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# Endorsement Activities Report

## (WP6 – D6.4)

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<http://greece.buildupskills.eu>



## BUILD UP Skills – GREECE (BUS GR)

BUILD UP Skills is a strategic initiative under the Intelligent Energy Europe (IEE) programme to boost continuing or further education and training of craftsmen and other on-site construction workers and systems installers in the building sector. The final aim is to increase the number of qualified workers across Europe to deliver renovations offering a high energy performance as well as new, nearly zero-energy buildings. The initiative addresses skills in relation to energy efficiency and renewable energy in all types of buildings.

Since well qualified construction workers are one of the key factors for achieving significant contribution towards the 2020 energy efficiency objectives, in both the national and EU levels, the Project "**BUILD UP Skills - Greece**" (**BUS-GR**) addresses the specific Greek needs and aims to facilitate the Building sector Workforce Training and Qualification by developing and elaborating a National Qualification Roadmap, with the endorsement of the key stakeholders.

The specific objectives of **BUS-GR** are to:

- > form a national platform on Energy Efficiency and RES related training programs and qualification schemes for the building construction sector workers;
- > identify and quantify the need for qualified workforce in Greece in order to describe the current status quo;
- > design and set up a national training and qualification strategy (the Roadmap) up to 2020 for the achievement of national sustainable energy goals;
- > ensure the roadmap adoption by all relevant stakeholders in Greece via the appropriate endorsement activities.

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National Organization for the Certification of Qualifications and Vocational Guidance

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Small Enterprises Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants

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Labour Institute of the Greek General Confederation of Labour

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Technical Chamber of Greece

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Western Greece Region

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Centre for Educational Policy Development of the Greek General Confederation of Labour

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<http://buildupskills.eu/national-project/greece>

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## 1. INTRODUCTION

The National Qualification Roadmap's (NQR) endorsement was of strategic importance in order to achieve the BUS-GR goals. For that scope, the national competent authorities as well as all key stakeholder groups involved in the LLL and the building sector as regards RES and EE were encouraged to participate to the roadmap's development and completion through an open, transparent and flexible consultation process. The BUS-GR consortium has put significant effort to challenge the engagement of key actors and stakeholders in the implementation of the developed roadmap and to accomplish their consensus and endorsement to the NQR.

Endorsement was an ongoing process, during the project's lifetime and was supported by almost all actions within the project's workplan, especially by the ones dealing with the consultation process. The main steps of the process were the following:

- > Development of the action plan
- > Identification and engagement of all stakeholder groups
- > Set up and operate the National Consultation Platform
- > Implementation of targeted activities to ensure wider participation and consensus
- > Endorsement of the roadmap.

An endorsement action plan was developed focusing on encouraging and monitoring the stakeholders' engagement and active participation. Tailored activities to achieve the consensus and endorsement of the key competent national authorities and most critical stakeholder groups was planned and implemented during the BUS-GR's lifetime. A web-based platform to act as an open public consultation tool was developed and operated during the whole consultation process, facilitating the dialogue between NQP members and other interested actors. The endorsement of the roadmap was confirmed by the signing of the **Memorandum of Endorsement** by the identified key stakeholders.

TUC as the WP leader, coordinated and guided the implementation of the above activities, provided the required templates and supporting materials and finally reported the results of the endorsement activities.

As the results of the endorsement activities:

- > all stakeholder groups has been engaged through targeted activities and an open, transparent and flexible consultation process; online consultation platform, interviews and questionnaires, targeted info days, sectorial meetings and roundtables in national and regional level;
- > **360 entities were reached** and more than 180 entities of national and regional stakeholders participated to fruitful exchanges during the evaluation and compilation phase of the NQR;
- > **44 entities** (including the Competent Ministries, national authorities, social partners, federations/associations of buildings workers/craftsmen, key actors of building, RES and energy efficiency industries, training providers, accreditation bodies) signed a **Letter of Endorsement** assuring their support and commitment to the NQR's proposed measures and action plan.



## 2. ENDORSEMENT ACTION PLAN

The consortium encouraged the early involvement of all interested parties, as their active participation to the project activities was considered crucial for the roadmap's development and endorsement.

An Endorsement Action Plan was developed to be implemented during the project's duration, including tailored endorsement activities, roles and responsibilities, milestones, and intensive measures to ensure transparency and integrity. Finally, a report of the realised endorsement activities, their impact and results was compiled and presented at the current document.

Targeted activities throughout the project's lifetime were planned in order to ensure awareness, concrete information and openness to the consultation process. Thus, priorities and needs were addressed, potential conflicts were solved and utmost of consensus was achieved through constructive debates during the consultation process. In fact, a great number of the key stakeholders became part of the NQR development process and finally expressed their intention to support the implementation of the BUS-GR Qualification Roadmap after the end of the project's contracting period.

The endorsement action plan aims were:

- > To encourage the involvement of all interested parties, enforcing the constitution and operation of the National Qualification Platform
- > To challenge a constructive dialogue between policy makers and other stakeholders
- > To ensure a flexible and reliable way for the public consultation
- > To inform all key actors and stakeholders through targeted activities
- > To achieve consensus on the priorities, identified measures and action plan of the NQR
- > To facilitate the endorsement of the roadmap, ensuring thus the sustainability of the BUS-GR results

The endorsement process steps are illustrated in Figure 1. The timeframe of the main phases of the endorsement process is presented in Figure 2.



Figure 1: Steps of the Bus-GR Endorsement Process

The outputs of the Endorsement Activities included:

- Elaboration of an endorsement action plan;
- Online tool to facilitate the participation to the public consultation process;
- 3 Round tables to consult key regional authorities;
- All (17) TCG regional departments' management informed and invited to the public consultation;
- 3 Regional public endorsement events (open discussions) in TCG's regional branches;
- Information Day in Athens - open to workers/craftsmen of the building sector;
- Informing the management board meetings of professional associations;

- Presence in conference related to the constructions, sustainable building, RES and EE industry
- 360 entities in national and regional level reached, 180 actively participate to the BUS-GR endorsement activities
- Elaboration of an endorsement statement; 44 signed letters of endorsement.

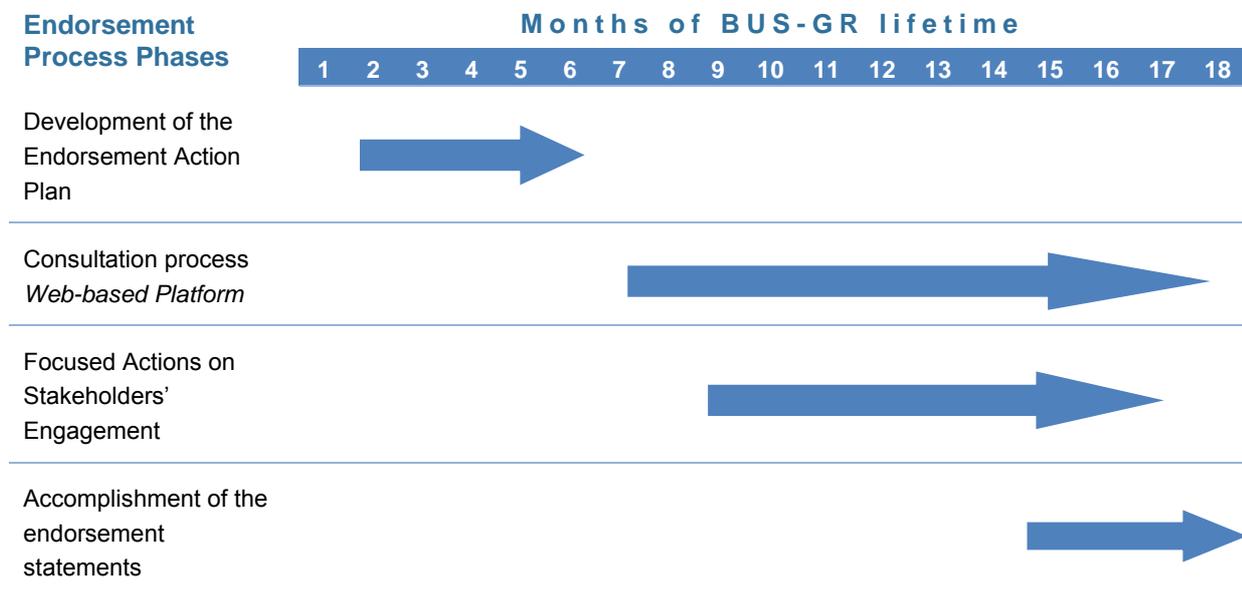


Figure 2: Timeframe of the main phases of the endorsement process

The following tables, Table 1 and Table 2, illustrate the action plan of the most important targeted activities for informing and engaging stakeholders in national and regional level. The National Qualification Platform constitution and operation is described at the dedicated deliverables D3.1 and D3.2, developed by the leading partners CRES and NTUA.

TABLE 1. TARGETED ACTIVITIES FOR INFORMING AND ENGAGING REGIONAL STAKEHOLDERS-ACTION PLAN

6.3.1 Regional endorsement activities														
Activity	Leading Partner	Location	Participants	Steps	Sept 13	Oct 13				Nov 13				Reporting - Results
					4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	
Roundtables to consult the major regional authorities and stakeholders associations	WGR	1. Patra 2. Thessaloniki 3. Heraklio	Regional Directorates of Life Long Learning, Employment & Energy Saving. Regional authorities and stakeholders associations	Invitation, Recipients List	✓									Meetings' minutes – Events' Reporting– Participant lists - Photos – Press Releases/Clippings – Follow up actions
				Meeting Agenda Presentations Press Releases		✓	✓	✓						
				Implementation Follow up				✓	✓	✓				
Circulation of position paper to the Management committees of the 17 TCG regional departments challenging their participation	TCG	17 TCG regional departments	Board of Management Members for the 17 TCG regional departments	Development of position paper Invitation	✓	✓								Official informative letter from central TCG to its regional departments, sent to Recipients List, Regional TCGs' responses through the consultation platform or other means.
				Recipients List , Follow up		✓	✓	✓	✓					
				Provision of further information where requested				✓	✓	✓				
Regional consultation days	TCG	1.Chania 2.Ioannina 3.Volos	Workers on the building sector, Engineers, Craftsmen, Regional authorities and workers' associations	Invitation, Recipients List - Follow up		✓	✓							Meetings' minutes – Photos – Participant lists -Press Releases/Clippings – Follow up actions
				Meeting Agenda Presentations Press Releases				✓	✓					
				Implementation				✓	✓					

TABLE 2. TARGETED ACTIVITIES FOR INFORMING AND ENGAGING NATIONAL STAKEHOLDERS-ACTION PLAN

6.3.2 Targeted presentations to key stakeholders – national level															
Activity	Leading Partner	Place	Target Participants	Steps	SEP	OCT				NOV				RESULTS - DELIVERABLES	
					4	1	2	3	4	1	2	3	4		
Presentations to the management boards of key professional associations	NTUA, CRES, TUC	Athens, Head offices of key professional associations	<i>Indicatively:</i> Hellenic Federation of Aluminum and Iron Constructors Craftsmen (POVAS) Greek Solar Industry Association (EBHE), PanHellenic Federation of Glass Tradesmen & Manufacturers (POEVY), Hellenic Federation of Craftsmen & Plumbers (OBYE), PanHellenic Federation of Electrical Contractors Association (POSEH), Federation of Refrigeration Technicians of Greece (OPSE) Federation of Building and Wood Workers of Greece (OOXE)	Contact –means of communication	✓	✓	✓							Correspondence letters, Endorsement letters signed	
				Material Preparation		✓	✓	✓							
				Implementation – Presentations to management boards, exchanging				✓	✓	✓	✓	✓	✓		✓
Information Days to members of the craftsmen associations	IME GSEVEE	Athens	1. Building shell professions & crafts 2. Electromechanical system installers 3. Small scale RES systems installers	Invitation, Recipients List - Follow up			✓	✓						Meetings' minutes – Events' Reporting – Recipients Lists signed - Photos – Press Releases	
				Agenda - Presentations				✓	✓						
				Implementation					✓	✓					
Exchanges with Training institutions and certification bodies	NTUA	Athens	Training institutions representatives, Certification bodies representatives, Policy makers for training & certification	Invitation, Recipients List - Follow up			✓	✓						Meeting minutes – Event Reporting – Recipients Lists signed - Photos	
				Agenda - Presentations				✓	✓						
				Implementation					✓						
Presence to Workshops/ Conferences related to the building sector workers – throughout the BUS-GR lifetime	CRES	Athens	Workers in building sector in RES and EE	Leaflet distribution, presentations, exchanging with relevant actors	✓	✓	✓	✓	✓	✓	✓	✓	✓	Conference's official Agenda and Proceedings - Photo	

### 3. STAKEHOLDERS ENGAGEMENT

During the initial steps of the endorsement and consultation process, a large number of stakeholders were engaged. 38 entities with national impact have formed the National Qualification Platform (NQP) and provided advice and support for the Status Quo analysis and the National Qualification Roadmap. More, regional stakeholders have been supportive to the consultation and endorsement process. The consulting and supporting entities include:

- > Competent Ministries<sup>1</sup> responsible for the energy, labour and lifelong learning in Greece
- > the national competent authorities involved in the LLL and NQF
- > social partners
- > federations and professional associations of buildings workers and craftsmen
- > associations of companies engaged in RES and energy efficiency services and products
- > building industry's representatives and sustainable building experts
- > training providers and leading institutions in the continuing training system
- > accreditation and certification bodies

The wide involvement of almost all identified stakeholders was the key success factor for the achieved consensus for the Roadmap and for the sustainability of the BUS-GR initiative results.

The following table presents the stakeholders engaged. More details about the National Qualification Platform's members, may be found at the deliverable D3.3.

Table 3. Stakeholders engaged to the BUS-GR activities and consultation process, *Part 1*

Centre for Renewable Energy Sources and Saving (CRES)	National Technical University of Athens (NTUA)
National Organization for the Certification of Qualifications and Vocational Guidance (EOPPEP)	Small Enterprises Institute of the Hellenic Confederation of Professionals, Craftsmen & Merchants (IME GSEVEE)
Technical University of Crete (TUC)	Technical Chamber of Greece (TCG)
Labour Institute of the Greek General Confederation of Labour (INE-GSEE)	Centre for Educational Policy Development of GSEE (KANEP- GSEE)
Region of Western Greece (WGR)	Ministry of Environment, Energy and Climate Change (MINEDU)
Ministry of Labour, Social Security and Welfare	Greek Manpower Employment Organisation (OAED)
Ministry of Education and Religious Affairs, Culture and Sports	National Institute of Labour and Human Resources

<sup>1</sup> "Competent ministries", are the Ministries correspondingly responsible for the relevant areas, e.g., education /training, labour, energy, development, financial/funding (e.g.: MOF, MEECC, MINDEV, MLSSW, MINEDU).





Table 3 continued: Stakeholders engaged to the BUS-GR activities and consultation process

Hellenic Association of Photovoltaic Companies (HELAPCO)	Greek Solar industry Association (EBHE)
Hellenic Association of Insulating Material Companies (HAIC)	Union of Oil – Gas – Biomass Burners Installers “ESTIA”
Union of Hellenic Enterprises for Heating and Energy (ENEPIITHE)	Panhellenic Federation of Electrical Contractors’ Association (POSEH)
Hellenic Federation of Aluminum and Iron Constructors Craftsmen (POVAS)	Panhellenic Federation of Glass Tradesmen & Manufacturers (POEVY)
Hellenic Federation of Craftsmen & Plumbers (OBYE)	Federation of Refrigeration Technicians of Greece (OPSE)
Federation of Greek Electrotechnicians (OHE)	Federation of Building and Wood Workers of Greece (OOXE)
Greek Association of Insulating Companies (PSEM)	Greek Association of Expandable Polystyrene (PA.SY.DIP)
Aluminium Association of Greece (EEA)	Greek Association of Aluminium Manufacturers (SEKA)
Hellenic Organization for Standardization S.A. (ELOT)	Hellenic Accreditation System S.A. (ESYD)
Hellenic Association of Accredited Certification and Inspection Bodies (HellasCert)	Adult Education Association (SEE)
Hellenic Association of Companies of Vocational Education (ELSEKEK)	Panhellenic Association of Vocational Training Centres (PASYKEK)
Hellenic Association for the CHP (HACHP)	Association of Greek Contracting Companies (SATE)
Panhellenic Association of Engineers Contractors of Public Works (PEDMEDE)	Federation of Technical Employees in Greece (STYE)
Hellenic Association of Mechanical and Electrical Engineers (HAMEE)	Hellenic Association of Chemical Engineers (HACE)
Union of Hellenic Chambers (UHC)	Bank of Attica
Association of Greek Architects (SADAS-PEA)	Association of Civil Engineers of Greece (ACEG)
Public Corporation for the Construction of Hospital Units (DEPANOM S.A.)	School Buildings Organisation SA (OSK SA)

More stakeholders engaged to the BUS-GR activities and consultation process, in regional level

- Region of Crete, regional government
- Crete Development Organisation (OAK)
- Aluminum Manufacturers Association in Chania
- Association of Plumbers in Chania
- Professionals, Craftsmen and Merchants Federation and
- Electrical Contractors Association in Chania
- Commercial and Industrial Chamber of Chania
- Federation of Professionals-Craftsmen & Traders of Chania
- Union of Thermohydraulic Technicians of Chania
- Union of Metal Constructors of Chania



## 4. ON-LINE PUBLIC CONSULTATION PLATFORM

The BUS-GR consortium put in practice an open, transparent and flexible consultation process in order to encourage and to accommodate, as much as possible, the wider participation of all interested stakeholders.

For that scope, an online consultation platform was developed by NTUA, to facilitate the wider exchange of opinions and constructive dialogue between all stakeholders and interested parties in a reliable environment. The BUS-GR consultation platform was promoted through the BUS-GR partners' communication channels, through the NQP members and their contacts and through the media and the BUS-GR website.

During the roadmap's validation phase, the interested parties were able to provide their comments, considerations and suggestions through this tool, which was accessible through the BUS-GR website: (<http://busconsultation.epu.ntua.gr/>)



The following components and functions were incorporated:

- Development of a MySQL database and parameterization of a Content Management System
- Management system for registered users, registration forms, communication forms, rules of conduct
- Promotion through social networks
- Open access to policy documents, status quo analysis and download of the national roadmap draft versions;
- Easy access to the consultation environment, record of comments
- Calendar of Events and Consultation workshops
- Results and statistics on the public consultation

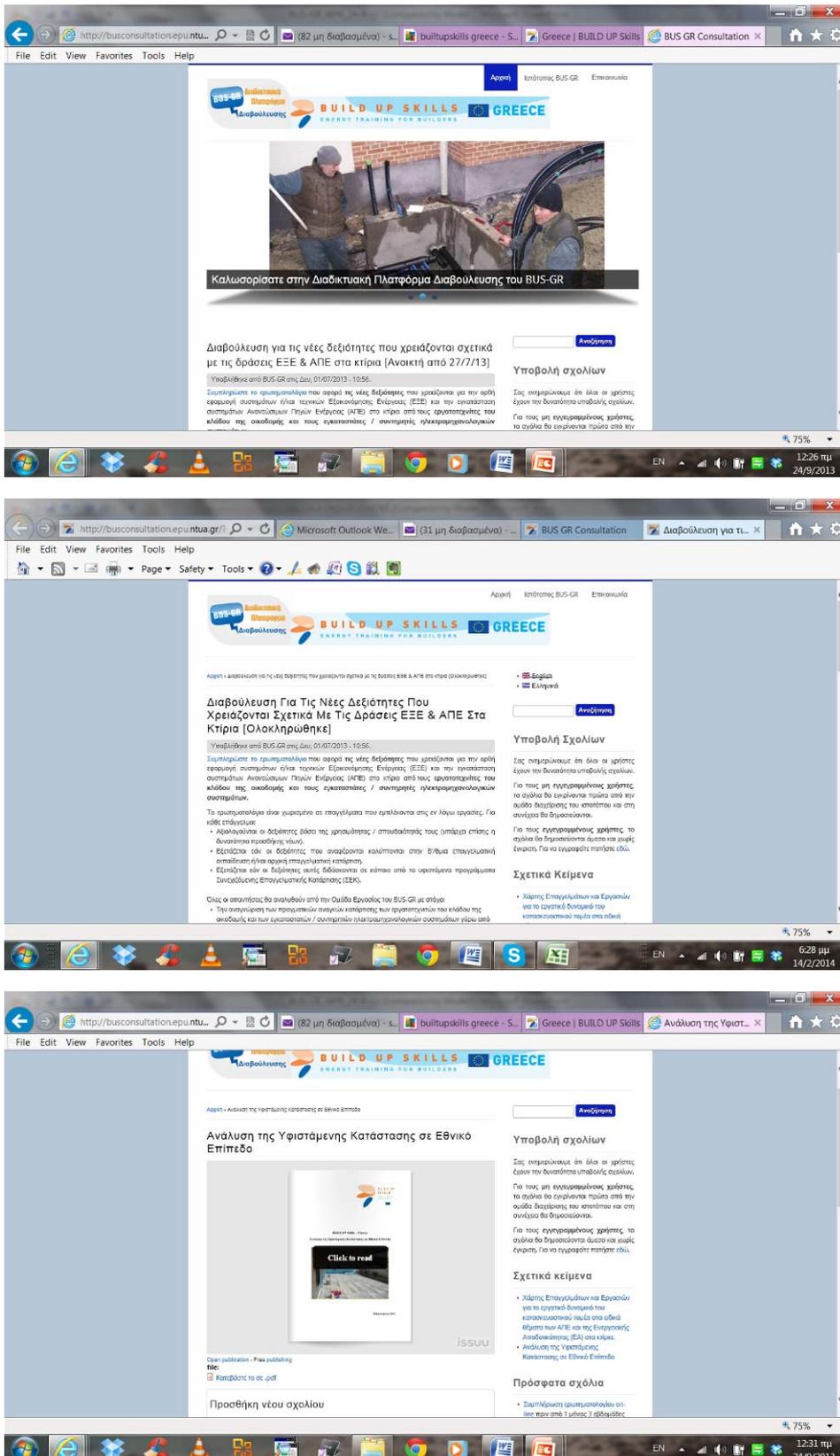


Figure 3: Screenshots of the BUS-GR online consultation platform



## 5. FOCUSED ACTIONS ON STAKEHOLDERS' ENGAGEMENT

The dissemination of the BUS-GR outcomes and the wide engagement of the competent decision makers and the key stakeholder groups were critical for the achievement of BUS-GR's goals. The BUS-GR consortium has planned and implemented targeted activities, to inform them and to encourage their involvement and participation to the roadmap's development, fostering thus the roadmap's endorsement.

These activities took place during the consultation process, both in national and regional level, and aimed to increase awareness about the BUS-GR initiative, and mainly about the NQR strategy, proposed measures and action plan, in order to achieve wider involvement and consensus. Those activities included:

- Open invitations to stakeholders to take part to the online public consultation process
- Regional roundtables with competent authorities and regional stakeholders
- National and regional public consultation/info days
- Presentations to the management boards of key associations of building workers and craftsmen
- Exchanges with training institutions and certification bodies
- Presentations in conferences/workshops within the framework of major events of the building industry

TUC as the WP leader, coordinated and guided the implementation of the above tasks, provided the required templates and supporting materials.

360 entities were reached and more than 180 entities of national and regional stakeholders participated to fruitful exchanges during the evaluation and conclusion phase of the NQR, including:

- Competent national authorities and regional governments representatives (Regional Directorates of Life Long Learning and Employment, Regional Directorates of Energy, Environment and Land Planning)
- National and local divisions of the Greek Manpower Employment Organisation (OAED)
- National, regional and local association/unions of building workers and craftsmen
- Regional departments of the social partners: Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), Greek General Confederation of Labour (GSEE) and Local Labour Centres
- Regional vocational training providers
- Chambers of Commerce and Industry.





Some of the lessons emerging from the consultation events:

- > The active engagement of the key stakeholders groups from the very beginning is critical to ensure that the NQR addresses the actual needs of the building's workforce; therefore it reinforces its endorsement and sustainability.
- > The diversity of the building workforce professions and of the existing framework regulating their practice, the lack of appropriate occupational profiles and the different levels of maturity of the workshop in terms of obtained skills makes difficult to harmonise horizontally a common qualification scheme.
- > Some of the proposed measures need to be introduced into the national legislation/institutional framework in order to ensure they will be applicable. In that aspect, the early engagement of the competent national authorities is actually extremely important and beneficial for the NQR implementation after the project's end.
- > When the benefits of improving knowledge and skills are sufficiently presented, workers are willing to attend training courses to advance their skills, however they are only willing to attend short courses that will not prevent them to perform their job in parallel. Certification schemes should not be mandatory, according to the workers opinion.
- > Technicians' associations are highly concerned about their profession protection from unqualified staff and black labour; they could be a supporting force for the acknowledgment of qualification schemes.
- > The safety issues are an essential part of the professional training; current workforce showed a significant lack of consideration during the pilot courses.
- > The engagement and active participation of the National Qualification Platform members in the BUS-GR activities was valuable to link the consortium with the actual market needs. Their involvement in the National Qualification Roadmap enhanced its credibility and fostered its endorsement and sustainability
- > Taking into consideration the high number of public buildings across Greece with low energy performance, it is necessary to establish mandatory technical specifications for maintaining & renovating them, employing qualified workers.
- > The active involvement of the relevant associations in all stages of the NQR development and endorsement was very important; their support was critical. Using the associations' communication channels and networks has a multiply impact on the wider dissemination, and most importantly to their credibility and acceptance. In that perspective, significant effort should be allocated to collaborate, exchange, negotiate with the associations' management boards and to keep them engaged to the Roadmap's implementation.





## 5.1 Regional endorsement activities

As the regional governments are involved in Life Long Learning (LLL) activities and have a decision role on the priorities of vocational training in their region, the BUS-GR consortium have allocated efforts to inform and consult also the regional stakeholders in order to integrate the regional priorities, the local workers' considerations, potential barriers or other aspects which should be taken into account during the development of the NQR.

Foreseen actions:

- Development and circulation of a position paper for the under consultation strategy and roadmap to the appropriate regional stakeholders, open invitation to the online public consultation process, *Lead Partner TUC*
- Organization of 3 roundtables to consult the major regional authorities and stakeholders associations about the roadmap principles; involving the Regional Directorates of LLL and Employment and regional unions of workers, *Lead Partner WGR*
- Circulation of the position paper to the Management committees of the 17 TCG regional departments to encourage their participation. *Lead Partner TCG*
- Regional public consultation days held to selected TCG departments, stimulating open discussions with workers in the building sector. *Lead Partner TCG*

To maximize the promotion, motivation and impact for the regional activities, the support of the regional departments of consortium partners was very important. The regional and local divisions of the "social partners" (GSEVEE, GSEE), as well as of TCG, was represented in the regional events by their local delegates, which also contributed to the dissemination by informing their members locally.





### 5.1.1 Circulation of the BUS-GR Position Paper to regional stakeholders

A position paper for the, under consultation, strategy and roadmap was drafted and circulated to the appropriate regional stakeholders - including Regional Directorates of Life Long Learning, Employment & Energy Saving, vocational training providers and building workers' associations - inviting them to take part to the online public consultation process and to join the regional consultation days. The paper presented the scope and basic outcomes of BUS-GR initiative, the priority policy measures and actions defined at the NQR draft version and provided the hyperlink where all interested actors could download the full version of NQR as well as to take part to the online consultation process.

The position paper was also circulated to the Management committees of the 17 Technical Chamber of Greece (TCG) regional departments welcoming their suggestions. TCG is the statutory Technical Advisor of Greek State and also the Professional Chamber of all Qualified Engineers in Greece. Its role includes actions for the professional training, continuous advancement of qualifications and skills of the technical actors, and technical support to the national policy makers with regard to the constructions sector. Thus, the feedback of the TCG regional departments - through the consultation process - was considered of high importance. An official letter by the TCG's Chair of the Management Board, along with the position paper, was sent to the regional departments' Management Boards informing about the scope of the BUS-GR initiative and the under development Roadmap, encouraging them to participate to the consultation process. The NQR draft versions have been included as a discussion topic to the Management Board's gathering, for commenting.

The position paper, inviting the regional stakeholders to take part to the consultation process, was circulated to the following:

- > 13 regional governments, specifically to the:
  - Regional Directorates of Life Long Learning and Employment
  - Regional Directorates of Energy, Environment and Land Planning
- > 17 regional departments of the Technical Chamber of Greece (TCG)
- > Local divisions of the Greek Manpower Employment Organisation (OAED)
- > Regional and local association/unions of building workers and craftsmen,
- > Local/regional departments of the social partners: the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), the Greek General Confederation of Labour (GSEE) and the Local Labour Centres
- > Regional vocational training providers
- > Regional Divisions of Secondary Education
- > Chambers of Commerce and Industry.

*The analytic report about the Position paper development and circulation is included to the deliverable D6.3 Position Paper. The Position paper is also presented at the Annex IV, of this report.*





### 5.1.2 Roundtables with regional authorities and stakeholders associations

As already mentioned, regional governments are involved in Life Long Learning (LLL) activities and have a decision role on the priorities of vocational training in their region. The regional roundtables were organized by the WGR, with the support of TUC.

The aim was to raise the awareness of the major regional authorities and stakeholders associations about BUS-GR results, the gaps to the qualifications of the building workforce and to consult them about the priorities and actions proposed by the NQR drafts. Three (3) roundtables were held in the major cities of the country (apart from the country's capital, Athens).

- Thessaloniki, 30/10/2013, implemented by NTUA
- Patra, 21/10/2013 implemented by CRES
- Heraklio, 7/11/2013, implemented by TUC

The following regional stakeholders were invited to take part to the regional roundtables and to contribute to the consultation process:

- > Regional governments, specifically the Regional Directorates of Life Long Learning and Employment and of Energy, Environment and Land Planning
- > Local divisions of the Greek Manpower Employment Organisation (OAED)
- > Regional and local association/unions of building workers and craftsmen,
- > Regional vocational training providers
- > Regional energy agencies
- > Chambers of Commerce and Industry.

The main topics presented in each roundtable, included:

- The scope and the main outcomes of BUS-GR initiative
- The national energy targets towards 2020 and the potential barriers to achieve them
- The National Qualifications Platform membership and role
- The methodology applied for developing the National Qualification Roadmap
- The identified priority measures and the proposed action plan
- The role and contribution of the regional authorities for the successful implementation of the Roadmap
- The difficulties and the barriers that might arise.

More than 40 entities have actively participated to the regional roundtables commenting to the NQR and expressing their will to contribute to its implementation. The roundtables participants committed to send additional feedback via the online consultation platform or by email within a week. Some of the issues raised are:



- > The legislative framework for the workers of the building sector should be completed and clarified. The need for developing or updating the occupational profiles for all the buildings related professions, to include also the tasks related to RES and EE, has been highlighted;
- > Workers in the building sector across Greece do not lack of technical experience however they face an undefined framework as concerns their professional qualifications and opportunities for up skilling;
- > there is lack of appropriate training infrastructures and appropriate training programmes specialized for building workers, in particular in the regions. In most cases, there are no opportunities to upgrade skills after the initial education; this is more urgent in the cases where the technology is evolving fast;
- > The benefits of institutionalization of the appropriate qualification and certification schemes for the building sector's workers (competiveness / preservation jobs) are required to be reinforced.

The following bottlenecks that might hinder the success performance of the roadmap were discussed:

- (i) the cost of the training and certification
- (ii) the need to include sessions on safety issues
- (iii) the current transition phase of the Greek national policy on technical education and training
- (iv) the existing high unemployment rate versus to the qualifications level of the certified technicians to install new systems and materials in the building sector.



*More details about the consultation workshops with regional authorities in Heraklion, Patra and Thessaloniki are available to a specific document in the electronic folder for the endorsement activities documentation and supporting materials, including the event's invitation and final agenda, short minutes and list of participants, photos and presentations.*



### 5.1.3 Regional informational and consultation days

In order to inform the workers and craftsmen in the building sector and to record their opinion and specific needs, 3 regional public informational/consultation days were organised in different cities at the premises of the regional TCG departments. The events took place to:

- Volos, 30/10/2013 implemented by CRES
- Ioannina, 1/11/2013, implemented by NTUA
- Chania, 4/11/2013, implemented by TUC

The audience was consisted of workers/craftsmen in the building sector, professional associations, unions of workers, chambers, other regional stakeholders.

During those events, the consortium partners presented:

- > the need for skilled workers to achieve the 2020 targets
- > the Build Up Skills' scope and results
- > the methodology and consultation channels involved to the development of the NQR and the priority measures identified
- > the identified gaps of skills with regard to the application of RES and EE in buildings and the profession to be trained in priority and the new skills to be obtained
- > the Roadmap's action plan and the driving forces for its efficient implementation

Following to the presentation a discussion panel took place to encourage the exchange between the participants. The discussion topics included:

- training needs of the workers/craftsmen in the building sector with regard to RES/EE applications
- the added value and potential benefits from the establishment of qualification schemes and the workers considerations
- the potential barriers to the roadmap implementation
- the role and contribution of relevant associations and authorities.

Panelists, in most cases, were members of the management board of the local workers' associations. They presented the specific need of their own sector and their expectations of the initiative. They also provided their position, proposals and considerations with regard to the Roadmap's priorities and proposed measures. Then all participants were invited to express their opinion and make further suggestions.





- > The workers associations' representatives agreed that appropriate professional training is necessary, from time to time, to upgrade their skills and to keep up with new technologies and practices.
- > They highlighted the role of the policy makers to the development of appropriate mechanisms; they pointed out that supporting changes should be introduced to the national institutional framework
- > They referred to the need for concrete occupational profiles; progress should be shown at that area with a focus to new skills with regard to EE technologies.
- > Workers pointed out the lack of acknowledged training for their professions
- > Closing, participants confirmed support to the BUS-GR initiative and the National Qualification Roadmap. The associations' representatives committed to send further comments about the Roadmap through the BUS-GR consultation platform, within 15 days, and to contribute according to their power to the successful implementation of the Roadmap's action plan.



*More details about the regional public consultation days in Chania, Volos and Ioannina are available to a specific document in the electronic folder for the endorsement activities documentation and supporting materials, including the event's invitation and final agenda, short minutes and list of participants, photos and presentations.*





## 5.2 Targeted presentations to key stakeholders in national level

In national level, the following activities were implemented to ensure that key stakeholders are informed and have the opportunity to provide their feedback. The dissemination of the BUS-GR outcomes and the National Qualification Roadmap finalization and endorsement were the main aims of those activities:

- Activities to inform the management boards of key professional associations (*NTUA, CRES, TUC*)
- Information Days to members of the Building workers and craftsmen associations, *Lead partner IME GSEVEE*
- Exchanges and collaboration with vocational training institutions and certification bodies. *Lead partner NTUA.*
- Presence in conferences/workshops within the framework of major events and exhibitions of the sustainable building, RES and EE sectors. *Lead partner CRES*





### 5.2.1 Information Days to members of the craftsmen associations

An Information Day targeted to members of the building workers and craftsmen associations was held in Athens on the 12<sup>th</sup> of November 2013 at Amphitheatre of the Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE), 46 Aristotelous str., Athens.

This event aimed to inform about the BUS GR initiative, to raise awareness the national LLL strategy, benefits of obtaining qualifications and to stimulate open discussions with workers in the building sector. It was organized by the Small Enterprises Institute of the Hellenic Confederation of Professionals, Craftsmen and Merchants (IME GSEVEE) and attended by 32 participants.

At the first part of the event, the EU and national targets towards 2020 and the specific needs for skilled workforce in the building sector to achieve them, the scope and outcomes of the BUS\_GR initiative the National Qualification Roadmap development process and the identified measures, priorities and action plan were presented by the partners CRES, NTUA. EOPPEP presented the national certification procedures and the national qualification framework.

At the second part of the event 3 parallel workshops have been taken place focusing to the specific needs of 3 different groups of the building workforce engaged in RES and EE application. The 3 discussion groups were:

- > Building shell professions & crafts, moderated by CRES
- > Electromechanical system installers, moderated by NTUA
- > Small scale RES systems installers, moderated by TUC

During this session, partners discussed with the participants the identified training needs of the targeted workers/craftsmen group with regard to RES/EE applications, the added value and potential benefits for the workers of the building sector from the establishment of qualification/certification schemes, the priorities of the NQR action plan and the role and contribution of the relevant associations and authorities for the efficient implementation of the roadmap. The participants' position, proposals and considerations were recorded and assessed during the final version of the Roadmap. Most of them committed to send further comments through the BUS-GR consultation platform and to contribute according to their power to the successful implementation of the Roadmap's action plan.



*More details about this event are available to a specific document in the electronic folder for the endorsement activities documentation and supporting materials, including the event's invitation and final agenda, short minutes and list of participants, photos.*





## 5.2.2 Presentations to the management boards of key professional associations

The consortium partners CRES, NTUA and TUC presented the National Qualification Roadmap to the management boards of selected professional associations and discussed about the priority measures and required areas of intervention; comments were incorporated to the final version. The endorsement of the Roadmap was also negotiated and achieved. Also, the role and potential contribution of the associations for the successful implementation of the Roadmap was discussed.

The presentations were held during the period of 20 October-18 November 2013, during the following management boards' gatherings:

- > Hellenic Federation of Aluminum and Iron Constructors Craftsmen (POVAS)
- > Hellenic Federation of Craftsmen & Plumbers (OBYE)
- > Panhellenic Federation of Electrical Contractors' Association (POSEH)
- > Greek Solar industry Association (EBHE)
- > Federation of Refrigeration Technicians of Greece (OPSE)

Besides the above association it is important to note that members of the management boards of the following associations have participated to the NQP meetings, where the NQR was presented and discussed; they have provided their feedback during those meetings and their positions were incorporated to the final NQR version:

- > Hellenic Association of Photovoltaic Companies (HELAPCO)
- > Union of Oil – Gas – Biomass Burners Installers
- > Panhellenic Federation of Glass Tradesmen & Manufacturers (POEVY)
- > Federation of Building and Wood Workers of Greece (OOXE)
- > Federation of Greek Electrotechnicians (OHE)
- > Hellenic Association of Insulating Material Companies (HAIC)
- > Union of Hellenic Enterprises for Heating and Energy (ENEPIITHE)
- > Aluminium Association of Greece (EEA)
- > Greek Association of Expandable Polystyrene (PA.SY.DIP)
- > Greek Association of Insulating Companies (PSEM).





### 5.2.3 Engagement of vocational training institutions/providers and certification bodies

The vocational training sector was well represented by members of the National Qualifications Platform and of the BUS-GR. During the consultation process the feedback of this important stakeholder group has reached the consortium; their suggestions and considerations were taken into account to the final version of the Roadmap.

The entities representing the vocational training sector (including training providers associations, training providers *offering technical professional training\**, policy advisors to the state and leading institutions in the national LLL system) are listed below:

- > Hellenic Association of Companies of Vocational Education (ELSEKEK)
- > Panhellenic Association of Vocational Training Centres (PASYKEK)
- > Vocational Training Centre of the Hellenic Confederation of Professionals, Craftsmen & Merchants (KEK GSEVEE)
- > Institute of education and vocational training of TCG members (IEKEM TEE)
- > Centre of Vocational Training INTEGRATION
- > Centre of Vocational Training DIASTASI S.A.
- > KRITI Centre of Vocational Training Adult Education Association (SEE)
- > Centre for Educational Policy Development of GSEE (KANEP- GSEE)
- > National Technical University of Athens (NTUA)
- > Technical University of Crete (TUC)

*\*The providers of Continuing Training in Greece are mainly the Vocational Training Centres or Level II Lifelong Learning Centres – KDVM II (former KEKs)*

Also the consortium has continuous exchanges with the accreditation/certification sector through the following NQP members; those bodies had an important consulting role during the NQR development also they will support the roadmap implementation:

- > Hellenic Accreditation System S.A. (ESYD)
- > Hellenic Association of Accredited Certification and Inspection Bodies (HellasCert)
- > Hellenic Organization for Standardization S.A. (ELOT)





### 5.2.4 Presentation in Conference/workshop

The BUS-GR initiative and outcomes was presented in conferences/workshops within the framework of major trade fairs of the RES, Energy Efficiency and building industry. This was mainly achieved through the BUS-GR brochure distribution, references within presentations and exchanges between the BUS-GR partners and relevant stakeholders:

The most important participations are listed below:

- > Building Green Expo 2012, Athens MEC Expo Center, 5/10/2012. Presentation of the project by Dr. Charalampos Malamatenios, CRES.  
*Building Green Expo is the main trade fair for professionals, business and public that are active within the sustainable building and development sector. In the frame of the Expo, an Eco Building Conference and numerous Technical Seminars are hosted.*
- > Workshop “Green Jobs in Greece and new qualifications”, organized by EOPPEP Athens, Ministry of Education and Religious Affairs, Culture and Sports-meeting room Galateia Saranti, 15/11/2012, Presentation by Georgia Bezyrgiani (CRES), “Green Building - New skills of professions and crafts involved”.
- > ElectroTec 2012, Athens Metropolitan Expo, 4-7 October 2012, distribution of leaflets and presentation to the General assembly of the Panhellenic federation of electrical contractors which was held as a parallel event at the location. Presentation by Dr. Theocharis Tsoutsos (TUC)
- > 7<sup>th</sup> EnerTech Conference, Athens Metropolitan Expo, 1-3 November 2012, organized by the Athens Chamber of Commerce and Industry. Presentation by Dr. Theocharis Tsoutsos (TUC)
- > Smart & Sustainable Cities Conference, Athens 18 July 2013, OTEAcademy amphitheatre, leaflet distribution (NTUA)
- > 2nd International Symposium and 24th National Conference on Operational Research, Athens Crowne Plaza, September 26-28, 2013. leaflet distribution (NTUA)

Also an article “European Initiative BUS-GR – The Greek Qualification Roadmap” was published to the technical magazine PROFIL ENERGY International, Issue 63, Nov-Dec 2013 – p. 85-85, Author: Dr. Charalampos Malamatenios, CRES.



*Profil Energy is dedicated to Constructions, Buildings and Energy and targets to all professionals related to the sustainable building*





## 6. MEMORANDUM OF ENDORSEMENT ENDORSEMENT LETTERS

The most important outcome of the endorsement activities is the official signing of the endorsement letters by the key stakeholders, which is actually the confirmation of consensus and the cornerstone for the successful implementation of the National Qualification Roadmap action plan.

A **Memorandum of Endorsement** was developed -following to briefings, consultations and focus discussions with the stakeholder groups. The Memorandum includes the objectives of the national qualification strategy, the consultation process, the motivation and the actors involved and present the priorities and measures identified.

**44 organisations**, including the

- > competent Ministries and national authorities involved in energy, LLL and labour issues
- > social partners
- > federations and professional associations of buildings workers and craftsmen
- > associations of companies engaged in RES and energy efficiency services and products
- > building industry's representatives
- > training providers and leading institutions in the continuing training system
- > accreditation bodies

have confirmed their consensus to the Memorandum of Agreement and signed a **Letter of Endorsement** indicating their support and commitment to the NQR proposed measures and action plan.

*The following table (Table 4) lists the entities that endorsed the National Qualification Roadmap in Greece.*

*Copies of the signed endorsement letters may be found at the deliverable “D6.1 Memorandum of Endorsement”.*





Table 4. LIST OF THE KEY STAKEHOLDERS WHO SIGNED AN ENDORSEMENT LETTER

Stakeholders group	Organization
Ministries responsible for the energy, labour and lifelong learning and supervised entities	<ul style="list-style-type: none"> <li>▪ National Organization for the Certification of Qualifications and Career Guidance (EOPPEP) , <i>BUS-GR Partner</i></li> <li>▪ Ministry of Environment, Energy and Climate Change (YPEKA)</li> <li>▪ Centre for Renewable Energy Sources and Saving (CRES), supervised by MEECC, <i>BUS-GR Partner</i></li> <li>▪ Greek Manpower Employment Organisation (OAED)</li> </ul>
Social partners	<ul style="list-style-type: none"> <li>▪ Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), through IME GSEVEE, <i>BUS-GR Partner</i></li> <li>▪ Labour Institute of Greek General Confederation of labour GSEE through (INE GSEE), <i>BUS-GR Partner</i></li> </ul>
federations and professional associations of buildings workers and craftsmen	<ul style="list-style-type: none"> <li>▪ Hellenic Federation of Aluminum and Iron Constructors Craftsmen (POVAS)</li> <li>▪ Hellenic Federation of Craftsmen &amp; Plumbers (OBYE)</li> <li>▪ Federation of Greek Electrotechnicians (OHE)</li> <li>▪ Panhellenic Federation of Electrical Contractors' Association (POSEH)</li> <li>▪ Federation of Refrigeration Technicians of Greece (OPSE)</li> <li>▪ Federation of Building and Wood Workers of Greece (OOXE)</li> <li>▪ Federation of Technical Employees in Greece (STYE)</li> </ul>
Associations of companies engaged in RES and energy efficiency services and products	<ul style="list-style-type: none"> <li>▪ Hellenic Association of Photovoltaic Companies (HELAPCO)</li> <li>▪ Union of Hellenic Enterprises for Heating and Energy (ENEPIITHE)</li> <li>▪ Greek Solar Industry Association (EBHE)</li> <li>▪ Greek Association of Insulating Companies (PSEM)</li> <li>▪ Panhellenic Federation of Glass Tradesmen &amp; Manufacturers (POEVY)</li> <li>▪ Greek Association of Expandable Polystyrene (PA.SY.DIP)</li> <li>▪ Aluminium Association of Greece (EEA)</li> </ul>
Leading organisations and institutions in the continuing training system	<ul style="list-style-type: none"> <li>▪ National Technical University of Athens (NTUA) , <i>BUS-GR Partner</i></li> <li>▪ Technical University of Crete (TUC), <i>BUS-GR Partner</i></li> <li>▪ Centre for Educational Policy Development of the Greek Confederation of Labour (KANEP-GSEE), <i>BUS-GR Partner</i></li> <li>▪ Hellenic Association for Adult Education (AAE)</li> </ul>
Accreditation & certification bodies	<ul style="list-style-type: none"> <li>▪ Hellenic Accreditation System (ESYD)</li> <li>▪ Hellenic Organization for Standardization (ELOT)</li> </ul>
Professional Chambers and associations	<ul style="list-style-type: none"> <li>▪ Technical Chamber of Greece (TCG), <i>BUS-GR Partner</i></li> <li>▪ Hellenic Association of Chemical Engineers (HACE)</li> </ul>





Table 4. *continues*

LIST OF THE KEY STAKEHOLDERS WHO SIGNED AN ENDORSEMENT LETTER

Regional authorities and development organisations	<ul style="list-style-type: none"><li>▪ Western Greece regional government (WGR), <i>BUS-GR Partner</i></li><li>▪ Region of Crete, regional government</li><li>▪ Crete Development Organisation (OAK)</li><li>▪ TCG – Western Crete Department</li></ul>
Associations of training institutes and training providers ( <i>offering technical professional training</i> )	<ul style="list-style-type: none"><li>▪ Hellenic Association of Companies of Vocational Education (ELSEKEK)</li><li>▪ Institute of education and vocational training of TCG members (IEKEM TEE)</li><li>▪ Centre of Vocational Training INTEGRATION</li><li>▪ Centre of Vocational Training DIASTASI S.A.</li><li>▪ KRITI Centre of Vocational Training</li></ul>
Building industry	<ul style="list-style-type: none"><li>▪ Association of Greek Contracting Companies (SATE)</li><li>▪ Panhellenic Association of Engineers Contractors of Public Works</li></ul>
Financing Bodies	<ul style="list-style-type: none"><li>▪ Bank of Attica</li></ul>
Regional associations	<ul style="list-style-type: none"><li>▪ Commercial and Industrial Chamber of Chania</li><li>▪ Federation of Professionals-Craftsmen &amp; Traders of Chania</li><li>▪ Union of Thermohydraulic Technicians of Chania</li><li>▪ Union of Metal Constructors of Chania</li></ul>





# ANNEXES





## I. ENDORSEMENT ACTIVITIES DOCUMENTATION – SUPPORTING MATERIAL (electronic file)

More information about the endorsement activities implemented during the BUS-GR project lifetime may be found to the relevant electronic folder, titled as “**Endorsement Documentation and Supporting material**”. This folder includes analytic reporting for the following:

### 1. REGIONAL ENDORSEMENT ACTIVITIES

#### → *SUBFOLDER: POSITION PAPER*

Reporting about the developments and circulation of position paper to the Management Boards of all TCG regional departments and to the regional authorities challenging their participation to the public consultation process, welcoming their suggestions.

#### → *SUBFOLDER: REGIONAL AUTHORITIES' ROUNDTABLES*

Reporting about roundtables aiming to consult the major regional authorities and stakeholders associations, including invitation and final agenda, short minutes and list of participants, list of invited stakeholders, press releases and press clippings, photos.

- Regional Roundtable at Heraklion, 7/11/2013
- Regional Roundtable at Patras, 3/11/2013
- Regional Roundtable at Thessaloniki, 30/10/2013

#### → *SUBFOLDER: REGIONAL CONSULTATION DAYS*

Reporting about the regional consultation days aiming to inform and record the opinion of the building stakeholders and craftsmen/workers representatives at regional level, including invitation and final agenda, short minutes and list of participants, list of invited stakeholders, press releases and press clippings, photos.

- Regional Consultation day at Chania 4/11/2013
- Regional Consultation day at Ioannina 1/11/2013
- Regional Consultation day at Volos 30/10/2013

### 2. TARGETED INFODAY

Reporting about the Info Day targeted to building workers and craftsmen, including invitation and final agenda, short minutes and list of participants, photos.

### 2. ENDORSEMENT STATEMENTS

Reporting about the endorsement of the National Qualification Roadmap by 44 stakeholders, including the signed letters of endorsement.





## II. MEMORANDUM OF AGREEMENT



Με τη συγχρηματοδότηση του προγράμματος της Ευρωπαϊκής Ένωσης «Ευφυής ενέργεια για την Ευρώπη»

### Πρωτοβουλία BUILD UP Skills-Greece για την ενίσχυση δεξιοτήτων του εργατικού δυναμικού στον κτηριακό τομέα σε θέματα Ενεργειακής Αποδοτικότητας και Ανανεώσιμων Πηγών Ενέργειας

#### ΣΥΜΦΩΝΟ ΓΙΑ ΤΟΝ ΟΔΙΚΟ ΧΑΡΤΗ ΠΡΟΣΟΝΤΩΝ

Η αποτελεσματική αρχική και συνεχιζόμενη επαγγελματική εκπαίδευση - κατάρτιση των εργαζομένων στον κατασκευαστικό κλάδο, στα εξειδικευμένα αντικείμενα των ΑΠΕ και ΕΞΕ αναγνωρίζεται ως απαραίτητη προϋπόθεση για τη μείωση των ενεργειακών καταναλώσεων και των εκπομπών CO<sub>2</sub>, αλλά και για την διεύθυνση των Ανανεώσιμων Πηγών Ενέργειας (ΑΠΕ) στο κτηριακό απόθεμα.

Για το σκοπό αυτό, στα πλαίσια της Πρωτοβουλίας BUILD UP Skills - Greece αναπτύσσεται ο σχετικός Εθνικός Οδικός Χάρτης Προσόντων ο οποίος στοχεύει στην αντιμετώπιση εμποδίων που έχουν καταγραφεί για την υλοποίηση των εθνικών στόχων για το 2020 για την ενέργεια και τα κτίρια, ενώ συμβάλει στη διαμόρφωση στρατηγικής και στην αναγνώριση μέτρων για την ενίσχυση των δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο στα ειδικά θέματα Ανανεώσιμων Πηγών Ενέργειας (ΑΠΕ) και Εξοικονόμησης Ενέργειας (ΕΞΕ).

Πιο συγκεκριμένα, ο Εθνικός Οδικός Χάρτης Προσόντων προσδιορίζει μέτρα για την ενίσχυση του θεσμικού πλαισίου για τη συνεχιζόμενη κατάρτιση και την πιστοποίηση των προσόντων του τεχνικού δυναμικού του κτηριακού τομέα στα θέματα ΕΞΕ και ΑΠΕ και προτείνει ενέργειες για την ανάπτυξη ή και επικαιροποίηση κατάλληλων προγραμμάτων κατάρτισης και στη συνέχεια, της πιστοποίησης των προσόντων των εργαζόμενων στον κλάδο της οικοδομής (τεχνίτες και εργάτες στις κατασκευές νέων κτηρίων και τις ανακαινίσεις παλαιών).

Η διαμόρφωση του Οδικού Χάρτη αποτελεί προϊόν διαβούλευσης και επεξεργασίας μεταξύ των συνεργατών του έργου<sup>1</sup>, οι οποίοι εκπροσωπούν τόσο τους αρμόδιους εθνικούς φορείς και κοινωνικούς εταίρους όσο και τον τεχνικό τομέα και τις δομές δια βίου μάθησης στην Ελλάδα. Στην διαδικασία αυτή συμμετείχαν ενεργά τα μέλη της Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων ή οποία αποτελείται από 43 ενδιαφερόμενους φορείς όπως: Υπουργεία αρμόδια για τα ζητήματα της ενέργειας, της δια βίου μάθησης και της εργασίας, ομοσπονδίες/σωματεία τεχνιτών που εργάζονται στην οικοδομή, σχετικές ενώσεις/επιμελητήρια, εμπειρογνώμονες στα ενεργειακά βιώσιμα κτίρια, ερευνητικά ινστιτούτα).

Ο Οδικός Χάρτης περιλαμβάνει την ακόλουθη σειρά βασικών ενεργειών:

<sup>1</sup> Το Ελληνικό Εταιρικό Σχήμα Build Up Skills αποτελείται από τους παρακάτω φορείς:

- Κέντρο Ανανεώσιμων Πηγών και Εξοικονόμησης Ενέργειας (ΚΑΠΕ), συντονιστής του έργου
- Εθνικό Μετσόβιο Πολυτεχνείο (ΕΜΠ), Σχολή Ηλεκτρολόγων Μηχανικών και Μηχανικών Υπολογιστών, Εργαστήριο Συστημάτων Αποφάσεων και Διοίκησης
- Ινστιτούτο Μικρών Επιχειρήσεων της Γενικής Συνομοσπονδίας Επαγγελματιών Βιοτεχνών Εμπόρων Ελλάδας (ΙΜΕ ΓΣΕΒΕΕ),
- Πολυτεχνείο Κρήτης, Σχολή Μηχανικών Περιβάλλοντος, Εργαστήριο Ανανεώσιμων και Βιώσιμων Ενεργειακών Συστημάτων
- Εθνικός Οργανισμός Πιστοποίησης Προσόντων και Επαγγελματικού Προσανατολισμού (ΕΟΠΠΕΠ)
- Τεχνικό Επιμελητήριο Ελλάδας (ΤΕΕ)
- Ινστιτούτο Εργασίας της ΓΣΕΕ (ΙΝΕ-ΓΣΕΕ),
- Περιφέρεια Δυτικής Ελλάδας
- Κέντρο Ανάπτυξης Εκπαιδευτικής Πολιτικής της ΓΣΕΕ (ΚΑΝΕΠ)





- Προσδιορισμός μέτρων προκειμένου να ξεπεραστούν υφιστάμενα εμπόδια και ελλείψεις δεξιοτήτων στα τεχνικά επαγγέλματα, για την κάλυψη των στόχων του 2020 στον κατασκευαστικό κλάδο.
- Ενσωμάτωση της επαγγελματικής κατάρτισης γύρω από τις νέες ενεργειακές τεχνολογίες, οι οποίες συμβάλλουν στη βελτίωση της ενεργειακής αποδοτικότητας των κτηρίων, στα υφιστάμενα προγράμματα σπουδών των σχετικών επαγγελμάτων του κλάδου και στην πρακτική τους κατάρτιση / εξάσκηση ή/και στην ανάπτυξη νέων προγραμμάτων.
- Εφαρμογή κατάλληλων μέτρων για την αναγνώριση των προσόντων του εξειδικευμένου εργατικού δυναμικού τόσο σε εθνικό όσο και σε Ευρωπαϊκό επίπεδο.
- Παροχή κινήτρων για τη συμμετοχή στα προγράμματα ΣΕΕΚ που θα πρέπει να υλοποιηθούν για τους τεχνίτες και εργάτες στον κλάδο της οικοδομής
- Εφαρμογή πολιτικών που θα ενισχύουν την ζήτηση εξειδικευμένων τεχνικών ή θα την καθιστούν υποχρεωτική.

Για την επίτευξη των στόχων του Εθνικού Οδικού Χάρτη προσδιορίστηκαν οι παρακάτω βασικοί άξονες:

1. Εξασφάλιση του απαιτούμενου αριθμού εργατοτεχνιτών στον κατασκευαστικό κλάδο.
2. Αναβάθμιση των δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο.
3. Αντιμετώπιση θεσμικών εμποδίων και διασφάλιση της βιωσιμότητας των αποτελεσμάτων της πρωτοβουλίας.

Οι άξονες αυτοί αναλύονται σε δέσμες μέτρων:

**A) Μέτρα για την εξασφάλιση του απαιτούμενου αριθμού εργαζομένων στον κατασκευαστικό κλάδο:**

- M.1: Επανεξέταση ανεκμετάλλετου – ανενεργού εργατικού δυναμικού (άνεργοι, ανειδίκευτοι νέοι, εργατοτεχνίτες μεγαλύτερης ηλικίας, κλπ.)
- M.2: Ενίσχυση της ελκυστικότητας και της εικόνας των επαγγελμάτων του κατασκευαστικού κλάδου
- M.3: Παροχή κινήτρων στους νέους για την ένταξή τους στον κλάδο
- M.4: Καταπολέμηση της μαύρης (ανασφάλιστης) εργασίας
- M.5: Παροχή κινήτρων στους ειδικευμένους εργάτες για την παραμονή τους στον κλάδο.

**B) Μέτρα για την αναβάθμιση των δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο:**

- M.6: Επικαιροποίηση των επαγγελματικών περιγραμμάτων και εισαγωγή νέων (π.χ. τεχνιτών αλουμινίου), με εισαγωγή των δεξιοτήτων που αφορούν εφαρμογές ΑΠΕ και ΕΞΕ
- M.7: Ενίσχυση βασικής αρχικής επαγγελματικής εκπαίδευσης και κατάρτισης (ΑΕΕΚ) του ανθρώπινου δυναμικού στον κατασκευαστικό κλάδο στα θέματα ΑΠΕ και ΕΞΕ
- M.8: Διαμόρφωση κατάλληλων εξειδικευμένων προγραμμάτων συνεχιζόμενης επαγγελματικής εκπαίδευσης και κατάρτισης (ΣΕΕΚ) του ανθρώπινου δυναμικού στον κατασκευαστικό κλάδο στα θέματα ΑΠΕ και ΕΞΕ
- M.9: Εφαρμογή αποτελεσματικών μηχανισμών διασφάλισης ποιότητας των εκπαιδευτικών διαδικασιών και της πιστοποίησης
- M.10: Ανάπτυξη μηχανισμού-πλαisiού για την διασφάλιση του απαιτούμενου αριθμού εκπαιδευτών





Με τη συγχρηματοδότηση του προγράμματος της Ευρωπαϊκής Ένωσης «Ευφυής ενέργεια για την Ευρώπη»

**Γ) Μέτρα για την αντιμετώπιση θεσμικών εμποδίων και τη διασφάλιση της βιωσιμότητας της πρωτοβουλίας:**

- M.11: Επικαιροποίηση θεσμικού πλαισίου στην αλυσίδα: Κατάρτιση - Πιστοποίηση - Ρύθμιση επαγγέλματος & Επαγγελματικών προσόντων
- M.12: Ανάπτυξη μηχανισμού παρακολούθησης, ελέγχου και ανατροφοδότησης της προόδου υλοποίησης του Οδικού Χάρτη.
- M.13: Ανάπτυξη και εφαρμογή των κατάλληλων εργαλείων για την υλοποίηση των δράσεων του Οδικού Χάρτη.

Τέλος η ανάγκη για «Στοχευμένες Δράσεις διάχυσης, αποδοχής και προώθησης των αποτελεσμάτων του Οδικού Χάρτη Προσόντων» προσδιορίστηκε ως **Οριζόντιο μέτρο (M.14)**.

Με βάση τις παραπάνω βασικές αρχές, σας καλούμε να υποστηρίξετε την ολοκλήρωση του Εθνικού Οδικού Χάρτη Προσόντων της Πρωτοβουλίας BUILD UP Skills\* για την Ελλάδα (BUILD UP Skills-Greece) καθώς και να συμβάλετε ενεργά στην ανάπτυξη και εφαρμογή των μέτρων που σχετίζονται με τους σκοπούς και τις προτεραιότητες του φορέα σας.

**\* η Πρωτοβουλία BUILD UP Skills:**

Στα πλαίσια της συνεχιζόμενης προσπάθειας της Ευρωπαϊκής Ένωσης για μείωση των ενεργειακών καταναλώσεων και των εκπομπών διοξειδίου του άνθρακα και εισχώρηση των Ανανεώσιμων Πηγών Ενέργειας (ΑΠΕ) στο κτηριακό απόθεμα, το Ευρωπαϊκό πρόγραμμα Ευφυής Ενέργεια για την Ευρώπη (Intelligent Energy Europe, IEE) εισήγαγε την "Πρωτοβουλία BUILD UP Skills". Η πρωτοβουλία, συγχρηματοδοτούμενη από τον ευρωπαϊκό Εκτελεστικό Οργανισμό για την Ανταγωνιστικότητα και την Καινοτομία (EACI) στοχεύει στην αρχική και συνεχιζόμενη επαγγελματική εκπαίδευση και κατάρτιση (ΑΕΚ και ΣΕΚ) των εργατών και τεχνιτών στον κατασκευαστικό κλάδο με απώτερο σκοπό την σωστή και αποτελεσματική εγκατάσταση των νέων ενεργειακά αποδοτικότερων τεχνολογιών και υλικών στα κτίρια.

Σε 30 ευρωπαϊκές χώρες έχουν ήδη διαμορφωθεί οι εθνικές ομάδες της Πρωτοβουλίας BUILD UP Skills. Όπως συμβαίνει σε κάθε χώρα, έτσι και στην Ελλάδα οι κύριοι δημόσιοι φορείς που δραστηριοποιούνται στο χώρο έχουν δημιουργήσει μια κοινοπραξία για να εργαστούν από κοινού για τη βελτίωση των προσόντων και των δεξιοτήτων των εργαζομένων στον κατασκευαστικό κλάδο, οι οποίες είναι απαραίτητες για την επίτευξη ανακαινίσεων υψηλής ενεργειακής απόδοσης και νέων "σχεδόν μηδενικής κατανάλωσης ενέργειας" κτηρίων.

Η αναβάθμιση των δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο αποτελεί κρίσιμο παράγοντα για την επίτευξη των Ευρωπαϊκών στόχων 20-20-20 και για αυτό το λόγο η πρωτοβουλία BUILD UP Skills προωθήθηκε και υιοθετήθηκε από όλες τις χώρες της Ε.Ε. με ξεχωριστά ανεξάρτητα προγράμματα. Συγκεκριμένα, ο Πυλώνας I του BUILD UP Skills αφορά στη σύνθεση και εθνικών πλατφόρμων προσόντων και οδικών χαρτών μέχρι το 2020 για κάθε χώρα που συμμετέχει στην πρωτοβουλία.

<http://greece.buildupskills.eu>





### III. ENDORSEMENT LETTER – SAMPLE

Organization logo

**BUILD UP Skills-Greece INITIATIVE**  
**European Initiative to improve the qualification and skills**  
**of Europe's building workers in relation to energy efficiency and renewables**

## LETTER OF ENDORSEMENT

The **organization's name** declares its agreement and support to the suggested measures and action plan of BUS-GR Roadmap (<http://greece.buildupskills.eu/>). We acknowledge that the implementation of the Roadmap will strengthen the skills and competences of the workforce in the building sector in RES and Energy Efficiency and ensures the availability of adequate skilled workers in order to achieve the energy targets of Greece towards 2020.

We declare that we are willing to contribute to the implementation of the Roadmap's action plan that are related to our organisation scope and area of activities.

Date: **xx/xx/xxxx**

**Name of Legal Representative**

**Stamp**

**Signature**





## IV. POSITION PAPER



Με τη συγχρηματοδότηση του προγράμματος της Ευρωπαϊκής Ένωσης «Ευφυής ενέργεια για την Ευρώπη»

### Ενημερωτικό Σημείωμα για την πρωτοβουλία BUILD UP Skills - Greece

Αναγνωρίζοντας ως απαραίτητη προϋπόθεση την αποτελεσματική αρχική και συνεχιζόμενη επαγγελματική εκπαίδευση και κατάρτιση των εργαζομένων στον κατασκευαστικό κλάδο για τη μείωση των ενεργειακών καταναλώσεων και εκπομπών CO<sub>2</sub>, αλλά και για την διείσδυση των Ανανεώσιμων Πηγών Ενέργειας (ΑΠΕ) στο κτιριακό απόθεμα ώστε να επιτευχθούν οι δεσμευτικοί για τη χώρα μας στόχοι για το 2020 -όπως προκύπτουν από την Ευρωπαϊκή Νομοθεσία- αναπτύσσεται, στα πλαίσια της Πρωτοβουλίας BUILD UP Skills – Greece, ο σχετικός Εθνικός Οδικός Χάρτης.

Η ανάπτυξη του αποσκοπεί στη διαμόρφωση βέλτιστης στρατηγικής καθώς και στην αναγνώριση δέσμης μέτρων και εξειδικευμένων δράσεων για την ανάπτυξη δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο στα θεματικά αντικείμενα των Ανανεώσιμων Πηγών Ενέργειας (ΑΠΕ) και της Εξοικονόμησης Ενέργειας (ΕΞΕ). Ο Οδικός Χάρτης προσδιορίζει μέτρα για την ενίσχυση του θεσμικού πλαισίου τόσο για τη συνεχιζόμενη κατάρτιση όσο και για την πιστοποίηση των προσόντων του τεχνικού δυναμικού του κτιριακού τομέα και περιλαμβάνει προτάσεις για την ενσωμάτωση/ανάπτυξη/επικαιροποίηση των προγραμμάτων κατάρτισης στα θέματα ΕΞΕ και ΑΠΕ που απευθύνονται στην ομάδα-στόχο της Πρωτοβουλίας BUILD UP Skills, των εργαζομένων στον κατασκευαστικό κλάδο (ειδικότερα αυτών που δραστηριοποιούνται στις κατασκευές νέων κτιρίων και τις ανακαινίσεις των παλαιών). Ο Οδικός Χάρτης στοχεύει στην αντιμετώπιση εμποδίων που έχουν καταγραφεί για την υλοποίηση των εθνικών στόχων για το 2020 για την ενέργεια και τα κτίρια.

Η διαμόρφωση του Οδικού Χάρτη αποτελεί προϊόν διαβούλευσης και επεξεργασίας μεταξύ των συνεργατών του έργου<sup>1</sup>, οι οποίοι εκπροσωπούν τόσο τους αρμόδιους εθνικούς φορείς και κοινωνικούς εταίρους όσο και τον τεχνικό τομέα και τις δομές κατάρτισης και πιστοποίησης στην Ελλάδα. Επιπρόσθετα, στην διαδικασία αυτή συμμετείχαν ενεργά τα μέλη της Εθνικής Πλατφόρμας Επαγγελματικών Προσόντων ή οποία αποτελείται από 42 ενδιαφερόμενους φορείς όπως: Υπουργεία αρμόδια για τα ζητήματα της ενέργειας, της δια βίου μάθησης και της εργασίας, εμπειρογνώμονες στα ενεργειακά βιώσιμα κτίρια, σχετικές ενώσεις/επιμελητήρια, ερευνητικά ινστιτούτα, φορείς σχετικοί με τη βιομηχανία κτιρίων, ομοσπονδίες των τεχνιτών που εργάζονται στην οικοδομή, φορείς πιστοποίησης και διαπίστευσης και άλλοι “κοινωνικοί εταίροι”). Για το σκοπό αυτό, προκειμένου να ακουστούν και να ενσωματωθούν οι απόψεις όλων των εμπλεκόμενων φορέων έχουν πραγματοποιηθεί σειρά Συναντήσεων Διαβούλευσης, έχει αναπτυχθεί και λειτουργεί πλατφόρμα διαβούλευση, συνεντεύξεις και έρευνα πεδίου με στοχευμένα ερωτηματολόγια, θεματικές συνεδρίες και συναντήσεις εργασίας με επαγγελματικές ενώσεις.

<sup>1</sup> Το Ελληνικό Εταιρικό Σχήμα Build Up Skills αποτελείται από τους παρακάτω φορείς:

- Κέντρο Ανανεώσιμων Πηγών και Εξοικονόμησης Ενέργειας (ΚΑΠΕ), συντονιστής του έργου
- Εθνικό Μετσόβιο Πολυτεχνείο (ΕΜΠ), πιο συγκεκριμένα, το Εργαστήριο Συστημάτων Αποφάσεων και Διοίκησης της Σχολής Ηλεκτρολόγων Μηχανικών και Μηχανικών Υπολογιστών του ΕΜΠ,
- Ινστιτούτο Μικρών Επιχειρήσεων της Γενικής Συνομοσπονδίας Επαγγελματιών Βιοτεχνών Εμπόρων Ελλάδας (ΙΜΕ ΓΣΕΒΕΕ),
- Πολυτεχνείο Κρήτης, Εργαστήριο Ανανεώσιμων και Βιώσιμων Ενεργειακών Συστημάτων του Τμήματος Μηχανικών Περιβάλλοντος,
- Εθνικός Οργανισμός Πιστοποίησης Προσόντων και Επαγγελματικού Προσανατολισμού (Ε.Ο.Π.Π.Ε.Π.),
- Τεχνικό Επιμελητήριο Ελλάδας (ΤΕΕ)
- Ινστιτούτο Εργασίας της ΓΣΕΕ (ΙΝΕ-ΓΣΕΕ),
- Περιφέρεια Δυτικής Ελλάδας,
- Κέντρο Ανάπτυξης Εκπαιδευτικής Πολιτικής της ΓΣΕΕ (ΚΑΝΕΠ)





Κατά την ανάπτυξη του Εθνικού Οδικού Χάρτη εξετάστηκαν οι παρακάτω βασικοί άξονες παρέμβασης:

1. Εξασφάλιση του απαιτούμενου αριθμού εργατοτεχνιτών στον κατασκευαστικό κλάδο.
2. Αναβάθμιση των δεξιοτήτων του εργατικού δυναμικού στον κατασκευαστικό κλάδο.
3. Αντιμετώπιση θεσμικών εμποδίων και διασφάλιση της βιωσιμότητας της πρωτοβουλίας.

Στη συνέχεια προτείνονται συγκεκριμένα μέτρα προτεραιότητας, όπως:

- Επανεξέταση ανεκμετάλλετου – ανενεργού εργατικού δυναμικού (άνεργοι, ανειδίκευτοι νέοι, εργατοτεχνίτες μεγαλύτερης ηλικίας, κλπ.)
- Ενίσχυση της ελκυστικότητας και της εικόνας των επαγγελμάτων του κατασκευαστικού κλάδου
- Παροχή κινήτρων στους νέους για την ένταξή τους στον κλάδο
- Καταπολέμηση της μαύρης (ανασφάλιστης) εργασίας
- Παροχή κινήτρων στους ειδικευμένους εργάτες για την παραμονή τους στον κλάδο
- Επικαιροποίηση των επαγγελματικών περιγραμμάτων και εισαγωγή νέων
- Ενίσχυση της βασικής αρχικής επαγγελματικής εκπαίδευσης και κατάρτισης (ΑΕΕΚ) του ανθρώπινου δυναμικού στον κατασκευαστικό κλάδο
- Διαμόρφωση κατάλληλων εξειδικευμένων προγραμμάτων συνεχιζόμενης επαγγελματικής κατάρτισης (ΣΕΚ) του ανθρώπινου δυναμικού στον κατασκευαστικό κλάδο
- Ανάπτυξη μηχανισμού-πλαisiού για την διασφάλιση του απαιτούμενου αριθμού εκπαιδευτών
- Εφαρμογή αποτελεσματικών μηχανισμών διασφάλισης ποιότητας των εκπαιδευτικών διαδικασιών και της πιστοποίησης
- Επικαιροποίηση θεσμικού πλαισίου στην αλυσίδα: Κατάρτιση - Πιστοποίηση - Ρύθμιση επαγγέλματος & Επαγγελματικών δικαιωμάτων
- Ανάπτυξη μηχανισμού παρακολούθησης, ελέγχου και ανατροφοδότησης της προόδου υλοποίησης του Οδικού Χάρτη.
- Ανάπτυξη και εφαρμογή των κατάλληλων εργαλείων για την υλοποίηση των δράσεων του Οδικού Χάρτη.
- Δράσεις διάχυσης, αποδοχής και προώθησης των αποτελεσμάτων του Οδικού Χάρτη.

Ο Οδικός Χάρτης αξιολογεί τα παραπάνω μέτρα και εξειδικεύει στοχευμένες δράσεις για την ανάπτυξη των επαγγελματικών προσόντων των εργαζομένων στον κατασκευαστικό κλάδο, με στόχο την επίτευξη των Εθνικών στόχων βιώσιμης ενέργειας για το 2020.

Με βάση τα παραπάνω, σας καλούμε να συμμετέχετε ενεργά στην ολοκλήρωση του Εθνικού Οδικού Χάρτη της Πρωτοβουλίας BUILD UP Skills για την Ελλάδα (BUILD UP Skills-Greece) καθώς και να συμβάλετε ενεργά στην προώθηση των στόχων και την υλοποίηση των δράσεων προτεραιότητας που προβλέπονται σε αυτόν. Αναλυτικότερη πληροφόρηση, όπως και το πλήρες κείμενο του Οδικού Χάρτη, είναι διαθέσιμα στο σύνδεσμο: <http://greece.buildupskills.eu/>

