LuxBuild2020
Roadmap

Peer Review Meeting Luxemburg
10 & 11 October 2013
LuxBuild2020
Roadmap

1. Strategy
   - Training schemes
   - Accompanying measures
   - Political framework

2. Action plan
LuxBuild2020 Roadmap
Status quo

Workforce needed until 2020

Additional needs:
+13,500 persons until 2020 or +1,700 persons p.a.
• 6,500 new jobs
• +/- 7,000 workers retire until 2020
• +/- 150 apprentices p.a. pass the trade test in the VET system
• +/- 60 persons p.a. pass examination for the master craftsman’s certificate
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Status quo

Training habits of the construction sector

- Luxembourg companies receive funding assistance if employees participate in training programs (INFPC)
- 14% of the construction companies with more than 10 employees have benefited from financial aid in 2011
- 5.7% of all companies
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Status quo

Bleu collars to train until 2020

<table>
<thead>
<tr>
<th>craft</th>
<th>Bleu collars to train until 2020: 1800 p.a.</th>
</tr>
</thead>
<tbody>
<tr>
<td>construction</td>
<td>4’500 – 5’000</td>
</tr>
<tr>
<td>Carpenter / roof</td>
<td>1’200 – 1’500</td>
</tr>
<tr>
<td>Installer</td>
<td>1’800 – 2’000</td>
</tr>
<tr>
<td>Electrician</td>
<td>3’000 – 3’300</td>
</tr>
<tr>
<td>plasterer</td>
<td>1’500 – 1’700</td>
</tr>
<tr>
<td>Widow maker</td>
<td>800 – 1’000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12’800 - 14’500</strong></td>
</tr>
</tbody>
</table>
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Roadmap

2. Stratégie générale
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General Strategy: Barriers and Levers

problems
• Skills shortage
• Training schemes not corresponding to challenges
• Lack of awareness for the challenges 2017/2020
• Image problem

opportunities
• Training schemes corresponding to challenges
• Concerted communication
• Mind changing
• Guaranty the quality of construction
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General strategy

Build up skills initiative in Luxemburg is based on two pillars

Change of mind, heads of companies to increase
• the sense of responsibility
• the initiative for the training of personnel according to the specific needs of the company

Training
• training schemes of high quality corresponding to new challenges and in sufficient quantity
• sufficient in quantity and quality
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2. Strategy of the qualification of craftsmen

- Accompanying measures: mind changing program
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Mind changing program

Target group: head of companies

Creation of a “Counter” Luxbuild2020
• Information
  • on the training programs
  • on financial support (INFPC)
• Assistance
  • In establish a training plan
  • In applying for financial support

Communication campaign
• about challenges 2017/2020
• to improve image of crafts
• To young people
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- Communication vers consommateurs
- Communication vers jeunes
- Communication vers cols bleus
- Communication vers entreprises

- Création guichet LuxBuild2020

- efficace
- faisable
- urgent
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Communication strategy

Concerted communication toward all target groups

2017/2020
Companies: challenges and opportunities
gravity of the situation
responsibility qualify blue collars

Wanted!
Blue collar / craftsmen:
offer of training programs
advantages on being a qualified craft man

Yes, you can…
Youth:
Improve the image of crafts
Promote the attractiveness of green jobs
Demonstrate the opportunities of the construction sector
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Roadmap

2. General strategy

- Training schemes
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Blue Collar Training

main measures of the training schemes

1. Development of a **framework of skills, job profile**
2. Development of training **program cross over skills** and know how
3. **Specific training** on energy efficient shell construction for the different crafts
4. Creation of **training centres**
5. **Train the trainers**
6. Development of a **coaching system**
7. Development of the **didactic material**
8. Development of an **internet site**
9. Up date of the “**master**” program

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LuxBuild2020 – Roadmap training measures

Development of the training scheme

• Development of a framework of skills, job profile (référentiel de qualification)
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Training measures

Formation initiale, évolution des programmes
formation interne via nouveaux outils
Tutorat
Formation continue des cols bleus
Formation brevet de maîtrise
Formation continue des patrons

- efficace
- faisable
- urgent
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Blue Collar Training

Development of the didactic material

• Visual teaching support as:
  • Videos and photography on energy efficient construction as air tightness, thermal bridges etc.
  • Posters, pocket cards on construction details
  • Check-lists
  • Serious games
  • Multilingual (at least German, French, Portuguese
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2. General strategy

- Coordinating measures
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Coordinating measures

Continuation of the platform LuxBuild2020

Workshops and discussions about
• Strategically development of the qualification of craftsmen
• Definition of a “job description”
• Quality label
• Funding for training schemes
• Training of unskilled workers
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Coordinating measures

Promouvoir les aides étagères pour la formation continue

Obligation à former

Creation d’un label de qualité pour les bâtiments “as build”

Reconnaissance des formations liée aux cols bleus

Reconnaissance des formations liée à l’entreprise formatrice

Création d’un système de financement obligatoire (FS)

-6  -4  -2  0  2  4  6

efficace  faisable  urgent
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Coordinating measures

Long-term funding of training schemes

• Copying the model « Fonds Sectoriel » of the construction companies?
• Possibility of realising an obligation of funding for other craft federations
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Coordinating and accompanying measures

Recognition of the training schemes

• Recognition related to the blue collar
  • Insertion of a qualification system for bleu collars
  • VAE, organize a help desk?

• Recognition related to the company
  • Label, ex.: Energie fir d’Zukunft+
  • Revision of the system de public submission → integration of more energetic criteria