BUILD UP Skills – Greece

D3.2 Consultation Methodology and Structure Plan

Further information

More details on BUILD UP Skills can be found at www.buildupskills.eu

More details on the IEE programme can be found at http://ec.europa.eu/intelligentenergy

CONTENTS

1. Introduction

The establishment of the National Qualification Platform (NQP) is a participatory approach aiming to bring together a significant number of the key stakeholders of Renewable Energy Sources (RES) and Energy Efficiency (EE) sector, as well as the national vocational training and qualification's certification actors under a common cause. Through the NQP a convincing and inclusive consultation process with the active involvement of the relevant stakeholders, will be established in both the construction (buildings) and the education/training sectors. Apart from the BUS-GR Consortium, the NQP includes representatives of the relevant crafts, industry associations, educational and vocational training institutes, accreditation bodies and relevant public authorities. Moreover, a number of widely recognised experts by the building professions have committed to participate and support the proposed initiative.

In this respect, an important step is the formulation of the overall planning process for developing the consultation methodology between the relevant stakeholders. The Consortium has identified the whole NQP organizational methodology followed by a common understanding of the issues to be addressed. This methodology determines the consultation procedure and leads to the specific results and outputs of the proposed project.

More specifically, the planning process of the consultation includes the following activities:

- Identification of the main tools and methods to be used (meetings, questionnaires, web-forum etc);
- Consultation groups and subgroups (specific actors and number of participants);
- Consultation meetings, including the content of the meetings (objectives, topics and discussion guides), as well as the number and the frequency of these meetings;
- Decision making procedure among the members of the National Qualification Platform;
- Internal evaluation of the procedure etc.

2. Tools and Methods

The realization of an effective consultation procedure is of outmost importance in order to ensure that all envisaged stakeholders and actors, or at least their majority, have reached a consensus regarding the issues raised for the technicians' training and certification needs.

Experience has showed that inadequate consultation can result in poor strategic planning that cannot be effectively implemented, due to the incomplete picture the planning was based on, or in deliberate or inadvertent non-compliance, since the strong objections of the engaged target groups will be met in the future. Evident is therefore the need to adopt an efficient consultation procedure, so as to amplify the social acceptance of the proposed measures.

However, consultation can be a time-consuming and labour-intensive process, and may include both formal and informal processes, as described in the following paragraphs and presented in Table 1:

- *Informal (i.e. telephone calls, personal meetings, letters, e-mails):* These tools are utilised to boost participation in the consultation process, and to identify and acquire the required information through an informal approach;
    - *Personal Communication (telephone calls, personal meetings).* Personal communication is expected to be utilized with the stakeholders of the target groups in order basically to persuade them to participate in the consultation process. Personal communication can also be used as a reminder for the stakeholders' participation in the process, as well as their feedback on the requested data.
    - *Written Communication (letters, e-mails).* Written communication can be used to serve all the purposes satisfied by personal communication, as well as the data acquisition procedure itself. Written communication moreover, may also serve for the provision of the key actors' feedback on the document under consultation.
    - *Questionnaires:* The national priorities for the training of building workforce in the RES and EE issues of interest can be defined through collection of information and distribution of survey questionnaires to key actors. These questionnaires will be customised to each focus group. The questions included will be answered with one of the following ways: objective multiple choice marking the desired option with an x, alternatives' rating from 0 to 5, with 5 assigned to very high priority, as well as subjective free text. Questionnaires may serve for the identification of the training and

certification priorities according to the stakeholders, setting thus the directions where the consultation will be based.

- *Surveys:* Surveys to be conducted amongst the stakeholders is another potential tool to be utilised in order to inquire them on fields concerning the national priorities for the qualifications and training of the building workforce.
- *Project site.* Online consultation of the roadmap is envisaged in BUS-GR, expected to be realized through the project site. This consultation will be open for participation to all interested parties, and thus is considered informal, since the users will be able even as anonymous to express their opinions.

- *Formal* (i.e. consultation meetings and interviews). These are more interactive and discursive in nature and are used to gain a more detailed understanding of issues, as well as a direct exchange of ideas and suggestions. Moreover, these tools have as prerequisite the participation of the stakeholder organizations' apposite representatives, thus constituting the exchange of opinions formal.
  - *Consultation Meetings:* Consultation meetings are envisaged within the operation framework of the NQP and are constituted by thematically focused presentations and discussions, where specific issues are explored in-depth through a structured, but open ended discussion. Discussions may focus on the specific needs of a technicians' group, or on ideas for a broader policy / strategy, identifying key occupational and skills areas related to RES and EE within the building sector. To this end, the adoption of the national status quo and the national roadmap will be officially accepted after having the prior implementation of such meetings, in order to ensure the stakeholders' formal notification and any potential feedback at the final stage.
  - *Interviews:* With the key stakeholders of the NQP, "structured" interviews will be realised. Although the results from the questionnaires and the surveys will be utilised in order to draw the general tendencies and directions at the informal level, the implementation of structured interviews with key stakeholders holds more weight in order to prioritize the needs and national priorities.

Table 1: Main Tools and Methods

	Technique	Strengths	Weaknesses
Informal	Personal Communication (Telephone calls, personal meetings)	• Very direct, strongly advised especially at the beginning, so as to establish personal contact. • Relatively quick communication method, without requiring special preparation time. • The immediacy of the approach allows for open discussion so as to resolve all NQP members' queries and doubts. • Low cost.	• Extremely time consuming when addressing 40-50 NQP members.
	Written Communication (E-mails, letters)	• Official. • Less time consuming and faster mean of communication, especially compared to personal communication. • Good way to distribute dissemination material. • Low cost	• More impersonal approach to establish contact. • The target groups may not be familiarized with the use of e-mail communication.
	Questionnaires - Surveys	• Rather quick way to gather opinions and data from a large audience. • Low preparation time. • Low cost.	• Time consuming as regards the data processing. • Data gathering may be incomplete, depending on the vacant fields.
	Project Site	• Consultation conducted through electronic means enables the participation of a large number of potentially interested stakeholders. • Average cost.	• Time consuming as regards the data processing. • Longer preparation times. • Increased fuzziness of the users' identity.
Formal	Focus Meetings	• Meetings to be realized throughout the country to ensure geographical balance. • Direct communication stimulating discussion and opinion sharing. • Average cost. • Medium preparation time. • Ensures feedback on all issues raised.	• Difficulty to ensure the participation of all interested actors. • Requires for an experienced moderator to ensure the equal participation of all engaged actors and the conduction of focused discussions. • Analysis of the acquired feedback is time consuming and complex.

Interviews	• Very direct and effective. • Engages all the actors of the selected target group. • When conducted over the phone, the geographical position of the interviewee is not an issue. • Average cost. • Medium preparation time. • Ensures feedback on all issues raised.	• Time consuming - especially the data analysis. • Feasible for small numbers of key actors interviewed.

3. Consultation Focus Groups

The formation of the focus groups has already been realized by the project Consortium taking into account the following two principles:

- The thematic category each project partner relates to and its relevance to the thematic area of the consultation procedure.
- The need for integrating specific type of stakeholders in the consultation procedure.

In particular, the formation of the following four main groups of participants, constituting the consultation focus groups, has been realized:

- Social partners and public authorities;
- RES and EE technological actors, professional chambers and relevant parts of the building industry;
- Accreditation and certification stakeholders;
- Vocational training actors.

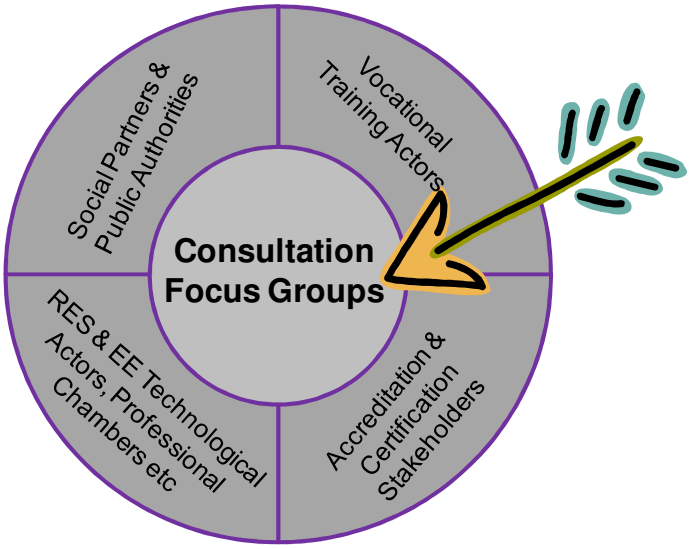

Figure 1. Consultation Focus Groups

The aforementioned groups will establish the focus groups that will be responsible to initiate consultations for specific thematic areas. The Consortium will address all aspects of knowledge qualification, based on the RES Directive 2009/28/EC, namely:

- *Small scale biomass boiler and stove installers:* Combustion techniques and optimal hydraulic solutions, design, installation, and maintenance of biomass boilers and stoves, testing and balancing, commissioning, etc;
- *Solar photovoltaic and solar thermal systems installers:* Characteristics and dimensioning of solar systems, selection of accurate systems and dimensioning of components, installation practices, testing and balancing, commissioning, etc;
- *Shallow geothermal systems and heat pumps installers:* Geothermal resources and ground source temperatures of different regions, regulations on using geothermal resources, technical requirements, installation practices, testing and balancing, commissioning, etc.

Moreover, some of the jobs and knowledge qualification in the field of EE to be studied are presented below:

- *Insulation Workers:* Characteristics and techniques to apply insulation materials to pipes and ductwork, or other mechanical systems, as well as building envelope; common hand tools, market status, etc;
- *Passive Systems' Installers:* Passive solar design and installations and passive cooling techniques, such as trombe walls, thermal mass walls, greenhouses, night ventilation, solar shading, etc;
- *Efficient heating/air conditioning installers:* Blueprints or other specifications to install oil, gas, electric, solid-fuel, and multiple-fuel heating systems, air-conditioning systems and air source heat pumps, market situation, etc;
- *Electrician for energy efficient systems:* Design, installation, and maintenance of Building Energy Management Systems – BEMS, technical requirements for building automation systems, market situation of building energy efficient systems, etc;
- *Other related to EE systems jobs:* Natural gas installers, technicians for Combined Heat and Power (CHP) installations in buildings, installers for highly efficient double-glazing systems and aluminium frame products, technicians for installations utilizing under-floor ventilation schemes, installers of building retrofit options, etc.

The tables below present the stakeholders of the groups "Social partners and public authorities", "Accreditation and certification stakeholders" and "Vocational training actors".

It should be noted that the BUS-GR consortium is being supported by at least 20 stakeholders from the 3 above mentioned groups, who provided the consortium with Letters

of Support during the proposal stage, and continue to support the initiative during its implementation, through participation in the NQP.

Table 2: Public authorities and social partners

Stakeholders	Organization
Public Authorities and supervised entities	▪ National Organization for the Certification of Qualifications and Career Guidance (EOPPEP)
	▪ Ministry of Education, Lifelong Learning & Religious Affairs (MELLRA)
	▪ Centre for Renewable Energy Sources and Saving (CRES), supervised by Ministry of Environment, Energy & Climate Change (MEECC) - Responsible for implementing RES Directive and EPBD
	▪ Ministry of Labour, Social Security and Welfare, General Directorate of Working Conditions and Health (MLSSWG)
	▪ National Institute of Labour and Human Resources, supervised by Ministry of Labour, Social Security and Welfare (NILHR)
	▪ Western Greece regional government (WGR)
Social partners	▪ Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), through IME GSEVEE
	▪ Labour Institute of GSEE (INE GSEE)
	▪ Centre for Educational Policy Development of the Greek Confederation of Labour (KANEP-GSEE)
	▪ Hellenic Association for Adult Education (AAE)
	▪ Union of Hellenic Chambers of Commerce and Industry (UHC)

Table 3: Accreditation and Certification Stakeholders

Stakeholders	Organization
Accreditation & certification bodies	▪ Hellenic Association of Accredited Certification and Inspection Bodies (HellasCert)
	▪ Hellenic Body for Standardisation (ELOT)

Table 4: Vocational Training Actors

Stakeholders	Organization
Leading institutions in the continuing training system	▪ National Technical University of Athens (NTUA)
	▪ Technical University of Crete (TUC)
	▪ Institute of education and vocational training of TCG members (IEKEM TEE)
	▪ Hellenic Association of Vocational Training Centers (ELSEKEK)
	▪ Manpower Employment Organisation, General Directorate of Vocational Education and Training (MEO)

It should be noted that the craftsmen and blue-collar workers are represented through the social partners, namely IME GSEVEE, INE-GSEE, and KANEP-GSEE (being also project partners).

The RES and EE technological actors, professional chambers and relevant parts of the building industry is comprised by representatives from the following associations and organizations:

- Industry and Professional associations for RES & EE
  - Hellenic Association of Photovoltaic Companies (HELAPCO)
  - Greek Solar Industry Association (EBHE)
  - Hellenic Association for the CHP (HACHP)
  - Hellenic Association of Geothermal &RE Enterprises (HAGREEN)
  - Hellenic Association of Insulating Material Companies (HAIC)
  - Greek Association of Aluminium Manufacturers (SEKA)
  - Panhellenic Federation of Glass Tradesmen & Manufacturers (POEVY)
  - Union of Hellenic Enterprises for Heating and Energy (ENEEPITHE)
- Sustainable Buildings Experts & Architects
  - International Union of Architects – Int. Program Architecture and RES (UIA-ARES)
  - Hellenic Association of Mechanical & Electrical Engineers (HAMEE)
  - Association of Civil Engineers (ACEG)
  - Hellenic Association of Chemical Engineers (HACE)
  - Association of Greek Architects (SADAS-PEA)
- Building Technicians
  - Association of Greek Contracting Companies (SATE)
  - Hellenic Federation of Craftsmen & Plumbers (OBYE)
  - Panhellenic Federation of Electrical Contractors' Association (POSEH)
  - Federation of Technical Employees in Greece (STYE)
  - Union of Oil – Gas – Biomass Burners Installers (ESTIA)
- Other actors in the building industry
  - School Building Organisation (SBO)
  - Public Corporation for the Construction of the Hospital Units (DEPANOM)
- Financing Bodies

- Attika Bank

More analytically, the following tables present the above mentioned RES and EE technological actors, categorized depending on their related thematic fields and knowledge. In this respect, Table 5 presents important sustainable buildings experts, architects, relevant professionals of building industry and installers in the field of RES and building technicians.

Table 5: RES Key Stakeholders

Focus Group / Engaged Stakeholders	Biomass Boiler & Stove Installers	Geothermal Heat Pump Installers	PVs' Installers	Solar Thermal Installers	Experience & Knowledge
Sustainable Buildings Experts					
HAMEE			√	√	Study and application of RES technologies in the building sector.
HACE	√	√	√	√	
Industry and Professional associations for RES & EE					
HELAPCO			√		Technical characteristics and standards of residential PVs.
HAGREEN		√			Technical requirements for heat pumps, as well as market situation and regulations on using geothermal resources.
EBHE			√	√	Technical characteristics and standards of residential PVs and solar thermal systems. Solar energy market in Greece.
ENEEPITHE	√				Design, installation and maintenance of biomass boilers and stoves. Market situation of biomass.
Other actors in the building industry					
SBO	√	√	√	√	Use of RES in school buildings.
Building Technicians					
SATE	√	√	√	√	Current training and qualification of building technicians, such as plumbers, electricians, refrigeration technicians, etc. Skills gap between supply and demand in the Greek
POSEH		√	√	√	
SEYP	√	√	√	√	
OBYE	√	√	√	√	

ESTIA	√					labour market.

The following key actors (Table 6) will also participate in the consultation meetings, in order to provide their perceptions, opinions, beliefs and attitudes.

Table 6: EE Key Stakeholders

Focus Group / Engaged Stakeholders	Insulation Worker	Passive Systems' Installers	Efficient Heating/Air Conditioning Installer	Electricians	Others Energy Efficiency Jobs	Experience & Knowledge
Sustainable Buildings Experts						
ACEG	√	√	√	√	√	Study and application of national programs which improve the technical infrastructure in Greece. Study and application of EE technologies in the building sector.
HAMEE			√	√	√	
Architects						
UIA-ARES	√	√			√	Study and application of EE technologies in buildings. Green Building & Retrofit Architect.
SADAS-PEA	√	√			√	
Industry and Professional associations for RES & EE						
HACHP					√	Technical characteristics and standards of cogeneration of heat and power systems.
HAIC	√					Thermal insulation materials, technical characteristics and standards.
SEKA	√				√	Technical characteristics concerning the replacement of single glass with double.
POEVY	√				√	
Other actors in the building industry						
SBO	√	√	√	√	√	Design and construction of new bioclimatic school buildings.

						Responsible for school buildings in Greece.
DEPANOM	√	√	√	√	√	Study, construction (or renovation) and equipment of health and welfare buildings.
Building Technicians' Associations						
SATE	√	√	√	√	√	Technicians with experience from the bioclimatic design and energy efficient technologies.
POSEH				√		Current training and qualification of building technicians, such as plumbers, electricians, refrigeration technicians, etc. Skills gap between supply and demand in the Greek labour market.
SEYP					√	
OBYE					√	
ESTIA					√	

It is important before initiating the consultation meetings for each focus group to identify the role and the added value of each participant to the procedure in accordance to its own experiences and expertise. Most of the partners have already performed successful consultations with social partners and crafts associations and their experience will ensure the consultation structure.

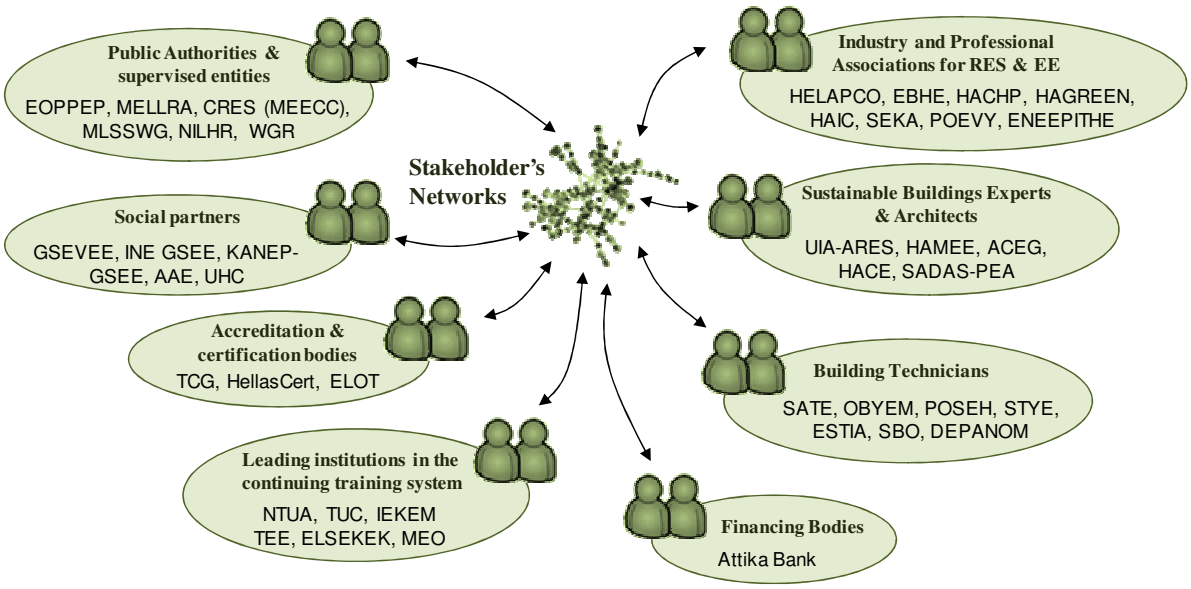

Figure 2: Stakeholder's Networks

4. Consultation Meetings

During the project's lifetime, a series of consultation meetings and workshops of the NQP will be organised. Such consultation meetings will have the purpose to discuss and evaluate with the key stakeholders of RES and EE sector some preliminary results and get feedbacks and further inputs. Therefore, the consultation meetings will play a major role, ensuring the continuous dialogue among the relevant actors.

The consultation meetings are designed to engage all the envisaged stakeholders. Moreover, in an effort to achieve better results from the discussions, it seems that the organization of thematically focused meetings might further facilitate this goal.

Apart from the above, given that the majority of the engaged stakeholders are technicians, mainly freelancers, who have on a daily basis to run their activities, a more flexible consultation meetings schedule shall be adopted in order for all, if not the majority, of the involved associations/guilds to be able to join. In this respect, the consultation meetings may be also realized during the evening hours.

Taking into consideration the National 2020 targets focusing on the building sector, as well as the Status Quo Analysis of the project (WP2), the main thematic axes and content of the Consultation Meetings will be derived from the following Priority Issues:

- Mapping of the building workforce qualifications related to RES and EE (according to the desk-study implemented in Task 4.1 from the "Annex I: Description of Work");
- Definition of the national priorities for the building workforce training in RES and EE (according to the analysis made in Task 4.2 from the "Annex I: Description of Work");
- Identification of certification requirements and rules for the building workforce (according to the work carried out in Task 4.3 from the "Annex I: Description of Work").

Specific methodologies regarding the abovementioned issues will be worked out during the NQP Consultation Meetings and they will constitute the core part of the national Roadmap (WP5). Consultation meetings will be held in a regular basis (approximately every two months) and as soon as there are certain outputs to be discussed there.

Therefore, in total 3 consultation meetings are expected to be organised, the first of them in January/ February 2013 and the rest in April and June 2013. In addition, a 4th Consultation

Meeting will be held when the work carried out in the frame of WP5 (Elaboration of the Roadmap) will have adequately progressed (e.g. September 2013).

In the table below a list of the BUS-GR consultation meetings is provided.

Table 7: List of all the Consultation Meetings

Meeting \ 2013	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Objectives
1st Consultation Meeting of the NQP	x								Mapping of the building workforce qualifications related to RES and EE
2nd Consultation Meeting of the NQP			x						Definition of the national priorities for the building workforce training in RES and EE
3rd Consultation Meeting of the NQP					x				Identification of certification requirements and rules for the building workforce
4th Consultation Meeting of the NQP								x	Feedback on the elaboration of the National Qualification Roadmap, in close collaboration with the Strategic Planning Committee

In case of unavailability of some key players, other more flexible ways of communication (teleconference, Skype, email exchanges) and meetings of smaller groups of stakeholders will be explored. The participation of technicians' federations (including plumbers, pipe fitters, heating, ventilating and air-conditioning engineers or technicians, electricians, etc.), as well as of the social partners will be a key part of this process.

An initial NQP meeting (Kick-off meeting) was held in 5th October of 2012 in Athens, Greece, as the NQP must be involved actively in the Status Quo production process providing its input to shape the activities and issues addressed in the Status Quo Analysis (WP2) from the very beginning. The meeting was organized in the NTUA premises, with the participation of all the NQP's members. Apart from the presentation of the up to that time progress of the work to the participants and the initiation of the NQP's members active involvement, the event aimed to know each other the members of the NQP, this way facilitating the consultation process foreseen in the next phases of the project.

The agenda and list of participants can be found in Annex I and Annex II, respectively.

During this event, an appropriate questionnaire was distributed to the participants, in order to acquire their views on the NQP's creation and operation, as well as training priorities (Annex III).

Figure 3: 1st Meeting of the NQP (Kick-off meeting)

5. Decision Making Procedure

The decision making procedure will be co-ordinated by the Consortium. The responsible key stakeholders of each focus group will take decisions for specific thematic areas (more details can be found in section 3 “Consultation Focus Groups”), as follows:

- Biomass boiler and stove installers;
- Solar photovoltaic and solar thermal installers;
- Geothermal and air source heat pump installers;
- Insulation Workers;
- Passive Systems’ Installers;
- Efficient heating/air conditioning installers;
- Electrician for energy efficient systems;
- Other related to EE systems jobs.

Efforts will be placed so as decisions are being made by consensus during the consultation meetings. In cases where this is not possible, decisions will be taken by voting and the use of the majority rule.

Since some issues regarding the priority given to specific categories of blue collar workers might be of sensitive nature so as to be settled by voting among the members of the NQP, the social partners (also members of the consortium) representing the blue collar workers will have an increased say in the procedure.

In any case, transparency of the decision making procedure will be ensured through the development of minutes, where all comments / remarks from the NQP members, as well as the decision making procedure followed, will be registered in detail.

6. Internal Evaluation

For the systematic assessment of the NQP, so that its operation remains in line with the expected results, an internal evaluation process has been developed by the Consortium. This process, apart from the operation, evaluates the NQP's establishment itself. Moreover, since the NQP consists strictly of actors who have been formally invited, and is not open to everyone, it is considered that the selected stakeholders satisfy with their background the requirements for the participation in the NQP, and basically the relevance of their thematic field to the NQP's scope. To this end, the following criteria have been defined:

- *Balanced participation.* Balanced inclusion of stakeholders from the 4 consultation focus groups, and especially the RES and EE technological actors, with the emphasis being placed upon the first two groups. This is a basic criterion for the establishment of the NQP, so as to ensure that the discussions and work of the NQP will not focus on the interests of only one group, or a specific category of technicians.
- *Stakeholders' commitment.* Criterion in order to evaluate the interest displayed by the NQP members, in terms of participation in the scheduled meetings, feedback provided to the consortium within the framework of surveys, interviews, questionnaires etc, as well as the number of timely responses received.
- *Coherence.* Group coherence relates to the spirit of cooperation among the NQP members, the level of coordination among their activities and the ease to reach common decisions through the discussions occurred.
- *Impact:* Does the NQP contribute to reaching the expected objectives? What is the impact or effect of the NQP in proportion to the overall situation of the focus groups or those effected?

In this context, the Consortium has already prepared appropriate questionnaires to facilitate the identification of key issues that are important and could be interesting for NQP's operation. The evaluation questions has been formulated in accordance with the abovementioned evaluation criteria.

In addition to the questionnaires, the consultation meetings will also contribute to the NQP's evaluation. Indeed, the participants are expected to provide feedback on the NQP's operation that will considerably improve its effectiveness.

In particular, during the 1st Meeting of the NQP (Kick-off meeting) in October 2012 in Athens, Greece, a questionnaire was distributed to the participants, in order to acquire, among others, their views on the NQP's creation and operation (Annex III).

Annexes

Annex I. 1st NQP Meeting - Agenda

BUILD UP SKILLS
ENERGY TRAINING FOR BUILDERS

«BUILD UP Skills – Greece»

BUS-GR

**«ΕΘΝΙΚΗ ΠΛΑΤΦΟΡΜΑ ΕΠΑΓΓΕΛΜΑΤΙΚΩΝ ΠΡΟΣΟΝΤΩΝ»
ΤΟΥ ΕΡΓΑΤΙΚΟΥ ΔΥΝΑΜΙΚΟΥ ΤΟΥ ΚΑΤΑΣΚΕΥΑΣΤΙΚΟΥ ΤΟΜΕΑ
ΣΤΟΥΣ ΤΟΜΕΙΣ ΤΩΝ Α.Π.Ε. ΚΑΙ ΤΗΣ ΕΞΟΙΚΟΝΟΜΗΣΗΣ ΕΝΕΡΓΕΙΑΣ**

1η Συνάντηση Εργασίας

Αμφιθέατρο Πολυμέσων, Κτίριο Κεντρικής Βιβλιοθήκης ΕΜΠ
Πολυτεχνειούπολη Ζωγράφου

Παρασκευή, 5 Οκτωβρίου 2012

ΠΡΟΓΡΑΜΜΑ

9:30 - 10:00	**Προσέλευση - Εγγραφές**
10:00 – 10:15	**Έναρξη – Πλαίσιο στο οποίο εντάσσεται η Συνάντηση – Γνωριμία με τους εταίρους του έργου BUS-GR** Καθηγητής Ιωάννης Ψαρράς, Δ/ντης Εργαστηρίου Συστημάτων Αποφάσεων και Διοίκησης, ΕΜΠ & Εκπρόσωποι των εταίρων του Ευρωπαϊκού έργου BUS-GR
10:15 - 10:30	**Παρουσίαση της Πρωτοβουλίας BUILD UP Skills - Στόχοι & Αναμενόμενα Αποτελέσματα / Το έργο BUS-GR** Δρ. Χαράλαμπος Μαλαματένιος, Υπεύθυνος Τμήματος Εκπαίδευσης του ΚΑΠΕ, Συντονιστής του έργου BUS-GR
10:30 - 10:45	**Το Εθνικό Πλαίσιο Προσόντων – Παρούσα Κατάσταση και Προοπτικές** Όλγα Κωνσταντοπούλου, Ε.Ο.Π.Π.Ε.Π.
10:45 - 11:00	**Η «Εθνική Πλατφόρμα Επαγγελματικών Προσόντων»: Στόχοι, Λειτουργία, Διαδικασία Διαβούλευσης** Δρ. Χάρης Δούκας, Εργαστήριο Συστημάτων Αποφάσεων και Διοίκησης, ΕΜΠ
11:00 – 11:15	**Ο «Εθνικός Οδικός Χάρτης Προσόντων»: Βασικοί άξονες, δράσεις για την υιοθέτησή του** Σταυρούλα Τουρνάκη, Εργαστήριο Ανανεώσιμων & Βιώσιμων Ενεργειακών Συστημάτων, Πολυτεχνείο Κρήτης
11:15 - 11:30	***Διάλειμμα***
11:30 - 12:45	**Συζήτηση – Τοποθετήσεις των εκπροσώπων των φορέων που συμμετέχουν στην «Εθνική Πλατφόρμα Επαγγελματικών Προσόντων» της δράσης BUS-GR** Συντονισμός: Θεοχάρης Τσούτσος, Αναπλ. Καθηγητής, Δ/ντης Εργαστηρίου Ανανεώσιμων & Βιώσιμων Ενεργειακών Συστημάτων, Πολυτεχνείο Κρήτης
12:45 – 13:00	**Συμπεράσματα – Επόμενα Βήματα – Κλείσιμο της 1ης Συνεδρίας της Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων**

Supported by
INTELLIGENT ENERGY
EUROPE

Annex II. 1st NQP Meeting - List of Participants

IEE/12/BWI/430/SI2.622870

Project BUS-GR

1η Συνεδρία της «Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων»
Παρασκευή 05/10/2012 – ΕΜΠ (Αμφιθέατρο Πολυμέσων, Κτίριο Κεντρικής Βιβλιοθήκης)

Λίστα συμμετεχόντων (μέλη της Εθνικής Πλατφόρμας)

Α/Α	Ονοματεπώνυμο	Φορέας	Στοιχεία επικοινωνίας
1	ΚΑΝΕΛΛΟΣ Δημήτριος	ΠΟΕΒΥ (Πανελλήνια Ομοσπονδία Εμπόρων & Βιοτεχνών Υαλοπινάκων)	210 8315418, 8315805 210 8540813, 8315261 glaziers@otenet.gr
2	ΠΑΓΙΑΤΗΣ Θεόφιλος	ΠΟΒΑΣ (Πανελλήνια Ομοσπονδία Βιοτεχνών Αλουμινοσιδηροκατασκευαστών)	210 4610777, 210 4610588 210 6453740, 6977441464 theofilos@e-pagiatis.gr
3	ΠΑΠΑΔΟΠΟΥΛΟΣ Αλκιβιάδης	ΠΕΔΜΕΔΕ (Πανελλήνια Ένωση Διπλ. Μηχανικών Εργοληπτών Δημοσίων Έργων)	6973325013, 210 3614978 info@pedmede.gr
4	ΛΕΤΣΙΟΣ Χρήστος	ΣΤΥΕ (Σύλλογος Τεχνικών Υπαλλήλων Ελλάδας)	6944999157 xletsios@yahoo.gr, letsios.christos@haicorp.com
5	ΜΟΥΛΑΝΤΖΙΚΟΣ Γρηγόρης	ΔΕΠΑΝΟΜ Α.Ε. (Δημόσια Επιχείρηση Ανέγερσης Νοσηλευτικών Μονάδων)	210 8701683, 6977912412 gmoulan@yahoo.com
6	ΜΑΜΑΛΑΚΗΣ Στυλιανός	ΟΨΕ (Ομοσπονδία Ψυκτικών Ελλάδος)	6948376692, 210 5248127 info@opse.gr
7	ΚΑΤΣΙΜΙΧΑΣ Σωτήρης	ΕΝ.Ε.ΕΠΙ.Θ.Ε. (Ένωση Ελληνικών Επιχειρήσεων Θέρμανσης & Ενέργειας)	210 6665552, 210 6665564 sotiris@thermogas.gr
8	ΠΗΛΟΣ Κωνσταντίνος	Τράπεζα Αττικής	210 3860083, 210 3242642 pilos.konstantinos@atticabank.gr
9	ΠΡΙΟΒΟΛΟΣ Γεώργιος	Τράπεζα Αττικής	6948820328 priovolos.george@atticabank.gr
10	ΜΟΣΧΟΠΟΥΛΟΣ Φώτης	Υπουργείο Εργασίας, Διεύθυνση Συνθηκών Εργασίας	210 3214436 grhsa@otenet.gr
11	ΠΑΠΑΔΑΚΟΣ Γεώργιος	ΠΣΔΜ-Η (Πανελλήνιος Σύλλογος Διπλωματούχων Μηχανολόγων-Ηλεκτρολόγων)	6974194864 gpapadakos@teemail.gr
12	ΓΚΑΒΕΛΑ Ματίνα	ΤΕΕ	6973579307 matina@gavela.gr
13	ΠΛΑΤΣΑΚΗΣ Γεώργιος	ΣΑΔΑΣ-ΠΕΑ (Σύλλογος Αρχιτεκτόνων Διπλωματούχων Ανωτάτων Σχολών – Πανελλήνια Ένωση Αρχιτεκτόνων)	2106444029, 6932322962 gplat@tee.gr
14	ΠΑΠΑΔΗΜΗΤΡΙΟΥ Ιωάννης	ΕΛΣΕΚΕΚ (Ελληνικός Σύνδεσμος Εταιρειών Κέντρων Επαγγελματικής Κατάρτισης)	6977252112 jpap@kekdiastasi.edu.gr
15	ΑΘΑΝΑΣΟΠΟΥΛΟΥ Κωνσταντίνα	ΕΛΣΕΚΕΚ	210 9760130, 210 9711379 dath@integration.gr, elsekek1@gmail.com
16	ΓΙΑΝΝΑΚΟΠΟΥΛΟΣ Κωνσταντίνος	ΕΛΣΕΚΕΚ (SYNERGY ΚΕΚ Α.Ε.)	210 5786226 kostas@synergykek.gr
17	ΜΠΟΜΠΟΣ Δημήτριος	ΕΣΤΙΑ (Ένωση αδειούχων εγκαταστατών & συντηρητών καυστήρων στερεών υγρών & αερίων καυσίμων)	6932463928 dimitris.bobos@hotmail.com

Α/Α	Ονοματεπώνυμο	Φορέας	Στοιχεία επικοινωνίας
18	ΓΚΑΝΑΚΟΥ Έλλη	ΕΕΑ (Ελληνική Ένωση Αλουμινίου)	210 7256130 eganakou@aluminium.org.gr
19	ΚΟΥΛΙΔΗΣ Αλέξανδρος	ΠΣΧΜ (Πανελλήνιος Σύλλογος Χημικών Μηχανικών)	6974458547 alexander.koulidis@gmail.com
20	ΘΕΟΔΩΡΙΔΟΥ Αθανασία	ΟΑΕΔ / Γενική Δ/νση Επαγγελματικής Εκπαίδευσης & Κατάρτισης	210 9989275, 210 9989462 6947073792 n.theodoridou@oaed.gr
21	ΚΩΝΣΤΑΝΤΕΛΛΟΣ Γεώργιος	ΟΒΥΕ (Ομοσπονδία Βιοτεχνών Υδραυλικών Ελλάδας)	210 3416064 contact_office.obye@ymail.com info@obye.gr
22	ΓΡΗΓΟΡΙΑΔΗΣ Γρηγόρης	ΥΠΕΚΑ, Διεύθυνση Αποδοτικής Χρήσης & Εξοικονόμησης Ενέργειας	210 6969443 grigoriadisg@eka.ypeka.gr
22	ΦΛΕΓΓΑΣ Αλέξανδρος	ΟΗΕ (Ομοσπονδία Ηλεκτροτεχνιτών Ελλάδας)	210 5234017 ohlek_sec@yahoo.gr, alexfleg@yahoo.gr
23	ΠΙΑΤΙΔΗΣ Αθανάσιος	ΣΑΤΕ (Πανελλήνιος Σύνδεσμος Τεχνικών Εταιρειών)	210 6204172, 210 3824540, 6944302793 alexateb@otenet.gr; info@sate.gr
24	ΚΕΝΤΕΡΛΗΣ Παναγιώτης	ΕΒΗΕ (Ελληνική Ένωση Βιομηχανιών Ηλιακής Ενέργειας)	210 4286227-8, 6972233328 info@ebhe.gr
25	ΚΩΝΣΤΑΝΤΟΠΟΥΛΟΣ Χαράλαμπος	ΠΟΣΕΗ (Πανελλήνια Ομοσπονδία Σωματείων Εργοληπτών Ηλεκτρολόγων)	210 3248455, 210 3211630 6977617944 info@poseh.gr
26	ΘΕΟΦΥΛΑΚΤΟΣ Κωνσταντίνος	ΕΣΣΗΘ (Ελληνικός Σύνδεσμος Συμπαραγωγής Ηλεκτρισμού & Θερμότητας)	210 8219118 hachp@hachp.gr
27	ΝΤΕΡΤΙΛΗΣ Βασίλης	ΕΙΕΑΔ (Εθνικό Ινστιτούτο Εργασίας και Ανθρώπινου Δυναμικού)	210 2120791, 210 2120700 v.ntertilis@eiead.gr
28	ΖΑΧΑΡΙΟΥ Αλέξανδρος	ΣΕΦ (Σύνδεσμος Εταιρειών Φωτοβολταϊκών)	210 9577470 info@helapco.gr azachar17@gmail.com
29	ΣΑΡΙΔΑΚΗΣ Ιωάννης	ΕΛΟΤ	6948757306, 210 2120113 ixs@elot.gr
30	ΚΑΝΑΒΕΤΑ Λεμονιά	ΕΒΕΑ/ΚΕΕ *(Προϊσταμένη Τμήματος Εμπορίου ΕΒΕΑ)*	210 3615059 relation@acci.gr

Annex III. Questionnaire

«BUILD UP SKILLS – GREECE» (BUS-GR)
1η Συνάντηση Εργασίας της Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων
5 Οκτωβρίου, 2012, Πολυτεχνειούπολη Ζωγράφου

ΜΑΣ ΕΝΔΙΑΦΕΡΕΙ Η ΓΝΩΜΗ ΣΑΣ

1. Παρακαλούμε αξιολογείστε την πρωτοβουλία για δημιουργία Πλατφόρμας Επαγγελματικών Προσόντων των εργαζομένων στον κατασκευαστικό κλάδο στα θέματα των ΕΞΕ και ΑΠΕ στη χώρα μας:

☐ Αναγκαία ☐ Πολύ Χρήσιμη ☐ Λίγο Χρήσιμη ☐ Αδιάφορη

2. Πιστεύετε ότι η συμμετοχή του οργανισμού σας στις συναντήσεις εργασίας/διαβουλεύσεις εντάσσεται στις προτεραιότητες του οργανισμού/φορέα σας;

☐ ΝΑΙ ☐ ΟΧΙ ☐ Δεν ξέρω / δεν απαντώ

3. Πιστεύετε ότι τα αποτελέσματα των διαβουλεύσεων και η ανάπτυξη του Οδικού Χάρτη Επαγγελματικών Προσόντων θα ωφελήσουν τον οργανισμό ή τα μέλη του κλάδου που εκπροσωπείτε;

☐ ΝΑΙ ☐ ΟΧΙ ☐ Δεν ξέρω / δεν απαντώ

4. Σε ποιο βαθμό θεωρείτε ότι τα επαγγελματικά προσόντα της υπάρχουσας δύναμης των τεχνικών του κτιριακού τομέα ικανοποιούν τις ανάγκες της αγοράς; *(κυκλώστε την επιθυμητή απάντησή σας)*

Απόλυτα ικανοποιητικά				Καθόλου ικανοποιητικά
5	4	3	2	1

5. Παρακαλούμε σημειώστε πιθανές δραστηριότητες του οργανισμού σας που συμπίπτουν με τους στόχους της Πρωτοβουλίας BUS-GR

.....
.....
.....
.....

6. Κρίνετε επαρκείς τις δυνατότητες εξειδικευμένης τεχνικής εκπαίδευσης σε θέματα ΕΞΕ και ΑΠΕ για τους τεχνίτες που απασχολούνται σήμερα στον κτιριακό τομέα; *(κυκλώστε την επιθυμητή απάντηση)*

Απόλυτα ικανοποιητικές				Καθόλου ικανοποιητικές
5	4	3	2	1

7. Με βάση την εμπειρία του φορέα σας, σημειώστε τα επαγγέλματα που θεωρείτε ότι χρήζουν - κατά προτεραιότητα - κατάρτιση στα θέματα των ΑΠΕ και της ΕΞΕ στον κατασκευαστικό τομέα

.....
.....
.....
.....

«BUILD UP SKILLS – GREECE» (BUS-GR)
1η Συνάντηση Εργασίας της Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων
5 Οκτωβρίου, 2012, Πολυτεχνειούπολη Ζωγράφου

1. Ποια κατά τη γνώμη σας είναι τα κύρια εμπόδια για την βελτίωση των επαγγελματικών προσόντων των τεχνικών επαγγελμάτων του κτιριακού τομέα; Αξιολογήστε με βαθμούς από το 1 έως 5 (Μικρή Επίδραση - Μεγάλη Επίδραση).

	5 Μεγάλη Επίδραση	4	3	2	1 Μικρή επίδραση
1) Έλλειψη χρόνου για συμμετοχή σε προγράμματα κατάρτισης					
2) Το κόστος της κατάρτισης					
3) Ελλιπές θεσμικό πλαίσιο					
4) Έλλειψη οικονομικών κινήτρων					
5) Απουσία κατάλληλων προγραμμάτων εξειδίκευσης					
6) Μειωμένο ενδιαφέρον για επιβεβαίωση επαγγελματικής επάρκειας από το καταναλωτικό κοινό / επιχειρήσεις					
7) Άλλο *(παρακαλούμε σημειώστε):* _____					

2. Παρακαλούμε καταγράψτε τις προτάσεις σας για την καλύτερη λειτουργία της Πλατφόρμας

.....
.....
.....
.....
.....

3. Σημειώστε παρακάτω πιθανά σχόλια που θα θέλατε να κάνετε και δεν προλάβατε κατά τη διάρκεια της σημερινής Συνεδρίας

.....
.....
.....
.....
.....

Παρακαλούμε συμπληρώστε τα στοιχεία επικοινωνίας σας:

Οργανισμός			
Ονοματεπώνυμο			
Θέση/Τίτλος			
Τηλέφωνο - Φαξ:		e-mail:	

Ευχαριστούμε για τη συμμετοχή σας!