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

Qualergy 2020

ZDH

German Confederation of Skilled Crafts
ZDH (leader)

German Energy Agency

(scientific coordinator)
Research Institute for Vocational Training in the Crafts sector

Heinz-Piest-Institute for craft technology

German Construction Federation

Federal Institute for Vocational Education and Training
Main Achievements

- 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
3.a Main Achievements

- **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
Workpackages

WP 1: Management & Communication

Status Quo

WP 3: Analysis of processes, involved professions, technical developments, and political determining conditions

WP 4: Qualitative and quantitative Analysis of existing Workforce and Qualification programs

WP 5: Workforce Needs and needed Qualification Bundles in 2020 (quantitative&qualitative)

Gap Analysis

WP 6: Quantitative Gap Analysis

WP 7: Qualitative Gap Analysis

WP 8: Publication of Results

WP 9: Development & Endorsement of the Roadmap

WP 10: EU-Exchange-Activities
Was macht die Europäische Bauinitiative - Build Up Skills Deutschland?


Mehr über Build Up Skills erfahren... »

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

Im Rahmen der europäischen Bauinitiative wird untersucht, ob die Anzahl und die Qualifikationen der am Bau Beschäftigten in Deutschland ausreichend, um die energetische und klimaschutzorientierten Ziele in Deutschland erreichen zu können. Mehr zu den Ziele erfahren... »

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

Bleiben Sie auf dem aktuellen Stand: melden Sie sich für den Newsletter an. Zur Anmeldung... »
National Platform & Work Structure

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
Roadmap Development – Starting Points

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

1. Analysis of status quo, future skills needs & gaps
2. Preparation of information on the situation
3. 1st board meeting: discussion on the situation
4. Preparation of suggestions for a strategy & roadmap
5. 2nd board meeting: discussion of roadmap elements
6. Discussions within the Organizations
7. 3rd board meeting: adaption and decision of roadmap
8. Endorsement by the members of the national platform
Roadmap Development – Focal Points in Workshop

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
3. Meeting of the advisory board: Finalisation of the Roadmap-Draft

Final comments of board and platform members
Action plan – Most important measures

1. Establishment of a early qualification screening system
2. Nation-wide VET – training course „House as a system
3. Training concept „train the trainer“, multiplicable in regions
4. Build up of human resource development strategies for SMEs
5. Creating a target group and market-oriented CVET-database
6. Developing a CVET advisory concept / Standardising CVETs
7. Monitoring
**Action plan – 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

Signature / stamp of the institution

43 Institutions signed
Institutional work

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)