

Improving the construction ecosystem human capital basis – policy perspectives

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H.1 Construction



People (human capital) are at heart of EU policies

- European Vocational Skills Week
- European Gender Equality Week (EP)
- European Year of Skills

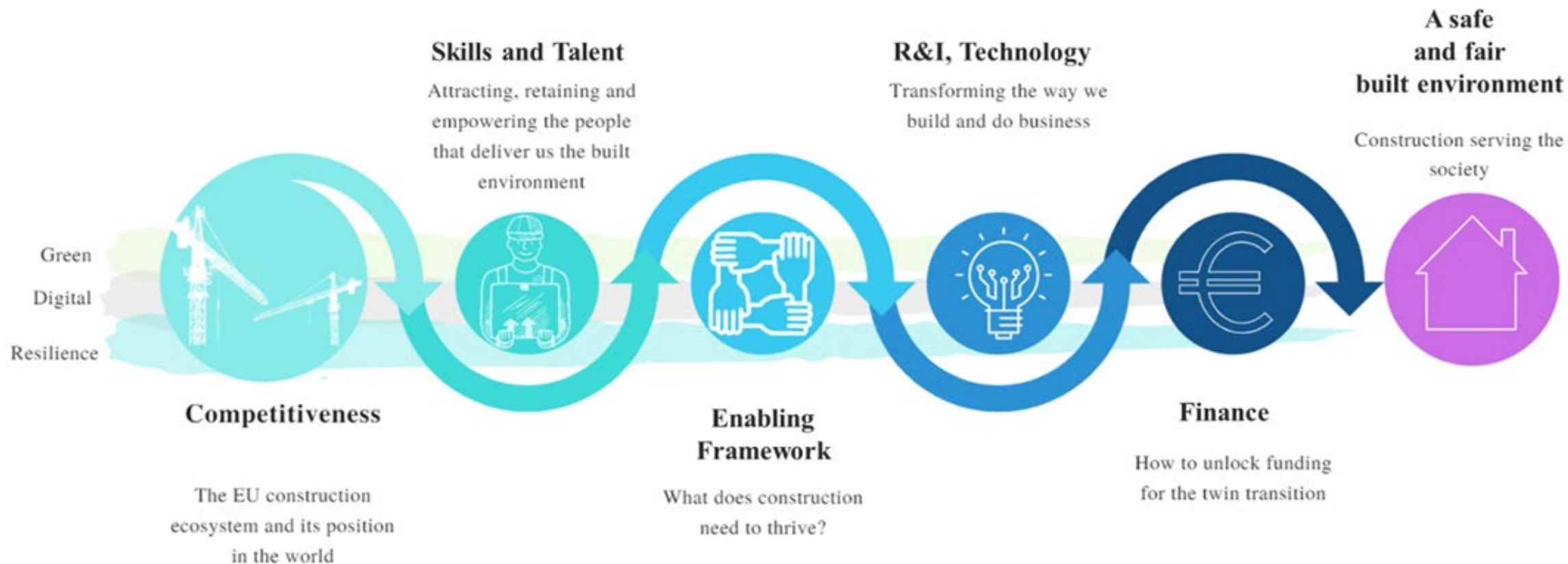
15 March 2023

Transition pathway for Construction

- A more resilient, green and digital competitive construction ecosystem
- Co-creation with industry, Member States and other stakeholders, via the framework of the High-Level Construction Forum
- Developing a non-binding, but coherent policy framework to
 - Test/validate EC policies
 - Encourage all stakeholders to continue working in partnership towards a transition of the ecosystem

https://single-market-economy.ec.europa.eu/sectors/construction/construction-transition-pathway_en

Structure of the document – 6 building blocks



Recommendations for action

2. Skills		
Recommended action	Actors	Timeframe
2.1 Promote partnerships creation , sharing of good practices and development of skill-needs responses through European partnerships.	EU/MS	S
2.2 Continue and increase in scale initiatives for upskilling and re-skilling, such as BUILD UP Skills	EU/MS	M
2.4 Provide an enabling framework (e.g., curricula, funding) for skills deployment and exploit the possibilities of the Cohesion Policy and the Recovery and Resilience Facility on the skills development and deployment.	MS	M
2.6 Improve through awareness raising and structural changes (e.g., use of digital collaboration and working methods) the attractiveness of the ecosystem as an employer .	Industry	S/M

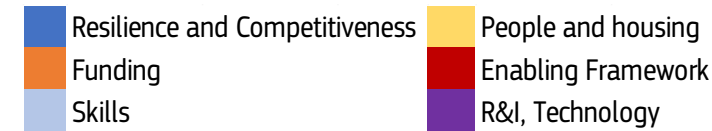
- Actions derive from feedback received during consultations
- Recommendations, not commitments

Annex I: Action roadmaps

Roadmap 2: Upskilling and attracting talent

SHORT TERM	MEDIUM TERM	LONG TERM
2.1 Promote skills partnerships		
2.2 Support EU level skills initiatives		
	2.3 Digital information on cross-border workers	
	2.4 Fund skills development & deployment	
2.5 Support upskilling via procurement		
	2.6 Support attractiveness of employment in construction	
2.7 Follow-up Pact for Skills commitments		
2.8 Deliver the Blueprint for Skills		
	2.9 Train public sector employees	
2.10 Set up NEB Academy		
2.11 Promote diversity in the ecosystem		
3.34 Mutual recognition of qualifications		
3.35 Temporary cross-border mobility		
3.36 Compulsory insurance for works and companies		
3.37 Technical Support Instrument		
	5.6 Invest in training & development	

- Action roadmaps to visualise the transition



Commitments

In the document <https://ec.europa.eu/docsroom/documents/53854>

Additional commitments

<https://ec.europa.eu/docsroom/documents/56274>

Call for commitments

[https://ec.europa.eu/eusurvey/runner/TransitionPathwayConstruction
_Commitments](https://ec.europa.eu/eusurvey/runner/TransitionPathwayConstruction_Commitments)



A Green Deal Industrial Plan for the Net-Zero Age (and the Net-Zero Industry Act)

Chapter V: Enhancing skills for quality job creation

Article 23 - European Net Zero Industry Academies: the Commission shall support, including through the provision of seed-funding, the establishment of European Net Zero Industry Academies

Article 24 - Regulated professions in Net Zero Industries and recognition of professional qualifications: where a Member State concludes that an Academy learning credential is equivalent to a qualification required to access a regulated professional activity, the credential is sufficient evidence of formal qualification (i.e. access is granted to the professional activity in question)

Article 25 - Net-Zero Europe Platform and skills: The Net-Zero Europe Platform shall support the availability and deployment of skills in net-zero technologies

New European Bauhaus

The NEB Academy on skills for sustainable construction:

- accelerate up-skilling and re-skilling in the construction ecosystem (bio-based materials, digital technologies, increased circularity)
- Encourage the creation of NEB Academy Pioneer Hubs
- Create a Network of NEB Academy Hubs
- A NEB Academy Collaborative Platform

https://new-european-bauhaus.europa.eu/about/neb-academy_en

Blueprint for Sectoral Cooperation on Skills – Construction



Main outcomes and achievements

<http://constructionblueprint.eu/>

1 DOCUMENTS ON SKILLS

- **Status Quo:** Current state of Construction industry sectoral skills
- **Roadmap and Action Plan:** 45 measures and recommendations on skills
- **PESTLE analysis:** 151 national factsheets with information on trends, barriers, opportunities
- **Skills needs analysis:** Compilation of skills needs identified in EE, CE and digitalisation
- **Professions and qualifications to be updated:** comparative European report



2 VIRTUAL TOOLS

- **Interactive Map:** 130 good practices and initiatives dealing with training and qualification
- **Skills Observatory:** Web-based tool to anticipate skills needs <https://www.constructionskillsobservatory.eu/>
- **LinkedIn Group on sectoral skills:** more than 500 stakeholders involved



3 TRAINING

- **3 new VET curricula:** 45 modules; and 180 hours of training
- **Pilot courses:** ca. 1000 students & workers trained in Europe
- **Moodle platform:** 75 short courses for self-study, in several languages



4 GOOD PRACTICES AND INITIATIVES

Attractiveness of the sector: actions addressed to **women** and **young people**



Pact for Skills

- supporting partnerships creation in industrial ecosystems to share expertise and resources; part of the Renovation Wave Action Plan

<https://ec.europa.eu/social/main.jsp?catId=1517&langId=en>

Partnership of the construction ecosystem

<https://ec.europa.eu/social/BlobServlet?docId=25235&langid=en>

Thank you!



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