Highlights from Session 2

BUILD UP Skills European exchange meeting

Luca ANGELINO, Project Adviser

European Agency for Small and Medium-sized Enterprises (EASME)

9 December 2020
Session 2: Skilled professionals delivering high quality renovations

Richard Bayliss
Lead for Sustainability and Innovation at the Construction Industry Training Board

Emmanuelle Causse
General Secretary, International Union of Property
Session 2: Skilled professionals delivering high quality renovations

• Guiding questions:
  • What challenges and solutions for the upskilling of professionals and to create new job profiles?
  • How to engage professionals further in the renovation process?
  • And how to improve confidence of end-users?

• Main challenges identified:
  • Supply
  • Demand
Session 2: Skilled professionals delivering high quality renovations

- Skills needed to overcome the barriers
- What matters when choosing professionals
- What can influence the choice of professionals
- Practical solutions

Priority Actions for NOW

**INDUSTRY**
- Upskilling & advocacy
  - Invest in skills training
  - Green Recovery: retain skills

**TRAINING SECTOR**
- Building training capacity
  - Plug training and qual gaps
  - Invest in capability

Culture change (e.g. through FIR training)

Developing transition training

LONGER TERM ACTIONS

Practical Solution: One-stop-shops

- One single point of contact
- Inform and raise awareness
- Provide technical knowledge, renovation advices
- Pair the skills, links to professionals
- Coordinate renovation and a range of individuals
- Manage administrative burden and uncertainty over financing
- Manage costs and energy performance
- Quality control
Policy recommendations

- Establish stable and consistent **incentives and regulation** for renovation at a **local level**
- Sponsor the development of **technical standards for whole property retrofit work** and ensure that these include **clear and measurable definitions of competencies needed**
- Adopt a **planned approach** to skills provision to balance immediate with future needs
- Ensure professionals develop **comprehensive skills**, including **soft skills**
- **Raise awareness** among final decision-makers about the importance of skills
- **Facilitate partnerships** between intermediaries/representatives (e.g. professional organisations and property owners organisations)
- Scale-up **one-stop-shops**