

# TWG 1

## Non-financial incentives to ensure the sustainability of projects

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**BUILD UP Skills**  
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# *Non Financial Incentives, current situation in each country*

## **Ireland**

- Statutory backing for health and safety
- Lack of statutory implementation for other areas of construction
- Many registers but no defined or coherent network for all workers
- Limited places and accessibility for training
- Limited auditing on training/providers.
- Mix of classroom and practical training
- Support from industry and training providers

## **Italy**

- Statutory backing for health and safety
- Lack of quality monitoring and auditing
- Networking established “Jobs Act”
- Looking at standardising models
- Developing training mobility

## **Greece**

- Established Greek Registry of Energy Audits and Auditors
- Limited number of technicians and trainees are certified abroad

# Non Financial Incentives, current situation in each country

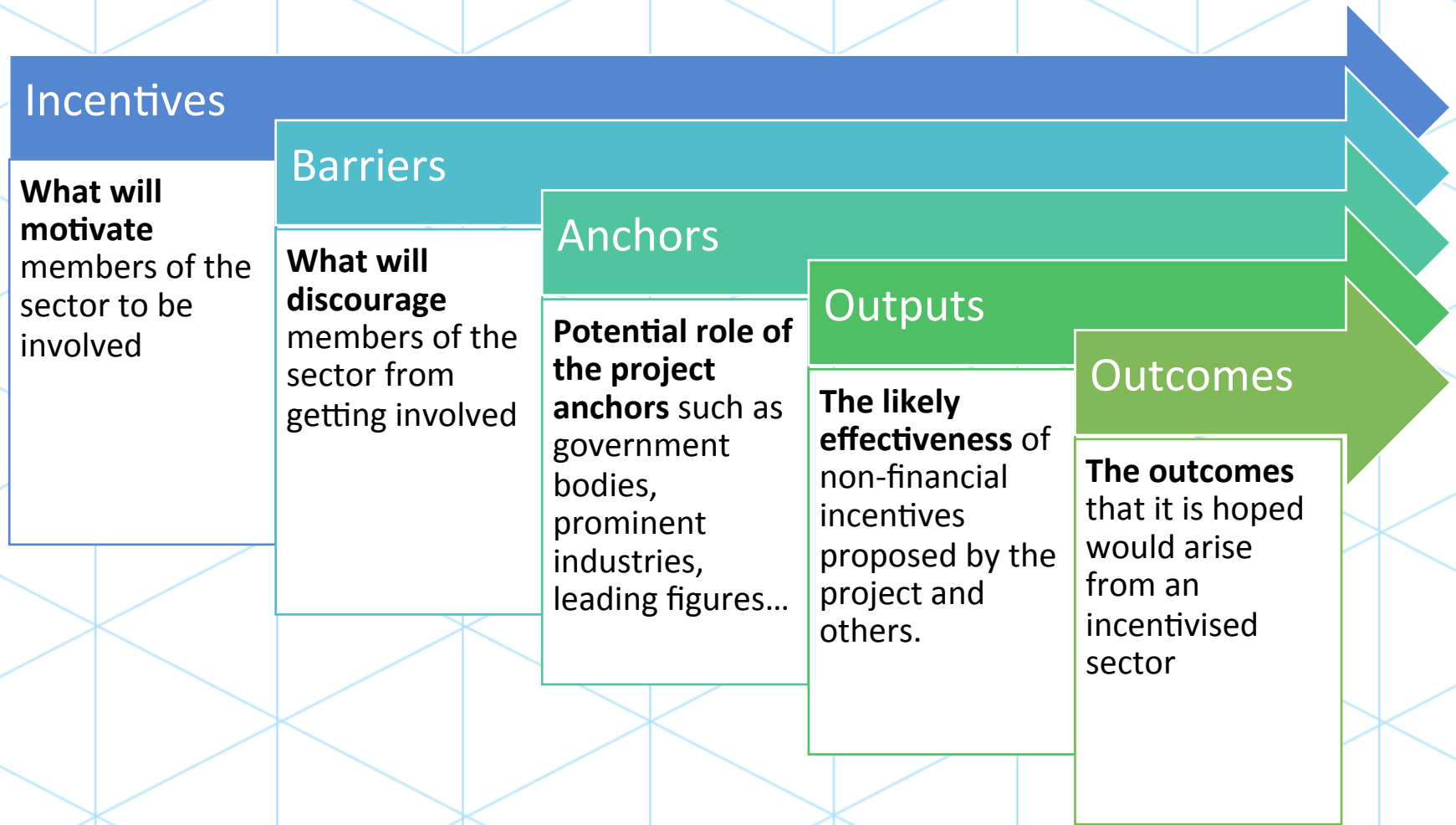
## Hungary

- One stop access to National Qualification Register to view trainings
- New mandatory *authority training* system is under development
- Market based training, not regulated
- Limited access to courses
- Limited availability of courses
- Low demand from market for further training above QQI 7.

## Estonia

- Long courses and specific to trade
- There will be no statutory implementation for construction training.
- Market based training, not regulated
- Generally lecture based training rather than practical based

# Non-Financial Incentives



# Incentives

- Compliance with statutory requirements
- Market demand for higher quality
- Association of higher quality with BUS Training
- Involvement in promotional campaign for higher quality
- Incorporation of quality training in tendering assessment processes
- Requirement of minimum levels of training to be selected to do particular work
- Good name within the sector
- Ability to bid for international contracts
- Inclusion on register of competence

# Barriers

- Economic climate
- Availability of training courses nationally
- Willingness to give time to staff to complete training
- Availability nationwide or European - accessibility
- Accreditation WIIFM – Whats in it for me
- Restricted timeframes and type of training - suitability for target group
- Unregulated system

# Anchors

- Legislation – national statutory footing is likely to be very important but probably difficult to get implemented
- Management of education system by state regulatory body so that training can be trusted – important in order to retain level of standards and quality
- The construction sector – willingness to participate in the process and to allow staff the time to complete training and to engage in continuous improvement
- Education and training providers – willingness to refresh CPD to improve service delivery
- Construction workers – willingness to engage with register and with CPD requirements
- Procuring organisations – willing to include training/ registration in their requirements or their assessment criteria

# Outputs

- A legislative framework to support the training and education of construction workers
- Provide access to education and training resources from a one-stop source
- A Support Guide framework to guide projects and share information from other EU funded projects and to demonstrate the benefits of quality building
- Suitable training for target audience – length of courses, cost and accessibility
- Register of trained construction workers
- A quality mark for construction companies with trained workers
- Development of the education and training system to add additional programmes
- A nationally and internationally recognised certificate of competence for quality building in the form of an electronic card



# Outcomes

- Government supported and recognised system of training for quality
- Structured and accredited system of quality training and education
- CPD to be available to further upskill the whole construction workforce as standards evolve
- Provision for recognition and promotion of skills and training qualifications at one stop register
- Stronger link throughout Europe
- Greater awareness of and use of quality building trained companies and construction workers by householders and those procuring construction projects

# Sustainability

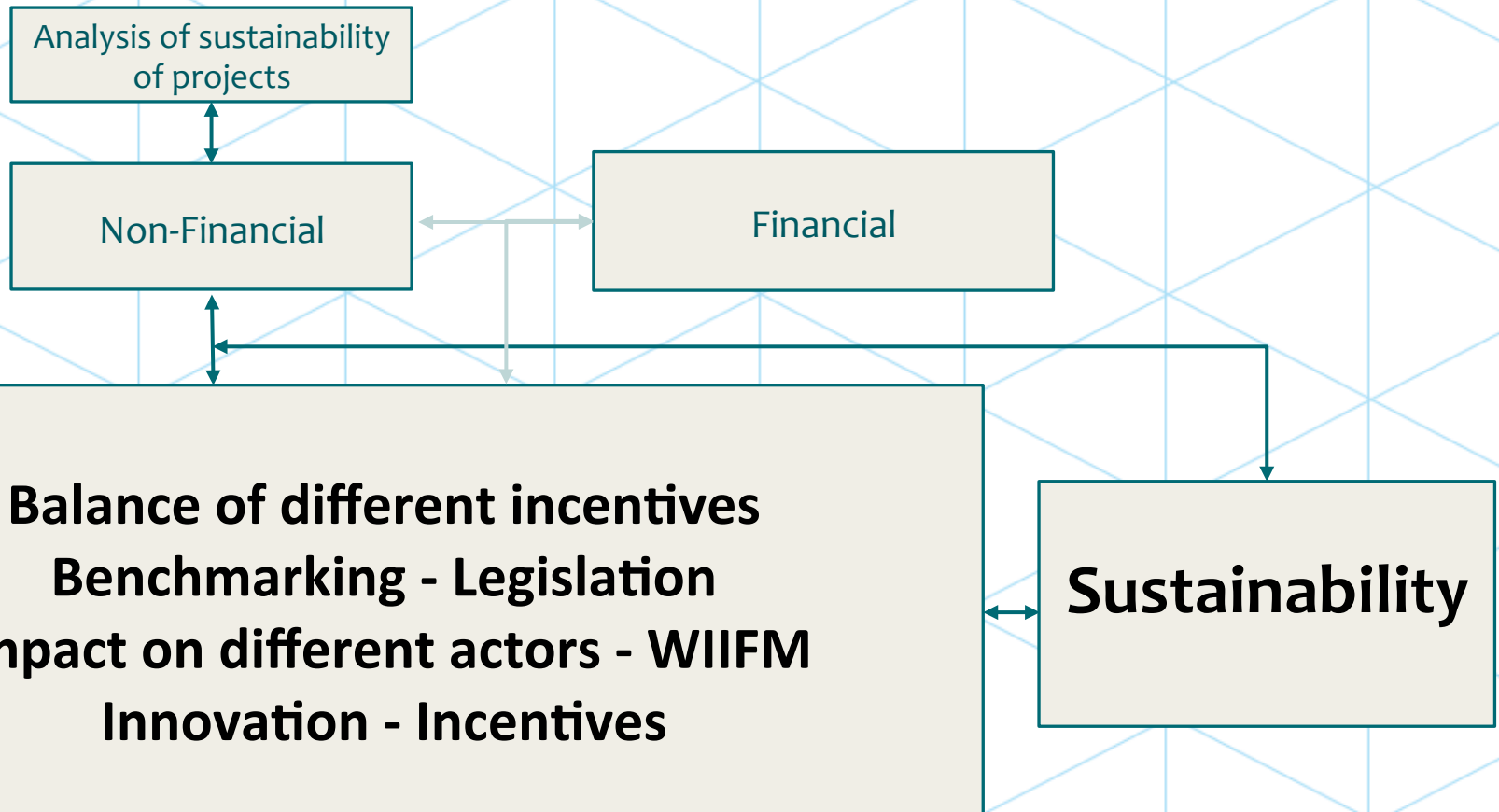
**Balance of different incentives:** A mix of well-designed financial and non-financial incentives are likely to be most effective. Financial incentives that offer a small reward should encourage behavioural and organisational change.

**Benchmarking:** Statutory standing at national level to enforce standards and quality is essential to ensure sustainability. Benchmarking against other projects and countries can also be effective, if used in a way that ensures and promotes continued learning and improvement.

**Impact on different actors:** Incentives must be relevant and flow through the system to have an impact on the behaviour of the individuals and industry. WIIFM is a powerful tool to remind and reinforce decisions made day-to-day that will ultimately determine the effect on the relevant stakeholders and industry.

**Innovation:** Incentives that encourage sustainability require up-dating and constant development such as CPD. Standards are to be maintained to encourage acceptance by stakeholders and improve service delivery.

# Summary





**Thank you for your attention**

## More information...

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