




# BUILD UP Skills

Energy training  
for builders



An initiative to boost the energy skills  
of Europe's building workforce



5th BUILD UP Skills EU exchange meeting  
Brussels, 26-27 November 2013



## BUILD UP Skills - Objectives



- **Initiate national discussion processes** with all relevant stakeholders on continuing education of on-site building workers
- **Informed discussions with identified and quantified needs for a workforce** qualified in energy efficiency and renewable energy in each Member State by 2020 and beyond
- **National qualification roadmaps** – set up and agreed to achieve the 2020 sustainable energy policy objectives
- **Support concrete qualification schemes** on the basis of roadmaps to 2020 with identified needs and priorities

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## State of play

- A great mobilisation success (Pillar I)
- EU overview of national status quo reports (Pillar I)
- First roadmaps analysis (Pillar I)
- From strategy to action (Pillar II)
- BUILD UP Skills evaluation (2014)

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## A great mobilisation success(Pillar I)

- 30 countries covered!
- 1600 organisations involved in 30 national qualification platforms across Europe
- Involvement of education, building and energy sector: respectively 27%, 41%, 32% of organisations involved  
source: BUILD UP Skills factsheets
- Endorsement

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## Identifying needs and barriers – National Status Quo Reports

- 30 national status quo reports completed
- EU Overview Report:
  - Final draft completed – to be circulated to all Pillar I projects for final comments (Dec 2013- Jan 2014)
  - Incorporating figures from BUILD UP Skills factsheets

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## Identifying needs : conclusions

- Slight shortage of building workers by 2020 in most European countries.
- The need for training of the current workforce is much stronger than the estimated need for additional workers.
- Skills gaps (i.e. vacancies filled/ jobs done with incomplete skills set) rather than skills shortages (i.e. vacancies not filled/ jobs not done due to the lack of people with at least some knowledge, skills and competences)

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## Identifying needs : conclusions

- Between 4 and 4.4 million workers would require up-skilling on energy efficiency or renewable energy sources by 2020
- Carpenters and joiners, bricklayers and stonemasons and building electricians are the most frequently mentioned occupations identified as requiring additional training
- Importance of transferable and cross-trade knowledge and skills

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## Identifying barriers - conclusions

- **Administrative, legal and institutional barriers** (e.g. different regulations, lack of coordination, absence of adequate regulatory framework, etc.)
- **Structural barriers** (e.g. fragmentation of the market, micro-companies, small energy efficiency and renewable market, etc.)
- **Economic and financial barriers** (e.g. lack of public support to training, financial crisis, discontinuity of (energy) policies, high cost of training, etc.)
- **Education and training related barriers** (e.g. training courses do not keep up with tech. developments, quality of trainers and infrastructures)
- **Sociological and linguistic barriers** (low education level of the workforce (e.g. many workers have failed at school, illiteracy)

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## Roadmaps

- 30 roadmaps completed
- Preliminary overview analysis based on 21 roadmaps
  - Identification of frequently proposed measures
  - Quality/completeness check

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## From strategy to action – Pillar II

- 10 BUILD UP Skills Pillar II projects have started in October 2013:
  - National projects in AT, IE, LV, DE, RO, CY, ES, FI, NL, EE
  - Different focus:
    - Specific trade training
    - Cross-craft foundation courses
    - Awareness raising on quality in construction
- More projects expected to start in 2014

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## **BUILD UP Skills evaluation**

- Launched at the beginning of 2014
  - Outcomes and impact
    - Mobilisation, number of people trained
  - Format and approach
    - national projects + EU exchange to bring EU added value (vs European consortia with minimum 3 countries participating)
    - Phased approach over several call for proposals (strategy + implementation phase)
  - Scope?

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Further information?  
[www.buildupskills.eu](http://www.buildupskills.eu)

## **Thank You**

3rd BUILD UP Skills EU exchange meeting  
Brussels, 26-28 November 2012