BUILD UP Skills

9th EU exchange meeting

6 - 7 Dec 2016 @ATHENS

Executive Agency for SMEs

European Commission
Cross craft understanding

Simonas Gaušas,
Partner/ Research Manager, Visionary Analytics
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 on how to solve the pre-identified problem
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.)
How a highly airtight building envelop can be guaranteed – requirements of NZEBs?

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.)
THANK YOU!

Find us on
www.buildupskills.eu

This project has received funding from the European Union’s Horizon 2020 research and innovation programme under the contract EASME/H2020/EE/2015/008