Reflecting on BUILD UP skills projects and further cooperation

BUILD UP Skills 10th EU Exchange Meeting
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Outline

• Results
• Challenges
• Lessons learnt
• Brainstorming for further cooperation / continuation
Results
Common Performance Indicators - Training

<table>
<thead>
<tr>
<th>Common Performance Indicators (BUS-16)</th>
<th>Actual</th>
<th>Initial target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training courses developed (total)</td>
<td>1,466</td>
<td>2,376</td>
</tr>
<tr>
<td>Trained workers (total)</td>
<td>13,991</td>
<td>34,957</td>
</tr>
<tr>
<td>Hours taught (total)</td>
<td>46,759</td>
<td>48,970</td>
</tr>
<tr>
<td>Costs to qualify each trainee (average)</td>
<td>915</td>
<td>2,450</td>
</tr>
</tbody>
</table>
Face value summary

- Less training courses developed than target
- Less trained workers
- Number of hours taught very close to target
- Cost to qualify each trainee below target
## Common Performance Indicators - Energy

<table>
<thead>
<tr>
<th>Common Performance Indicators (BUS-10)</th>
<th>Actual</th>
<th>Initial target</th>
</tr>
</thead>
<tbody>
<tr>
<td>RES production</td>
<td>4,862 toe/year</td>
<td>6,682 toe/year</td>
</tr>
<tr>
<td>Primary Energy Savings</td>
<td>184,228 toe/year</td>
<td>42,591 toe/year</td>
</tr>
<tr>
<td>Reduction of GHG emissions</td>
<td>569,250 tCO2/year</td>
<td>161,357 tCO2/year</td>
</tr>
</tbody>
</table>

**Note:** tCO2 = tons of carbon dioxide
Face value summary

- RES targets not always achieved (small sample)
- Primary energy savings and GHG emissions very much exceeded targets
- Ambition levels vary 2,400 vs. 8 t CO2/year)
BUILD UP Skills projects have not developed as many training courses / trained as many people as initially targeted – WHY?

• Developing these required more resources than budgeted?

• A lack of demand for the training that was developed?

• Other?
Challenges
Challenge

“The most important barrier is that companies, particularly SMEs, need their workers at the construction site – and can therefore not afford to send them to training”
Challenge

“The most important barrier is the cost of training, which neither the workers or their employees want to pay”
"There is not sufficient demand for EE and RES renovations or new buildings from the public"
Challenge

“Legislation (e.g. for approved training providers, for examinations bodies, for authorising pilot training schemes) is an important bottleneck.”
Lessons learnt
Lesson Learnt

“Involving stakeholders (e.g. public authorities, branch organisations, SMEs) early in the process is vital for the success and sustainability of training courses”
“It is very beneficial for national authorities to finance training programmes on EE and RES, and to put in place public procurement criteria for certified workers in order to upskill blue-collar workers”
Lesson Learnt

“In the absence of public subsidies to (co-)finance training courses, the employers with a commitment to EE and quality are the key motivators for increasing the number of skilled workers”
“On-site training – including demonstrations- is the best way to upskill blue-collar workers”
Lesson Learnt

“Online materials and courses are now essential in order to upskill blue-collar workers, as they offer flexibility and save time”
“The recipe for success for training is:

- Short training (2-4 days preferred over 4 months);
- Training should be different from training already provided by the employers themselves;
- Including a strong on-site practical component;
- The theoretical part happens online (not in a classroom)”
Further cooperation & continuation
What can be/is done to continue work on construction skills?

- Horizon 2020 Construction skills projects?
- Other cooperation?
THANK YOU!

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