



BUILD UP Skills

Energy training
for builders



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



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

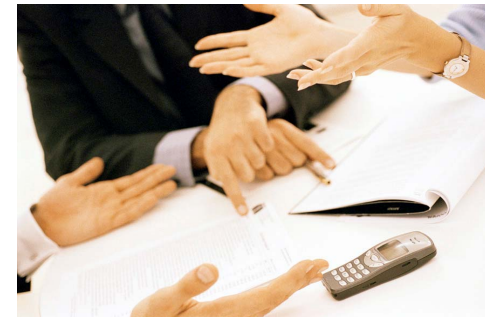


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BUILD UP Skills - Scope

Multi-annual initiative under the IEE programme



→Focus:

- Continuing education and training (i.e. after initial education and training or after they entered working life)
- Craftsmen and other on-site construction workers and system installers
- Energy efficiency and renewable energy sources in all types of buildings

BUILD UP Skills - Objectives



- **Initiate national discussion processes** with all relevant stakeholders
- **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

BUILD UP Skills – Main elements

Pillar I

**National Qualification
Platforms and Roadmaps**

subject of Call 2011 and 2012



Pillar II

**Qualification and Training
Schemes**

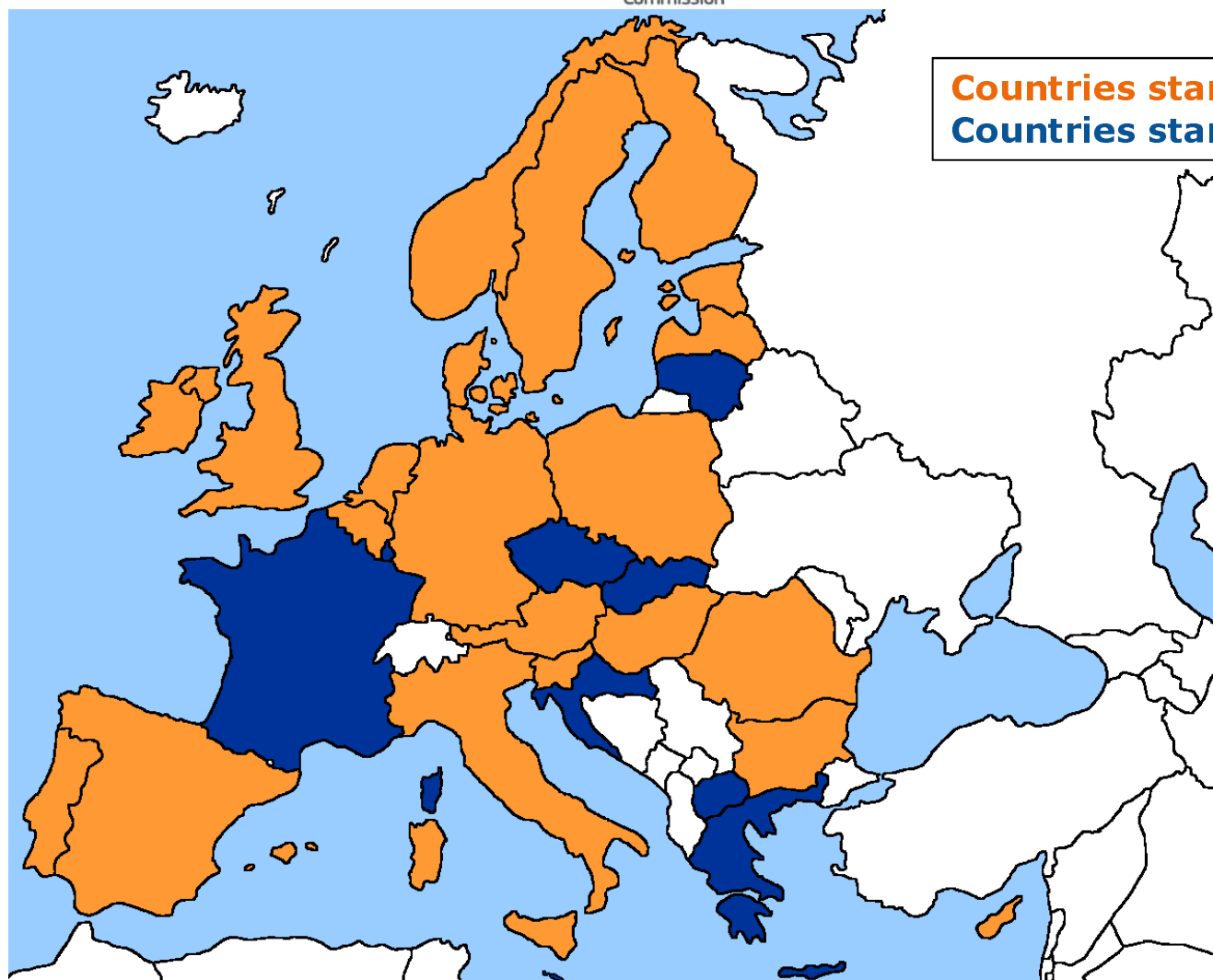
subject of Call 2012 and 2013

European Exchange Activities
organised by EACI



National qualification platforms and roadmaps (Pillar I)

- 30 countries successful (1 application per country)!
- Projects started in November 2011 (21) and June 2012 (9)
- 18 months project duration (until April 2013 / November 2013)
- Maximum funding level from the EU: 90%
- Total EU funding: ~ EUR 10 million (ø 333.333 EUR)



Countries started Nov 2011
Countries started June 2012



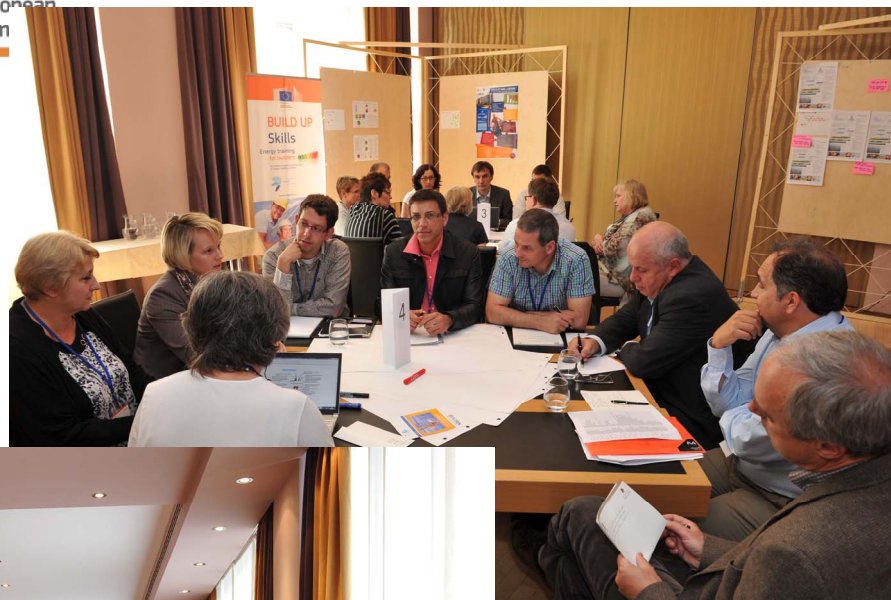
What has been achieved so far?

- National qualification platforms: Above all a big mobilisation effort in all countries – more than 350 organisations involved!
- Detailed information available on national status quo in majority of countries – all finished by March 2013
- Intensive discussions on necessary measures (roadmap) started



European exchange activities

- Share and learn from each other
- Debate common issues (e.g. mutual recognition of qualification and training, cross-border movement of workers, etc.)
- Two main ways of European exchange:
 - **EU exchange meetings** (twice a year – three participants per country)
 - **"Peer reviewing"** – three countries form a team



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Findings from Status Quo reports: Characteristics of the Building sector

- On average, 6.4% of the gross value added –
Range from 5% or less (IE-DE-HU) to 10% (ES-RO-CY)
- Major employer among economic sectors
- Dominance of micro-companies –
(e.g. 77% AT, LV; 90% or more in ES, NL, NO, SE, CY)
- High proportion of low-skilled workers - (e.g. UK 63%, ES 56,5%)
- Issue of migrant workers
 - Foreign workers represent 21% of workers in the building sector in ES, less than 2,5% in NL
 - In 2011, 60% of all Estonians living abroad are builders
- Limited quality assurance systems (liability through the supply chain?)
- Limited market drivers and user demand for EE and RES



Current Continuing Education and Training (CVET) systems

- VET programmes and courses do exist in most countries
 - training offer is often insufficient and fragmented
- Training and accreditation structures for EE and RES training are often underdeveloped even in countries with favourable conditions for CVET (e.g. NO, SE)
- Only a few countries (e.g. AT, BE, DE, CY) have training and accreditation structures relatively well developed, with possible improvements (e.g. AT: specialisation of training providers, DE: registration of existing CVET programmes)
- "cross-trade" training is not well developed



Estimations of training needs

- Large share of existing workforce needs up-skilling in Energy Efficiency and Renewable Energy to achieve the EU 2020 energy targets.
 - By 2020 8%-27% additional workers may be needed
 - On average in the range of 36% - 44% of the current workforce will need to be trained (* 18 status quo reports)
 - Wide differences between countries (some due to methodological differences)



Occupations with highest training needs

- Occupations with highest number of workers to be trained are:
 - electricians,
 - plumbers (incl. installers of heat pumps boilers, biogas systems, central heating, sanitary and thermic equipment);
 - carpenters and joiners;
 - bricklayers,
 - technicians (including HVAC)

- Most often mentioned currently existing (C)VET courses are for occupations for which training needs are highest/ which are most demanded in the market



Barriers to up-skilling building workers

- **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))



Good practices highlights

- **Quality management in training schemes**
 - PT: Certification system for training entities
- **Financing**
 - BE: Sectoral training fund (fvbffc Constructiv)
 - EE: Tax refund on training for individual workers
 - SE: Education vouchers paid by local authorities
- **Community-based learning environment**
 - SE: Lerum's municipality training with 25 local building companies
- **Information, counselling and guidance services**
 - DE: KOMZET- 14 competence centers collaboration



Outlook on Pillar II (Qualification and training schemes)

- **Open to all relevant organisations**, not only organisations involved in Pillar I
- Proposals **must reply to identified needs and priorities** of an established roadmap
- **Roadmap must be publicly available** sufficiently in advance



Outlook on Pillar II (Qualification and training schemes)

- Support will be provided for activities like development of training material, training of the trainers, coordination activities, monitoring and evaluation, as well as promotional and communication activities
- Priority for **large-scale and lasting schemes**
- Costs related to the implementation of training courses per se will not be eligible



Outlook on Pillar II (Qualification and training schemes)

- **Two deadlines in 2013**
 - 30 April 2013 (part of Call 2012)
 - 28 November 2013 (tbc) (part of Call 2013)
- Documents available by mid December 2012
- Proposals must be submitted by a team (≥ 2)
- Proposals can cover one or more countries



Further information?
www.buildupskills.eu

Thank You