Improving the construction ecosystem 
human capital basis 
– policy perspectives

Roman Horváth

DG Internal Market, Industry, Entrepreneurship and SMEs

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

- 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

Structure of the document – 6 building blocks
# Recommendations for action

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

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

### Roadmap 2: Upskilling and attracting talent

<table>
<thead>
<tr>
<th>SHORT TERM</th>
<th>MEDIUM TERM</th>
<th>LONG TERM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1 Promote skills partnerships</td>
<td>2.3 Digital information on cross-border workers</td>
<td>2.4 Fund skills development &amp; deployment</td>
</tr>
<tr>
<td>2.2 Support EU level skills initiatives</td>
<td>2.5 Support upskilling via procurement</td>
<td>2.6 Support attractiveness of employment in construction</td>
</tr>
<tr>
<td>2.7 Follow-up Pact for Skills commitments</td>
<td>2.8 Deliver the Blueprint for Skills</td>
<td>2.9 Train public sector employees</td>
</tr>
<tr>
<td>3.10 Set up NEB Academy</td>
<td>3.34 Mutual recognition of qualifications</td>
<td>3.36 Compulsory insurance for works and companies</td>
</tr>
<tr>
<td>3.11 Promote diversity in the ecosystem</td>
<td>3.35 Temporary cross-border mobility</td>
<td>3.37 Technical Support Instrument</td>
</tr>
<tr>
<td>3.38 Internal training opportunities</td>
<td>5.6 Invest in training &amp; development</td>
<td></td>
</tr>
</tbody>
</table>

- 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/TransitionPathwayConstructionCommitments
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

Blueprint for Sectoral Cooperation on Skills – Construction

http://constructionblueprint.eu/
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!