

# Introduction session: European policies and programmes & Skills for a holistic approach to the building renovation process

**DG Energy - CINEA**  
**Madrid, 28 September 2023**



# Aim of the session

- Lack of a skilled workforce identified as a major bottle neck
- The fragmentation of the value chain
- Lack of time from companies to have their staff enrolled in training
- Renovation Wave => double the renovation rate & increased depth
- Estimated that 3 to 4 million construction workers in Europe need to develop further skills
- The Commission clearly committed to boosting workers' skills
- This is a massive challenge, but achieving our goals depends highly on this

|               |  |
|---------------|--|
| <b>11:30</b>  | <b>Part 1 – European Policies and Programmes:</b>  |
| 11:30 – 11:35 | Introduction by the moderator – Jens Laustsen, CA EPBD Coordinator   |
| 11:35 – 11:45 | <ul style="list-style-type: none"> <li>Skills for the clean energy transition – Paula REY GARCIA, Deputy Head of Unit, European Commission, Directorate General for Energy</li> </ul>  |
| 11:45 – 11:55 | <ul style="list-style-type: none"> <li>Skills in transition: the importance of skills intelligence – Stelina CHATZICHRISTOU, Expert, the European Centre for the Development of Vocational Training (CEDEFOP)</li> </ul>   |
| 11:55 – 12:05 | <ul style="list-style-type: none"> <li>The European Construction Blueprint under Erasmus+, Javier GONZÁLEZ LÓPEZ, Head of training and employment, Fundación Laboral de la Construcción</li> </ul>   |
| 12:05 – 12:15 | Q&A  |
| <b>12:15</b>  | <b>Part 2 - Skills for a holistic approach to the building renovation process</b>  |
| 12:15 – 12:20 | The BUILD UP Skills initiative – Amandine DE COSTER-LACOURT, Project Advisor, EU Climate Infrastructure and Environment Executive Agency (CINEA)   |
| 12:20 – 12:40 | <p>Panel – highlights from projects:</p> <p>Short introductory statements:</p> <ul style="list-style-type: none"> <li>Cross-craft training delivered at the renovation site: the FIT programme (France) - Henri LE MAROIS, Consultant, Alliance Villes Emploi (AVE)</li> <li>The BUILD UP Skills Advisor app - Jan CROMWIJK, Project Coordinator, Dutch Knowledge Centre for the building and building services sector (ISSO)</li> <li>Skilled professionals supporting integrated home renovation services: the HouseEInvest project - Daniel ENCINAS, Technical Coordinator (CTO), Consorcio Agencia Extremeña de la Energía (AGENEX)</li> </ul> |
| 12:40 – 13:00 | <p>Moderated discussion</p> <p>Exchange with the audience</p>  |

# Part 1 – EU policies and programmes

# Skills for the clean energy transition

Paula REY-GARCIA

Deputy Head of Unit, DG Energy, European Commission

# Skills in transition: the importance of skills intelligence

Stelina CHATZICHRISTOU

Expert, the European Centre for the Development of Vocational Training (CEDEFOP)

# The European Construction Blueprint

Javier GONZÁLEZ LÓPEZ

Head of training and employment, Fundación Laboral de la Construcción

# Part 2 – Skills for holistic building renovation



# The BUILD UP Skills initiative

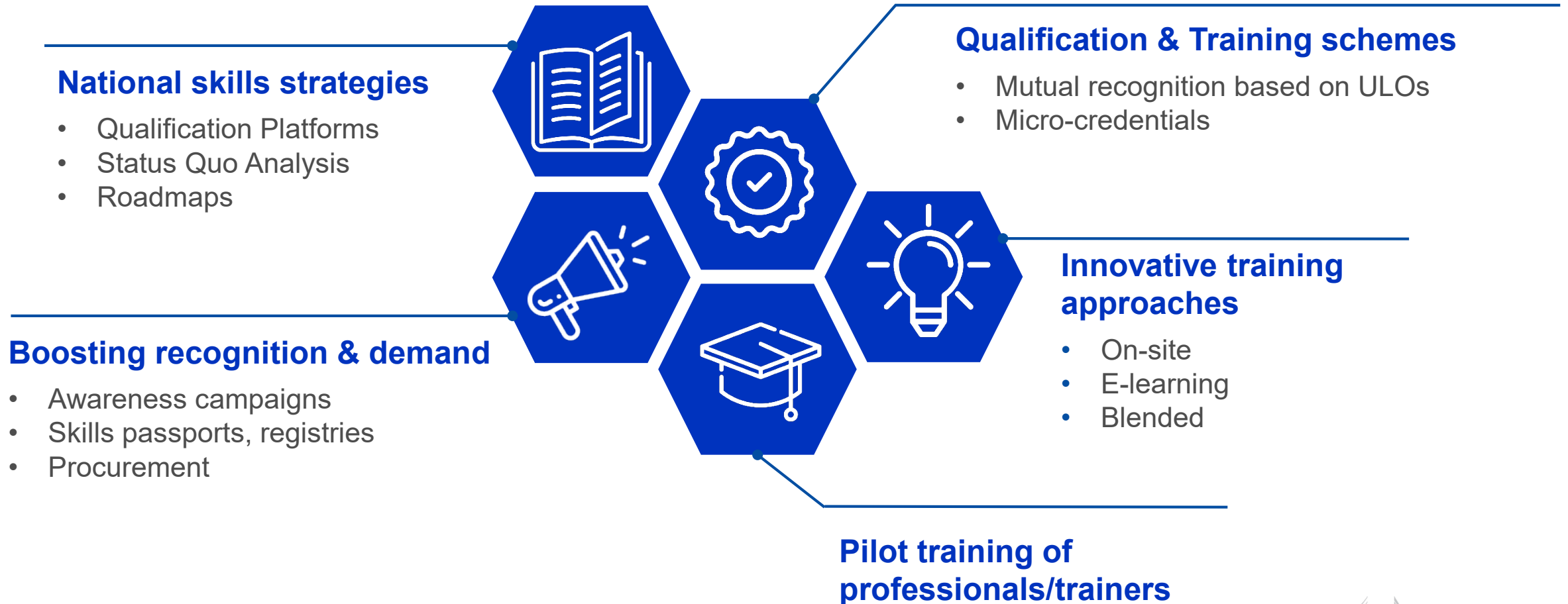
Amandine DE COSTER-LACOURT

Project Advisor, CINEA

# THE BUILD UP SKILLS INITIATIVE

- **Launched 2011:** Intelligent Energy Europe → Horizon 2020 → LIFE Clean Energy transition
- **Focus areas:**
  - ✓ Skills for the clean energy transition of the building stock (renovation, nZEB, heat pumps, BIM, circular construction etc...)
  - ✓ Measures increasing demand for skills and skilled professionals
- **Target groups :**
  - ✓ Building professionals/companies
  - ✓ Public authorities
  - ✓ Building owners/tenants
- **94 projects** funded so far
- **> € 58 million EU** funding since 2011

# BUILD UP SKILLS TOOLBOX



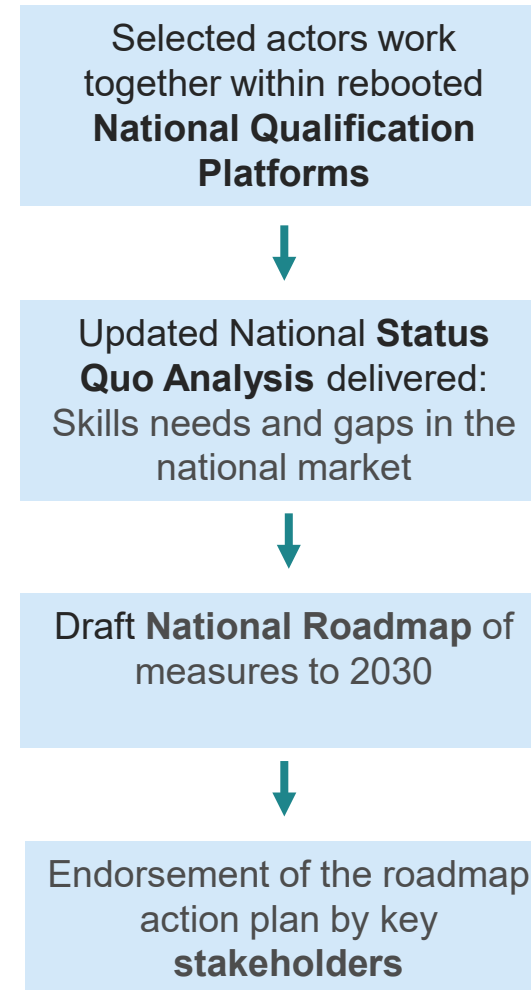
# PROJECT RESULTS



Consult the report [here](#)

# NATIONAL SKILLS STRATEGIES TO 2030

- Austria: [ReBUSk](#)
- Bulgaria: [BUILDUPSkillsBG](#)
- Croatia: [CRO skills RELOAD](#)
- Czech Republic & Slovakia: [DoubleDecker](#)
- France: [BUS2 FRANCE](#)
- Greece: [REGRoUP](#)
- Hungary: [ConstructSkills4LIFE](#)
- Italy: [RES2](#)
- Ireland: [BUSI2030](#)
- Lithuania: [REBOOT-SKILLS-LT](#)
- The Netherlands: [BUS-NL](#)
- Poland: [BUPS Poland](#)
- Romania: [BUS4RoBOOST](#)
- Spain: [Construye 2030](#)



# FUNDING OPPORTUNITIES UNDER LIFE-2023-CET

## LIFE-2023-CET-BUILDSKILLS: Upskilling and reskilling interventions enabling a decarbonised building stock and energy system integration

**Objective:** increase the number of skilled building professionals

- Area 1 – Skills supporting Energy Performance of Buildings Directive (EPBD)
- Area 2 – Skills for the decarbonisation of the building stock
- Area 3 – Skills for small-scale renewables and system integration
- Area 4 – Innovative on-site training methods
- Area 5 – Skills for integrated home renovation services (one-stop-shops for homeowners)

**Deadline:  
16 November 2023**

**Impacts:** qualification schemes, trained professionals, trained trainers, requalified professionals

**95% co-funding**

**Total budget  
EUR 6 million**

**Up to EUR 1,5  
million/ project**

**Min. 1 applicant  
from an eligible  
country**



# FUNDING OPPORTUNITIES UNDER LIFE-2023-CET

## LIFE-2023-CET-HEATPUMPS: Boosting heat pump deployment through alternative models and skilled installers

Support doubling the installation rate of heat pumps in buildings

- **Scope A: Alternative business and delivery models** – to stimulate large-scale demand for heat pumps in existing buildings  
Impacts: number of heat pumps installed, stakeholders reached, commitments for replication
- **Scope B: Addressing the shortage of skilled installers and professionals for heat pumps**  
Impacts: qualification schemes, trained trainers, trained professionals

**Up to EUR 1.75 million /project**

**Up to EUR 1.5 million/project**

**95% co-funding**

**Min. 3 applicants from 3 different eligible countries**

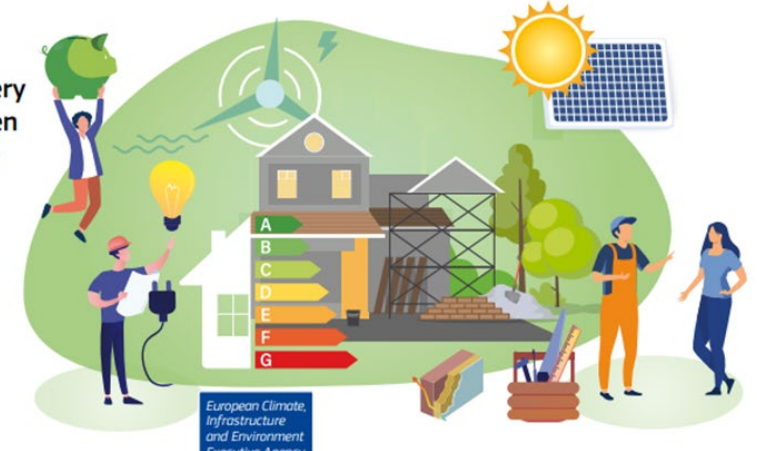
**Deadline:  
16 November 2023**

# Funding opportunities: LIFE CET Call 2023

- Publication: **11 May 2023**
- Deadline: **16 November 2023**
- **+/- 100 mEUR** available for +/- 55 grants
- **13** policy-driven funding **topics on e.g. skills, renovation, one-stop-shops, finance, energy poverty, energy communities, local authorities...**
- Most funding topics: **minimum of 3 (eligible) entities from 3 different eligible countries** (average number of partners is higher)
- **95% co-funding rate**
- Apply electronically via the EC's [Funding & Tender opportunities portal](#)

## *Life* clean energy transition sub-programme

Supporting the delivery of the European Green Deal and sustainable energy policies





# The FIT onsite training programme (France)

Henri LE MAROIS

In-house consultant, Alliance Ville Emplois (AVE)

# The FIT onsite training programme (France)

- *Why ?*
- Two main problems:
  - The lack of availability of workers to go for training
  - The upskilling needs in cross craft works (coactivity), airtightness and ventilation

# The FIT onsite training programme (France)

## • How

- FIT answer:
  - On site training
  - Cross craft training
  - Hands' on training
  - (short) Two days training

## When and Where

- Development with the BUSleague project
- In the Hauts de France Region









# The FIT onsite training programme (France)

## Results at the End of August 2023

(In the Haut de France Region only) :

- 36 actions
- 250 enterprises
- 798 trainees

Yearly average: 16 actions and 250 trainees

## Next to come :

BUS 2: FIT selected as a very good practice.  
Massification at the French territory level ?



## Impact :

- Substantial quality improvement
- Renovation objectives are reached (see building owner's testimonies):
  - « The FIT has enabled us to achieve our airtightness goals in our housing renovation projects in the coal area of the Hauts de France.  
The objective for SIA « social housing » in the renovation of Méricourt Parc and Rouvroy Motte was to achieve a coefficient of 1.7. Airtightness tests typically yielded results between 2.5 and 3.0 after work without the FIT. With the FIT, we achieved 0.8 in Rouvroy and 1.34 in Méricourt...  
Why these excellent results? Most of the workers are not trained in the use of new materials, and they are not accustomed to coordinating on construction sites (despite all the site meetings).  
However, the FIT helps to address these two issues. »

The Renovation Project Manager, SIA Habitat

- « I see several advantages to this innovation known as FIT:
  - ✓It enables the companies working for us to train their workers on our construction sites... Without FIT, these workers would not attend training, since their manager aim to avoid any perceived loss of time that they believe would be detrimental to their turnover.
  - ✓It also helps to better meet the project deadlines since there is less rework required.
  - ✓Finally, FIT allows companies and their workers to gain a better understanding of the work done by other craft and learn to work together. »

Operations Manager, OPAL 02



# The BUILD UP Skills Advisor App

Jan CROMWIJK, Project Coordinator

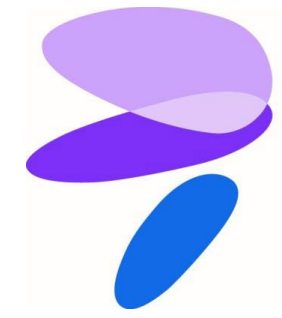
Dutch Knowledge Centre for the building and building services sector (ISSO)

# Workforce shortages and upskilling for the clean energy transition

Madrid  
28-Sept-2023  
Jan Cromwijk  
ISSO



**Build Up Skills**  
NL



CONCERTED ACTION  
**ENERGY EFFICIENCY**  
DIRECTIVE



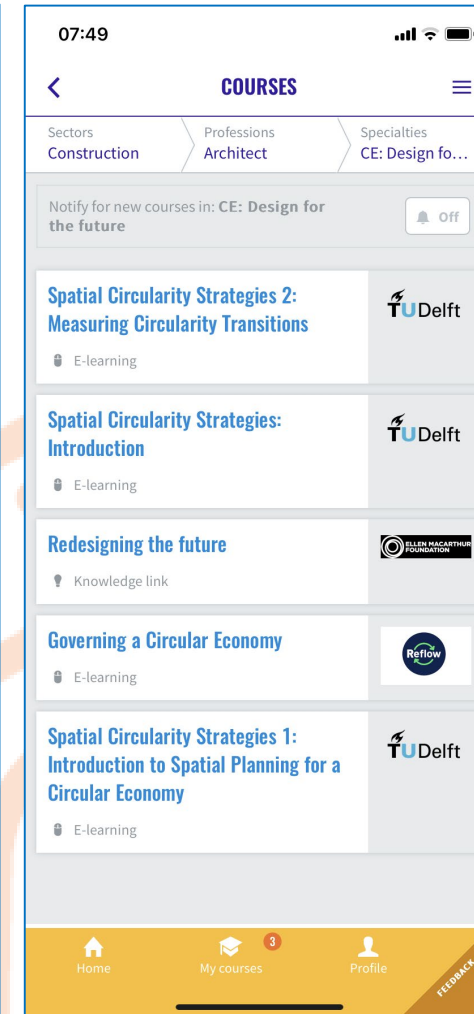
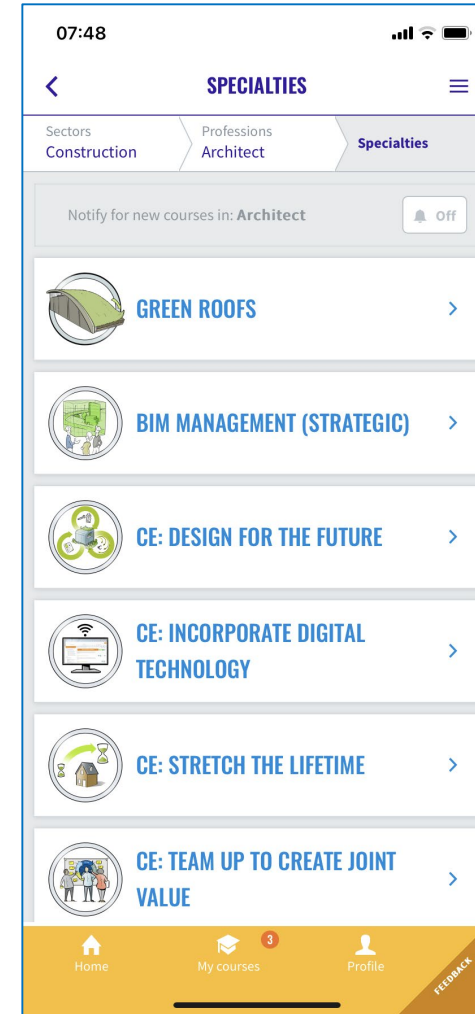
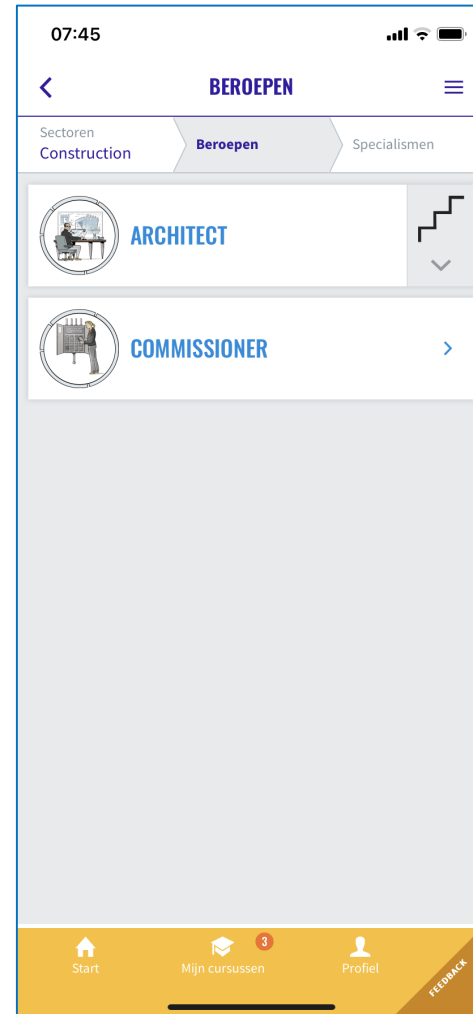
CONCERTED ACTION  
**ENERGY PERFORMANCE**  
OF BUILDINGS



**CA-RES** CONCERTED ACTION  
**RENEWABLE ENERGY**  
SOURCES DIRECTIVE



# BUILD UP Skills advisor-app – Find upskilling supply






# BUILD UP Skills advisor-app – Bridge skillgaps



en nl es de sk hu fr it

Name: Digitalisation in Construction

Picture: Must be 600x600 pixels



Bestand kiezen Geen bestand gekozen

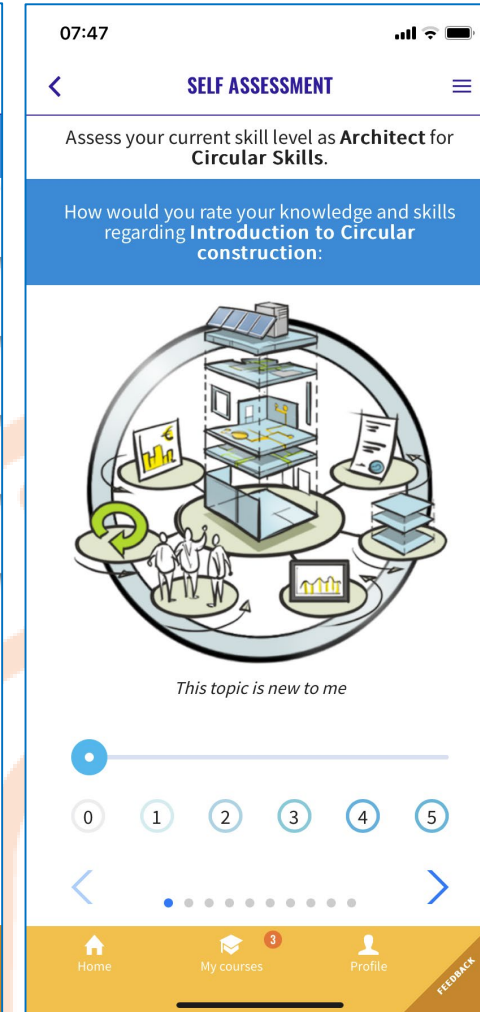
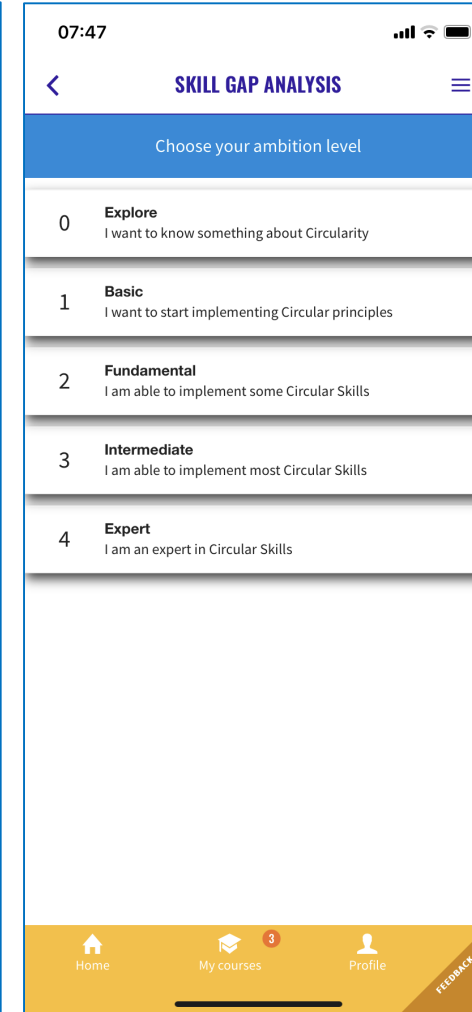
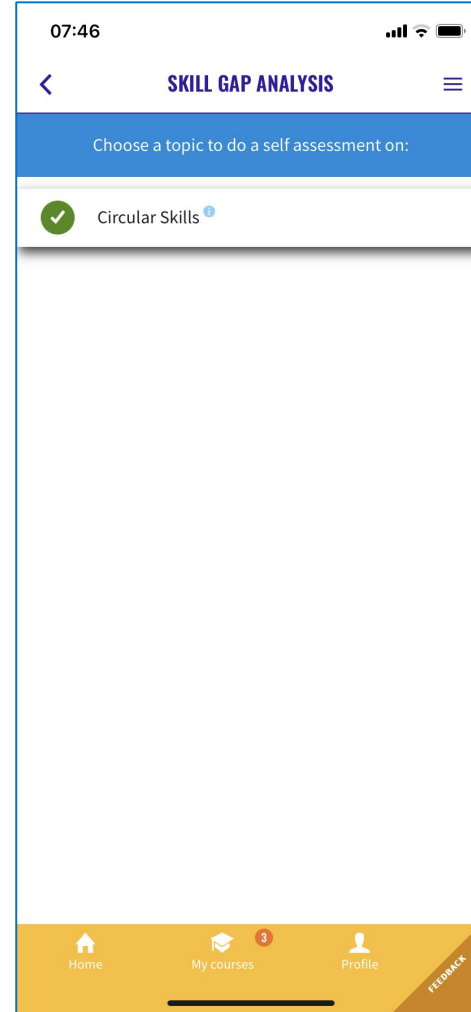
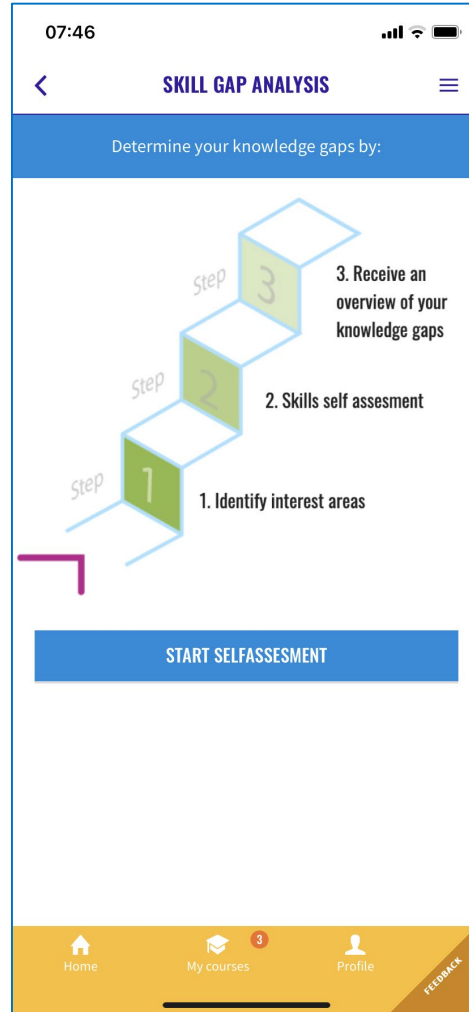
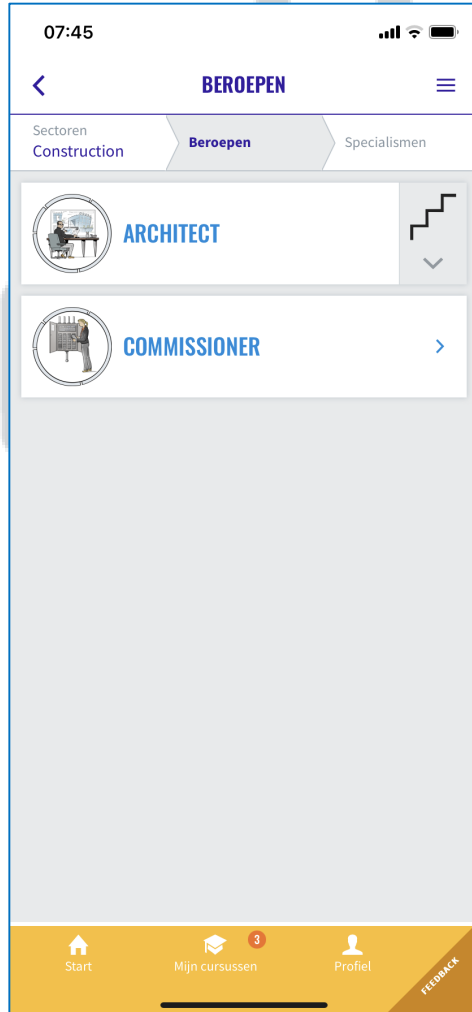
| Level   | Name  | Description                 |
|---------|---|-----------------------------|
| Level 0 | Fundamentals                                    | I know the fundamentals     |
| Level 1 | Data and processess internally                  | I am able to implement in   |
| Level 2 | Digital collaboration in projects               | I am able to implement d    |
| Level 3 | Digital collaboration between projects          | I am able to implement d    |
| Level 4 | Digital collaboration in digital data ecosystem | I am an expert in digital d |

### Digitalisation in Construction ambition levels

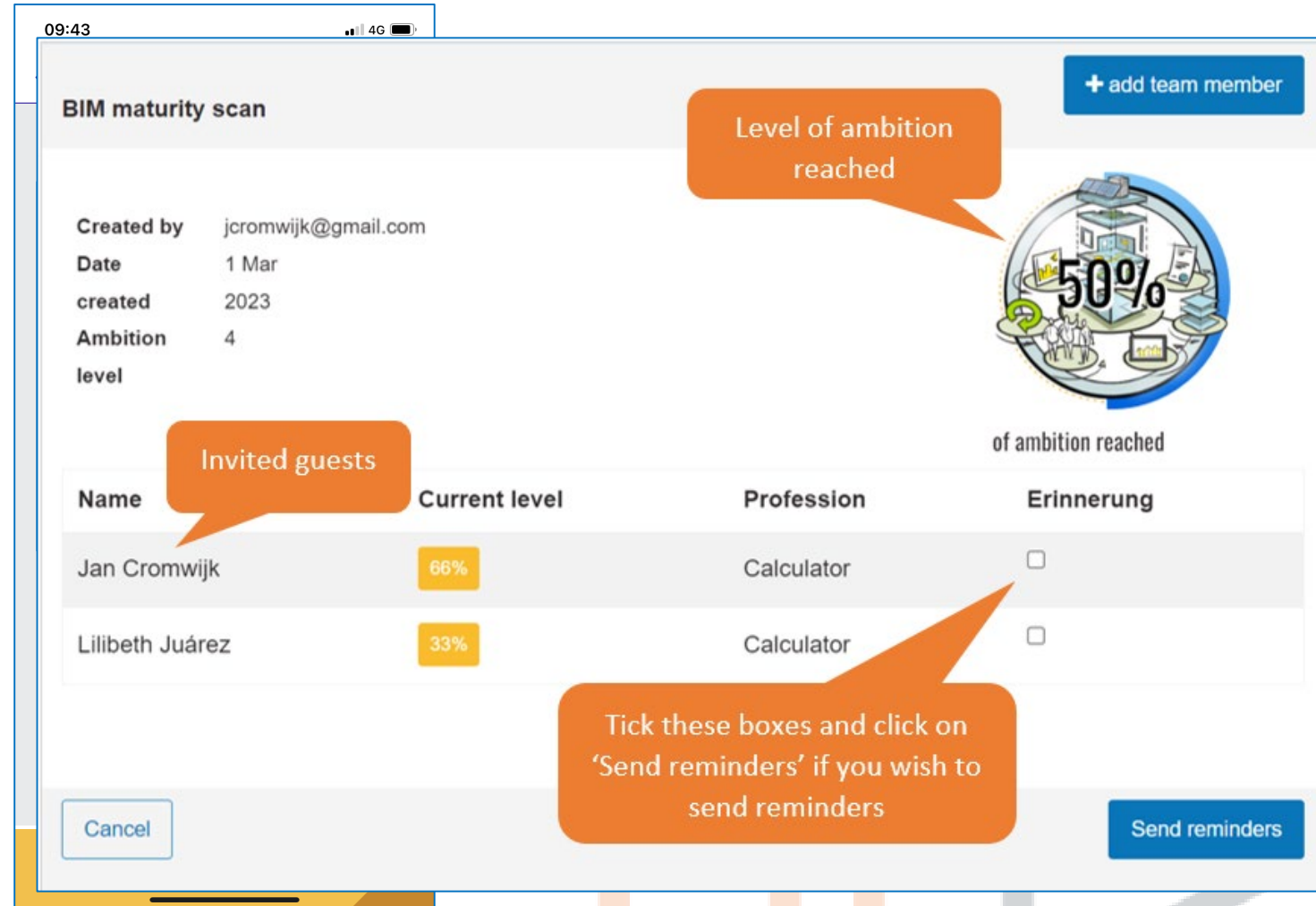
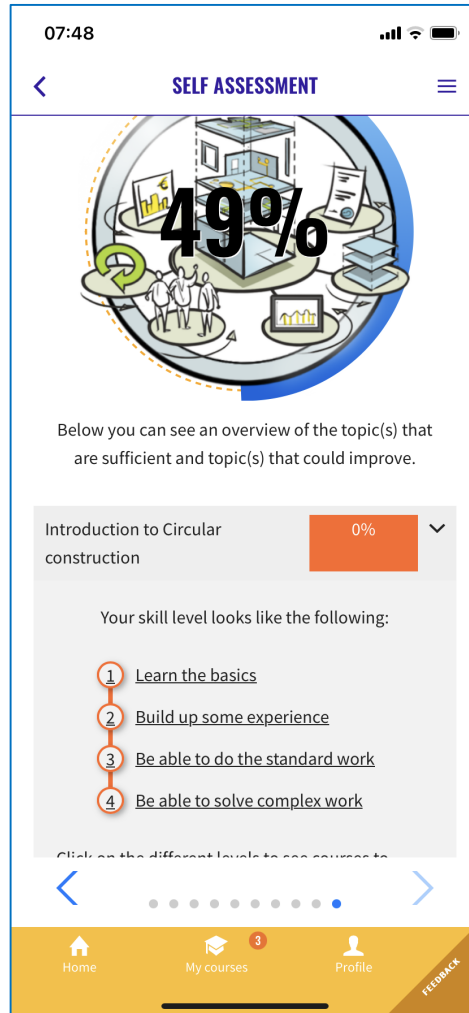
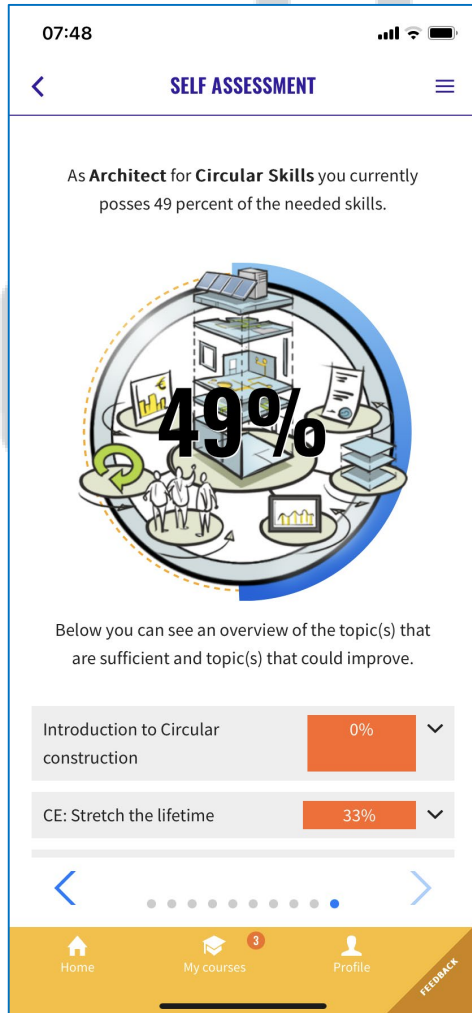
BIM Energy Efficiency for BA

|                             |   |   |   |   |   |  |
|-----------------------------|---|---|---|---|---|--|
| Financial Manager           | 0 | 0 | 1 | 1 | 1 |  |
| Policy Maker                | 0 | 0 | 1 | 1 | 1 |  |
| Civil Engineer              | 1 | 3 | 4 | 5 | 5 |  |
| Mechanical Engineer         | 1 | 3 | 4 | 5 | 5 |  |
| Electrical Engineer         | 1 | 3 | 4 | 5 | 5 |  |
| Structural Engineer         | 1 | 3 | 4 | 5 | 5 |  |
| Landscape Architect         | 1 | 3 | 4 | 5 | 5 |  |
| Material Scout or Purchaser | 1 | 3 | 4 | 5 | 5 |  |
| Project Manager             | 1 | 3 | 4 | 5 | 5 |  |
| Building Operator           | 0 | 0 | 1 | 1 | 1 |  |
| Project Developer           | 0 | 0 | 1 | 1 | 1 |  |

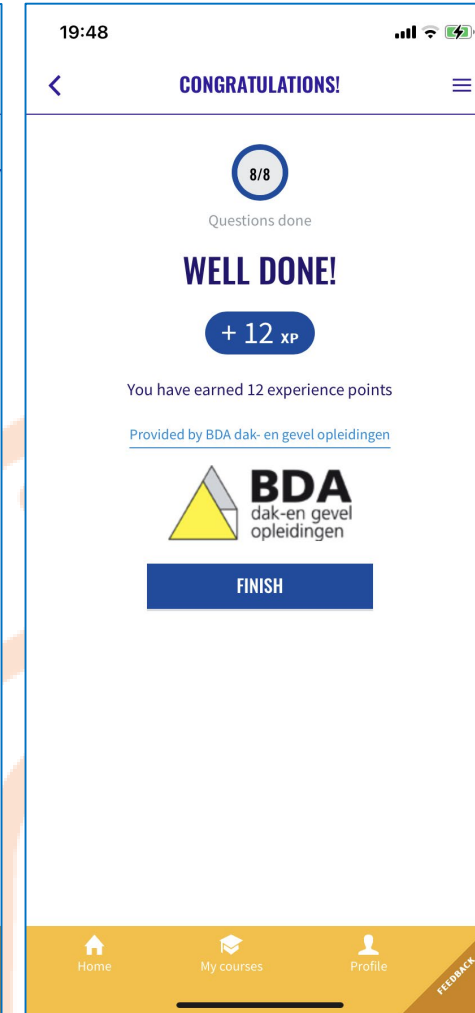
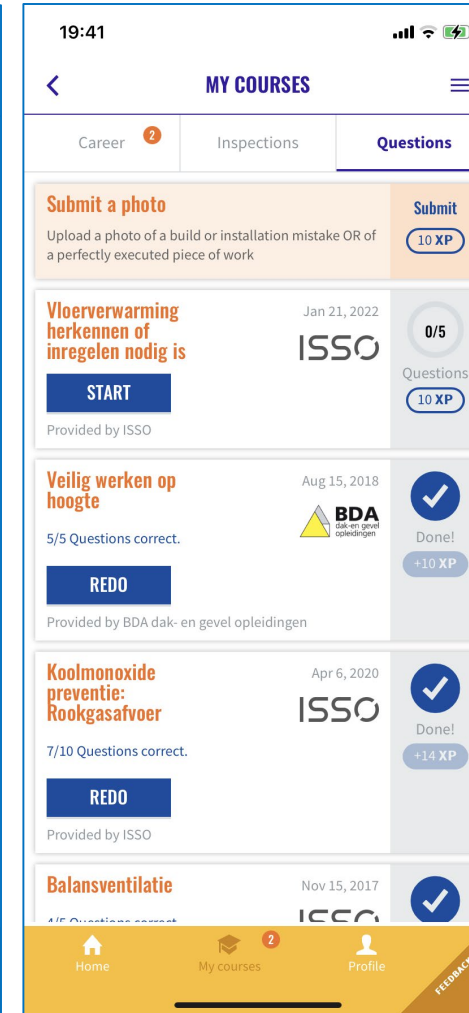
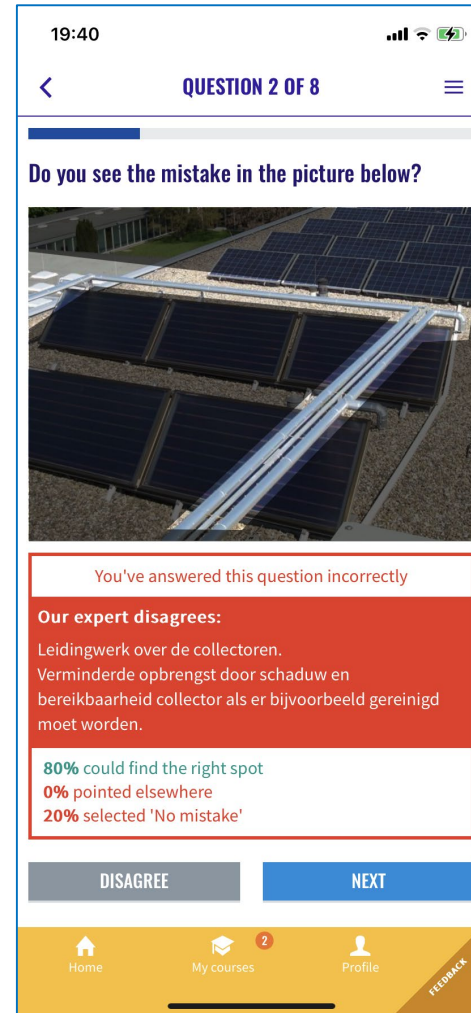
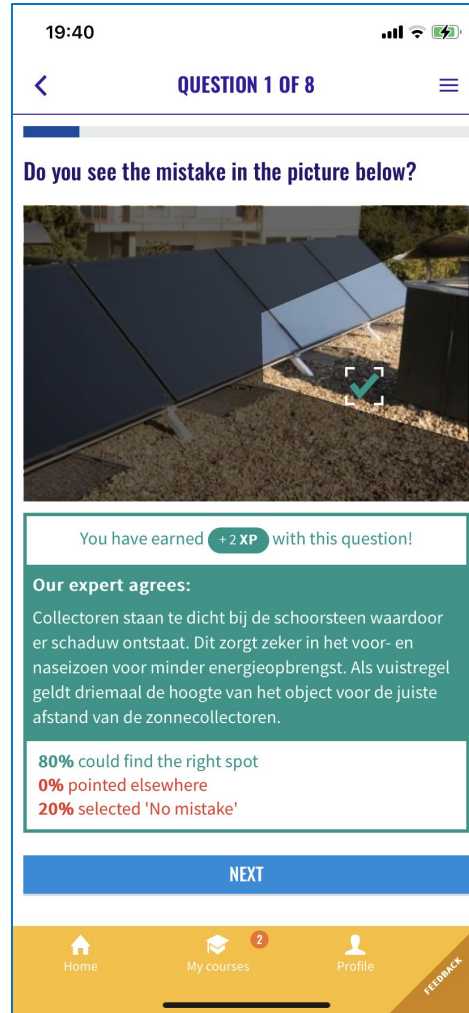
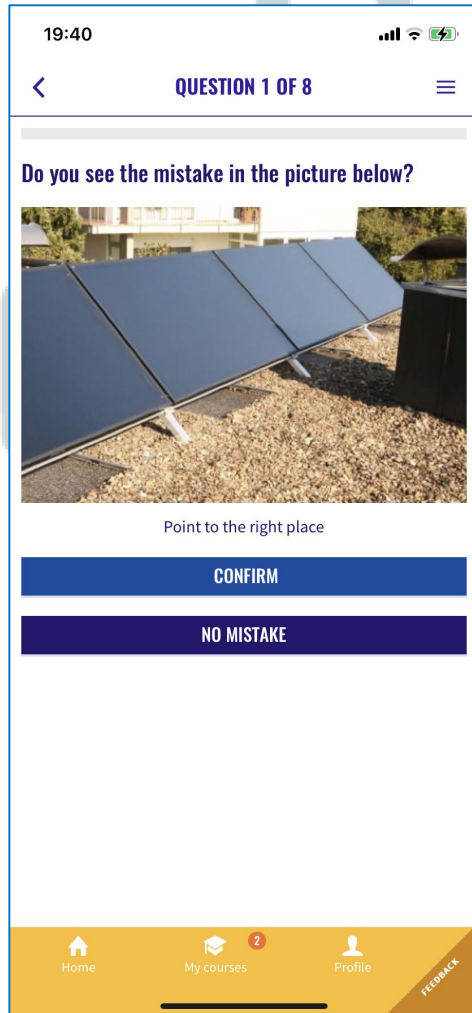
# BUILD UP Skills advisor-app – Develop yourself



# BUILD UP Skills advisor-app – Develop yourself or your team

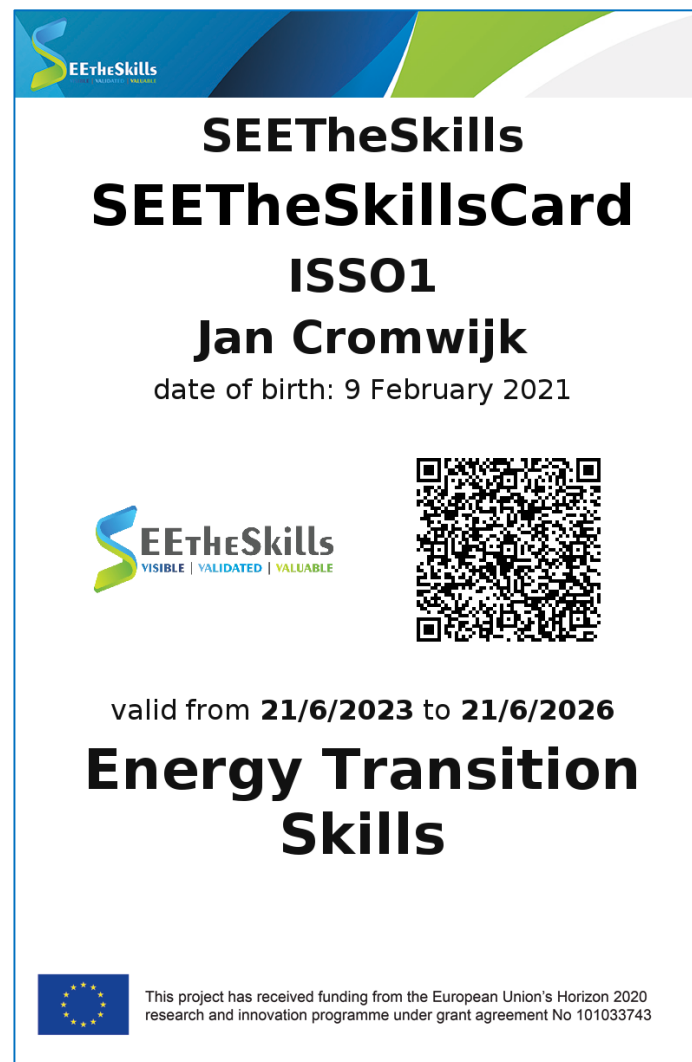


# BUILD UP Skills advisor-app – Learn from real practice








# BUILD UP Skills advisor-app – Get Recognised



SEETheSkills  
**SEETheSkillsCard**  
ISSO1  
**Jan Cromwijk**  
date of birth: 9 February 2021

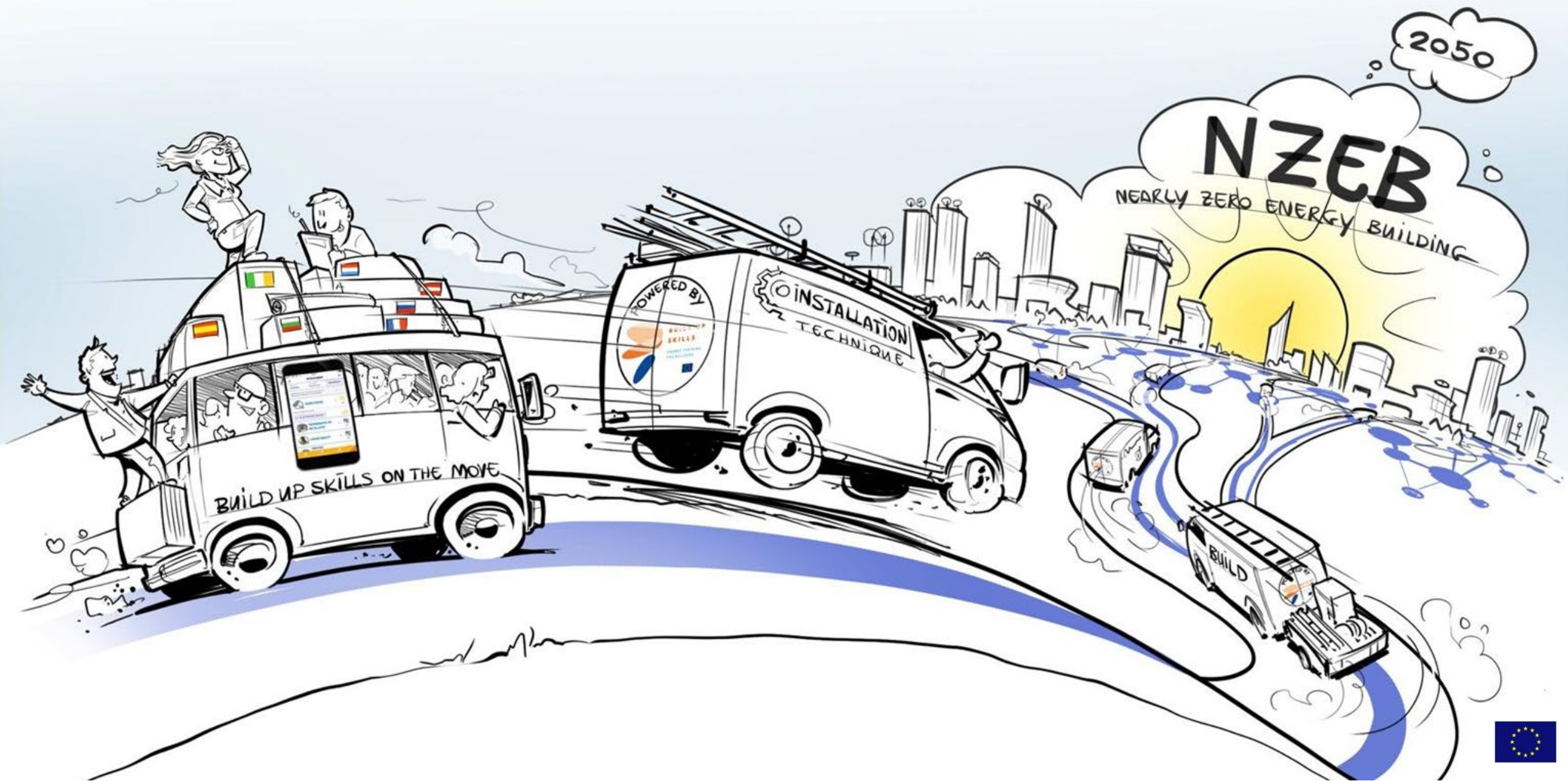


valid from **21/6/2023** to **21/6/2026**  
**Energy Transition Skills**



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101033743





## Colophon

Copyright © 2023 by BUS-NL consortium

Use of any knowledge, information or data contained in this document shall be at the user's sole risk. Neither the BUS-NL Consortium nor any of its members, their officers, employees or agents shall be liable or responsible, in negligence or otherwise, for any loss, damage or expense whatever sustained by any person as a result of the use, in any manner or form, of any knowledge, information or data contained in this document, or due to any inaccuracy, omission or error therein contained. If you notice information in this publication that you believe should be corrected or updated, please get in contact with the project coordinator.

The authors intended not to use any copyrighted material for the publication or, if not possible, to indicate the copyright of the respective

subject. The copyright for any material created by

***This project has received funding from the European Union's LIFE programme under grant agreement No 101077358***

The authors is reserved. Any duplication or use of objects such as diagrams, sounds or texts in other electronic or printed publications is not



DuneWorks



# The HousEEnvest project

Daniel ENCINAS

Technical Coordinator (CTO), Consorcio Agencia Extremeña de la Energía





HousEInvest III  
energy rehabilitation



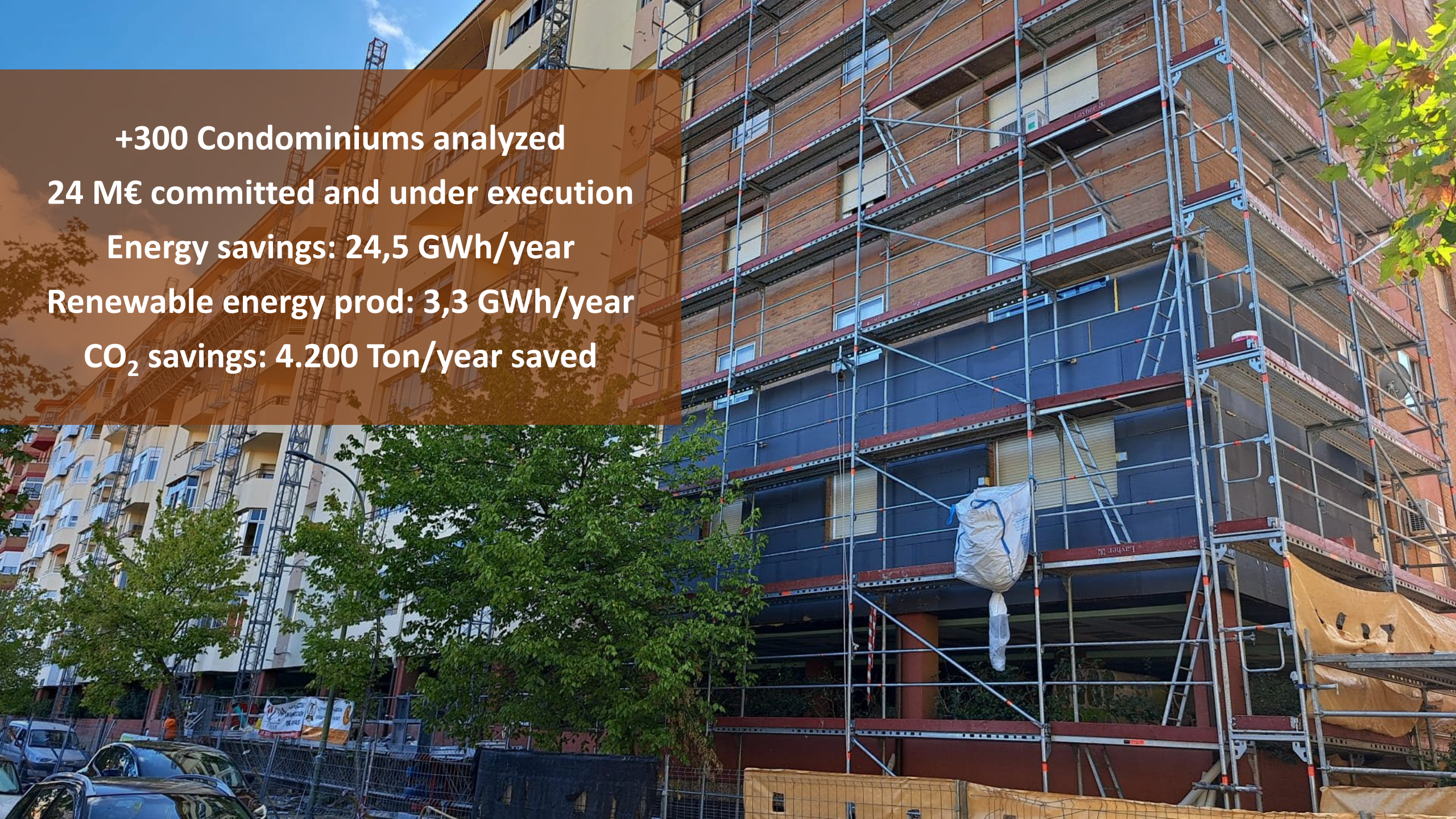
European Union's Horizon 2020  
research and innovation programme  
Under grant agreement No 784986



agencia extremeña de la energía (c)







**+300 Condominiums analyzed**  
**24 M€ committed and under execution**  
**Energy savings: 24,5 GWh/year**  
**Renewable energy prod: 3,3 GWh/year**  
**CO<sub>2</sub> savings: 4.200 Ton/year saved**



# 1.250 people trained

---

- **Main Profiles: Architects and engineers**
- **Online training (moodle + webinars)**
- **3 editions developed (1 per year)**
- **Final event in Cáceres City**





agencia extremeña de la energía (c)

## Extremadura Energy Agency (AGENEX)

Daniel Encinas  
Francisco Marquez

[dencinas@agenex.org](mailto:dencinas@agenex.org)  
[fjmarquez@agenex.org](mailto:fjmarquez@agenex.org)

Phone:+34 924 26 21 61

# Joint Workshop on workforce shortages and upskilling for the clean energy transition

Madrid, 28<sup>th</sup>-29<sup>th</sup> September 2023

**Disclaimer:**

The Joint Workshop on workforce shortages and upskilling for the clean energy transition is an initiative of the three Concerted Actions with the support of DG ENER and CINEA. For further information please visit [www.ca-eed.eu](http://www.ca-eed.eu), [epbd-ca.eu](http://epbd-ca.eu), [www.ca-res.eu](http://www.ca-res.eu) or contact the CA EED Coordinator at [lucinda.maclagan@rvo.nl](mailto:lucinda.maclagan@rvo.nl)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement no. 101048703 (CA EED) and Grant Agreement no. 101035887 (CA RES). CA EPBD has received funding from the European Union's LIFE programme under Grant Agreement no. 101102078.

Views and opinions expressed in this document are those of the author(s) only and do not necessarily reflect those of the European Union or CINEA. Neither the CINEA nor the European Commission are responsible for any use that may be made of the information contained therein.