



December 2015

ISSUE 2

“Connecting People for Green Skills - One year anniversary!”

Within a year - since October 2014 - the EU funded project “Connecting People for Green Skills - GREEN SKILLS” has delivered important outputs which are expected to have a significant impact in the European construction sector.



‘Green Skills’ project

Objective:

The aim of the project is to identify the work and training factors that prevent construction sector professionals from obtaining jobs that require new qualifications and skills.



Targeted audience:

Green Skills project is targeted to professionals in the construction sector, by giving them the means to develop and expand their technical, professional and educational skills which are necessary, and which need to be addressed alongside the environmental demands and the energy sustainability targets for 2020.



One year of significant outputs!

In the first 12 months of the 18-month ‘Green Skills’ project, its consortium has been engaged in a number of activities having managed to deliver significant results, in their effort to explore the supply and demand of the ‘green job’ opportunities in the construction sector.

During the project’s 3rd meeting, which was hosted in the premises of GATE 21 Albertslund, Denmark, on 19-20 October 2015, the partners had the opportunity to assess the project’s deliverables so far, as well as to plan the project’s “next steps.

The project’s outcomes are expected to have a significant impact in the whole construction sector and particularly to the employment/recruitment process, based on the increased participation of various stakeholders in high visibility events, like for instance the EU Sustainable Energy Week and the Open Days 2015, where the partners had the opportunity to present the project’s steps and its overall objectives.

Main outcomes so far....

- A skills evaluation report (**‘List of Skills’**) on the current qualifications and abilities of the workforce in the construction sector in the field of ‘green jobs’;
- A catalogue of employment opportunities (**‘Catalogue of Job Offers’**) with a selection of current specialized job vacancies with an intensive demand for ‘green skills’ in the construction sector;

“The aim of this double study was to evaluate real knowledge of workers on the opportunity offered by green jobs, the workers’ availability to retraining, as well as the training, employment and/or motivation gaps that separate these professionals from the access to ‘green jobs’”.

- **National Expert Committees** were set up in each of the participant countries and they provided an extra technical advice and guidance to process the data on the supply and demand;

- A **technology platform** has already been designed with the objective of linking supply and specialized demand in ‘green jobs’ in the construction sector;
- **‘Skills profile file’**, that is, a list of job insertion paths with information on the technical requirements (training, skills, attitudes) on each of the identified job opportunities.

Next Steps....

Partners are working closely in order to develop **educational guides** in each of the detected job opportunities, as well as to facilitate two training courses (one for higher education graduates and one for technical education graduates), tailored to the professionals (both active and unemployed) in the construction sector.

Stay tuned....

All the results will be presented during the **“Green Skills Final Conference”** in Brussels (March 2016) with the participation of stakeholders from the National Expert Committees, and high level EU Officials.

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Exploring and evaluating “Supply and Demand” in the construction sector

Timeline of the “Green Skills” Project

The Green Skills consortium, after having assessed the situation of the construction sector in the partner countries, which resulted in a “Synthesis Report” in the construction sector in each of the partner countries (Cyprus, Denmark, Lithuania, Poland and Spain), they engaged in a two - fold activity aiming to analyse:

- the demand of employment, i.e. the will of unemployed people and active workers who want to improve their employment status;
- the supply of employment offers , i.e. job offers – which require ‘Green Skills’ - that are currently offered.

‘List of Skills’

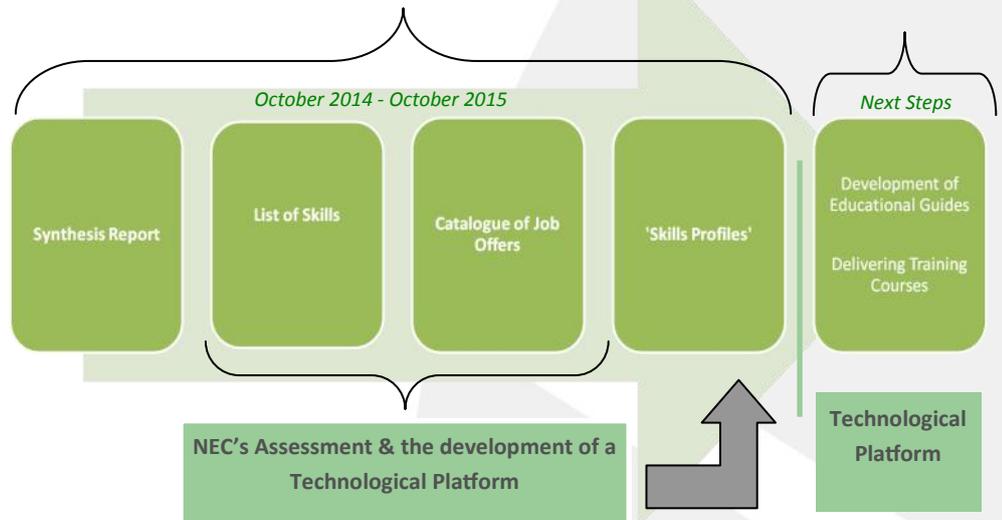
Based on surveys, conducted to each of the partner countries, the partnership conducted an analysis of the labour force in the construction sector, assessing the skills, abilities and technical and/or personal reasons that prevent workers finding new jobs in their professional field. The aim was to detect the work and training factors that make it impossible for construction sector professionals to get jobs that require new jobs and skills. The partners diagnosed the professional situation of construction personnel based on new competitive market demands and criteria of equal opportunities.

The outcome of this effort is the development of the ‘List of Skills’, the objective of which is to get known the employability of the construction sector labour force in terms of green jobs and sustainable construction.

‘Catalogue of Job Offers’

The aim of this task was to search for information about existing green job offers on the market.

More specifically, the partners conducted extensive research (analysing information from various sources, such as reports, statistical publications, interviews with employ-



ment agencies, etc.), in order to identify in the current labour market existing job opportunities tailored to the ‘green’ construction sector. **The result is the ‘Catalogue of Job Offers’ which provides a full description of the positions to be filled as well as the necessary (or expected) ‘green skills’ required.**

‘National Expert Committees’

National Expert Committees (NECs) have been set up in early summer 2015, in each one of the 5 participating countries, and they preceded to an analysis of the ‘List of Skills’ and existing job offers, (‘Catalogue of Job Offers’). NECs analysed in total 60 professions related to green building. Among them, 42 were chosen as those which will be in demand on the market in the future. **Each NEC provided useful recommendations in both the ‘List of Skills’ and the ‘Catalogue of Job Offers’, as their overall objective was to verify market demands in terms of job skills and to establish level of required experiences.**

‘Technological Platform’

A technological platform has been developed in order to **match the supply and demand of ‘Green’ job offers.** The platform constitutes a useful tool for the users, particularly in the next phase of the project

when training guides and courses will be developed. A project e-learning component will be built around modern open source Learning Management System (LMS) utilizing LAMP environment. Elements of Web 2.0 will be integrated, allowing wider audience feedback and networking. Peer to peer interaction will also be possible via LMS components like integrated forum and chat.

‘Skills Profiles’

Last but not least, the partnership developed **30 Skills profiles**, each one of which reflects the most essential characteristics of a given occupation (i.e. from Technicians for installation and maintenance of photovoltaic (PV) systems, to Installer of solar heating system and BIM Technicians), which include the level and field of education and training required, as well as the requirements in terms of knowledge, skills, abilities and attitudes. **Skills profiles represent the demand side of skill needs and can be compared with the supply side focused on the number and qualification of job holders**, while they are composed of 2 main parts:

- **Hard profile (Aptitudes)**, consisting of skills and competences acquired and developed through time.
- **Soft profile (Attitudes)**, which determine what and how much a person can do.

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Green Skills' next (final!) steps:

Developing and Delivering Training Programmes



One of the most important objectives of the Green Skills project, defined from the early beginning, is the introduction of a new business model of sustainable and competitive construction focusing on the skills and competences of the labour force. In this context, the partnership is currently working intensively on the development and delivery of training programmes.

'Educational Guides'

For each one of the 30 Skills profiles (identified in the previous process) which corresponds to a specific profession in the construction sector, the partners will elaborate and develop a corresponding "Educational Guide" that will include among others the job title, the course leader, the

target group, the objectives, the training method as well as the expected outcomes.

'Training courses'

The next step, each partner will facilitate from January 2016 to March 2016, 2 training courses (one for higher education graduates and one for technical education graduates), based on 2 previously selected Skills Profiles focusing on the general knowledge, skills, abilities and attributes that are reflected in each selected occupation.

Training courses will include:

- **Face-to-face education (presentations, working sessions, open discussions, technical trainings, etc.);**
- **e-learning (online courses, webinars, online videos, etc.);**
- **Practical training and visits.**

Common transversal material, like for instance legislation documents, practical tools and best practices, will be available on the Green Skills Platform for all the delivered courses there will be available on the Green Skills Platform.



Each participant will receive a 'Green Skills' "Certificate of Attendance"

Green Skills in high visibility events!

Green Skills at the 'EUSEW 2015' Policy Conference

The 'Green Skills' project was presented to the workshop entitled "'Greening' Europe's construction industry: challenges and opportunities", organised by the European office of Cyprus (dissemination leader of the Green Skills project), in cooperation with the Climate-KIC and ERRIN - European Regions Research & Innovation Network, in the framework of the high level Policy Conference of the EU Sustainable Energy Week 2015 (EUSEW).

The workshop took place on 17 June 2015, at the prestigious European Commission's Charlemagne building in Brussels and attracted more than 100 participants, such as stakeholders and decision-makers on local, regional, national and European level in the fields of energy, green construction,

employment and professional training.

The concept of the workshop had a twofold objective: to reflect on how energy and employment policies can come together to maximize the benefits of green growth and jobs; and to discuss changes in value chains in the construction sector and the effects on the green skills and professional training needs. Energy efficiency initiatives in EU countries that have a significant potential for job creation in this sector have been showcased during the workshop.

The workshop was moderated by **Richard Tuffs, Director of ERRIN**, and it featured high-level speakers: **Adrian M. Joyce, Secretary General of EuroACE**, the European



Highlights of the workshop

Alliance of Companies for Energy Efficiency in Buildings, **Radoslaw Owczarzak**, Policy Officer in the Sectorial Employment Challenges, Youth Employment and Entrepreneurship - Unit of DG for Employment, Social Affairs and Inclusion, **Roman Horvath**, Policy Officer at the DG Internal Market, Industry, Entrepreneurship and SMEs, **Marc Meuris**, Program-Manager, Team Leader in Alternative Thin Film PV/IMEC, and **Jon Bloomfield**, Coordinator of 'Making Transitions Happen' platform, Climate-KIC.

The "Green Skills" project and the first conclusions on employability in sustainable construction, obtained in the research phase of the project, were presented by **Laura Bas, Project Manager, PATER**.

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This project is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013). This programme is implemented by the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment, social affairs and equal opportunities area, and thereby contribute to the achievement of the Europe 2020 Strategy goals in these fields. The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-28, EFTA-EEA and EU candidate and pre-candidate countries. The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

'Green Skills' project presented at Open Days 2015

The 'Green Skills' project was presented during the workshop entitled "Regions Contributing to the goals of the Energy Union", giving participants the opportunity to experience the results of this PROGRESS initiative.

The workshop was organised on 13 October 2015, in the framework of the 13th OPEN DAYS 2015. The European Office of Cyprus was involved in the organisation of the workshop along with other seven regional representative offices in Brussels (East of England, Silesia, Warmia-Mazury, West Norway, Sardinia, Province of Flevoland and Mid Norway).

The workshop was split in two parts:

- The first part was focused on the presentation of good practices, examining the way in which local and regional authorities can support the development of green skills and activities to ensure that the local workforce is equipped to achieve the ambitions of the EU's Energy Union;



Highlights of the workshop

- The second part of the event was opened by Mr. Vincent Berrutto, Head of Energy Unit of the Executive Agency for SMEs -EASME, who presented the funding opportunities of the "Horizon 2020" in the energy sector on the local authorities, followed by an innovative "brokerage session", which provided the opportunity for participants to network and to develop transnational cooperation ideas.

The workshop was attended by many stakeholders active in the fields of energy efficiency and sustainable energy approaches. Xavier Melero, Communication Manager, PATER, explained to the audience the main outcomes of the 'Green Skills' project, as well as the forthcoming objectives of such initiative, while he moderated also the discussion on the 'Green Skills and Jobs' thematic table during the brokerage event.

'Connecting People for GREEN SKILLS' FINAL CONFERENCE

The consortium is organising the project's final conference, which will mark the end of the EU funding of the project. Each partner will analyse the main outcomes of the 'Green Skills' project as well as the main results of the trainings in each detected specialty. Experts from each 'National Expert Committee' will participate also in an effort to foster a discussion targeted to the local realities.

The **objective of this event** is to present the potential of "green" jobs in tackling unemployment in the construction sector and to highlight the need to match the demand for labour with skills, while anticipating and managing change in terms of the need for human capital.

The conference will showcase the implemented activities and the transferability of the achieved results of the 'Green Skills' project, as well as a number of best practices from EU countries that have a significant potential for job creation in this sector.



SAVE THE DATE!
"Connecting People for Green Skills"
FINAL CONFERENCE

1 March 2016, 9:30 - 14:30

Venue: Committee of the Regions,
Rue Belliard 99-101, B-1040 Brussels
Registration:

<http://greenskillsproject.eu/final-conference>

Green Skills' Partnership

	Territorial Employment Pact in la Ribera - (PATER) - Spain www.pater.es		Polish Association of Construction Employers (PZPB) - Poland www.pzpb.com.pl
	DANMAR Computers Ltd Poland www.danmar-computers.com.pl		Valencian Association of Construction Companies (FEVEC) - Spain www.fevec.com
	European Office of Cyprus (EOC) Cyprus www.eoc.org.cy		Valencian Institute of Building (IVE) Spain www.five.es
	GATE 21 Denmark www.gate21.dk		Vilnius Builders Training Centre (VSRC) - Lithuania www.vsrc.lt

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