TWG 3 Innovative Training
BUILD UP Skills – 9 EU Exchange Meeting

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BUILD UP SKILLS
ENERGY TRAINING FOR BUILDERS
FINLAND
On-site training scheme and pilot trainings
On-site training concept

- development of the training scheme for short duration training
  - consultation of trainers, trade union and construction companies
  - tested at training sessions
  - further developed based on the feedback and experiences from pilot trainings and in-practice use by a construction company
- focus on new and innovative methods supporting on-the-job learning, self-learning, and utilisation of information technology in training and learning (e-learning, videos)
- short duration training
- development of training methods on learners’ terms
- material in five languages: FI–SE–EE–RU–EN
- attitude change
Strengths / Successes

• extended target groups
  • pre-fabricated house manufacturing industry
    – housebuilders, supervisors, installers and salespeople
• three major construction companies have taken up the on-site training concept
  • one provides on-job-training for vocational building trainees
  • close collaboration with the construction companies is vital
• self-learning: instruction cards, videos
• change agents training their peers
• multi-lingual and descriptive training material
• on-site training ambassador
On-site training ambassador

- Motivator and messenger towards
  - construction companies
  - work force
  - stakeholder network

- Face of the BUILD UP Skills training scheme
  - easy to approach both the workers and the management
  - knows the product and the target groups

- Competence, personality and attitude
  - an experienced educator with long experience in construction sector
  - ideal personality and attitude for the job
  - excellent communication skills
  - respected by both the workers and the management in the companies
On-site training ambassador at work

Training of trainers
Training of Change Agents
Presentations at meetings and seminars

Visits to construction sites

Present at Building Fairs and Events
Building Authority Events
Construction and building sector seminars
Interviews, Articles

6–7 December 2016
Challenges

- Construction industry is very fast-paced with strict schedules
  - Difficult to allocate training for workers
- Strict on-site security rules
  - Other companies’ workers are not allowed to enter on the construction sites
- Sub-contract chains
  - Workers not directly employed by the main contractor
- Workers not typically keen to attend training
- Joint training of workers and supervisors
Recommendations

• Involve your target groups and all relevant stakeholders in the process at early stage
  • Joint events for the industry, interest groups and training providers
  • Endorsement of interest groups and authorities
• Facilitate both to the needs of the learner AND the needs of the industry
• Speak their language
  • On-site training ambassador was our "trump card"
  • Digital applications
• Pedagogical methods need to fit to modern tools
• Be (pro)active and consistent but allow time for the process
• Open communication
• BUILD UP Skills scheme and awareness should be integrated in quality and human resource management
Thank you!

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