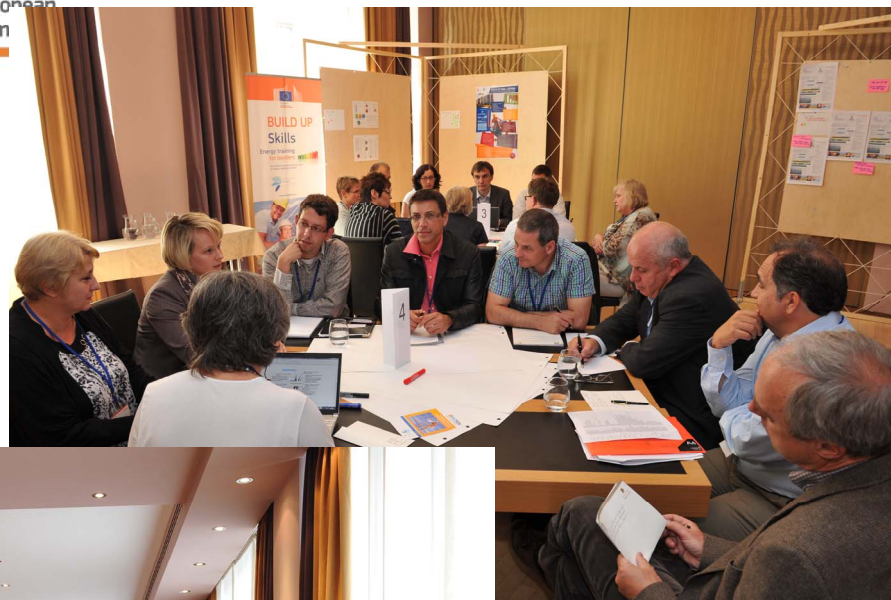


European exchange activities

- Share and learn from each other
- Debate common issues (e.g. mutual recognition of qualification and training, cross-border movement of workers, etc.)
- Two main ways of European exchange:
 - **EU exchange meetings** (twice a year – three participants per country)
 - "**Peer reviewing**" – three countries form a team



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Findings from Status Quo reports: Characteristics of the Building sector

- On average, 6.4% of the gross value added –
Range from 5% or less (IE-DE-HU) to 10% (ES-RO-CY)
- Major employer among economic sectors
- Dominance of micro-companies –
(e.g. 77% AT, LV; 90% or more in ES, NL, NO, SE, CY)
- High proportion of low-skilled workers - (e.g. UK 63%, ES 56,5%)
- Issue of migrant workers
 - Foreign workers represent 21% of workers in the building sector in ES, less than 2,5% in NL
 - In 2011, 60% of all Estonians living abroad are builders
- Limited quality assurance systems (liability through the supply chain?)
- Limited market drivers and user demand for EE and RES



Current Continuing Education and Training (CVET) systems

- VET programmes and courses do exist in most countries
 - training offer is often insufficient and fragmented
- Training and accreditation structures for EE and RES training are often underdeveloped even in countries with favourable conditions for CVET (e.g. NO, SE)
- Only a few countries (e.g. AT, BE, DE, CY) have training and accreditation structures relatively well developed, with possible improvements (e.g. AT: specialisation of training providers, DE: registration of existing CVET programmes)
- "cross-trade" training is not well developed



Estimations of training needs

- Large share of existing workforce needs up-skilling in Energy Efficiency and Renewable Energy to achieve the EU 2020 energy targets.
 - By 2020 8%-27% additional workers may be needed
 - On average in the range of 36% - 44% of the current workforce will need to be trained (* 18 status quo reports)
 - Wide differences between countries (some due to methodological differences)



Occupations with highest training needs

- Occupations with highest number of workers to be trained are:
 - electricians,
 - plumbers (incl. installers of heat pumps boilers, biogas systems, central heating, sanitary and thermic equipment);
 - carpenters and joiners;
 - bricklayers,
 - technicians (including HVAC)

- Most often mentioned currently existing (C)VET courses are for occupations for which training needs are highest/ which are most demanded in the market



Barriers to up-skilling building workers

- **Administrative, legal and institutional barriers** (e.g. different regulations, lack of coordination, absence of adequate regulatory framework, etc.)
- **Structural barriers** (e.g. fragmentation of the market, micro-companies, small energy efficiency and renewable market, etc.)
- **Economic and financial barriers** (e.g. lack of public support to training, financial crisis, discontinuity of (energy) policies, high cost of training, etc.)
- **Education and training related barriers** (e.g. training courses do not keep up with tech. developments, quality of trainers and infrastructures)
- **Sociological and linguistic barriers** (low education level of the workforce (e.g. many workers have failed at school, illiteracy))



Good practices highlights

- **Quality management in training schemes**
 - PT: Certification system for training entities

- **Financing**
 - BE: Sectoral training fund (fvbffc Constructiv)
 - EE: Tax refund on training for individual workers
 - SE: Education vouchers paid by local authorities

- **Community-based learning environment**
 - SE: Lerum's municipality training with 25 local building companies

- **Information, counselling and guidance services**
 - DE: KOMZET- 14 competence centers collaboration



Outlook on Pillar II (Qualification and training schemes)

- **Open to all relevant organisations**, not only organisations involved in Pillar I
- Proposals **must reply to identified needs and priorities** of an established roadmap
- **Roadmap must be publicly available** sufficiently in advance



Outlook on Pillar II (Qualification and training schemes)

- Support will be provided for activities like development of training material, training of the trainers, coordination activities, monitoring and evaluation, as well as promotional and communication activities
- Priority for **large-scale and lasting schemes**
- Costs related to the implementation of training courses per se will not be eligible



Outlook on Pillar II (Qualification and training schemes)

- **Two deadlines in 2013**
 - 30 April 2013 (part of Call 2012)
 - 28 November 2013 (tbc) (part of Call 2013)
- Documents available by mid December 2012
- Proposals must be submitted by a team (≥ 2)
- Proposals can cover one or more countries



Further information?
www.buildupskills.eu

Thank You

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