

BUILD UP Skills FINLAND Factsheet	
BUILD UP Skills activities of the country	
BUS Pillar I project title (contract number)	BUILD UP SKILLS FI IEE/11/BWI490/ - SI2.604356
BUS Pillar II project title (contract number)	BUILD UP Skills BEEP IEE/12/BWI/350/SI2.659663
Horizon 2020 Construction skills project title (contract number)	n/a
BUILD UP Skills BEEP	
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Project Partners	<ul style="list-style-type: none"> . MOTIVA (<i>Consortium coordinator</i>) . Tampere University of Technology; . Work Efficiency Institute
Project website	http://www.motiva.fi/buildupskillsfinland
Keywords	Education, training scheme, on-site, construction, energy efficiency, best practices, condensation, mould, life-long learning, pilot training, adult training
Duration	Start date: 01/10/2013 End date: 31/03/2016
Budget	EUR 551,017 (EU contribution: 75%)
Context	
Summary description	The project aimed to identify and document best practices in energy efficient construction, produce training material for trainers, develop a teacher training scheme, arrange pilot trainings to test the approach and improve the competence of trainers.
Objectives	<ol style="list-style-type: none"> 1. Identify and document today's best practices of energy efficient construction 2. Improve the teaching of construction workers, by preparing new teaching material to be used by teachers, preparing a scheme for training teachers, and arranging pilot training to test the approach 3. Improve the training of workers on construction sites, by producing education materials and new methods, preparing a scheme for training "change agents", and arranging pilot training of the change agents

	4. Ensure the connections with the operating environment and relevant other initiatives
Target skills/professions	All construction workers
Project's results and impact	
Results ¹	<ul style="list-style-type: none"> . A comprehensive publicly available (on-line) toolbox of training material was prepared in different forms (PPT-slides, instruction cards, booklets and videos) and in 5 languages (Finnish, Swedish, English, Russian, Estonian) based on best energy efficient practices in construction: 9 000 downloads of the trainings material during the action and 12 000 downloads planned by 2020. . Instruction cards were particularly well received by workers and the wider construction training community (also in Europe). . Recommendations on practical energy efficient implementation on construction sites with solutions related to heat and moisture physics and building technology were presented through innovative and easily accessible materials (videos, instruction cards, booklets, informative posters) based on practical examples: 400 booklets distributed to construction sites, 48200 workers informed, 7 videos in use in workers break rooms. . Production of teacher training scheme and pilot trainings led to improved competence and motivation of teachers/trainers to take up energy efficient solutions into training programmes. As a result of training carried out by the trained teachers, the competence of construction workforce has been improved: 35 teachers were trained during the action. . On-site training scheme and pilot trainings for "change agents" was designed. Change agents were selected from construction workers to act as multipliers of the training concept on construction sites: 58 workers (change agents) were trained during the action and 800 will be trained by 2020. . Various activities were developed to foster collaboration of stakeholders and implementation of the roadmap activities: 240 stakeholders were active in the platform during the action and it is expected that a total of 450 will be part of the platform by 2020.
Lessons learnt ²	<ul style="list-style-type: none"> . Involvement of key stakeholders towards the project objectives, activities and outputs is crucial for success. Endorsement and support of the Strategic Advisory Group represented by the key authorities in the construction and training sector was essential for the successful implementation of the action. . Investing in thorough material preparation is essential. The facts and details need to be checked and accurate. Elaboration of the material in an adaptable format for two target groups is important though

¹ <http://ec.europa.eu/energy/intelligent/projects/en/projects/build-skills-beep>

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

	<p>laborious. Visual illustrations/photos/graphs complement the text and translate the message in a comprehensible way by a glance. Wide variety of material in different formats ensures wider adoption and acceptance for use.</p> <ul style="list-style-type: none"> . Using new or uncustomary methods to raise interest in target groups is crucial. The on-site training ambassador promoted the training concept and materials to construction companies. The method was very successful. The on-site training ambassador was welcomed and construction companies committed to send workers to pilot trainings. The on-site training ambassador has been invited to various occasions to train professionals and present the training scheme. . Construction industry is very fast-paced with strict schedules not often allowing extra activities like training for workers. Other companies' workers are not allowed on the construction sites due to strict security. Company specific trainings work the best.
Success factors ³	<ul style="list-style-type: none"> . Strong involvement of stakeholders and target groups . Competence and expertise of the project partners complementing each other . Commitment and collaboration of partners . User friendly (target groups oriented) training materials . Concept of the on-site training ambassador . Synergies and collaboration with other related projects
Barriers ⁴	<ul style="list-style-type: none"> . Demanding climate conditions . Language issue - migrant workforce share 20% . Insufficient skills on key issues – structural physics, air tightness, heat insulation, moisture control . Lack of interest / poor attitudes for further training . Limited coordination between players on construction sites
Key needs ⁵	<p>Find funding in order to continue the activities or at least to keep up the platform and maintain and update the materials as well as promote the concept.</p>
Recommendations to similar projects ⁶	<ul style="list-style-type: none"> . Involve target groups and other stakeholders from the beginning of the project . Be innovative, do not be afraid to change the current situation and methods . Do not make assumptions, base your work on facts (consult your target group and relevant stakeholders)
Replicability	<p>The same concept could be applied to other professionals in the building sector or even in other sectors.</p>

³ Input Irmeli Mikkonen November 2016, January 2017

⁴ http://ec.europa.eu/energy/intelligent/projects/sites/iee-projects/files/projects/documents/build_up_skills_bep_summary_slides_march2016.pdf

⁵ Input Irmeli Mikkonen November 2016, January 2017

⁶ Input Irmeli Mikkonen November 2016, January 2017

Project Common Performance indicators ⁷				
Common Performance Indicators	Ex ante target	Interim results	Final result	Target 2020
Number of training courses triggered by the action	4	1	5	960
Number of people that will be trained	70	15	93	16800
Number of hours taught in the frame of the courses triggered	42	12	56	10080
Estimated specific cost to qualify each trainee	170 euro/trainee	200 euro/trainee	160 euro/trainee	170 euro/trainee + price index changes
Renewable Energy production triggered	2400 toe	n/a	3000 toe	8700 toe
Primary energy savings compared to projections	6300 toe	n/a	8200 toe	22000 toe
Reduction of greenhouse gas emissions	17000 tCO ₂ e/year	n/a	22000 tCO ₂ e/year	60000 tCO ₂ e/year

⁷ Input Irmeli Mikkonen November 2016, January 2017