

## WP5\_D.19 Skills Profile SUMMARY REPORT

1. The aim of the WP5 was to prepare Skills profile files for the detected new employment opportunities. The Skills profiles developed by Green Skills partnership can be used to summarise the most essential characteristics of a given occupation: not only the level and field of education and training required, but also requirements in terms of knowledge, skills, abilities and attitudes. They allow deeper analysis of skills requirements by sector and occupation across the project partners' countries.
2. In total **30** Skills profile files were prepared representing 5 European countries: Cyprus, Denmark, Lithuania, Poland, and Spain.
  - 2.1. Skills profiles by Country:

Country	Skills profile
<b>CYPRUS</b>	<ol style="list-style-type: none"> <li>1. Technician for installation and maintenance of photovoltaic (PV) systems</li> <li>2. Engineer- planner in photovoltaic (PV) systems</li> <li>3. Green Building Engineering Consultant</li> <li>4. HVAC technician</li> <li>5. Energy efficiency Sales Advisor</li> </ol>
<b>DENMARK</b>	<ol style="list-style-type: none"> <li>1. Construction strategist</li> <li>2. Counsellor</li> <li>3. Teacher at vocational school</li> <li>4. Construction manager</li> <li>5. Construction worker</li> </ol>
<b>LITHUANIA</b>	<ol style="list-style-type: none"> <li>1. Installer of solar heating system</li> <li>2. Installer of heat pumps and geothermal systems</li> </ol>

	<ul style="list-style-type: none"> <li>3. HVAC technician</li> <li>4. Thermal insulation installer</li> <li>5. BIM technician</li> </ul>
<b>POLAND</b>	<ul style="list-style-type: none"> <li>1. Installer of solar heating system</li> <li>2. Installer of heat pumps and geothermal systems</li> <li>3. Timber frame construction worker</li> <li>4. Thermal insulation installer</li> <li>5. BIM technician</li> </ul>
<b>SPAIN</b>	<ul style="list-style-type: none"> <li>1. Installation And Energy Efficiency Engineer</li> <li>2. Thermal Installer</li> <li>3. Prevention and/or quality and/or environmental technician</li> <li>4. Product definition and innovation manager (R&amp;D)</li> <li>5. Architect or construction engineer</li> <li>6. Energy efficiency sales advisor</li> <li>7. Energy Efficiency Certifying Agent</li> <li>8. Energy engineer</li> <li>9. Sales agent of renovating building for improved energy performance</li> <li>10. Technical Building Inspector</li> </ul>

3. To achieve a reasonable degree of consistency among the Skills profiles of different partner countries, the conformity to the European Qualification Framework (EQF) was provided.

3.1. Skills profiles by EQF levels:

EQF level	Occupation
3	<ul style="list-style-type: none"> <li>• <b>Thermal insulation installer</b></li> </ul>
4-5	<ul style="list-style-type: none"> <li>• <b>Installer of solar heating system</b></li> </ul>

	<ul style="list-style-type: none"> <li>• Timber frame construction worker</li> <li>• HVAC technician</li> <li>• Thermal Installer</li> <li>• Technician for installation and maintenance of photovoltaic (PV) systems (Solar panel electricity systems)</li> </ul>
5	<ul style="list-style-type: none"> <li>• Energy efficiency sales advisor</li> <li>• Sales agent of renovating building for improved energy performance</li> </ul>
5-6	<ul style="list-style-type: none"> <li>• Installer of heat pumps and geothermal systems</li> <li>• BIM technician</li> <li>• Energy efficiency Sales Advisor</li> </ul>
5-7	<ul style="list-style-type: none"> <li>• Prevention and/or quality and/or environmental technician</li> <li>• Product definition and innovation manager (R&amp;D)</li> </ul>
5-8	<ul style="list-style-type: none"> <li>• Engineer- planner in photovoltaic (PV) systems</li> </ul>
6	<ul style="list-style-type: none"> <li>• Installation And Energy Efficiency Engineer</li> <li>• Energy Efficiency Certifying Agent</li> <li>• Technical Building Inspector</li> </ul>
6-8	<ul style="list-style-type: none"> <li>• Green Building Engineering Consultant</li> </ul>
7	<ul style="list-style-type: none"> <li>• Architect or construction engineer</li> <li>• Energy engineer</li> </ul>

4. Descriptions of specific occupations selected for the Skills profiles:

#### 4.1. Cyprus:

- **Technician for installation and maintenance of photovoltaic (PV) systems (Solar panel electricity systems):** Installation of PV systems, maintenance and technical support. (EQF: 4-5; Technical secondary education - Vocational education and training)
- **Engineer- planner in photovoltaic (PV) systems:** Prepare the drawings - Planning the installation of PV systems. (EQF: 5-8; Qualification: University degree)
- **Green Building Engineering Consultant:** Building energy performance certification, sustainable retrofitting of existing buildings, energy auditing, building heat transfer analysis, sustainable mechanical/electrical design, mechanical components design, solid state lighting design, feasibility study, cost analysis etc. (EQF: 6-8; Qualification: University degree)
- **HVAC technician:** A variety of standard to moderately complex technical tasks related to installing, maintaining and repairing heating, ventilation and air-conditioning (HVAC) systems. (EQF: 4-5; Qualification: vocational education and training)

- **Energy efficiency Sales Advisor:** Responsible for acquiring new commercial customers and helping new and existing customers identify and achieve energy efficiency objectives. (EQF: 5-6; Qualification: University degree)

#### 4.2. Denmark:

- **Construction strategist:** Creating interdisciplinarity between the different groups of people working in the construction sector (Qualification: vocational training)
- **Counsellor:** Technical inspection of buildings and energy certification (Qualification: vocational training)
- **Teacher at vocational school:** Teaching upcoming construction workers in sustainability, cradle-to-cradle, and knowledge of materials (Qualification: vocational education and training)
- **Construction manager:** Manage the building process, guide the construction workers (Qualification: vocational training)
- **Construction worker:** Planning and execution of general construction applications (Qualification: vocational training)

#### 4.3. Lithuania:

- **Installer of solar heating system:** Planning, installation and maintenance of solar heating systems (EQF: 4-5; Qualification: vocational education and training)
- **Installer of heat pumps and geothermal systems:** Planning, installation and maintenance of heat pumps and geothermal systems (EQF: 5-6; Qualification: vocational education and training or University degree)
- **HVAC technician:** Planning, installation and maintenance of heating, ventilation and air-conditioning (HVAC) systems. (EQF: 4-5; Qualification: vocational education and training)
- **Thermal insulation installer:** Installing and applying insulating material to walls, floors, windows and ceilings of buildings to insulate against heat, cold, air, sound and moisture (EQF: 3; Qualification: vocational education and training)
- **BIM technician:** Implementing BIM technology to assist in the construction process, including structure, interior and exterior architectural elements and MEP systems, coordinating with BIM service providers and subcontractors. (EQF: 5-6; Qualification: College or university degree)

#### 4.4. Poland:

- **Installer of solar heating system:** Planning, installation and maintenance of solar heating systems (EQF: 4-5; Qualification: vocational education and training)
- **Installer of heat pumps and geothermal systems:** Planning, installation and maintenance of heat pumps and geothermal systems (EQF: 5-6; Qualification: vocational education and training or University degree)
- **Timber frame construction worker:** Erect structures made of timber, execute works under supervision. (EQF: 4-5; Qualification: vocational education and training)

- **Thermal insulation installer:** Installing and applying insulating material to walls, floors, windows and ceilings of buildings to insulate against heat, cold, air, sound and moisture (EQF: 3; Qualification: vocational education and training)
- **BIM technician:** Implementing BIM technology to assist in the construction process, including structure, interior and exterior architectural elements and MEP systems, coordinating with BIM service providers and subcontractors. (EQF: 5-6; Qualification: College or university degree)

#### 4.5. Spain:

- **Installation And Energy Efficiency Engineer:** Designing, planning and managing installation maintenance execution, as well as quantitative control according to saving and energy efficiency criteria. (EQF: 6; Qualification: University degree)
- **Thermal Installer:** Planning, installation and maintenance of thermal systems. (EQF: 4-5; Qualification: vocational education and training or University degree)
- **Prevention and/or quality and/or environmental technician:**
  - Performing the environmental quality control of the product, monitoring of the procedures, methods and tools used for the environmental quality control and management of incidents.
  - Diagnosis, evaluation and implementation of environmental prevention measures.
  - Performing environmental inspection and quality testing.
  - Consulting and training of company's on the prevention systems and methods of quality control.

(EQF: 5-7; Qualification: University degree)

- **Product definition and innovation manager (R&D):**
  - Defining the model of the product to build
  - Design and definition of proposals for sustainability and innovation applied to the sector
  - Dialogue with Management department to lead the creation of new products
  - Development of business lines, strategies, plans and commercial activities
  - Technical and commercial management of the product.
  - Definition of new products and their adaptation to the needs identified in the sector.

(EQF: 5-7; Qualification: University degree)

- **Architect or construction engineer:**
  - Preparation of energy renovation and construction projects.
  - Sales management (market analysis, identifying target projects, presenting technical solutions).
  - Customer contact.
  - Supporting the architect and customers during the sales, project design and execution phases.

(EQF: 7; Qualification: University degree)

- **Energy Efficiency Certifying Agent:**

- Working with CE3X program for the Energy certificate of buildings.
- Contact with administration for the delivery of certificates and further administrative procedures.
- Contact with homeowners for data gathering and on site visits for surveys and measurements

(EQF: 6; Qualification: University degree)

- **Energy efficiency sales advisor:**
  - Contacting potential customers and pursuing possible projects.
  - Proposing products, solutions and services designed to generate energy savings.
  - Customer contact, answer to demands, at ongoing projects.
  - Provide communication link between technical department and customer

(EQF: 5; Qualification: University degree)

- **Energy engineer:**
  - Preparation, monitoring and control of projects. Correct diagnosis of installations and specifications, proposal of renewable energy solutions.
  - Economic monitoring of projects.
  - Offer preparations: identifying installations and specifications, drafting, requesting budgets...
  - Dealing with both customers and manufacturers.
  - Coordinating subcontractors on site; dealing with customers.

(EQF: 7; Qualification: University degree)

- **Sales agent of renovating building for improved energy performance:**
  - Pursuing building refurbishment projects.
  - Constant contact with both technical team and customer, function as a link between them.
  - Supervision of budgets, presentation of them to customers

(EQF: 5; Qualification: University degree)

- **Technical Building Inspector:**
  - On site inspection of buildings.
  - Detailed analysis of the state of the building (façade, foundations, rooftops, facilities, etc.)
  - Elaboration of the assessment document.
  - Proposing appropriate recommendations if assessment is below standard.

(EQF: 6; Qualification: University degree)