

BUILD UP Skills GREECE Factsheet	
BUILD UP skills activities of the country	
BUS Pillar I project title (contract number)	BUILD UP Skills Greece (IEE/12/BWI/430)
BUS Pillar II project title (contract number)	UPgrading the construction Sector Workforce traINing and qualification in Greece (UPSWING) (IEE/13/BWI/715/SI2.680180)
Horizon 2020 Construction skills project title (contract number)	MEnS (Meeting of Energy Professional Skills) (649773)
BUILD UP Skills UPSWING	
Project coordinator's full name	Centre for Renewable Energy Sources and Saving
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Project Partners	<ul style="list-style-type: none"> . National Technical University of Athens . Technical University of Crete . Small Enterprises Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants . Labour Institute of the Greek General Confederation of Labour . Technical Chamber of Greece . National Organization for the Certification of Qualifications and Vocational Guidance
Project website	http://skills-upswing.eu
Keywords	Building, workforce, workforce qualification
Duration	Start date: 01/09/2014 End date: 31/08/2017
Budget	551,178 € (EU contribution: 75%)
Context	
Summary description	BUILD UP Skills UPSWING aims at developing three large scale fully functional training and qualification schemes for 3 professions with substantiated great impact on the energy upgrade of buildings in Greece. Initially, the specific training schemes will be designed according to the identified needs. The relevant occupational profiles will be updated and validated. Next, the training materials and guidelines, and the assessment criteria and tools for the exams leading to certification will be developed, while the “train the trainers” courses will be designed and piloted. Then, the schemes will be tested in pilot courses, to be evaluated and revised before launching to a fully functional large-scale level. In order to ensure the sustainability and enhancement of the training schemes after the

	project's end, a number of accompanying measures in support of their coordination and operation are planned.
Objectives	<ul style="list-style-type: none"> . The deliverance of three fully functional qualification schemes of the new skills related to energy efficiency for the Greek building professions. . Triggering the appropriate certification procedures of these training schemes. . Achieve the sustainability of the schemes and their integration in the Greek continuous vocational system.
Target skills/ professions	<ul style="list-style-type: none"> . insulation installer . aluminium and metal constructions craftsmen . installers-maintainers of burners
Project's results and impact	
Results ¹	<ul style="list-style-type: none"> . Development of three large-scale fully functional qualification schemes. . Certification of the 3 qualification schemes. . Establishment of a pilot qualification system to facilitate the transition to the fully functional aforementioned qualifications schemes. . Proposition of incentives to boost the interest for the building sector professions, proposals for funding mechanisms, dissemination activities to reach the targeted stakeholders, etc. . Establishment of a qualifications/skills "observatory" for the systematic monitoring and recording of the needs for skills enhancement and/or acquisition of new skills in matters of green buildings. . Accreditation of the bodies that will undertake the training and those that will implement the examination and certification of graduates.
Lessons learnt ²	<ul style="list-style-type: none"> . The engagement of all the value chain stakeholders is critical in order to ensure that the actual needs of the market and of the building workforce are properly addressed, and that consensus and support for the establishment and wider adoption of qualification and training schemes are achieved. . There is a general lack of awareness amongst building construction workers of the potential interaction of each different profession to the final performance of the building. Currently there is no such understanding and cooperation amongst the different construction works. It is considered crucial that a basic understanding is built - across the board- to all construction workers. . The establishment of a proper qualification scheme is a slow procedure. In order to develop a trustful scheme a draft plan for

¹ <https://ec.europa.eu/energy/intelligent/projects/en/projects/upswing>

² Input from Charalampos Malamatenios, April 2017

	<p>the institutionalization of the certification regulations is necessary.</p>
Success factors ³	<ul style="list-style-type: none"> . This is the first time that a comprehensive approach in the field of specialized training and certification of qualifications is followed in Greece for the three targeted professions by the BUILD UP Skills UPSWING (including - as a first, mandatory step - the update of their Occupational Profiles). . The work-plan of methods for achieving the objectives of BUILD UP Skills UPSWING are in full accordance with the outputs (and suggestions as regards further measures to overcome barriers) of the 'National Qualifications Roadmap' for Greece, developed in the frame of the BIULD UP Skills Initiative Pillar I Project BUS-GR. . The associations/federations of the targeted professions are in favour of the initiative and they support it with all their means.
Barriers ⁴	<ul style="list-style-type: none"> . The main barrier affecting the BUILD UP Skills UPSWING implementation in Greece is related to the institutional framework. As for the time being there is no correlation of the Vocational Education and Training (VET) in Greece with the National Qualifications Framework (NQF). . Although the market actors recognise the lack of qualified workers and believe that established quality standards and certification schemes will improve the market function and competitiveness, they are very sceptical for any measure that might add bureaucratic barriers or costs for the workers or the end users. . There is a lack of information of the technicians on the advantages and the necessity for the continuous updating of their skills and the certification of their qualifications. . The lack of time (especially in certain periods of the year) to participate in such programs and the reduced interest of the technicians themselves for training.
Key needs ⁵	<ul style="list-style-type: none"> . Identification of incentives that will boost the demand for qualified workers, i.e. to identify, propose and document appropriate actions and incentives to increase the demand of qualified workers, and to demonstrate the added value /profitability of employing qualified workers. . Encouragement of technicians/workers to join the training courses and seek for certification, i.e. supporting both employers and employees to invest into new skills. This needs the design and/or implementation of appropriate financing tools/incentives and other supporting measures to challenge the workers of the construction

³ Input from Charalampos Malamatenios, April 2017

⁴ Input from Charalampos Malamatenios, April 2017

⁵ Input from Charalampos Malamatenios, April 2017

	sector to upgrade their skills participating to suitable training / qualification schemes.		
Recommendations ⁶	<ul style="list-style-type: none"> . It is crucial to involve all relevant stakeholders in the process. This is an essential step for the training and qualification schemes wide acknowledgement and sustainability. . A cross craft basic training to all construction workers is needed in order to build a basic understanding about potential interactions of each different profession to the final performance of the building. . Well elaborated plan for the institutionalization of the certification regulations is necessary in order to establish a proper qualification scheme. 		
Replicability ⁷	<ul style="list-style-type: none"> . BUILD UP Skills UPSWING can support the national strategy and relevant framework, the initial setting up of appropriate schemes and to trigger interest and motivation of the market actors, the construction workforce and end users through its activities. . One of the main objectives of BUILD UP Skills UPSWING is to take all necessary provisions in order to developed 3 new training and qualification schemes (for the 3 targeted professions / specialties of the construction sector) to be further applied in a large - national - scale, to cover all the workforce of these 3 specialties all over the country. In other words, to hand over to future training providers and certification of qualifications bodies a well-functioning and ready to be applied scheme. . The incentives for the employment of qualified staff (i.e. incentives boosting the demand for qualified workers) and the appropriate financing tools/incentives and other supporting measures to encourage the participation of workers to the training courses that will be identified and discussed with the relevant policy makers in order to be institutionalized, will be of help to all professions / specialties involved in the energy upgrade of existing and/or the construction of new near zero energy buildings (nZEB) to challenge their workforce to upgrade their skills participating to suitable training/qualification schemes. 		
Project indicators			
Common Performance Indicators	Ex ante target	Final result⁸	Target 2020
Number of training courses triggered by the action	9 pilot courses and 3 Train the Trainers	9 pilot courses (3 x 3 specialties) 3 Train the Trainers courses	1,685 for workers/craftsmen and 19 for trainers

⁶ Input from Charalampos Malamatenios, April 2017

⁷ Input from Charalampos Malamatenios, April 2017

⁸ Input from Charalampos Malamatenios, November 2017

Number of people that will be trained	135 trainees and 45 trainers	139 trainees 58 Trainers	25,280 workers/craftsmen and 280 trainers
Number of hours taught in the frame of the courses triggered	270 hours for the pilot courses and 45 for the train the trainers courses	270 hours for the pilot courses 45 for the train the trainers courses	50,550 for workers/craftsmen and 285 for the training of the trainers
Estimated specific cost to qualify each trainee (EUR)	200 Euro/trainee	134 €/trainee (not including the costs for the qualification exams and issuing the certification)	100 Euro/trainee
Renewable Energy production triggered (toe/year)	44,742 toe/year	9,665 Toe/year	268,452 Toe
Primary energy savings compared to projections (toe/year)	53,165 toe/year	56,527 Toe/year	318,994 Toe
Reduction of greenhouse gas emissions (tCO _{2e} /year)	292,865 tCO _{2e} /year	198,000 tCO _{2e} /year	1,757,190 tCO _{2e}

Meeting of Energy professional Skills (MEoS)	
Country organisations involved	<ul style="list-style-type: none"> . ENERGIA-DA SRL (Project Coordinator) . Knowledge Transfer Network Limited (UK) . Aristotle University of Thessaloniki (EL) . Brunel University London (UK) . University of Cyprus (CY) . Technical University of Cluj-Napoca (RO) . Dublin Institute of Technology (IE) . Energy Consulting Network APS (DK) . Radio-television belge de la Communaute francaise (BE) . Ss. Cyril and Methodius University in Scopje (MK) . Université Libre de Bruxelles (BE) . University of Kassel (DE) . Universitat Politecnica de Valencia (ES)
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Project's website	http://www.mens-nzeb.eu/en/

Keywords	Training with accreditation for building managers, architects and engineers; NZEB; women in building environment; employability; educational integrated approach
Duration	Start date: 2015/03/01 End date: 2017/08/31
Budget	EUR 1,478,160 (EU contribution 100%)
Summary description ⁹	The idea of MEnS project is to provide and enhance the NZEB skills of building managers, engineers and architect through a series of accredited training activities developed by 9 universities and 3 market players. The strategic target is to accelerate the NZEB culture in existing professional and market experts, in order to reduce the gap in the current knowledge on the technical implementation of NZEB solutions in the existing building stock. MEnS project is to the forefront in tackling the implementation of the NZEB, covering the lack of professionals' expertise and helping the unemployed and women in the Built Environment. MENS is developed through 3 sets of training activities: national accreditation professional courses; e- learning and webinars; and case studies from across Europe.
Context	
Objectives ¹⁰	<ul style="list-style-type: none"> . To increase the knowledge and skills of at least 1800 building professionals in NZEB design and construction, out of which 50% would be women or unemployed. . To create and implement a new education and training programme, focusing on real case studies of buildings, in 10 countries, under the EQF provisions and based on desired and common learning outcomes of Level 7. . To accredit these courses using the formal procedure in each country and assign ECTS credits. . To develop an online E-Learning platform that will enhance the learning process, enable international cooperation and communication between participants and built on top of the Build-Up portal. . To enhance and support the development of a professional network in Europe specifically focused on the retrofitting of housing stocks towards NZEB. A connection with over 250,000 stakeholders and market players is envisaged. . To develop and deliver 5 webinars through the E-Learning platform to 500 professionals, including even those outside the consortium partners.

⁹ http://cordis.europa.eu/project/rcn/194619_en.html

¹⁰ http://cordis.europa.eu/result/rcn/194993_en.html

	<ul style="list-style-type: none"> . To provide working opportunities to unemployed professionals, by bringing them closer to possible employers and improving their qualifications. . Initiate a wide media promotion of education and training activities impacting more than 1 million viewers. . To continue the education and training courses for at least 5 years after the end of the project based on concrete sustainability plans agreed by University partners. . To result in energy savings and/or increased use of renewables of at least 28,96 GWh/year.
Target skills/ professions	building managers, engineers and architects