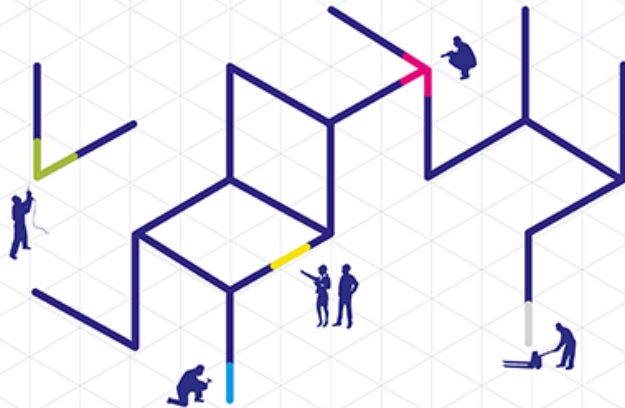


BUILDUP Skills



BUILDUP Skills

9th EU exchange meeting

6 - 7 Dec 2016 @ATHENS

Executive Agency for SMEs



European
Commission

Cross craft understanding

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Why we need cross-craft knowledge and skills?

- * **Modern work requirements including:**
 - * Flexibility
 - * Increasing specialisation
 - * Efficiency
- * **Technological changes including:**
 - * New raw materials
 - * Modern equipment
 - * New technologies of energy production
- * **Requirements for nZEB not only in terms of design, but also in terms of implementation leading to many problems at the intersections of the different work areas**
- * **CHALLENGE:** coordination between occupations and their 'borderline' skills

What is cross-craft knowledge and skills? (1)

- **Cross-craft (-trade/-occupation) understanding:**
 - ability to grasp own work as part of the overall project
 - ability to know needs of other areas, other professionals
- **Cross-craft understanding (CCU) and multi-skilling:**
 - CCU is **NOT** focussed on learning skills of other (intersecting) occupations, but **rather on** knowledge/ skills aimed to understand the role and needs of other occupations in the construction process, work flows and interfaces between trades
 - Multi-skilling – training in multiple skill-sets, i.e. developing competencies from more than one recognised trade

What is cross-craft knowledge and skills? (2)

- **CCU and knowledge and soft/ basic/ transferable knowledge and skills:**
 - CCU: air tight and thermal envelopes, installation of windows, fundamental knowledge in thermal physics, heat and moisture transfer techniques in different environments
 - Soft/ basic/ transferable knowledge and skills: learning to learn, leadership, language skills, computer skills, problem-solving, communication, project & risk management
- * **CCU should be understood as part of overall quality management process**

What was done at the 8th EU exchange meeting?

- More in-depth discussions on:
 - Identification of CCU problems
 - Solving each other's identified problem
 - Learning from each other

Working in groups - solving pre-identified problem in ensuring CCU



Overview of this session

- * The aim is to continue the discussion initiated at the 7th EU exchange meeting
- * This time – concrete discussions how to solve the pre-identified problem

Pre-identified problem in ensuring CCU

How a highly airtight building envelop can be guaranteed – requirements of NZEBs?

- * Lack of knowledge of workers results in less air-tight building (e.g. thermal bridges, gaps in insulation or air leaks)
- * Improving one craftsman's knowledge & skills will not be enough – craftsmen should know each others functions and their aim
- * Knowledge & skills links between contractors and sub-contractors

How we are going to work?

- 1. 3 groups discuss (in 20 min) concrete approaches to solve the case incl. the following training choices:**
 - * Identification of training needs
 - * selection of participants
 - * role of the trainer(s)
 - * content of the training
 - * method of the training
 - * place of the training
 - * duration of the training
 - * assessment of training, etc.
- 2. During discussions rapporteurs summarise solutions**
- 3. Short (5 min. per group) presentations of solutions to all participants**
- 4. Reaction from coordinator of the relevant project incl. Q&As (20 min.)**

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THANK YOU!

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