



**ZDH**  
ZENTRALVERBAND DES  
DEUTSCHEN HANDWERKS



**BUILD UP  
SKILLS**

ENERGY TRAINING  
FOR BUILDERS



Dieses Projekt wird gefördert mit  
Mitteln der Europäischen Union



## **Qualergy2020 – The German Project**

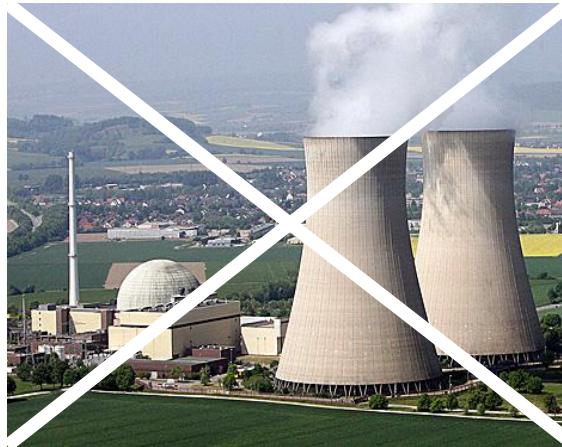
**BUILD UP SKILLS - The EU Sustainable Building Workforce Initiative**

**Qualergy 2020 - Qualification Needs and Status-Quo-Analysis of Blue-Collar-Workers in the Building Sector and Endorsement of a Roadmap for Overcoming Gaps in Germany till 2020**

# Starting Point / National Context



- 20-20-20-goals:  
Germany strengthened its efforts
- Legislation, financial incentives, information
- But: Renovation rates are too low

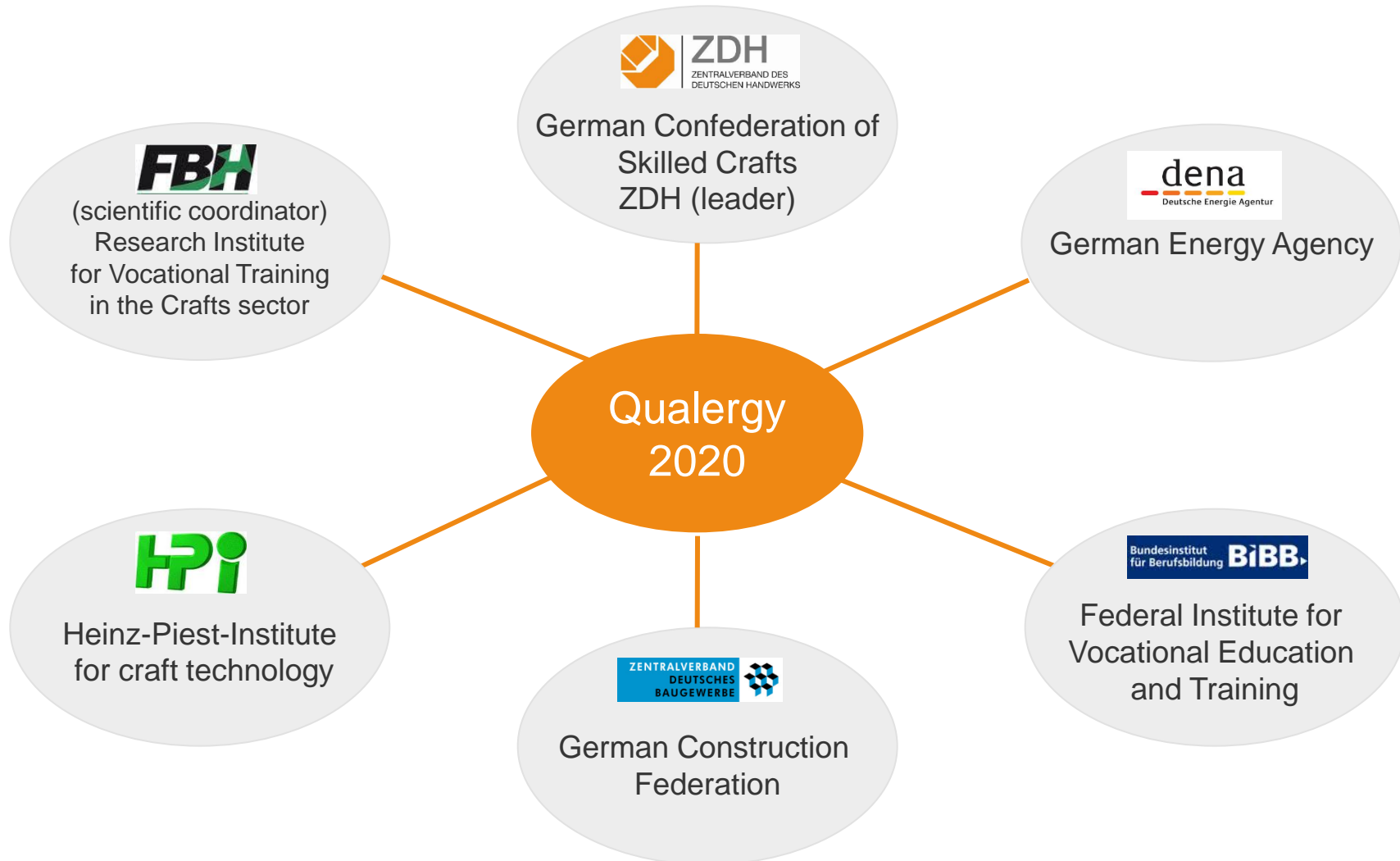


- After Fukushima:  
New energy policy
- Nuclear Power Plants:  
Step-by-step Turn-Off
- Quicker transition to  
renewables and more  
energy efficiency
- Major role of buildings



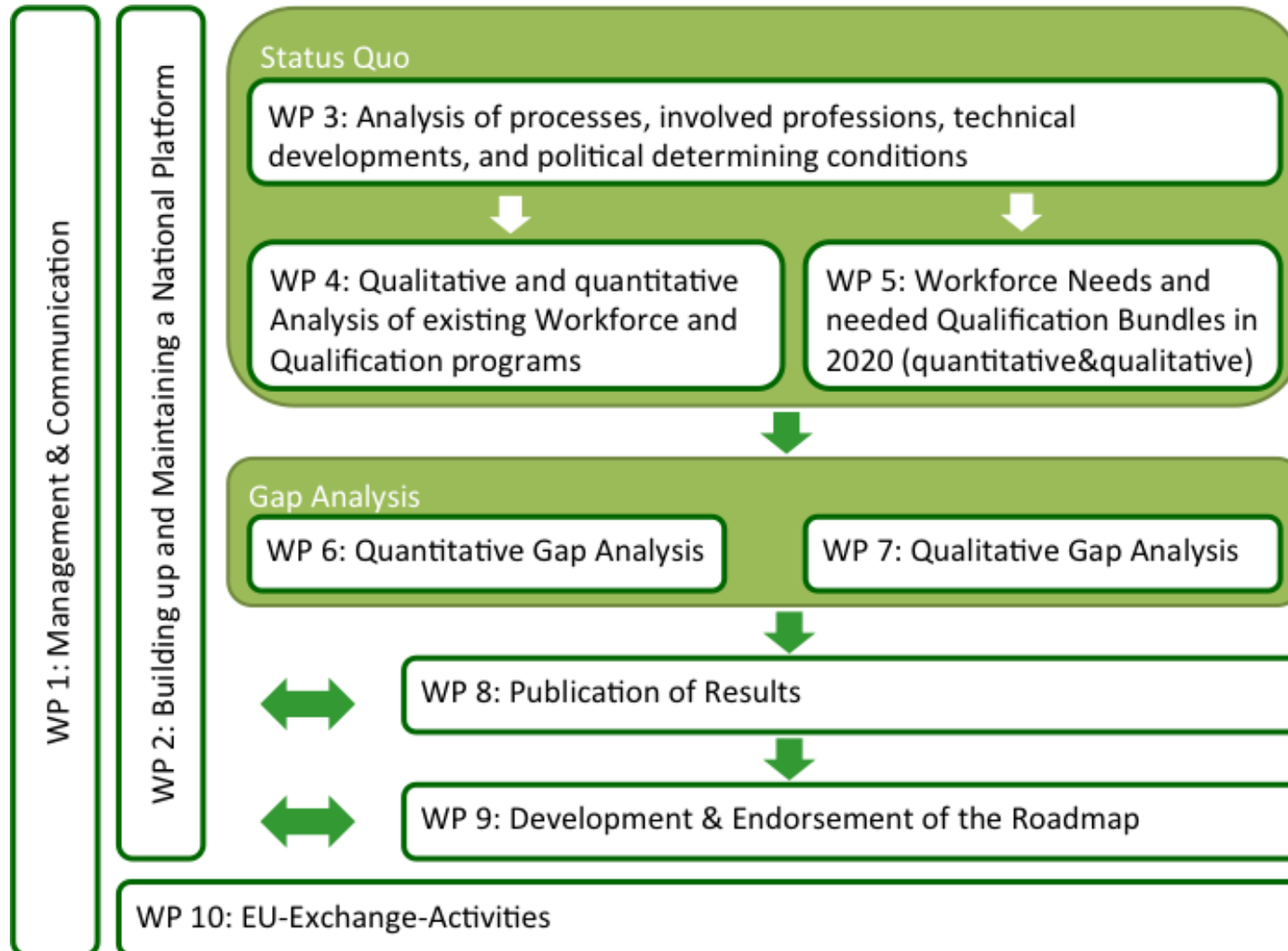
- High Level of Vocational  
Education and Training
- But: Will it be sufficient?
  - Quantity
  - Quality
- Provide necessary  
information in workforce  
needs

## The Consortium - Science, Employers, Education and Energy



- Create a **national platform** that brings together the key players in the fields of energy efficiency and renewable energy
- **Provide necessary information on the actual workforce needs** (numbers and specific qualifications)
- **Status-Quo-Analysis**: Information on the existing workforce (quantitative / qualitative) and of the education and training programs in the construction sector
- **Necessary investment volume** to reach the 2020-goals in the building sector

- **Projection** of workforce needs and needed qualification bundles till 2020
- **Gap-Analysis**: Differences between existing and needed workforce and qualification programs
- Development of a **national qualification roadmap** for achieving the 20-20-20-goals
- **Endorsement** of the roadmap







The screenshot shows the homepage of the 'BUILD UP SKILLS' website. The browser tabs at the top indicate 'Germany | BUILD UP Skills' and 'Europäische Bauinitiative'. The address bar shows 'www.bauinitiative.de'. The website header features the 'BUILD UP SKILLS' logo and the tagline 'ENERGY TRAINING FOR BUILDERS' next to the European Union flag. A navigation bar includes links for 'Build Up Skills', 'Nationale Initiative', 'Unterstützer', and 'Informationen', along with a search bar labeled 'Suchbegriff eingeben'. A large banner image shows a worker installing solar panels on a roof, with the text 'Initiative zur Ausbildung und Qualifizierung von Arbeitskräften im Bausektor in den Bereichen Energieeffizienz und Erneuerbare Energien' overlaid. Below the banner, there are three main sections: 'Hintergrund' (Background), 'Unterstützer' (Supporters), and 'Ziele' (Goals). The 'Hintergrund' section is titled 'Was macht die Europäische Bauinitiative – Build Up Skills Deutschland?' and describes a survey conducted by the Central Association of German Crafts (ZdK) to assess the skills of construction workers in Germany. The 'Unterstützer' section lists various institutions supporting the initiative. The 'Ziele' section outlines the goals of the initiative. At the bottom, there are sections for 'Publikationen' (Publications) and 'Newsletter'. The Windows taskbar at the bottom shows the Start button and several open applications, including 'Desktop - Crix Pre...', 'Europäische Bauinitia...', 'WinZip - Sonderumfra...', and 'Sonderumfrage Bede...'. The system clock shows '16:22'.

**Initiative zur Ausbildung und Qualifizierung von Arbeitskräften im Bausektor in den Bereichen Energieeffizienz und Erneuerbare Energien**

**Hintergrund**

**Was macht die Europäische Bauinitiative – Build Up Skills Deutschland?**

Unter Federführung des Zentralverbands des Deutschen Handwerks untersucht ein aus sechs Partnern bestehendes Konsortium, wie viele Fachkräfte am Bau in Deutschland beschäftigt sind, welche Qualifikationen diese Personen besitzen und ob sie quantitativ und qualitativ ausreichen, um die Klima- und energiepolitischen Ziele im Gebäudebereich bis 2020 erreichen zu können. Die Untersuchung läuft von November 2011 bis April 2013 und ist Teil der europäischen Initiative BUILD UP Skills – der Initiative zur Ausbildung von Arbeitskräften in den Bereichen Energieeffizienz und Erneuerbare Energien. Entsprechende Untersuchungen sollen in allen EU-Mitgliedstaaten stattfinden. Sie haben zum Ziel, Lücken im Bereich der Qualifizierung und bei der Anzahl der Beschäftigten aufzudecken und die erforderlichen Schritte zur Beseitigung der Defizite in sogenannten Qualifikations-Road-Maps darzulegen. Diese Erarbeitung soll mit den wesentlichen gesellschaftlichen Gruppen und den Ministerien abgestimmt werden. Die europäische Bauinitiative hat damit eine erhebliche Bedeutung für die nationale Bildungs- und Energiepolitik.

[Mehr über Build Up Skills erfahren ...](#)

**Unterstützer**

**Unterstützer**

Die Europäische Bauinitiative – BUILD UP Skills Deutschland wird von einer großen Zahl von Institutionen unterstützt, die alle relevanten gesellschaftlichen Gruppen in Deutschland präsentieren.

[Mehr über die nationalen Unterstützer erfahren ...](#)

**Ziele**

**Ziele**

Im Rahmen der europäischen Bauinitiative wird untersucht, ob die Anzahl und die Qualifikation der am Bau-Beschäftigten in Deutschland ausreichen, um die energie- und klimapolitischen Ziele in Deutschland erreichen zu können.

[Mehr zu den Zielen erfahren ...](#)

**Publikationen**

**Publikationen**

Hier finden Sie aktuelle Hintergrundinformationen und Überblicks-Präsentationen zur Build-Up-Skills-Initiative. Im Laufe des Projektes werden sukzessive die Projektergebnisse eingestellt.

[Publikationen finden ...](#)

**Newsletter**

**Newsletter**

Bleiben Sie auf dem aktuellen Stand: melden Sie sich für den Newsletter an.

[Zur Anmeldung ...](#)



## 54 Letters of Support

- Work is done in several layers
- Consortium: All analytical work / prepare roadmap (layer 1)
- Board: Work on the Roadmap (layer 2, not shown)
- National Platform open to all Interested Parties: Information / Endorsement (layer 3)



## Main results of the Status-Quo-Analysis

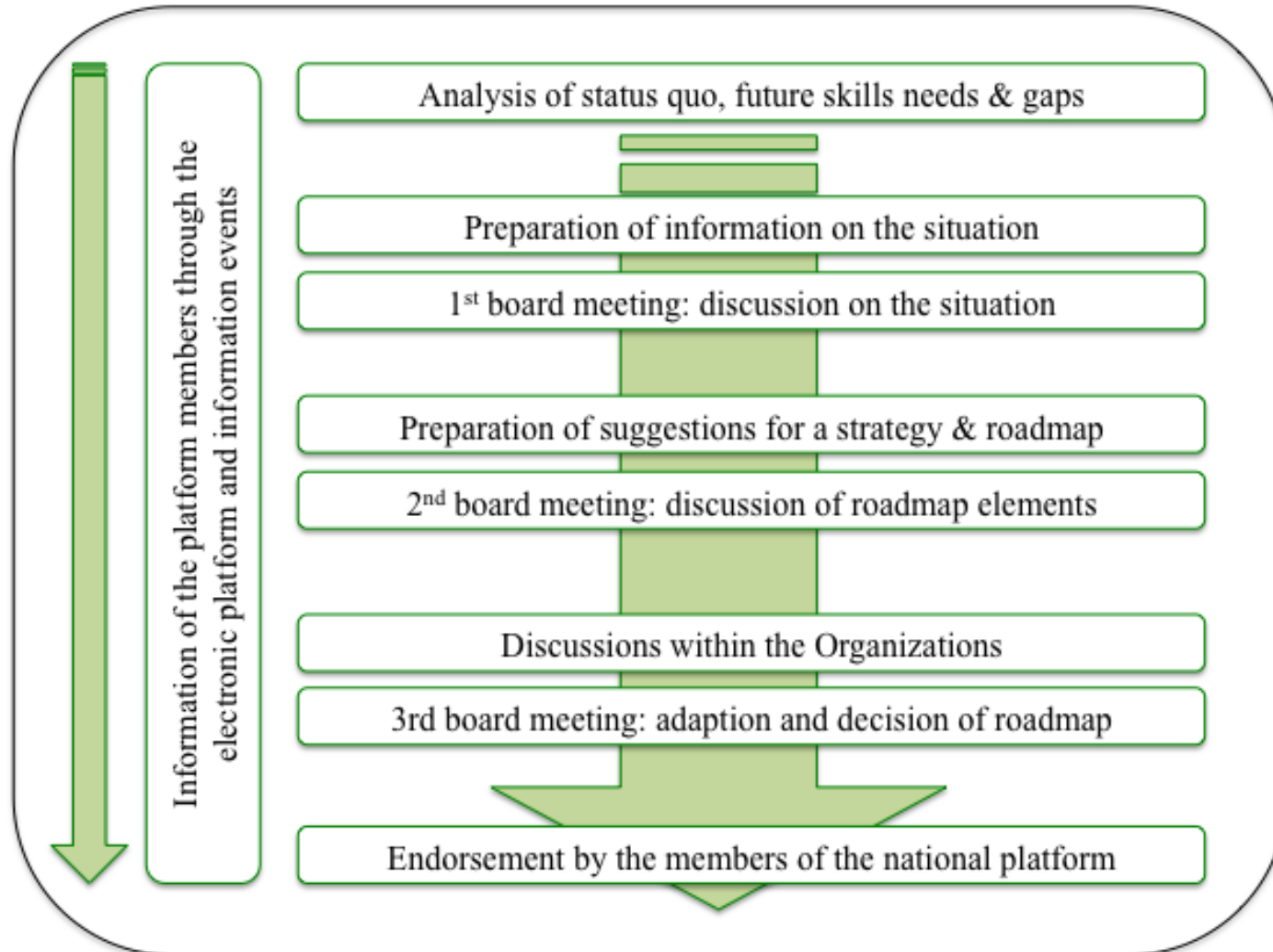
- Additional investment of €23.6 billion per year is necessary to reach the goals in the building sector (2014-2020)
- Germany is well-positioned to take up this challenge
- Relevant technologies and processes are available, no technological leaps are to expect
- No nationwide shortage of skilled workers to expect till 2020
  - but: shortages in some selected professions and regions
  - but: nationwide shortages from 2021 on
- Requisite skill sets are well-anchored in the apprenticeship frameworks and master craftsman examination frameworks of the relevant occupations
- Additional 315 continuing VET offers in Renewables and Energy Efficiency
- Nevertheless, there are certain quantitative and qualitative gaps, as well as a number of barriers

- Overall, Germany's construction workers have a high level of professional skills
  - Initial vocational training of ~ 3 years in the dual system
  - Additional master craftsmen qualification
  - 315 continuing education and training courses in the areas of renewable energy and energy efficiency
- But there are some qualitative gaps and barriers too, e.g.:
  - Lack of understanding of the interfaces between processes (cross trade issues) and for the "house as a system"
  - Lack of participants in continuing VET courses
  - Lack of transparency about training opportunities
  - Lack of an early qualification screening
- ... and quantitative gaps: Impending shortages of skilled construction workers (at least after 2020 also nationwide)

# Roadmap Development – Advisory Board

- Formation of an Advisory Board (from among the national qualification platform) – 26 out of 54





## Overcoming quantitative gaps

Open up unused potential -  
target group analysis

Increase attractiveness and  
image of professions

Increase holding quota

Promote mobility and  
integration

## Overcoming qualitative gaps

Improving the understanding  
of interfaces between trades  
and of the house as a system

Overcome skill shortages in  
single individual processes /  
ensure quality of the  
implementation of craft services

## Overcoming barriers

Raise incentives for  
participation in training

Ensure transparency of  
existing continuing VET  
opportunities

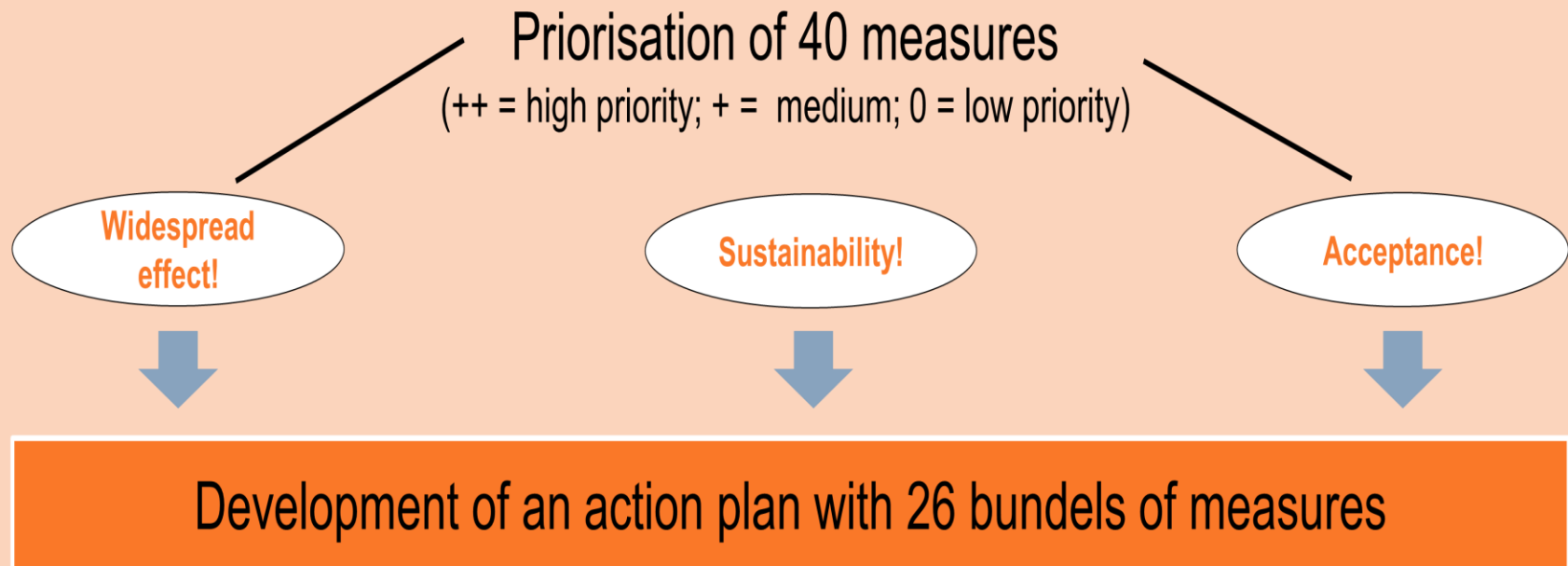
Establish a system of early  
qualification screening



40 measures for improvement

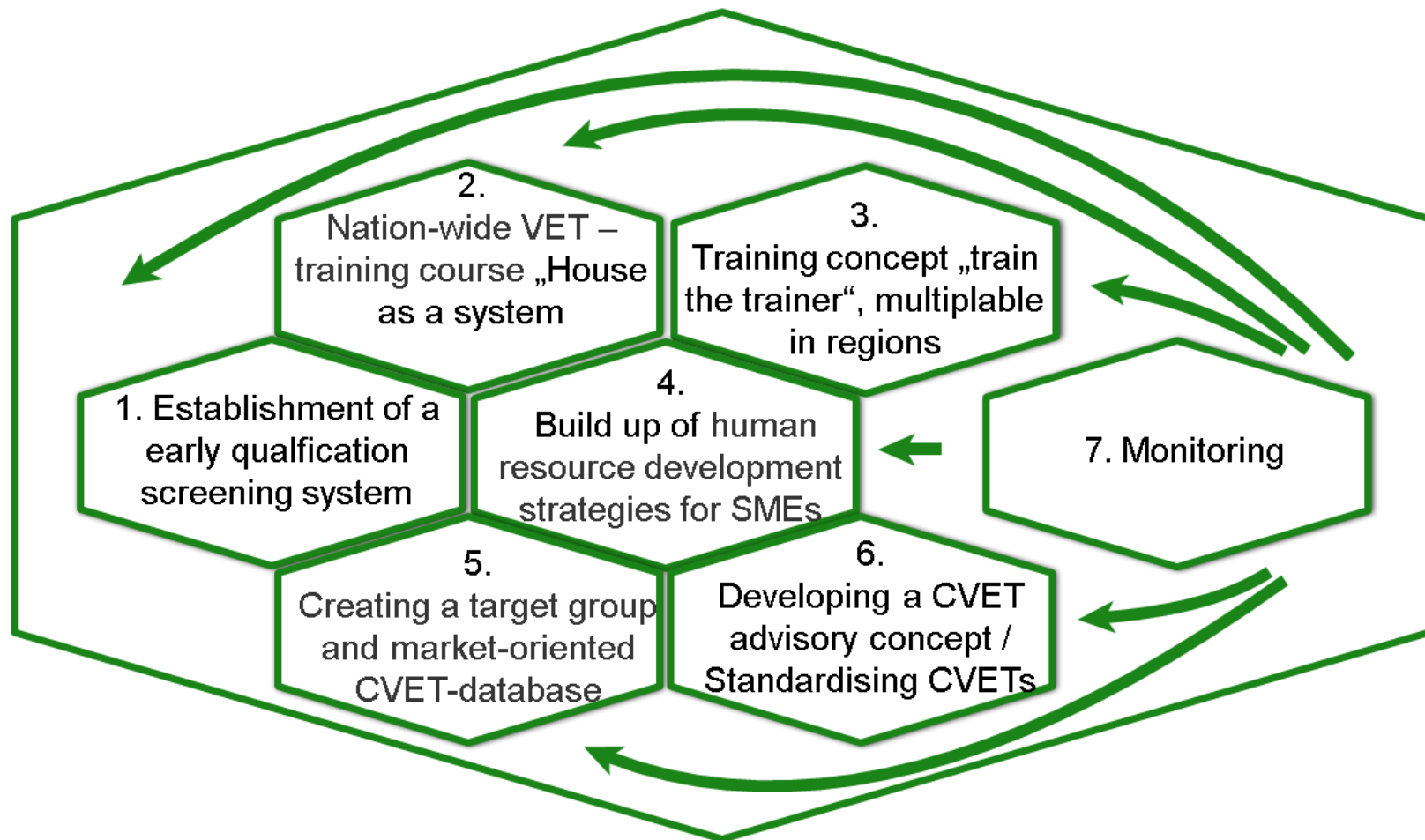


## 8 Roadmap – Priorisation of measures



- 3. Meeting of the advisory board: Finalisation of the Roadmap-Draft
- Final comments of board and platform members

## Action plan – Most important measures



### Measures and actions with a high implementation priority (excerpt)

- Attracting university dropouts
- Further development of the craft sector's image campaign
- Information sessions for job center staff
- Including the systems-approach in all apprenticeship frameworks
- Checking the feasibility of a CVET programme for "one-stop-shop" refurbishment services
- Greater weight to the topic "customer orientation" in apprenticeship frameworks

### Measures and actions without any high implementation priority (excerpt)

- Checking the feasibility of a CVET programme for training quality assurance officers in the building sector
- Identifying projects involving training immigrants / upgrading their skills and analysing the results
- Developing "hands-on" learning material for schools
- Expanding opportunities for students to do a work placement/summer job in the building company

# Endorsement process – Letter of Endorsement

## BUILD UP Skills – The European Sustainable Building Workforce Initiative

### Letter of Endorsement

We, --- name of organization --- herewith declare our identification with the proposed measures. We consider them suitable for enhancing the skills of building workers and ensuring that sufficient numbers of skilled workers are available to achieve the energy and climate policy targets in the building sector.

We will contribute to the best of our ability to implementing the measures proposed in the Action Plan.

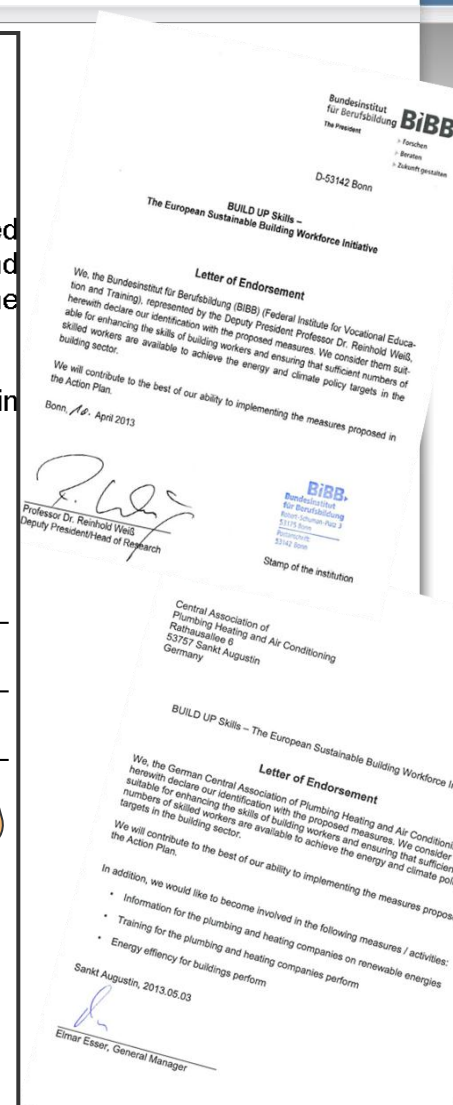
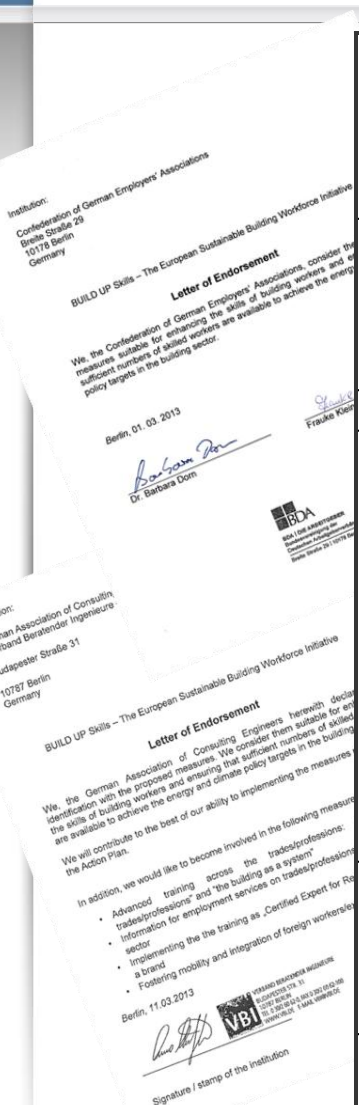
In addition, we would like to become involved in the following measures / activities:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

City, XX. XX. 2013

43 Institutions signed

Signature / stamp of the institution



### Meetings and events

- Kick-off-meeting 01/12/2011
- 3 consortium meetings
- Presentation of interim results 31/05/2012
- 3 Peer-review-Meeting 20/08/2012
- 3 Advisory-board-Meetings

**Website [www.bauinitiative.de](http://www.bauinitiative.de)**