

BUILD UP Skills Luxembourg Factsheet	
BUILD UP skills activities of the country	
BUS Pillar I project title (contract number)	BUILD UP Skills LUX (IEE/12/BWI/420/SI2.622872)
BUS Pillar II project title (contract number)	Luxembourg's Building skills for 2020 targets (LUXBUILD2020) (IEE/13/BWI/684/SI2.680182)
Horizon 2020 Construction skills project title (contract number)	Not applicable
BUILD UP Skills LUXBUILD	
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Project Partners	Federation of Craftsmen Institute for Formation in the Building Sector Chamber of Skilled Crafts (Chambre des Métiers)
Project website	http://www.myenergy.lu/fr/experts/luxbuild2020
Keywords	Energy efficient buildings, renewable energies, qualification activities, construction sector, change management
Duration	Start date: 16/07/2014 End date: 15/05/2017
Budget	EUR 671,802 (EU contribution 75 %)
Context	
Summary description	The project targets the implementation of the national roadmap for the qualification of craftsmen until 2020, through the development of training schemes and by promoting a mind-change among companies of the building sector. The overall objective is to prepare both the blue collars community and the companies of the building sector to the challenges of the period 2017 to 2020. Until 2020 Luxembourg will require an increase of 13'000 craftsmen or 1800 per year. These "new" craftsmen need to be well trained and qualified in the fields of energy efficiency and renewable energies. To address the challenges Luxembourg companies need to change their mentality and to take more responsibility towards the qualification of blue-collar workers. There are thus two main goals. First, to change the mentalities of the companies in the building sector, an effort which has already started during the work of the national platform LuxBuild2020 under Pillar I. Second, to develop and implement training schemes corresponding in quality and quantity to meet the challenges 2017 to 2020.

Objectives	<ul style="list-style-type: none"> • Improve the qualification of the craftsmen in the field of energy efficient buildings • Counter the national lack of skilled labour • Increase the demand for training programs • Develop centres of excellence for building crafts • Elaborate a competency framework for craftsmen • Development of external and in-house coaches • Facilitate the access to training programs and state support
Target skills/ professions	Façade workers/ plasterer (building envelope), roofers, outdoor/ indoor carpenters, HVAC installers, electrical installers (energy infrastructure), bricklayers
Project's results and impact (max 500 characters without spaces per bullet point)	
Results	<ul style="list-style-type: none"> • Competency framework which complies with EQF and allows a continuous progression of the employees throughout their careers. The training concept of centres of excellence for craftsmen are based on this framework, which provide companies with qualified collaborators. • Countrywide campaign on the challenge 2017 (passive-house standard obligatory for all new residential buildings in LU): <ul style="list-style-type: none"> ○ engagement of innovative companies, ○ 120 companies informed, ○ awareness rising and demand increasing • Innovative training concept based on external or in-house coaches multiplying know-how and skills within companies. • Innovative learning material “AAA-Toolbox” : <ul style="list-style-type: none"> ○ focusing on the cross trade skills ○ for external and in-house coaches • Gateway “LuxBuild” providing information on training programs, legal framework in the field of energy efficiency and services facilitating applications for State support: <ul style="list-style-type: none"> ○ www.luxbuild.lu ○ Helpdesk by phone. ○ Department “enterprise services”.
Lessons learnt	<ul style="list-style-type: none"> • Intense collaboration between different training providers and stakeholders creates synergies and facilitates a customer oriented approach. • The time-consuming training programs are accepted by the “aware companies”. The external and in-house coaches could be a less time-consuming solution for the less aware companies. • The identification of the current and future transversal skills provides the necessary basis for customer oriented training courses and helps to develop transversal training courses that cover several professions of different areas.
Barriers	<ul style="list-style-type: none"> • Lack of interest of the “not aware”-companies. Due to the permanent pressure of money and time, particularly small company owners are busy organising the present, but are less concerned with future issues. • Identification of the candidates for future external or in-house coaches
Key needs	<ul style="list-style-type: none"> • Awareness raising toward the need of innovation • Promoting the coaches system • Promoting the webpage “luxbuild.lu”

Recommendations	<ul style="list-style-type: none"> Continuation of the collaboration of the consortiums partners after the end of the action 			
Replicability	<ul style="list-style-type: none"> The competency framework can be adapted in other EU-countries The process of Pillar I and Pillar II : analyses based actions plan, elaborated with an intensive enrolment of stakeholders 			
Project indicators				
Common Performance Indicators	Ex ante target	Interim results	Final result	Target 2020
Number of training courses triggered by the action	216	66	117	432
Number of people that will be trained	2160	796	952	4320
Number of hours taught in the frame of the courses triggered	1728	1036	1933	3456
Estimated specific cost to qualify each trainee (EUR)	200/250	250	250/500	200/250
Renewable Energy production triggered (toe/year)	Not specified	Not specified	Not specified	Not specified
Primary energy savings compared to projections (toe/year)	Not specified	Not specified	Not specified	Not specified
Reduction of greenhouse gas emissions (tCO ₂ e/year)	Not specified	Not specified	Not specified	Not specified