



Ways to attract private funding of training scheme costs and cost sharing

Subtitle

Professor Theocharis Tsoutsos



BUILD UP Skills
8th EU exchange meeting

2 - 3 June 2016 @ Budapest



- ✓ exploitation of **LAEK** (*Account for Employment and Vocational Training*) **fund**, especially from large construction companies (0.24% of employer contributions for workers)
- ✓ expansion of the **training vouchers** initiative to the construction sector workforce for obtaining **green skills**
- ✓ design of targeted subsidy training programmes, from e.g. **OAED** and/or the Confederation of Professionals, Craftsmen & Merchants (**GSEVEE**)





- ✓ motivation of large building materials manufacturers and suppliers (e.g. insulation materials, aluminium panels) to provide funds for training in the framework of their **corporate responsibility programmes**
- ✓ mobilisation of the related professional associations to finance training courses – *as part of their “services” for their members* – through the training institutes of GSEVEE or other certified training centres
- ✓ a feasibility study is foreseen for the training courses self-financing by the participants (*by TEE*), *for transferring its experience in self-funded courses for engineers*





Training courses for Energy Auditors (Buildings, A/C and/or heating systems) –

According to EPBD recast. The training and exam procedure of auditors is organised by the Technical Chamber of Greece (TEE), while training can also be provided by other academic institutions, provided they follow the training programme defined by TEE.

The cost (350-500 €) was mainly covered by the trainees.

Greek Association of Accredited Certification and Inspection Bodies

Members of the Greek Association of Accredited Certification and Inspection Bodies (such a DQS Hellas Ltd, PEOPLECERT ΕΛΛΑΣ ΑΕ TUV AUSTRIA ΕΛΛΑΣ Ε.Π.Ε. TUV ΕΛΛΑΣ Α.Ε. etc) organize training courses to support the certification of engineers and technicians on selected energy topics (insulation, photovoltaics, etc). Usually this cost is covered by LAEK (see above) and/or the companies



private funding of training scheme costs



Businesses turn part of the vocational training contribution they were **obliged to pay** on training their own employees. 60 % of which small and medium-sized businesses and one third of which other businesses could use for training their own employees.

In December 2012 the new Act was modified and, although with significant restrictions, the former system was reinstated. The gross amount of the vocational training contribution is still **1.5 %** of the health insurance and labour market contribution base.

The costs of training their own employees, however, may be accounted by businesses with vocational training contribution payment obligation; contractual practical training for **at least 45 students/month**.



private funding of training scheme costs



Individual contribution

(24 % in 2011, 28 % in 2012, 26 % in 2013)

The cost of training courses are also covered by the participants (high). A majority of individuals are not prompted to participate in these training courses out of direct necessity

For such persons the knowledge acquired during the training courses will yield financial benefits in their **career paths in the future.**



private funding of training scheme costs



Skillnets

An Enterprise-led learning network founded in 1999 funded from National Training Fund (NTF). This network is **free for trainees**, as they are paid by the employer and/or Skillnets. Employers or self employed trainees are entitled to a **discount of up to 50%**.

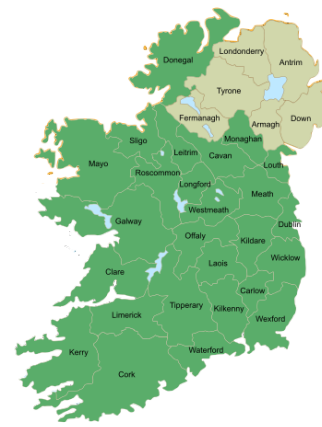
Construction Industry Federation (CIF)

The CIF provides training courses which they describe as being the named programmes within the Department of Finance pre-qualification documents for construction tenders.

These programmes are primarily aimed at project/site management and health and safety staff members. **Reduced course fees** apply to CIF members.



private funding of training scheme costs



Construction Industry Register Ireland (CIRI)

CIRI is a **voluntary** register for all **construction companies**. Training for these members and workers can be obtained by attending formal approved courses known as structured CPD (Continuous Professional Development).

Construction IT Alliance (CITA)

CITA was established in Dublin Institute of Technology in association with Waterford Institute of Technology (WIT) in May 2001 with the vision of harnessing ICT in the Irish Construction Industry. Membership of CITA is **open to all members of the construction industry** in Ireland (Architecture, Engineering, Construction, Operations).



private funding of training scheme costs



Formedil system

Activities of national address construction sector on training, safety, complementarity, national security
Own resources of social partners

Fondimpresa

Funding on the basis of training payed by each country; also by voucher identified by the company



Public funding remains the main source



**PUBLIC
FUNDING**



Proposal for private funding of training scheme costs- lessons learnt

- * **Obligatory schemes** due to policy making: the trainees cover a reasonable cost to maintain the system (the development of the system by public financing)
- * **Multinational companies** organize training of their national/regional resellers
- * Exploitation of the **national account for employment** and vocational training created by the staff salaries



Some tips to attract private funding (to be extended)



Proposal for private funding of training scheme costs 1/2



1. Introduction

- * The proposal should be an honest "sales" document
- * The project proposal should honestly report it to decision makers who weigh its merits against other donation commitments

2. Plan Your Project (Practical Vision)

- * Involve the whole community. The people who are supposed to benefiting your project feel that this is their project, for their benefit, and that they may contribute to it because it is theirs.

3. Background (Causes of the Problem)

- * The first thing the background does is to name and locate the problem
- * It defines the target group (beneficiaries), the sector, the magnitude, and other actors who are working to solve that problem

4. Goals & Objectives

- * The goal of your project should be to solve the problem or problems described in the background.



Proposal for private funding of training scheme costs 2/2



5. Beneficiaries (Target Group):

- * Demonstrate that the beneficiaries have participated in the choice and design of the project.

6. Targets and Activities:

- * "How much, to whom, where and by whom?" – "Who does what?"
- * what kinds of jobs are being done in the project

7. The Organization (Profile):

- * The abilities and experience of your human resources, may well be your greatest asset. Kind of assistance your organization expects to receive from possible collaborating agencies.

8. Costs & Benefits (Analysis):

- * comparison between the costs (inputs) and the value of benefits (outputs). Who benefits?
- * Justifications for the project?

9. Monitoring (Observing):

- * How will achievements be measured? How will they be verified?

10. Reporting (Communicating the Observations):

- * The final report should include the same topics as the monthly reports, plus "Lessons Learned"



Attract donors



1. Define the case for support –invest in results
2. Formulate a real, essential and personal appeals
3. The founding team should get fundraising responsibilities
4. You are stewarding the trust of the donors
5. Create annual donors
6. Create a fundraising culture
7. Develop a frequent strategy based on communication (social networks, emails, etc)





TECHNICAL UNIVERSITY OF CRETE (TUC)
SCHOOL OF ENVIRONMENTAL ENGINEERING
RENEWABLE AND SUSTAINABLE ENERGY
SYSTEMS LABORATORY

Thank you for your attention !



More information...

Professor Theocharis Tsoutsos
Renewable & Sustainable Energy Lab



Theocharis.Tsoutsos@enveng.tuc.gr



+30-28210-37825