nearly finalised project presentations

Assist.prof. Bojan Milovanovic
Training structure

- Development of training materials
  - Manual for trainers
  - Manual for workers
- Train the trainers
- Training of workers
- Register
  (training centers, trainers, workers)
Training materials

Manual for workers
• 6 different manuals

Manual for trainers
• 7 different manuals
• 6 manuals with specific topics for workers
• 1 manual with common topics
12 training centers throughout Croatia

- Call for interest
  - 20 institutions applied
  - In total 138 potential trainers

- 12 training centers were filtered out
  - 108 trainers
Train the trainers programme

- 1 & 2 days training
  - 10 trainings in total
  - Deliver the CROSKILLS programme to 108 trainers
- Aim:
  - Address the knowledge gap that exists with the current trainers
- Presented:
  - Course material
  - Case studies from building sector
  - Group discussions
  - Opportunity to observe practical applications of theory
Train the trainers evaluation

Grade given [5]

- Common topics
- Window installation
- ETICS system
- Bricklayer
- Other facade systems
- House painter
- Lecturing instructions

Grade given [5]

- Drywall installer
- Roofer
- Carpenter
- Practical work explanation
- Common topics

Locations:
- Zagreb
- Garešnica
- Vinkovci
- Požeča
- Pula
The training of workers

- Engaging learners
- Theory
- Video demonstrations
- Practical work
  - In the training facilities and/or
  - Construction site
- Continuous Control & assessment
- Group discussions
- Short final exam
Training of workers – CroSkills programme

Balanced Classroom and Demonstration Workshop

- Training duration:
  - 20 hours (8+12)
  - 25 hours (12+13)
  - 30 hours (15+15)

- Discussions, debates, interaction, technical and animated videos
- Demonstration models, hands on activities, and review of materials and products

Consortium:
  - Control of the training!
Marketing and outreach strategy

• National Platform
  – 60 institutional members
  – 3 meetings

• Craft Sector, information via
  – Circular letters to companies
  – Press (work in progress...)
  – Internet:
    • [www.croskills.hr](http://www.croskills.hr)
    • Partner Website, training institution website
    • Video Statement (work in progress...)
Communications campaign

• Implemented on multiple levels
  – Workers (employed & unemployed)
  – Employers (construction companies)
  – Investors
  – Site and supervising engineers
  – Vocational schools
  – General public

• engaging with >10,000 people

• Road show
Marketing and outreach strategy

Brochures & newsletters for workers and employers

Osigurana besplatna edukacija 1200 građevinskih radnika za energetski učinkovitost gradnje (EnU) u sklopu projekta CROS SKILLS II

Požadavane teretnice koje su bave izgradnjom zgrada u okviru energetsko učinkovitosti za vrijeme radnika utiču na energijsku efikasnost u odnosu na ono što je bilo ishodno, a to se određuje na području energetski učinkovitosti u gradnjama.

Zašto?

Rezultati pokazuju kako je 5.5% popuštanja popularizacije u području energeteke utvrdilo ove vreme koncepte na području energetski učinkovitosti. Rezultat utvrdio je proizvodi u izvedenju u energetski učinkovitosti i varijanti zgrada, a to su se zadržavati ugovorenim materijalima od i ishodom pepela kvarja.

Koja građevinske zanimanja?

Teretnice se prenose sa 6 područja građevinskih zanimanja:

1. CRO SKILLS je cjepljivo potjecanje građevinskih radnika za rad po načelu energetski učinkovitog gradnje.

National broadcaster

Newspaper articles
Marketing and outreach strategy

• Presented at over **15 professional conferences and industry events**
  – with a combined attendance of over 3000 people.
Refurbishment – workers?

Europski strukturni i investicijski fondovi

ZA ENERGETSKU OBNOVU ZGRADA JAVNIH USTANOVA KOJE OBLJAJU DJELATNOST ODGOJA I OBRAZOVANJA ZAPRIMLJEN JE 231 PROJEKT


Najveći broj zaprimljenih projekata dolazi iz Primorsko-goranske županije (29), zatim Osječko-baranjske županije (25), Grada Zagreba (17) i Vukovarsko-srijemske županije (16). Više...

Odobreno 616 projekata za energetsku obnovu zgrada

07. 02. 2017. prije 2 tjedna
Register

- Online register
  - Register of training centres
  - Register of trainers
  - Register of certified workers

- Will become official register of the *Ministry of construction and physical planning*

http://seminar.croskills.hr
Why Register

• a means of generating **new business leads**
  – Registered members can use the annual CROSKILLS logo in their promotional material

• creates a **direct link between training and employment opportunities**
  – A platform for all construction workers to join the Register and display their training and skills.
  – Search the Register for construction workers who are trained in quality low energy building

• „**control” tool** for investors and supervising engineers
The most remarkable project outcomes / results and achievements

• National qualifications platform

• Engagement of different stakeholders
  – Governmental institutions
  – Non-governmental organisations
  – Industry
  – Professional associations & associations of citizens
  – Media
## Support to Croskills programme by major organisations

<table>
<thead>
<tr>
<th>Ministries</th>
<th>Governmental institutions</th>
<th>Local government</th>
<th>Associations</th>
<th>Vocational schools</th>
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</thead>
<tbody>
<tr>
<td>Ministry of Construction and Physical Planning</td>
<td>Agency for Vocational Education and Adult Learning</td>
<td>City of Zagreb – Office for energy, environment and sustainable development</td>
<td>Croatian Chamber of Commerce</td>
<td>Construction and technical school Rijeka</td>
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<td>Ministry of Economy</td>
<td>Croatian Employment Service</td>
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<td>Croatian Employers Association</td>
<td>Vocational School Vice Vlatković, Zadar</td>
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<td>Ministry of Entrepreneurship and Crafts</td>
<td>Environmental Protection and Energy Efficiency Fund</td>
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<td>Croatian Association of Court Expert Witnesses</td>
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<td>Ministry of Environmental and Nature Protection</td>
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<td>Croatian Chamber of Construction Engineers</td>
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<td>Ministry of Labour and Pension System</td>
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<td>Croatian Green Building Council</td>
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<td>Ministry of Science, Education and Sport</td>
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<td>Building Managers Association</td>
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<td>Coordination of Tenants’ Associations of the Republic of Croatia</td>
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<td>Croatian Association for Infrared Thermography</td>
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<td>Croatian Association of Thermal Insulation Façade Systems Manufacturers</td>
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<td>Croatian Roofers Association</td>
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</table>

### Overall positive energy surrounding the CROSKILLS

- Other organisations interested in training...
CROSKILLS certification scheme incorporated in this regulations!
NAZIV NOSITELJA PROGRAMA IZOBRAŻE

OIB
Adresa sjedišta

CERTIFIKAT
ZA RADOVE NA UGRADNJI DIJELOVA ZGRADE KOJI UTJEČU NA ENERGETSKU UČINKOVITOST U ZGRADARSTVU
kojim se potvrđuje da je

OIB
ZANIMANJE
ispunio sve uvjete propisane Pravilnikom o sustavu izobrazbe i certificiranja građevinskih radnika koji ugrađuju dijelove zgrade koji utječu na energetsku učinkovitost u zgradarstvu NN

Reg. br.________________________
Vrijedi do______________________
Naziv izobrazbe__________________
Trajanje izobrazbe i datum__________

Mjesto i datum izdavanja
Odgovorna osoba
Ime i prezime

CROSKILLS ENERGETSKA UČINKOVITOST
Challenges

• **More training centers** than planned
  – 12 vs 10 planned

• **Less trainers** than planned
  – 108 vs 200 planned

• Current tendency is that the number of trained workers will be **lower than planned**
  – around 800 vs 1200 planned

Efforts are being made to meet the set targets
Mutual recognition

• „Mutual recognition clause” incorporated in the „Croskills regulation”

• Meetings
  – FYR Macedonia
  – Greece

• Active participation in the Mutual recognition Working group
  – Work needs to continue to harmonise learning outcomes across Europe
Financing of the project and continuity

• Work in progress
  – NQF – nonformal (lack of ordinances)
    • Ministry of science and education
    • Possibilities for financing?
  – 4th Action plan for energy efficiency
    • Ministry of construction and physical planning
    • Environmental Protection and Energy Efficiency Fund
  – Training market development - the need for Croskills certified workers - suggestion:
    • Public procurement process for energy refurbishment
      – Additional points if the company employs CROSKILLS certified workers
    • Agreement to do so from the:
      – Environmental Protection and Energy Efficiency Fund
      – City of Zagreb
      – …
Project continuity

• Industry interested to involve more deeply
  – Materials and tools donation for future training
    • Industry
      – Chance for marketing
    • Training center
      – Reduction of training costs & continuous education of trainers
  – Loyalty programmes would be supplemented with the need to go through CROSKILLS programme
    • Croskills training centers included

  – Several industry leaders interested

Everybody welcomed
QUALITY MATTERS!

Customers should get what they paid for!
Thank You!

Bojan Milovanović

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