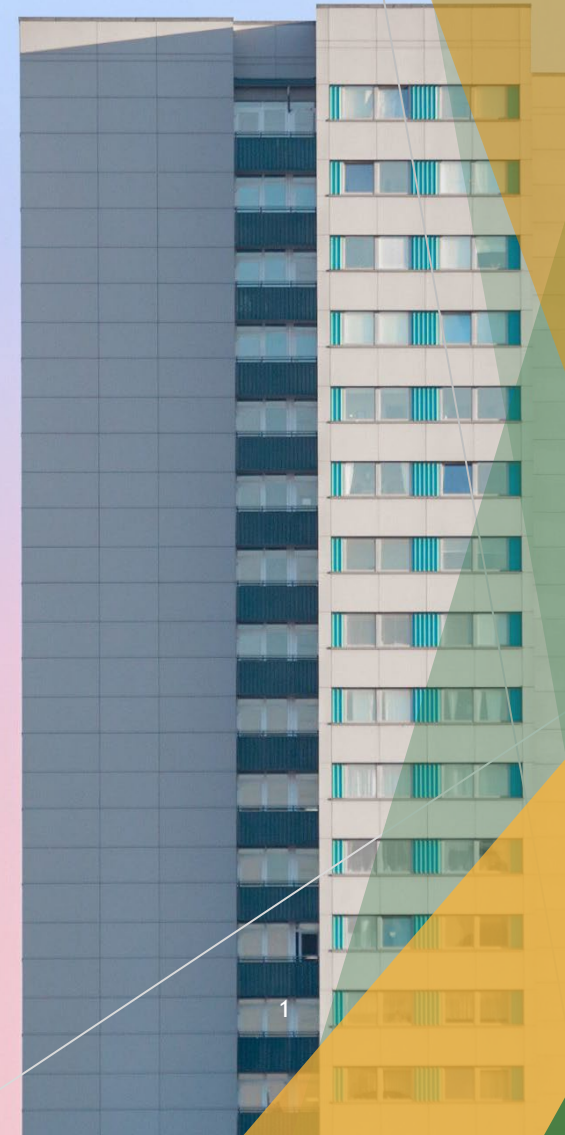
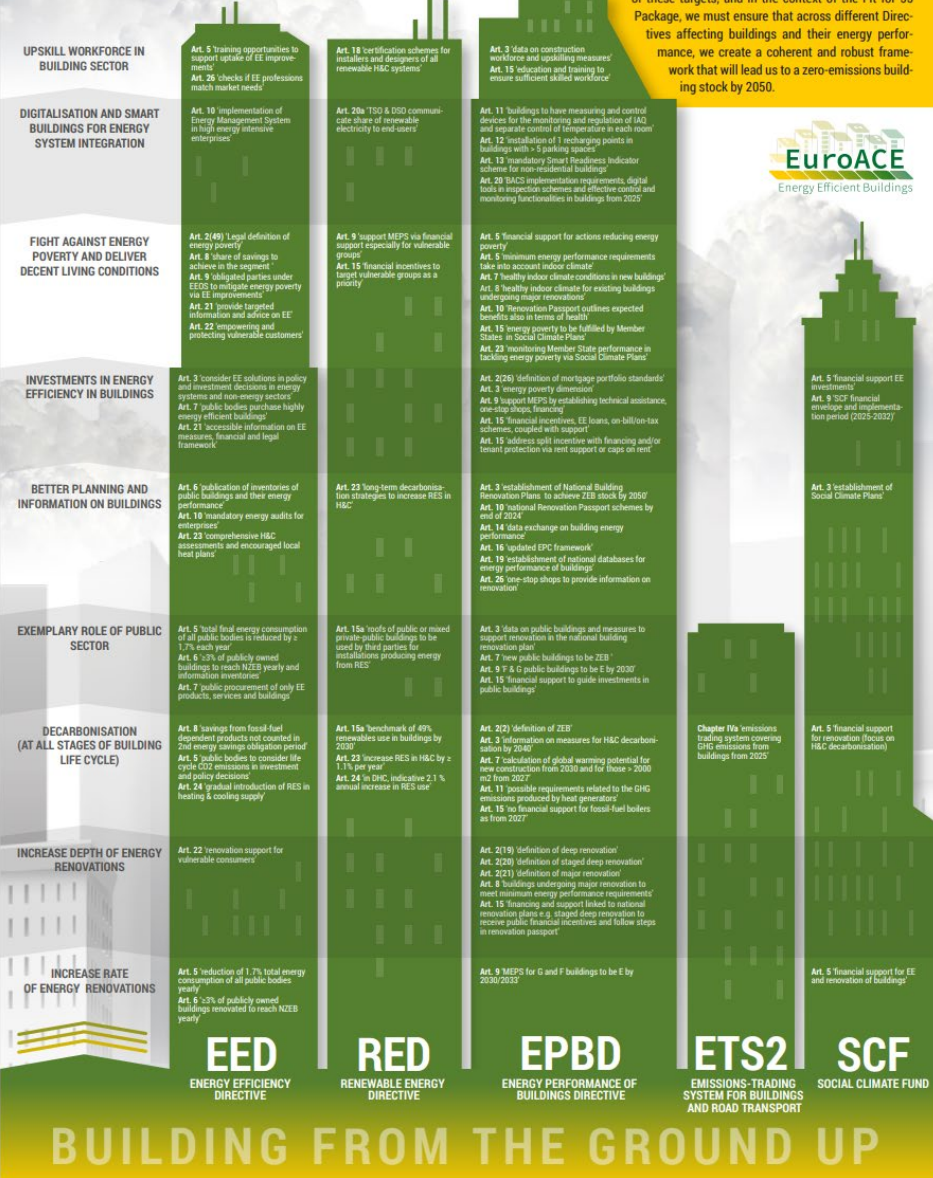


Skills and Training for the Clean Transition A European Perspective

Adrian Joyce
Secretary General
Efficient Buildings Europe (EuroACE)



BUILDINGS IN THE FIT FOR 55 PACKAGE FOR A CLIMATE NEUTRAL ECONOMY IN 2050



Buildings in the Fit for 55 Package

- Requirements spread over several pieces of legislation
- Last one (EPBD) signed by EU co-legislators on the 24th of April 2024
- Now time for delivery in member states via good transposition
- Can lead to efficient, decarbonised, and flexible buildings

EU Level Targets for Buildings

EPBD:

- All buildings to be Zero Emission Buildings (ZEB) by 2050

Renovation Wave Strategy – all by 2030:

- Reduce GHG emissions from buildings by 60%
- Reduce energy demand of buildings by 14%
- Deep energy renovate 35m building units

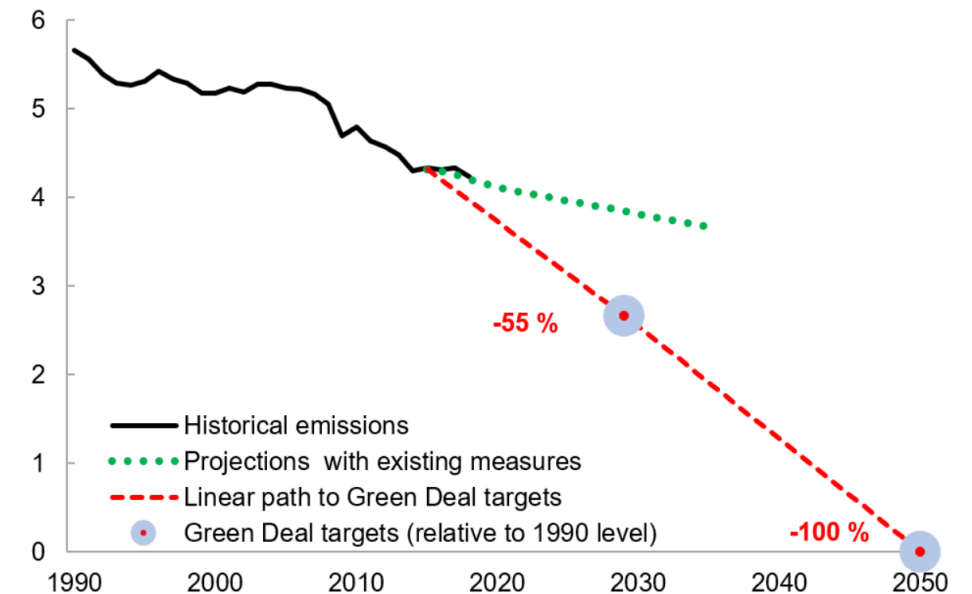
EU Level Objectives (Benefits)

- **Create quality jobs**
 - Renovation Wave suggests 160,000 by 2030
 - Renovate Europe expects closer to 2,000,000 by 2030
- **Alleviate energy poverty**
 - Today about 1 in 4 households are at risk of energy poverty
 - About 1 in 5 households can't keep their homes adequately cool
- **Increase energy security**
 - Reduce heating and cooling needs by 18% by 2030 – 80% provided by fossil fuels
 - Achieve MEPS target and save equivalent of 41 billion cubic metres of gas imports
- **Maintain global leadership**
 - Get on to the correct trajectory to achieve 2050 targets

New EU targets

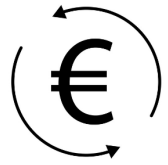
The European Union proposes an ambitious reduction of emissions.

(millions of kilotons of CO₂ equivalents)



Sources: United Nations Framework Convention on Climate Change; and European Environment Agency.

Overview - EU Construction Sector



€1,4
trillion **Annual
Turnover** - 9%
of EU GDP



About 25
million **jobs**



About 3.5
million
enterprises



97% of
enterprises
have less than
10 employees

Overview - EU Construction Workforce

Source: EFBWW [Report](#) May 2023

➤ Current state of play

- Ageing workforce
- Cheap unskilled labour
- Long subcontracting chains
- High levels of insecurity
- Hazardous working conditions

➤ The challenges

- Understanding the needs to achieve EU targets
- Describing the new skills needed
- Preparing a gap analysis
- Financing the training and upskilling
- Attracting young workers
- Creating a defined career path for all trades

Overview - Types of Training Needs

Source: EFBWW [Report](#) May 2023

➤ For renovation/decarbonisation

- Specialised energy efficiency technologies
- Climate literacy
- Occupational health and safety (IE does well here)
- Digitalisation skills
- Understanding renewable energy sources

➤ But...

- Lack of available data
- Methodological issues
- Market pressures

Overview - Key Numbers on EE Training

Source: EFBWW [Report](#) May 2023

- Today about 8.5m workers in EE renovation
- About 1.6m more will be needed by 2030

- Between 3.5m and 4.5m will need EE training
- About 10m will need basic climate literacy training

- Between 100k and 112k OSH managers needed
- Between 300 and 5,300 labour inspectors needed

Opportunities at EU Level

- EU competence is limited
- Build Up Skills
 - Increasing the number of skilled EE workers country by country
- Recovery and Resilience Fund
 - Croatia – focus on EE and seismic stability
 - Romania – specialised university courses to be established
 - Ireland – Green Skills Action Programme
- Pact for Skills
 - Building a picture of the skills needs
 - Advising on funding instruments
 - Creating large-scale skills partnerships (LSP's)
 - Information for construction [here](#)
- European Year of Skills (2024)
 - Encouraging events and activities on skills across the EU

EU Project - Construction Blueprint

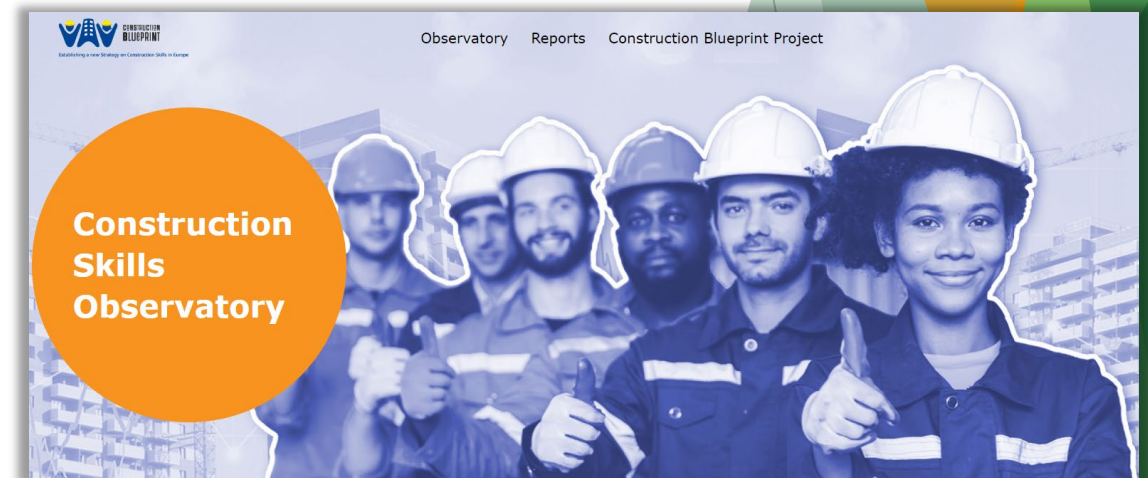
Source: project [website](#)

➤ Main features

- Part of Erasmus+ Programme of the EU
- 12 countries, 24 partners (for IE it's TUS)
- Main themes are EE, Digitalisation, Circular Economy

➤ Some outputs

- Training curricula for upskilling and reskilling
- Creating and maintaining the [Construction Skills Observatory](#)
- Reports e.g., on Technical Skills and on Transversal Skills





What is Industry Doing?

➤ Renovate Europe Campaign

- Mapping the actions of the RRF
- Special report on Skills

➤ At company level

- Opening and managing training centres for their products and systems
- Undertaking market intelligence surveys to anticipate needs
- Innovating to ease the installation process

➤ Efficient Buildings Europe (EuroACE)

- Developing an Efficient Buildings Delivery Alliance for the next 5 years
- Creating the buildings blocks for success
- Includes a pillar on skills built on the concept of an **Energy Efficiency Academy** being prepared by our partner organisation EU-ASE

OVERVIEW OF STATE OF PLAY AT NATIONAL LEVEL

The table below shows incidence of different policy types found in Member States' Long-term Renovation Strategies and feedback from Renovate Europe's National Partners. The table is a simplified version of the tables found in the annex, which contains brief descriptions of the initiatives identified in each Member State.

	 Crafts-person training programmes	 White-collar training programmes	 Certification system	 Continuous training	 Online learning / MOOC	 Attractiveness of sector	 Facilitation of access to upskilling / coalitions	 Creation of occupation profiles
Austria		✓	✓	✓			✓	
Belgium	✓						✓	
Bulgaria	✓	✓						
Croatia	✓	✓					✓	✓
Czechia	✓		✓	✓	✓			✓
Denmark	✓	✓	✓	✓	✓		✓	
France	✓	✓	✓		✓		✓	
Germany	✓	✓	✓	✓			✓	✓
Greece								
Hungary	✓	✓			✓		✓	✓
Ireland	✓	✓	✓		✓		✓	✓
Italy	✓	✓	✓					✓
Latvia			✓					
Netherlands	✓						✓	✓
Poland			✓					
Romania	✓	✓	✓					
Slovakia	✓	✓			✓			✓
Slovenia	✓	✓	✓	✓			✓	
Spain		✓						

This table and national tables in the annex are subject to change as more data is collected.



➤ Categories:

- Craftsperson training (14)
- White-collar training (13)
- Certification system (11)
- Continuous training (5)
- Online learning/MOOC (6)
- Attractiveness of the sector (0)
- Facilitation of access to upskilling (10)
- Creation of occupation profiles (8)
- Total identified: 67 initiatives

What Legal Provisions at EU Level?

➤ Energy Performance of Buildings Directive

- Member states (MS) must develop National Building Renovation Plans that *inter alia* contain an evaluation of capacity, projections of needed workforce, overview of skills gaps, education opportunities, targeted training programmes
- MS shall provide guidance and training for those that will implement the EPBD
- MS shall certify experts issuing energy performance certificates (EPC)
- MS shall put in place measures and financing to ensure there is sufficient workforce with the appropriate skills

Deadline for full transposition: June 2026

- First draft of NBRP's: end 2025



Other Directives

➤ EED

- MS to support public bodies, providing guidelines, promoting competence building, skills acquisition, and training opportunities”
- MS to set up the network ensuring EE professions match market needs’
- Promote participation in certification, training and education programmes’

➤ RED:

- Certification schemes for installers and designers of all RES H&C systems
- Training provider to ensure adaptation of training to new RES technologies in buildings

Attractiveness Through Innovation

➤ Industrialised approaches to renovation

- Increase off-site construction – bring the bulk of work indoors
- Leverage 3-d surveying and computer modelling
- Establish factories delivering mass customisation

- Higher quality results
- Less time onsite = less disruption and more acceptance
- Attractive to a young cohort of workers

- Whole new sets of skills needed for this approach
- References:
 - energiesproong [global alliance](#)
 - [Renovation giga factory](#)

About EuroACE

16 Member Companies,
Cross-sector representation:



More than 280,000 employees

More than 1,100 production facilities
and office locations in the EU



Thank You For Your Attention!

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