BUILD UP Skills SWEBUILD

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How to build up skills in Sweden?
Four national educational programs to increase competence for low energy buildings – start 2016

**ENERGIBYGGGARE**
SWEBUILD - EU
- Craftsmen
- Installers
- Site managers
- Supervisors

**CLIENT COMPETENCE**
BYGGHERRARNA
VERKYG SVEBY, GRÖNA HYRESAVTAL, BELOK, BEBO
- Developers, constructors
- Property owners
- Property managers

**ENERGILYFTET**
ENERGIMYNDIGHETEN KUNSKAPSSATSNINGEN NNE
- Clients, customers
- Consultants, engineers
- Architects
- Construction managers
- Technical managers

**NEW GLASES**
BYGGNADSINDUSTRINS YRKESNÄMND
Teachers upper secondary school
- Construction and facilities
- Electricity and energy
- HVAC and properties
ENERGIBYGGARE
SWEBUILD - EU

• Craftsmen
• Installers
• Site managers
• Supervisors
To who?

Facts about the target group
Swedish Construction Federation – Trade and employers organization:
- 3 454 construction-, ground and specialty companies are members
- 99 000 employees
- 25 local offices in Sweden

Employers’ Association representing the Swedish plumbing and electrical industry:
- 3 600 member companies, 49 000 employees
- Represented by 100 staff working in 12 cities
WHY?
Take-off point from national mapping in Build Up Skills 1.

To meet energy efficiency objectives to 2020, 2030 and 2050, increased competence for the building sector are needed for:

- energy efficiency in general
- nearly zero energy buildings
- energy efficient retro fittings
- renewable energy
What do they want?
Energibyggare – an education constructed from take-off points in Build Up Skills 1.

- A free-of-charge increase of competence
- An interactive 4 hour education for the co-workers, divided in 6 modules
- Whereever – whenever – always updated
- Get access to the education from your computer, tablet or smart phone
- Get registered as approved Energibyggare in a national competence database ID06 after successfully undergone the education
WHAT do they need to learn?
Digital training modules

- Introduction
- The building as a system
- Thermal insulation
- Air tightness
- Moisture
- Installations
HOW do we get their interest to learn?

EU goal – Life Long Learning
Andragogy – The need to learn

PEDAGOGY

The student learn what the teacher says to receive a good mark

ANDRAGOGY

For adults there are important to know why and how they will have use of what they learn
Andragogy – The selfhood

PEDAGOGIK

The student finds him/herself in a position of dependency

ANDRAGOGIK

The adult finds him/herself as responsible for own life and make own decisions
Andragogy – Role of experience

PEDAGOGY

The student’s experience is not important. The teacher’s experience is important. This leads to more of a one way learning communication.

ANDRAGOGY

Adults have rich and individual experiences which means individual differences and need for individual learning and also the possibility to use their experience in the education.
Andragogy – Prepared to learn

PEDAGOGY

The student is prepared to learn what the school demands

ANDRAGOGY

The adult is prepared to learn what it need to deal with in a situation
Andragogy – Purpose of learning

**PEDAGOGY**

The student is willing to learn

**ANDRAGOGY**

The adult assesses its learning in comparison to experienced problems and challenges
Andragogy - Motivation

PEDAGOGY

The student is motivated by rewards as marks and praise

ANDRAGOGY

The adult is motivated by rewards as increased confidence, life quality and increased work competence
Short movie from module about moisture
Production during 2015: website, the 6 education modules, trainers handbook, LMS/logistic, copyright, fact control…
How do we reach them?

Action plan!
Awareness raising – internal and external meetings, exhibitions, our websites, branch newsletters, mail lists to all members, personal meetings with experts…

www.energibyggare.se

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Infrastructure & methods

1. Instructors from the consortium train the Trainers.

2. Trainers train their co-workers on-site.
8 mars 2016

Education Day for the 22 Instructors from the consortium that are going to train the Trainers.
Task of the Trainer

- Plan and offer training on sight
- Be a facilitator and guide through the web based training material
- Register the craftsmen (and woman 😊) after passing the training

The Trainer act as an ambassador for Energibyggare
1. Instructors from the consortium train the Trainers spring 2016 – spring 2017.
OBJECTIVE - Trainers

OBJECTIVE
500 trainers
national

Today (spring 2017)
735 trainers educated at 46 occasions
in 22 places around Sweden

The role of the trainers: to inspire, administrate and be ambassadors for the Energibyggare-education
2. Trainers train their co-workers on-site late spring 2016 – 2017 and after.
OBJECTIVES – blue color workers on-site

Educated Energibyggare

OBJECTIVE
18,000 persons

21 APRIL 2017
1,179 persons

11 MAJ 2017
1,321 persons
Best practice…

The Swedish Construction Federation have now completed the work with developing and testing = April 2017/A competence database for employers in the building sector is now up and running 😊

This means that every SWEBUILD Energibyggare-educated person on the building site can get his/her exam registrated in the competence database – and all the building companies can scan the compulsory ID06 card and see the proof of that exam, together with other skills.

Read more in english www.id06.se
Energibyggarare – evaluation – trainers

After completed training I will...

Svarade: 300  Hoppade över: 49

- Train - the date is planned
- Train - no date is planned
- Not train
- I do not know
Energibyggar – evaluation – trainers

When will you start training others?

- Within a month: 1%
- Within 3 months: 20%
- Within 6 months: 30%
- Within a year: 20%
- Later than a year: 30%
Energibyggarne – what do they think of the education?

- Very good holistic perspective
- Easy to read and very educational
- Good holistic view of the work for construction
- Very good interactive build up
- Interesting, fun and useful
- Important education
- Takes longer time than 4 hours
- Should be available in English
- Very good discussions between trades
Very proud educated Energibyggare!
What have we learned?
We have learned that...

- 3 years are a short period of time to develop and implement a new modern education and reach out to a quarter of a million craftsmen in Sweden

- The definition of NZEB is still not defined in Sweden and that has not supported our work to motivate building site trainers to educate their colleagues

- It’s planned for 700 000 new residences to be built to 2025 which leave little time for education at construction companies

- Interactive education is much appreciated by the target group
Thank you for listening!

Any questions?