

BUILD UP Skills Estonia Factsheet	
BUILD UP skills activities of the country	
BUS Pillar I project title (contract number)	BUILD UP SKILLS EE (IEE/11/BWI 454 - SI2.604349)
BUS Pillar II project title (contract number)	BUILD UP SKILLS BUILDEST II (IEE-12-BWI-354)
Horizon 2020 Construction skills project title (contract number)	-
BUILD UP Skills BUILDEST II	
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Project Partners	<ul style="list-style-type: none"> . Tallinn University of Technology - Tallinna Tehnikaulikool (Consortium coordinator) . Estonian Ministry of Economic Affairs and Communications . Foundation Innove- NGO created by the Ministry of Science and Education responsible for coordination of vocational training centres . Estonian Qualifications Authority . Estonian Society of Heating and Ventilation Engineers . Estonian Association of Construction Entrepreneurs
Project website	http://www.ttu.ee/projektid/buildest/buildest2#
Keywords	Training and education
Duration	Start date: 28/09/2013 End date: 27/09/2016
Budget	EUR 568,581 (EU contribution: 75%)
Context	
Summary description ¹	BUILDEST II builds on the outcomes and plans of the IEE Pillar I project BUILDEST. The main focus is on the implementation of the activities foreseen in the "Action Plan for Training Workforce in the Estonian Construction Sector" (Roadmap) to contribute to the EU 20-20-20 targets via the development of training schemes, efficient training and qualification of workers in the construction sector in Estonia, with a special emphasis on energy efficiency.
Objectives	<ol style="list-style-type: none"> 1. The development of a training scheme for non-qualified workers 2. The development of a training scheme for qualified workers

¹ <http://www.buildup.eu/en/explore/links/buildest-ii-training-non-qualified-and-qualified-workforce-and-trainers-estonia>

	<ol style="list-style-type: none"> 3. Preparation and execution of a trainers' training module, including as a crucial part the piloting of the training schemes in the final phase of the project. 4. Communication of and related to the new qualifications requirements and opportunities to the target audience, guaranteeing the widest possible availability, accessibility to and implementation of the project results.
Target skills/ professions	<ul style="list-style-type: none"> . Construction works . Carpenter . Construction finisher . Heating, plumbing, ventilation, installers of RES systems . Bricklayers
Project's results and impact (max 500 characters without spaces per bullet point)	
Results ²	<ul style="list-style-type: none"> • Development of a training scheme for non-qualified workers • Development of a training scheme for qualified workers • Preparation and execution of a trainers' training module, including the piloting of the training schemes • Communication of and related to the new qualification requirements and opportunities to target audience, guaranteeing the widest possible availability, accessibility and implementation of project results • Raising the quality of construction and increasing the share of qualified workforce
Lessons learnt ³	<ul style="list-style-type: none"> • The inclusion of social partners in decision making guarantees the smooth implementation of these decisions. • Facilitation of the exchange of information for decision making between state institutions, the construction sector and educational sector ensures a sufficient number and qualification levels of the workforce in the sector. • Strong network of stakeholders in building sector ensures systematic planning and uniform coordination of the state activities and legislation improvements supporting the achievement of EU2020 energy efficiency targets. • The most effective method of training the non-qualified workforce is flexible integration of these participants into the existing vocational education system.
Success factors ⁴	Involvement of all relevant stakeholders. Stakeholder network of the project covered private and public owners of buildings, construction

² <http://ec.europa.eu/energy/intelligent/projects/en/projects/build-skills-buildest-ii>

³ Input from Linna Henning January 2017

⁴ Input from Linna Henning January 2017

	material producers, state institutions, entrepreneur representatives, NGO-s active in the sector.			
Barriers ⁵	Lack of motivation of the blue collar level non-qualified work force to participate in counselling or training activities. The employers with vision for quality in construction are the key motivators who can make a difference in the number of trainees directed to the vocational training centres.			
Key needs ⁶	<p>State level prioritisation of high level of skills of blue collar workers is very important in order to send a message to both employers and employees. Development of the construction legislation is important to reduce the construction quality problems created by too many layers of subcontracting that currently is allowed on the construction site. The current situation is motivating the sector to hire very low payed un-skilled subcontractors as the final implementers of the construction.</p> <p>Effort of the counsellors at un-employment offices is necessary to show people that significant upskilling is possible at all ages and backgrounds.</p>			
Recommendations to similar projects ⁷	It is very important to make sure that all relevant stakeholders are involved. Cooperation between the initial vocational education providers and adult training providers is the key to financial sustainability and efficiency, in our case the training providers are the same institutions which creates a lot of synergy and saving of investment.			
Replicability ⁸	With strong cooperation of the vocational training centres for initial education, the employment offices and career counselling centres it is possible to integrate the un-skilled workers into the existing educational system. This is a highly financially effective method of upskilling people with high number of training hours. APEL (appreciation of prior learning and work experience) is very important to implement this effectively.			
Project Common Performance indicators⁹				
Common Performance Indicators	Ex ante target	Interim results	Final result	Target 2020
Number of training courses triggered by the action	9	NA	-Trainers training 89 -On site mentor 51 -Internship training 22 trainers	9

⁵ Input from Linna Henning January 2017

⁶ Input from Linna Henning January 2017

⁷ Input from Linna Henning January 2017

⁸ Input from Linna Henning January 2017

⁹ Input from Linna Henning January 2017

			-Piloting groups 345 participants -Evaluation committee members 64 participants	
Number of people that will be trained	464	NA	571	4410
Number of hours taught in the frame of the courses triggered	932	NA	650	135972
Estimated specific cost to qualify each trainee	1225,39 euro/trainee	NA	995,77 EUR per trainee	616 euro/trainee
Renewable Energy production triggered	0 toe/year	NA	NA	21 ktoe Cumulative amount
Primary energy savings compared to projections	0 toe/year	NA	NA	127 ktoe Cumulative amount
Reduction of greenhouse gas emissions	0 Ton CO2e/year	NA	NA	3500 t CO2e Cumulative amount