

BUILD UP Skills CYPRUS Factsheet	
BUILD UP skills activities of the country	
BUS Pillar I project title (contract number)	BUILD UP Skills Cyprus (BUILD UP SKILLS CY) IEE/11/BWI/516 - SI2.604359
BUS Pillar II project title (contract number)	Improve Skills and Qualifications in the Building Workforce in Cyprus (BUILD UP SKILLS WE-QUALIFY)
Horizon 2020 Construction skills project title (contract number)	n/a
BUILD UP Skills WE-QUALIFY	
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Project Partners	<ul style="list-style-type: none"> . Cyprus Energy Agency (Energeiako Grafeio Kypriou Politou) (<i>Consortium coordinator</i>) . Cyprus Institute of Energy . Human resource Development Authority of Cyprus . Technical Chamber of Cyprus . Cyprus Organisation for Standardisation . Cyprus Productivity Center
Project website	http://www.cea.org.cy/we_qualify/
Keywords	Buildings, Thermal insulation, Biomass small-scale boilers, glazing frames and blinds, Qualification
Duration ¹	Start date: 01/11/2013 End date: 31/10/2016
Budget ²	EUR 268.132 (EU contribution: 75%)
Context	
Summary description ³	In Cyprus, there is a need to educate by 2020, at least 4.500 workers/installers for 13 different skills with energy-efficiency building and RES skills. The "WE-Qualify" project will develop training and/or qualification scheme for blue-collar workers/installers, which will focus on the most critical skills identified in the roadmap namely: Skill 1: Placement of thermal insulation

¹ <https://ec.europa.eu/energy/intelligent/projects/en/projects/build-skills-we-qualify>

² file:///C:/Users/Extra%202016/Downloads/intelligent_energy_europe_-_improve_skills_and_qualifications_in_the_building_workforce_in_cyprus_-_2016-03-18.pdf

³ BUILD UP Skills We-Qualify, Annex I - Description of action

	<p>Skill 1.1: Placement of conventional insulation/thermal insulation plaster</p> <p>Skill 1.2: Placement of external insulation</p> <p>Skill 2: Installation of thermopanes and exterior sunshades</p> <p>Skill 2.1: Installation of high energy efficient thermopanes</p> <p>Skill 2.2: Installation of exterior sunshades</p> <p>Skill 3: Installation and maintenance of Biomass heating systems</p> <p>These critical fields were selected based on the existing structure of the building industry, the limited qualification of the installers and the limited available training programmes and material. Although skills 1 and 2 are categorised as high and medium priority, they are not regulated by either any national legislation or Standards of Vocational Qualifications (SVQ) thus, it is considered very important to be included in the WE-Qualify. Moreover, although skill 3 is to be regulated by legislation N210((I)/2012) and is planned to be included in further RES legislations, there is a currently a severe lack of experience for the installation of the systems, thus resulting to low efficiency and not sound practices.</p> <p>The outcomes of WE-Qualify are expected to provide the key components for the upgrading of existing or drafting of new SVQs to be included in the future National Qualification Framework (NQF), an appropriate training methodology and a transparent and clearly defined qualification route.</p>
Objectives ⁴	<ul style="list-style-type: none"> . To set the base for the adoption of a national accepted qualification scheme which defines high quality standards for energy efficient building . To develop appropriate and easily adaptable training materials and tools that provide effective support to the workforce and key actors . To inform about good practices and the main “key-parameters” for effective installations on buildings . To create a pool of skilled and qualified blue-collar workers . To increase the number of workers that upgrade their skills . To inform target groups (architecture/engineers, developers, public) about the qualification and to create added value for it
Target skills/ professions	Façade workers, plasterers, building envelop workers, HVAC installations, Installation of thermopanes and exterior sunshades
Project’s results and impact	
Results ⁵	<ul style="list-style-type: none"> . An operational qualification scheme for the workforce on the energy efficiency building sector

⁴ BUILD UP Skills We-Qualify, Annex I - Description of action

⁵ <https://ec.europa.eu/energy/intelligent/projects/en/projects/build-skills-we-qualify>

	<ul style="list-style-type: none"> . Theoretical and practical training for blue-collar workers and the trainers for three skills . Acknowledged quality standards, professional frameworks and training methodology - taking into account national legislation . Dissemination to all stakeholder groups and National Consulting Committee (NCC) . Qualification documentation presented to policy/decision makers in Cyprus . Increase the awareness of the enterprises (20 stakeholders) and workers (1000 persons) towards the energy targets and the need for continually improving their skills to address these . 5 pilot training courses implemented with at least 25 participants (target at least 125 people to be trained and target 100 to be qualified) . 3 training courses to train the trainers (target six (6) trainers to be trained) . Development of 3 National Qualification Schemes (NQF) . 3 training courses to train the trainers (target six (6) trainers to be trained)
Lessons learnt ⁶	<ul style="list-style-type: none"> . There was higher interest in the training course for installation of thermal insulation than for the course for installation of thermopanes and exterior sunshades because the latter companies already send their installers for training. . The contact of trainees with companies importing thermal insulation materials influences their knowledge because each company has different expertise. As a result trainees acquire different skills and attitude. . The completion of the training course for the installation of thermal insulation made it clear that the specialized training and certification of qualifications is nowadays a must if the workers want to be competitive in the market and achieve recognition of their professional competences.
Barriers ⁷	<p>Participation in the training course of Skill 2: The interest for participating in the training course Skill 2 “Installation of thermopanes and exterior sunshades” was limited. At the beginning of the project, the original estimation was to attend 25 workers; however only 11 workers expressed interest to participate in the training course. The main reason for the limited participation is that the companies importing thermopanes and sunshade materials provide specific training to their installers to cover the special specifications of their products. On the other hand, there is considerable interest in the training course for installation of</p>

⁶ <https://ec.europa.eu/energy/intelligent/projects/en/projects/build-skills-we-qualify>

⁷ Input from Marios Petrakkas, January 2017

	<p>thermal insulation. Accordingly, during the 3rd meeting, the partners discussed the possibility to request from EASME to accept amendment on the number of the training programmes to be organised, which means the implementation of three training courses for Skill 1 (installation of thermal insulation) and only one for Skill 2 (installations of thermopanels and exterior sunshades), whereas the contract stipulated 2 courses for each Skill.</p> <p>The initiation of the training course installation and maintenance of biomass heating systems has been delayed, as a result of the procedures needed to be followed, according to the legislation for approved training providers and examinations bodies that came into force after the project start. The relevant ministerial degree (Κ.Δ.Π 442/2013) was published on the 30th April 2015. This deviation affected also the development of the training methodology, trainer's manual and training materials for this training course. It is estimated that the training course will be implemented in month 25 while the training methodology and the training materials will be developed in month 20 and 22 respectively (Information is given in appendix table 1 of the interim technical implementation report). It is important to mention that no delays are expected for the training courses for Skills 1 and 2 because the legislation framework is currently missing.</p> <p>Lack of legal regulation for skills 1 and 2</p>			
Key needs ⁸	No needs have been identified. The regulation of skills would improve the attendance and needs for qualification.			
Recommendations ⁹	From the feedback received by the trainees two recommendations would be to increase the number of theory hours for the thermal insulation training course and the further improvement of the material being taught for the installations of thermopanels and exterior sunshades.			
Replicability ¹⁰	<ul style="list-style-type: none"> . Two training providers have been established with the Cyprus energy Agency being a certified training organisation by the Energy Service of the Ministry of Energy, Commerce and Tourism . The training manuals are in place and were sent for quality check in various technical universities and other training centres . A qualification scheme was put in place by the CYS for the establishment of other training centres 			
Project indicators				
Common Performance Indicators	Ex ante target	Interim results	Final result	Target 2020

⁸ Input from Marios Petrakkas, January 2017

⁹ Input from Marios Petrakkas, January 2017

¹⁰ Input from Marios Petrakkas, January 2017

<p>Number of training courses triggered by the action</p>	<p>Five (5) training courses; Train the Trainers: Three (3) courses</p>	<p>2 training courses, 2 trainers trained</p>	<p>Five (5) training courses Skill 1: Three (3) courses implemented Skill 2: One (1) course implemented Skill 3: One (1) course implemented Two (2) Trainers have been trained for the Skill 1 and 2</p>	<p>Five (5) training courses; Train the Trainers: Six (6) courses</p>
<p>Number of people that will be trained</p>	<p>125 people to be trained and target 100 to be qualified; Trainers: Six (6) trainers</p>	<p>Skill 1: 21 people trained 1 trainer Skill 2: 11 people in process of training, 1 trainer</p>	<p>Skill 1: <u>71</u> people have <u>been trained</u> and 69 people have been qualified Skill 2: <u>7</u> people have <u>been trained</u> and 7 people have been qualified Skill 3: <u>14</u> people have <u>been trained</u> (The installers in Skill 3 must succeed in the exams organized by approved examination body, in order to be qualified) Trainer: <u>Two (2) trainers</u></p>	<p>2249 people to be trained and target 1797 to be qualified; Trainers: twelve (12) trainers</p>

Number of hours taught in the frame of the courses triggered	530 hr, train the trainers 30 hours	32 hours training courses, 16 hours for trainers	Skill 1: 96 hours training course Skill 2: 32 hours training course Skill 3: 40 hours training course Train the Trainers: 16 hours for Skill 1 and Skill 2	530 hours, train the trainers 60 hours
Estimated specific cost to qualify each trainee	1000 Euro/trainee for each course	800 Euro/trainee	800 Euros /trainee for course Skill 1 800 Euros /trainee for course Skill 2 900 Euros /trainee for course Skill 3	500 Euros/trainee for each course
Renewable Energy production triggered	163 Toe/ year	N/A	N/A	6582 Toe/ year
Primary energy savings compared to projections	239 Toe/ year	N/A	Skill 1: 103 Toe/ year Skill 2: 3 Toe/ year Total: 106 Toe/ year	7656 Toe/ year
Reduction of greenhouse gas emissions	2423 Ton CO2e/year	N/A	Skill 1: 1.045 Skill 2: 29 Skill 3: 0 Total: 1.074	244193 Ton CO2e/year