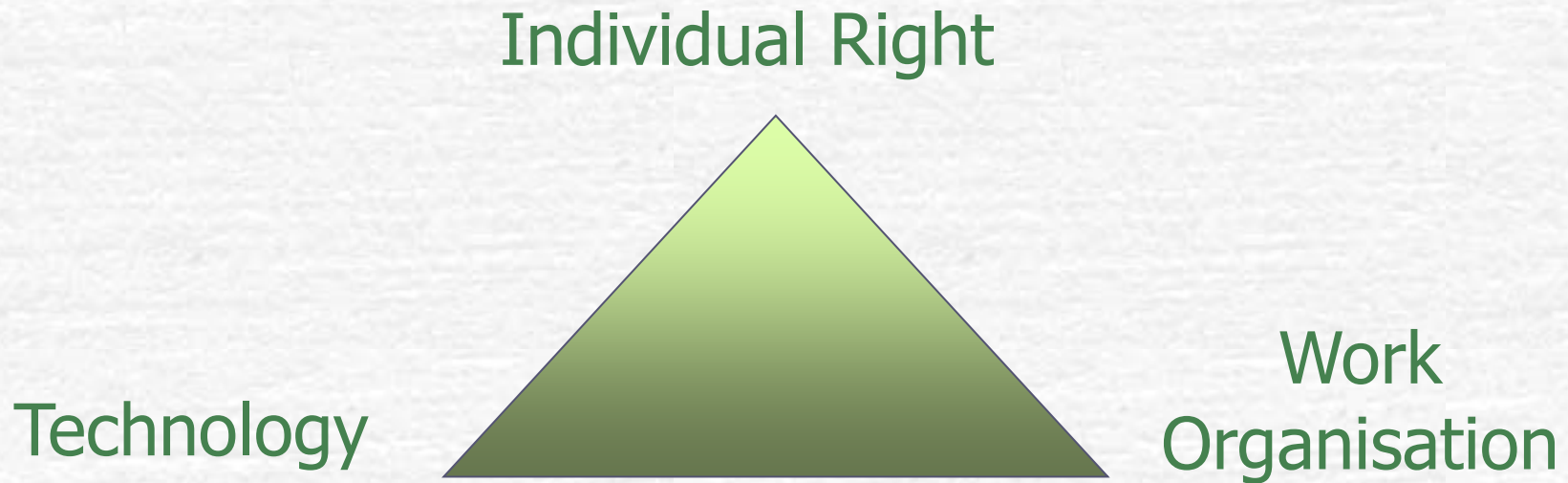


# Vocational Training in the stress field of:



# Upskilling - Energy Renovation

## Points for Discussion about new skills

- Co-ordinating CVET to meet current challenges including upgrading of abilities of existing workforces.
- Addressing recruitment and retention profile in the sector.
- Ensuring 'real' as opposed to 'paper' compliance to NZEB directives.
- Addressing interface and project 'big picture' issues in both IVET and CVET.
- Addressing uneven development of NZEB capacity in different partner countries and implications for labour mobility.
- Reflecting on the various VET systems

# Upskilling - Energy Renovation

## Features of a strong response

- Broadly based IVET qualifications
- Robust consultative structures for upgrading VET and qualifications
- Financial mechanisms for innovation
- Relatively well-qualified workforce
- Evidence of upgrading of existing qualifications and development of new ones
- New CVET curricula for supervisory level

# Upskilling - Energy Renovation

## Implications for training

- ❑ Need for qualifications to deal with:
  - Occupational interfaces
  - Communication, co-ordination
  - Project management abilities
- ❑ Major issue with I+CVET to:
  - Upgrade abilities of existing workforce in NZEB techniques and awareness; New combination of materials; Prefabricated construction elements; Wood
- ❑ Framework conditions
  - To provide career path in NZEB building.
  - Mutual recognition of qualifications



## Changing quality of workforce

- **New *LEC* occupations** reported for example:
  - *Belgium*, insulation thermal bridging, wooden frame work;
  - *Bulgaria*, insulation, heat pump and boiler installation;
  - *Finland*, heat pump and cooling device installation, electrics;
  - *Germany*, ‘certified renewable energy specialist’;
  - *Ireland*, bio-mass heating and heat pump installation + air permeability testing and energy assessors; *Poland*, thermal insulation)
  
- **Varying skill levels** e.g. *Belgium* 62% skilled, 32% semi-skilled, 16% labourer; *Finland*, 17.4% low skilled; *Ireland*, relatively low qualification levels; *Poland*, many informal including teams