

# Estonian Continuing Education and Training Roadmap for the Building Sector to 2020

## Primary findings of the Status Quo report

- The workforce study data signal an urgent shortage of workforce in the sector
- The construction sector would need at least 935-1,200 new skilled workers per year
- The construction workers who lack professional training account for close to 50 percent of workers at construction companies
- The master-level training target group is 3,500 employees
- The estimated size of the training target group is 70 vocational teachers
- In the development of competences aimed at energy efficiency, the complementing of occupational standards in the construction field is of key importance

## National climate and energy targets

"ESTONIA 2020" COMPETITIVENESS PLAN

"SUSTAINABLE ESTONIA 21" NATIONAL STRATEGY FOR SUSTAINABLE DEVELOPMENT

**11%** • GREENHOUSE GAS EMISSIONS CEILING MAY BE RAISED 11%

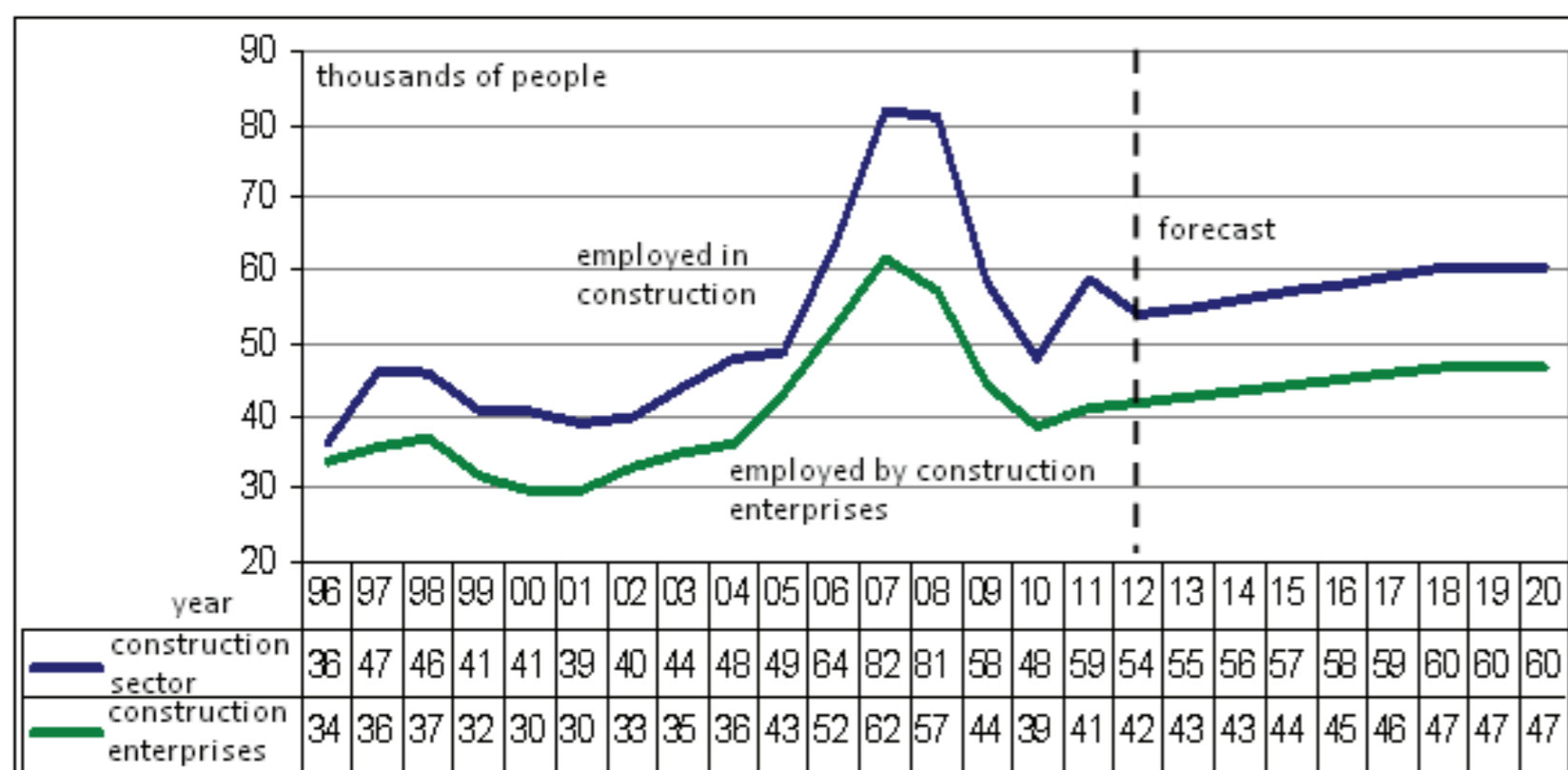
**25%** • TO INCREASE THE SHARE OF RENEWABLE ENERGY IN ENERGY CONSUMPTION BY 25%

**11%** • TO REDUCE ENERGY CONSUMPTION BY 11%

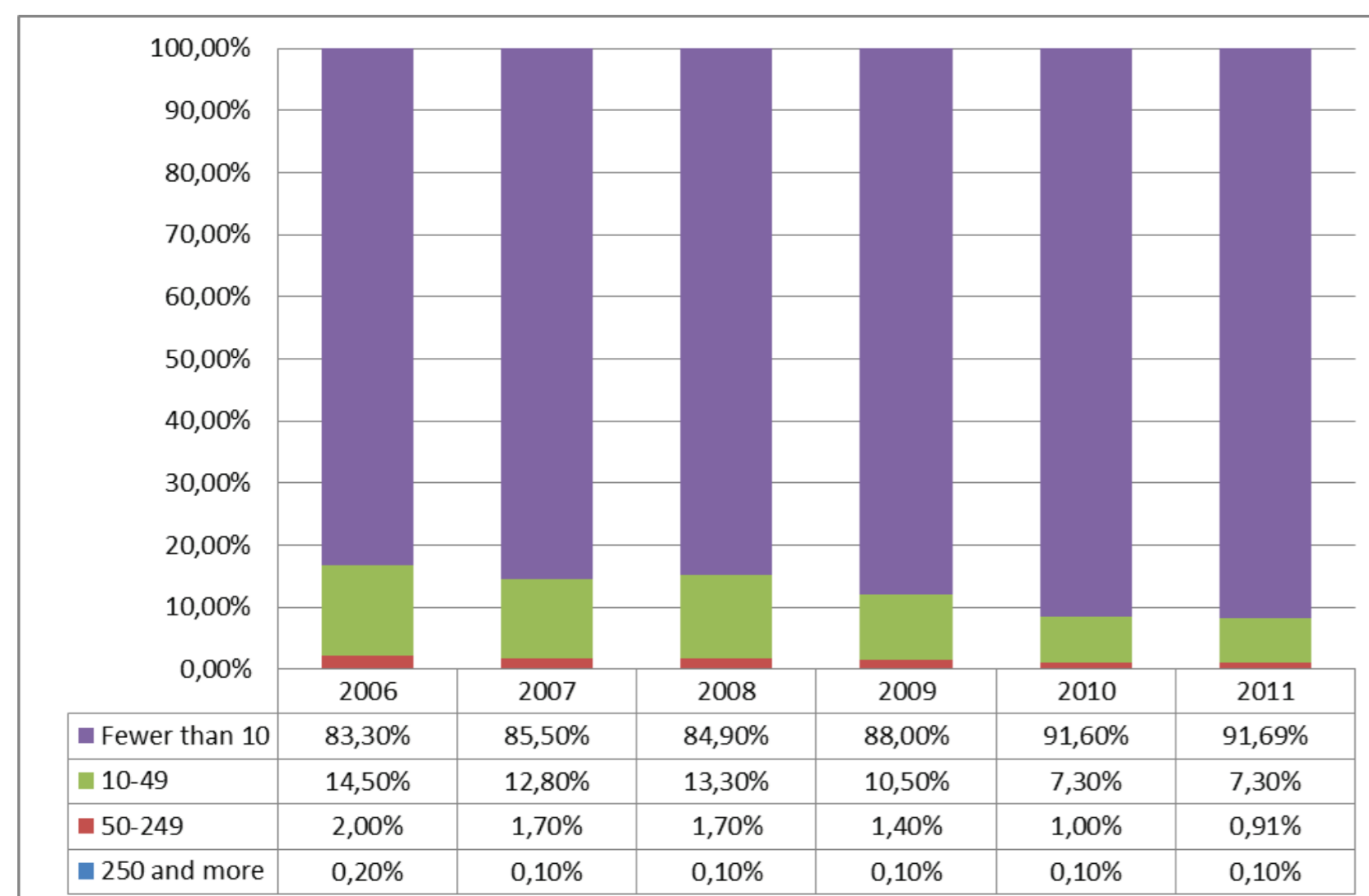
**10%** • TO INCREASE THE SHARE OF BIOFUELS IN TRANSPORT FUELS TO 10%

## Estonian building sector

Forecast as to the number of employed in the construction sector and by construction companies in 2012-2020 on the basis of the total number (thousands of people)



Distribution of construction companies according to number of employees (%)



## The most important specialities in the context of energy efficiency

### Curriculum in the speciality

Mason  
Finishing work in construction  
Carpenter  
Plumber  
Facility service person

### Occupational qualifications

Bricklayer  
Finisher  
Carpenter  
Plumber (including ventilation technician)  
Facility service person

## Barriers to energy efficiency targets by 2020



## How to achieve 2020 energy goals?

TARGET --> RAISING THE BUILDING QUALITY TO ENSURE ENERGY EFFICIENCY OF BUILDINGS	
Energy-efficient construction activities are planned and coordinated	
<b>ACTIVITIES</b>	<b>EXPECTED RESULTS</b>
Data collection and analysis to improve national planning and coordination of activities	<ul style="list-style-type: none"> <li>• An Agreement between social partner describing the appropriate fields of research, study schedule and harmonized research methodology. The agreement is updated every two years.</li> <li>• Studies in the field of energy efficiency of buildings will be carried out on regular two-year intervals</li> <li>• Educational decision-making and national planning of the training is based on factual research and analysis of labour market needs</li> <li>• Increased number of professionally trained building workers in the labour market</li> </ul>
Improvement of legislative framework to ensure energy efficiency of buildings	<ul style="list-style-type: none"> <li>• Estonian legislative framework has been harmonized with the „Directive 2012/27/EC of the European Parliament and of the Council of 25. October 2012 on energy efficiency, amending Directives 2009/125/EC and 2010/30/EU and repealing Directives 2004/8/EC and 2006/32/EC“</li> <li>• A unified list of all legislative acts in the field of building sector</li> </ul>
Ensuring systematic planning	<ul style="list-style-type: none"> <li>• Fixed national construction policy and mapped need for investment decisions</li> <li>• Optimized network of vocational schools as the competence and training centres with motivated teachers and students</li> </ul>
Unified coordination of activities in the area of energy efficiency	<ul style="list-style-type: none"> <li>• Mapped roles and activities of different institutions and concluded a corresponsive agreement</li> <li>• Proposals to implement regulations and aid measures that would encourage private sector investments in energy efficiency in buildings</li> <li>• Proposals for the establishment of economic measures, which can help to increase the proportion of qualified construction workers</li> </ul>
Raising capability and strengthening social partnership among construction sector companies, trade and professional associations	<ul style="list-style-type: none"> <li>• Social partners are effectively involved in the development of regulations in the field of construction</li> <li>• Recognition system of practice in the field of energy efficiency for building companies</li> <li>• Recognition system of upgrading workers' skills level for building companies</li> </ul>

TARGET --> MORE QUALIFIED WORKFORCE IN THE SECTOR	
MEASURES	EXPECTED RESULTS
Development of the qualification system of employers in the field of construction	<ul style="list-style-type: none"> <li>• The possibilities offered by the qualification system and educational system are described jointly, offering an overall picture for professional development to the employers and employees in the sector.</li> <li>• The competences of energy efficient construction are integrated into all respective competence standards, assessment of these skills is described and the qualification providers are prepared to implement the assessment.</li> <li>• The system is in place for regular surveillance and renewal of the professional qualifications according to the skills needs in the construction sector.</li> </ul>
Quality assurance and raising the level of professional training in the field of construction	<ul style="list-style-type: none"> <li>• The content of vocational training is developed and modernized in the specialties important for energy efficient construction.</li> <li>• Training materials in the field are mapped, modernised and customized to support training of construction workers.</li> <li>• New field-specific materials are developed and supported by methodological guides for trainers.</li> <li>• Extensive training and supervised self-learning programs for vocational teachers and trainers support the delivery of knowledge and skills in the field of energy efficiency.</li> <li>• More field-specific training possibilities are provided</li> </ul>
Development of the professional training system in the field of construction	<ul style="list-style-type: none"> <li>• The professional training system in the field of construction is strengthened especially considering providing trainings at 4th-5th ECT levels.</li> <li>• Training providers and employers more extensively offer different forms of learning (supervised work, work-based learning, self-learning based on training materials).</li> <li>• Adult education providers are more flexible in training providing, using different forms and methods of training, also training organizational aspects are suitable for companies.</li> <li>• Increased number of professionals from companies are engaged as trainers and specific infrastructure of companies can be used more extensively in training activities.</li> </ul>
Valuation of energy efficient building and corresponding training in society	<ul style="list-style-type: none"> <li>• Regional information days are held regularly for at least once a year</li> <li>• Organized media campaign (positive examples, success stories).</li> <li>• Information on energy efficient buildings and the corresponding aid measures is available to all interested parties.</li> <li>• Advising housing associations and local authorities aimed at ensuring energy efficient renovation is assured</li> <li>• The trainings for customers of renovation works in the field of energy efficiency are conducted</li> </ul>