UPgrading the construction Sector Workforce training and qualification in Greece

BUILD UP Skills UPSWING

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, in full compliance with the priorities and Action Plan of the National Qualification Roadmap for Greece (BUS-GR - Pillar I), namely:

1. insulation technicians,
2. aluminium & metal constructions craftsmen,
3. installers-maintainers of burners.

Initially, the specific training schemes were designed according to the identified needs, after the relevant occupational profiles of the 3 specialties have been updated and validated. Next, the training materials and guidelines (including those for practical training), and the assessment criteria and tools for the exams leading to certification were developed, while the “train the trainers” courses have been designed and piloted. Then, the schemes were tested in pilot courses for evaluation purposes (to be revised - if necessary - before launching to a 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, such as:

• examination of incentives to boost the interest and demand for qualified workers,
• establishment of an observatory for systematic monitoring of new building skills,
• proposals for funding mechanisms.

Results

1. Development of three large-scale fully functional training and qualification schemes for insulation technicians, aluminium and metal constructions craftsmen, and installers-maintainers of burners, in Greece. Establishment of a pilot training and qualification system to facilitate the transition to the fully functional aforementioned schemes. Certification of the 3 qualification schemes.

2. During the project, a number of courses were implemented, namely 9 pilot courses (3 per professional group in 3 different regions of Greece); 3 pilot ‘train the trainers’ courses, one for each group of professionals, resulting in 58 new trainers qualified till the end of the project (225 in the near future) & 139 professionals (of all 3 categories) qualified and certified till the end of the project.

3. Implementation of supportive measures to ensure the sustainability of the developed training and qualification schemes: proposals for incentives to boost the interest for the building sector professions and the demand for highly qualified craftsmen, proposals for funding mechanisms, dissemination activities to reach the targeted stakeholders, etc.

4. Significant strengthening of the Continuous Vocational Education and Training of the three targeted professions.

5. Provision of guidelines for the preparation of the bodies that will undertake the training and
those that will implement the examination and certification of graduates.

6. Establishment of a “qualifications/skills observatory” for the systematic monitoring and recording of the needs for skills enhancement and/or acquisition of new skills. Focused work on the promotion of the most important new skills, identified in the National Qualification Roadmap.

Lesson learned

1. 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. All stakeholders need to work together, to understand the different parts of the chain and to find commonly agreed approaches.

2. 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; a cross craft basic training is actual a need.

3. Although the market recognizes the lack of qualified workers/technicians and supports that established quality standards and certification schemes will improve the market function and competitiveness, the craftsmen themselves are actual very skeptical for any measure might add bureaucratic barriers or costs for the workers or the end users. So, an additional effort is always required to highlight to them the corresponding benefits.

Partners and coordinator

| Centre for Renewable Energy Sources and Saving [1] | Greece |
| National Technical University of Athens [2] | Greece |
| Technical University of Crete [3] | Greece |
| Labour Institute of the Greek General Confederation of Labour [5] | Greece |

Contact

Centre for Renewable Energy Sources and Saving
Website: http://www.cres.gr/kape/index_eng.htm [8]
Greece

Contact point

Name: Dr. Charalampos Malamatenios
E-mail: malam@cres.gr
Budget

Overall budget: 551.178,00 € (EU contribution: 75,00 %)

Key documents

- [UPSWING - project slides] [9]
  PDF 561.59 KB
- [Final publishable (result oriented) report] [10]

In brief

Sector: BUILD UP Skills

Duration: 01/09/2014 to 31/08/2017

Contract number: IEE/13/BWI/715/SI2.680180

Website: http://www.skills-upswing.eu

Tags:
- building
- workforce
- workforce qualification

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