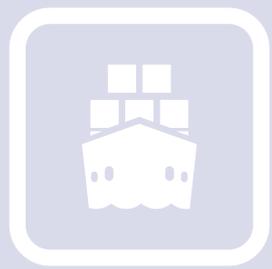




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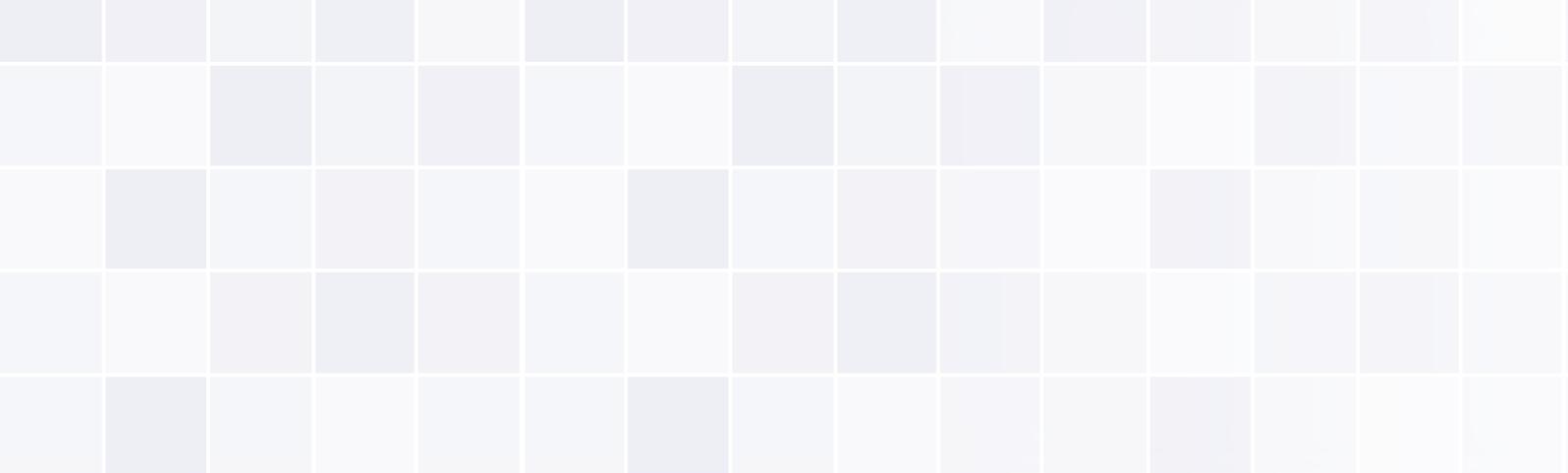


A Blueprint for Sectoral Cooperation on Skills

(Wave II)

Construction

Responding to skills
mismatches at
sectoral level



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Introduction

Globalisation and technological change are transforming our lives at unprecedented speed, creating a wealth of new opportunities for Europe's economy, businesses and citizens.

Countries can produce more for less by specialising in what they do best and exploiting economies of scale in global markets. And it is not only large companies that benefit from this process. 80 % of European exporters are small and medium-sized enterprises (SMEs) and every 1 billion euro of exports supports 14 000 jobs.

Nevertheless, these benefits are neither automatic nor evenly distributed. The costs are often localised and some industries and regions are especially affected.

The demand for skilled labour has increased but the number of jobs for those with lower level qualifications has shrunk, particularly in manufacturing. Displaced workers struggle to find jobs, especially when this means acquiring new skills.

The divide between more and less advanced regions risks widening, unless the necessary mechanisms are in place to promote high quality education, training and lifelong learning.

In 2016, the European Commission launched a New Skills Agenda for Europe to improve skills and keep pace with the changing needs of the labour market and society¹.

The Blueprint for sectoral cooperation on skills brings together businesses, trade unions, education and training institutions and other stakeholders to develop skills strategies and solutions to help specific sectors grow, innovate, create high quality jobs and contribute to Europe's prosperity.

The initiative is well underway. Following a successful pilot phase launch in 2017, the selected projects started work in January 2018. The Commission is now going ahead with Wave II of the Blueprint and, based on proposals by sectoral services, has selected additional sectors. They are construction; steel; the paper-based value chain; green technology and renewable energy; additive manufacturing; and maritime shipping. In this report, we set out an updated process for developing a Blueprint for sectoral cooperation on skills and present challenges and opportunities facing the construction sector.

“
In a fast-changing, global economy, skills are key to boosting Europe's competitiveness and to ensuring fair and inclusive societies. As a key action of the New Skills Agenda for Europe, the Blueprint brings together businesses, trade unions, education and training institutions and other stakeholders to help close the skills gaps in their respective sectors. Having the workforce with the right skills will help us harness globalisation and technological progress. Together with my fellow Commissioners, I warmly invite other sectors to join this initiative in the future.”



Marianne Thyssen
European Commissioner for Employment, Social Affairs, Skills and Labour Mobility

For the latest news and updates,
please visit <http://europa.eu/!gc96YU>

Two steps to match skills to sectors' needs

The Blueprint for sectoral cooperation on skills fosters sustainable partnerships among stakeholders to translate a sector's growth agenda into a comprehensive skills strategy to address skills needs.

Six sectors selected for Wave II



ADDITIVE
MANUFACTURING



GREEN
TECHNOLOGY
AND RENEWABLE
ENERGY



CONSTRUCTION



MARITIME
SHIPPING



PAPER-BASED
VALUE CHAIN



THE STEEL
SECTOR

The Blueprint will be extended to additional sectors in future.

1. Launching an EU-wide partnership on skills

In this phase, the Commission supports the work of sectoral partnerships at European Union (EU) level.

Each partnership will develop a sectoral skills strategy to support the objectives of the overall growth strategy for the sector and match the demand and supply of skills. Partners will look into how major trends, such as global, societal, and technological developments, are likely to affect jobs and skills needs, as well as their potential impact on growth, competitiveness and employment in the sector (e.g. restructuring, hard-to-fill vacancies). Next, they identify priorities and milestones for action and develop concrete solutions.

The partnership will:

- Revise or create occupational profiles and the corresponding skills needs, drawing on the classification of European Skills, Competences, Qualifications and Occupations (ESCO)² and existing competence frameworks;
- Update or create curricula while promoting sectoral qualifications and certifications;
- Promote the benefits of choosing a career in the sector and foster gender balance;
- Promote job-seeker and student mobility across Europe in the sector, capitalising on the use of existing EU tools³;
- Identify successful projects and best practices, including effective use of EU funding;
- Design an industry-led action plan for the long-term roll-out of the strategy and its results and ensure sustained cooperation among stakeholders at European, national and regional levels.

The platforms will build on European tools relating to skills and qualifications⁴.

Funding the European partnership

After the European Commission decides to go ahead with the Blueprint in a particular sector, sectors can apply for funding to launch the EU-wide partnership on skills. The decision is based on reflection on how the sector is organised and takes previous work into account. For example, the Commission could launch calls for tender on sectoral studies. Or, sectoral stakeholders could apply for projects under Erasmus+ Sector Skills Alliances (E+ SSA) Lot 1. Alternatively, work could be taken forward within existing structures at EU level, such as high-level groups or sectoral dialogue committees.

On 25 October 2017, the Commission made available a specific opportunity for the six chosen sectors in Lot 3 of the Erasmus+ call for proposals on Sector Skills Alliances⁵. The call earmarks €4 million per sector to cover up to 80 % of eligible costs over a 4-year period. Only one European Alliance per sector will be supported. It must ensure good coverage of EU Member States and be representative of the sector. It must be led by representatives of the industry (e.g. companies, chambers or trade associations) and include education and training providers. The presence of social partners and public authorities is highly encouraged.

2. Roll-out at national and regional level

Building on the results achieved at EU level, the Blueprint will be rolled out at national and regional level, in cooperation with national and regional authorities and stakeholders.

The members of the EU partnerships and the Commission will engage in awareness raising activities to rally all interested national and regional stakeholders and ensure widespread involvement.

The main tasks of national/regional partnerships will be to:

- Implement the EU-level sectoral skills strategy and action plan recommendations, while adapting them to national contexts and priorities;
- Implement business-education-research partnerships on the ground, including in the context of smart specialisation⁶;
- Raise awareness and share results widely to influence EU, national and regional policies, initiatives and intelligence tools.

Funding the roll-out at national and regional level

The roll-out needs to be financed at national and regional level. EU Structural and Investment Funds⁷ (ESIF) could support Step 2 of the Blueprint, but this would require a decision by the relevant managing authorities. The EU partnerships will look into replicable models to facilitate the use of EU funding to support this step. Other public and private funding should also be used.

When is a sector ready for a Blueprint?

In order to be supported, sectors must demonstrate all partners' commitment to the project. They must also have a mature sectoral growth strategy in place, with a clear link to EU policy priorities.

Blueprint projects from the pilot phase

In 2017, the following five Blueprint projects were selected for EU co-funding, with a budget of nearly €20 million.



Automotive sector

Development and Research on Innovative Vocational Education Skills (DRIVES)

The project will deliver human capital growth solutions for the automotive industry, covering all levels of the value chain. It will build on the GEAR 2030 project and create tools to reduce future skills gaps and shortages, enhance the recognition of formal and informal automotive education and adapt the apprenticeship marketplace to the sector's needs.

Coordinator: Vysoka Skola Banska - Technicka Univerzita Ostrava

Find out more:

<http://europa.eu/!kf94Fc>



Maritime technology sector

Maritime Alliance for fostering the European Blue economy through a Marine Technology Skilling Strategy (MATES)

The project will assist the maritime sector to cope with change, with a new strategy to tackle skills shortages and increase labour market resilience. The strategy will build on a series of pilot case studies, as a platform for a long-term action. Although the project will focus primarily on shipbuilding and offshore energy value chains, the variety of stakeholders and activities affected demand a broad, inclusive approach. Combined efforts by education, science and industry bodies will widen perspectives on knowledge and skills, and contribute to improved maritime career opportunities.

Coordinator: Centro Tecnologico Del Mar - Fundacion Cetmar

Find out more:

<http://europa.eu/!Vc74JV>



Space data (geo information) sector

Towards an innovative strategy for skills development and capacity building in the space (geo information) sector supporting Copernicus User Uptake (EO4GEO)

The EO4GEO Sector Skills Alliance will help to reduce the skills gap between the supply of and demand for education and training in the geospatial sector. The project fosters the adoption and integration of geospatial data and services in end-user applications. The Alliance will develop innovative multidisciplinary solutions for education and training to respond to the needs of students, professionals and business representatives and to maximise the integration of Copernicus data in services for government, businesses and citizens.

Coordinator: Gisig Geographical Information Systems International Group Associazione

Find out more:

<http://europa.eu/!Br87RR>



Textile/clothing/leather/footwear (TCLF) sector

Skills 4 Smart TCLF Industries 2030 (S4TCLF)

The Skills4Smart TCLF 2030 project constitutes the first step towards a new, dynamic sustainable community of diverse private and public organisations, committed to skills development and employment opportunities in the textile, clothing, leather and footwear (TCLF) sector. The project will develop an industry-led “TCLF Skills Strategy” which will be followed by the creation of new TCLF job profiles and new training opportunities. The project will bring together networks of training providers and EU Regions who will continue the activities beyond the project. Skills4Smart TCLF aims to attract young people to the sector by providing clear guidance on study and employment options.

Coordinator: European Apparel and Textile Confederation

Find out more:

<http://europa.eu/!fp86Jq>



Tourism sector

The Next Tourism Generation Alliance (NGT)

The Next Tourism Generation Alliance project will provide skills development products and tools to strengthen links between industry and education providers. The project will deliver products for professionals, trainers, students, university tourism departments, regional and local authorities, and companies to respond to changing sector skills needs. A new long-term human resource strategy will offer flexible training scenarios for businesses and provide clearly structured career pathways. The Tourism Skills Toolkit will provide stakeholders with a suite of skills assessment and profiling tools and new learning resources.

Coordinator: Federturismo Confindustria

Find out more:

<http://europa.eu/!mY79cW>



Why a Blueprint for cooperation on skills in the construction sector?

The European construction sector is a driver of economic growth and employment in every EU Member State.

It accounts for 8.2 % of gross domestic product (GDP) and provides 18 million jobs throughout the EU. More than 90 % of construction companies are small and medium sized enterprises.

The sector plays a central role in the transition to a low-carbon economy, as buildings account for nearly 40 % of energy consumption. Today, some 75 % of Europe's buildings are energy-inefficient, suggesting enormous scope for new jobs in the green economy. Moreover, the construction sector is the least digitised of all sectors except agriculture.

There is huge potential to increase efficiency in the construction and operation of buildings. Furthermore, the construction sector is recognised as a key sector in the 2015 EU Circular Economy Package, because construction and demolition activities are one of the biggest causes of waste. An EU mandatory target encourages stakeholders and Member States to take action, with a goal to recycle 70 % of construction and demolition waste by 2020.

Cedefop's 2016 skills forecast suggests that employment in construction will grow during 2015-2025 and Member States will need to replace an ageing workforce. Around 1 million new workers will be needed by 2025. Skills requirements are likely to change to meet the demand for green buildings. According to an evaluation of the Build Up Skills⁸ (BUS) initiative, 3-4 million workers will require training on energy efficiency alone. Plus, a digital transformation will be essential in delivering more efficient buildings and construction processes.

The economic crisis had a profound impact on employment and an exodus of millions of workers from the sector in recent years is dampening recovery. Entrepreneurs report skills shortages and mismatches across the EU. In addition, the sector has an image problem. Improving skills will be essential in supporting blue-collar and white-collar employees to meet new challenges facing construction industries.

The Construction 2020 initiative, launched in 2012, invited Member States and social partners in the construction industry and education institutions "to establish partnerships at national and regional levels [...] to respond to current and emerging needs of the constructions sector [...]". The Blueprint provides a framework to implement this recommendation. Member States are already taking action, especially in the field of vocational education and training. It is also possible to learn from EU-wide initiatives and from stakeholder consultations. The Blueprint can build on these initiatives and spread good practice across the continent. The sector has to foster new technological, managerial and communication skills to remain competitive and sustainable, while facing challenges posed by an ageing workforce, migration and skills mismatches.

The Blueprint aims to improve skills intelligence and address skills shortages. It will help to convert construction into a cohesive and innovative sector, based on the efficient allocation of human resources.



The Commission actively supports the efforts to ensure that European industries can recruit people with the right skills. Millions of jobs in Europe will be affected by new technologies and industrial transformation. We need to prepare our citizens for the 'future of work'. We need a massive upskilling and reorientation of our workforce, bearing in mind that better skills mean higher wages and better jobs. The Blueprint for sectoral cooperation on skills in Europe is a key component of the New Skills Agenda for Europe. I strongly count on its results, from both the 2017 pilot sectors and the six new ones envisaged for 2018!



Elżbieta Bieńkowska
European Commissioner for Internal Market,
Industry, Entrepreneurship and SMEs





Find out more

European Commission initiatives for the construction sector:

http://ec.europa.eu/growth/sectors/construction_en

What can the Blueprint achieve?

The Blueprint provides a platform for cooperation among stakeholders, research institutes, education, qualification and training providers, as well as public authorities at national and regional levels to:

- Help bring about new partnerships between employers and education providers on skills;
- Help prepare a new generation of digitally aware, multi-skilled workers;
- Provide a platform for sharing good practice (e.g. in the area of training and school-to-work transitions);
- Help to improve the sector's image and attract talent, by highlighting the rewarding professional and vocational careers on offer and by promoting better working conditions;
- Develop Europe-wide solutions to address the sector's challenges across the continent;
- Promote mutually reinforcing benefits surrounding skills development and mobility (taking advantage of the highly mobile nature of the construction workforce).

Links to other related projects and initiatives

The Construction 2020 Strategy and Action Plan addresses the sector's challenges up to 2020 and sets out strategic priorities⁹. Practitioners and policy-makers are working together to implement the action plan, with a special focus on five areas: innovation and finance; skills and mobility; sustainable resource use; regulatory fitness; and access to international markets.

In 2015, the European Commission launched the European Construction Sector Observatory¹⁰ to provide analysis and comparative assessments of market conditions and policy developments (an analytical report on skills was published in July 2017). In the same year, the Commission also launched its promotion of the European Alliance for Apprenticeships (EAfA) in the construction sector, which has been the only individual sector involved so far. 56 pledges from the sector represent one quarter of all EAfA pledges and the majority of pledges by SMEs¹¹.

The 2016 EU Energy Package¹² concerns the construction sector and presents the orientation of EU action for the coming years ('Annex 1: Accelerating clean energy in buildings' addresses energy efficiency and digital skills). The Competitiveness of Enterprises and Small and Medium-sized Enterprises (COSME) programme will also support the Blueprint in the construction sector.

Endnotes

- 1 New Skills Agenda for Europe:
<http://ec.europa.eu/social/main.jsp?catId=1223>
- 2 European Skills, Competences, Occupations, and Qualifications (ESCO):
<https://ec.europa.eu/esco/portal/home>
- 3 Examples of EU employability and mobility tools: Erasmus+, EURES, Drop'Pin, European Alliance for Apprenticeships
- 4 Examples of EU skills and qualifications tools: European Qualifications Framework, ESCO, Europass, ECVET and EQAVET
- 5 Erasmus+ Sector Skills Alliances:
https://eacea.ec.europa.eu/erasmus-plus/actions/key-action-2-cooperation-for-innovation-and-exchange-good-practices/sector-skills-alliances_en
- 6 Smart Specialisation Map:
<http://s3platform.jrc.ec.europa.eu/map>
- 7 EU Structural and Investment Funds (ESIF):
http://ec.europa.eu/contracts_grants/funds_en.htm
- 8 Build Up Skills initiative:
<http://www.buildup.eu/en/skills>
- 9 Strategy for the sustainable competitiveness of the construction sector (2012):
https://ec.europa.eu/growth/sectors/construction/competitiveness_en
- 10 European Construction Sector Observatory:
https://ec.europa.eu/growth/sectors/construction/observatory_en
- 11 Apprenticeships for the Construction Industry of Tomorrow:
https://ec.europa.eu/growth/sectors/construction/apprenticeships_en
- 12 The 2016 EU Energy Package (Annex 1: Accelerating Clean Energy in Buildings):
http://eur-lex.europa.eu/resource.html?uri=cellar:fa6ea15b-b7b0-11e6-9e3c-01aa75ed71a1.0001.02/DOC_2&format=PDF

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The Blueprint for Sectoral Cooperation on Skills is a framework for strategic cooperation to address short and medium-term skills needs in a given economic sector. This is the second wave of the Blueprint, which focuses on six sectors: additive manufacturing, green technology and renewable energy, construction, maritime shipping, the paper-based value chain, and steel.

This publication focuses specifically on construction and shows how stakeholders (businesses, trade unions, public authorities, research, education and training institutions etc.) can apply the framework to address challenges, illustrating the steps towards delivering sector-specific skills solutions through sectoral partnerships.

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