Turning national qualification roadmaps into action: the example of BUILD UP Skills Romania

24 October 2017
Vocational skills for energy efficient buildings
Public stakeholder workshop

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NIRD URBAN-INCERC
BUILD UP Skills I: The challenges

- Adaptation of the National Qualification Framework
- Fragmentation of legal & institutional framework, insufficient correlation between long term strategies
- Initial education not oriented towards market needs, aging and migration of workforce
- Economy’s ‘Health’: reduced investments, low salaries
- Communication: improve the image of construction sector
- Monitoring the demand of professional training
- Engaging stakeholders – Roadmap
- Need to train the trainers

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### BUILD UP SKILLS I: The Roadmap

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<tr>
<th>ACTORS</th>
<th>Central authorities</th>
<th>Local authorities</th>
<th>Sector skills.com.</th>
<th>Builders / Constr. companies</th>
<th>Materials / tech. suppliers</th>
<th>Training suppliers</th>
<th>Support organs. (NGO, Media etc.)</th>
<th>Professional Associations</th>
<th>Unions federations</th>
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### OBJECTIVES

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<th>Short term</th>
<th>Medium term</th>
<th>Long term</th>
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- **●** = main responsibility
- ○ = can influence

- **Endorsed**

#### UPDATING / COMPLETING THE LEGAL FRAMEWORK (EDUCATION, EE AND RES)

- Developing proper CVT schemes – elaborating coherent OS/SPP
- Increasing the administrative capacity (authorities and sector skills committees)
- Information – raising awareness/understanding for stimulating the demand of EE and RES solutions
- Implementing and maintain a quality assurance framework → adequate accreditation/authorization system for CVT

- Identifying/increasing funding sources so as to reach the 20-20-20 objectives (including for vocational training)
- Integrating the “green” policies by promoting behavioral and cultural changes
- Diminishing the migration of the workforce and reducing the unregistered workforce
Qualification in the construction sector

- Barriers and bottlenecks (qualification in construction sector):
  - lack of sufficient financing sources open to construction companies to qualify their workers,
  - poor recognition of high quality works in constructions, no mandatory requirements for certified qualified workers

- Need to change current practices and mentality in the construction sector:
  - managers of construction companies – to understand the importance of qualification level in relation to obtained quality, efficiency and productivity,
  - employees – to generate a self-control attitude (which could be obtained by qualification).

- Effective implementation of nZEB requirements represents a great challenge which cannot be adequately undertook without mastering the application of new concepts and technologies → higher qualification level
BUS QualiShell: Qualification Schemes

- National Qualification Platform & National Consultation Committee
- 2 national qualification schemes, substantiated by occupational analysis, for:
  - Installer of opaque thermal insulation systems for buildings,
  - Installer of thermal insulation fenestration systems.
- Mechanisms to support the large scale and long lasting implementation of Qualification Schemes and for promotion partnerships between educational system and construction sector

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**Qualification**

- Long duration (> 720 h)
  - High costs
  - Reluctance to participate
- NQS Recognition
  - National certification of qualifications / competences
- EQF Levels 2-4
- Basic (+ cross) competences → single occupation

**Specialisation**

- Flexible duration (1-9 days)
  - Reduced costs
  - Involvement availability
- NQS or Industry recognition
  - Authorised programs,
  - Label develop. → trust build
- EQF 2-7
- Already qualified → Add. Compet. (nZEB) & cross-craft understanding

**Partnerships**

Education – Industry ... BKHs, Cluster Pro-nZEB
Train-to-NZEB: The Building Knowledge Hubs

- Improving the training facilities: new BKHs in Bulgaria, Romania, Czech Republic, Turkey and Ukraine
- ToRs for equipment and services,
- Business plans → sustainability
- Innovative training programmes
- Qualified and attractive trainers
- Trainings for 2400 construction workers, 480 designers and 720 non-specialists

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“This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 649810

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BKH Romania: General outline

- **Network organization** centred on the existing Centre for Energy Performance of Buildings within NIRD URBAN-INCERC

- **Support provided by partners** BDG, FPIP (regional centre Brașov) and other stakeholders / industry supporters

- **Experts & trainers**: in-house and external

- **Course offer**: in-house and in partnership

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tight Room, Mock-ups (Insulation, Airtightness, Thermal Bridges), PH Windows, MVHR, Solar systems

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Aim

To develop a collaboration framework to implement technological concepts and specific projects for promoting nearly zero energy buildings in Romania

Key objective

Construction market – R&D – public administration:

- Initiation and performance of joined activities to define and implement of research and development projects for nZEB
- Creating the market conditions to ensure fulfilment of Romania's commitments for sustainable development and implementation of strategies for energy efficiency in the built environment

→ January 2016 ...

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Fit-to-NZEB: Innovative training schemes for retrofitting to NZEB-levels

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Fit-to-NZEB: Logic of the action

The logic behind:

- Tackling the most pressing issue around
- Covering the full scale of the academic & VET system (EQF levels 2-7)
- Complementing and providing sustainability of T2NZEB, resp. BUILD UP Skills
- Local capacity for trainings on deep energy retrofit
- Broadening of the geographical scope and large-scale networking
Fit-to-NZEB: Goals

- Elaborate a set of required technological competences related to DER,
- Develop new training programmes employing the newly elaborated technical competences,
- Review the national educational plans for the relevant professions and introduce changes,
- Train and certify a sufficient number of trainers,
- Support and monitor the first courses on the new programmes at all levels.
Fit-to-NZEB main results

1) Unique educational and training programmes on deep energy retrofit
2) Design drawings of innovative training and demonstration models
3) Building local capacity: training of sufficient number of trainers
4) Monitoring and evaluation of pilot courses
5) Increased awareness on the benefits of deep energy retrofit

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Thank you!

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