

Pillar I :

process – results - achievements

**New processes made new and different
things happen**

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EXPECTATION // FEAR

- + Successful implementation of Road Map + Strong Platform
- + Suggestions for concrete action
- + Endorsement, endorsement, ...
- + Increased mobility + exchange
- + Real change in education
- Complexity
- Elections
- + Base for high quality ed
- + Real network
- Lacking commitment from key actors

+ High ambition, focus, usefulness, simplicity, efficiency / effectiveness

- + Short, concise, understandable
- + from unofficial to official work
- + Support for LLL (challenge, integration with formal ed.)
- + make the most of national differences / competences for all

BUILD UP SKILLS
Kick Off Meeting
24 Months Ago

- Lack of interest, impact, ^{ignore} commitment, endorsement, involvement
- Not enough time
- Lack of administrative support ^{high adm. complexity}
- Completeness and quality of data
- Lack of political understanding of process
- Conflicting interest of stakeholders
- Gaps might be too big
- Too many road maps - nothing happens

+ Support through European dimension / ER

- + - How do we reach blue collar workers ^{uneducated?} + teachers
- Economic crisis
- Do we know what will be needed

BUILD UP SKILLS Process Design

Mirror

Joining and guiding 30 national teams over the course of two years in a concerted action very closely reflects the requirements of a successful national BUS effort: Platform Development – Roadmap – Implementation.

Binoculars

Facilitating international contacts, reviewing and exchange should add new perspectives and ideas for products and procedures.

BUILD UP SKILLS Process Elements

National Teams - three participants from different institutions of ALL nations

Early and Late Starters - „everybody is welcome“

Regular Meetings in similar setting – ritualisation and trust building

Peer Review Teams - original aim: neighbour + twin, inspiration, learning, help/advise for each other

Bilateral meetings – on certain topics

Facilitating Participants – from target group to stakeholder



Panorama of Barometers - statistical process control

„Hot topics“ – topics raised by exchange meeting participants

Posters and Poster Sessions – synchronisation + variation

Poster Awards – publication, evaluation and giving credit

Pictures and Testimonials – real people make the only real difference

-> Communication as key: in the initiative, to national stakeholders, on EU-level

Outcome of new processes :

- New collaborations on EU level, cross-national, cross-border: **sources for advise and help**
- New collaborations between stakeholders on national level: **commitment of actors**
- Inclusion of policy and administration: **support**
- Broader scope **information on funding**
- Encouragement for endorsement

Results : A successful cross sector mobilisation in Europe

- Mobilisation at national level across the building, energy, education and training sectors
 - A total of 1624 organisations involved in NQPs
- Mobilisation at European level – EU exchange meetings and peer review
 - 5 exchange meetings = each around 100 participants
 - Peer review meetings with teams of 3 countries
 - Contribution to EU strategies and policies (“Skills and Jobs”)

- **Overall Results : New data number of building workers requiring up-skilling by 2020***
 - 4.042,015 (low estimate)
 - 4.392,266 (high estimate)
- *preliminary findings under validation*

- **Roadmap Recommendations for Qualification and Training Measures**
 - 15 countries: Upgrade of existing training schemes and qualifications
 - 14 countries: New training schemes, focus on specific trades
 - 12 countries: Cross-trade training programmes
 - 5 countries: New roles to ensure quality of construction
 - All roadmaps: Upskilling of trainers!
 - Special focus: Innovative measures



Ideas – to – go -> take-away of the posters -> eye-catcher

- **Good structure and systematic approach**
 - **BUS Initiative**: check capacities, check resources, estimate costs, get a clear classification of action
 - **Qualification Framework**: formal requirements, minimum entrance demands, credits, certificates, upgrades, evaluation
- **Direct interaction with workers**: check what is required, offer flexibility, make training suitable, just-in-time and on-site training
- **Awareness raising**: of end-users (building owners), by different measures (awards, labels, branding)
- **Create clear messages for the roadmaps**: links between good structures and awareness raising
- **Innovative offers for the practical level**: concrete out of the box and creative actions at the practical level

Build Up Skills Brochure

- **Target groups:** Participants BUILD UP Skills, national stakeholders, European umbrella organisations of craftsmen, potential funders.
- **Main goals:** Inform on the whole BUS Initiative, relevance and results.
- **Means:** Quotes and testimonials, data images/graphs, photos.
- **Topics:** NQPs, Status Quo Reports, Roadmap and Endorsement, Exchange activities (meetings & peer reviews).
- **Timing:** 02/2014

External Experts – purely selfish: we
very much enjoyed being part of BUS

Thank you for your cooperation!