



Part B – Detailed Description of the action

Call for Proposals 2013

Call identifier: CIP-IEE-2013

Full title of the action:	Building Refurbishment with Increased Competence, Knowledge and Skills
Action Acronym:	BRICKS
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BUILD UP Skills – Pillar II

[CIP-IEE-PROMO-BWI]

Deadline: **Thursday 28 November 2013, 17:00** (Brussels local time)

*BUILD UP Skills is the EU's new Initiative on
Training and Qualification of the Building Workforce*

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1. Summary

(a) Abstract

The BRICKS (Building Refurbishment with Increased Competences, Knowledge and Skills) project aims at developing tools and methodologies to set up training systems to increase the knowledge, skills and competences of workers in the field of buildings refurbishment in order to intensify the introduction of Renewable Energy Sources (RES) and improve Energy Efficiency (EE) in the old as well as in the new buildings to reach Almost Nearly Zero Building (ANZB) stocks by 2020.

To achieve this important objective the main tasks of the project are:

- Develop qualification schemas based on the output of the Italian Build Up Skills Manual produced in Pillar one and on some pilot experiences developed in the last years in several EU projects.
- Identify the strategy to remove the obstacles detected in the BUS roadmap to promote VET (Vocational & Educational Training) qualification schema and certification criteria to meet the new requirements as, for instance, the onsite workers qualification schema, but also certification of non-formal and informal competences necessary to meet the request of RES and BPED directives.
- Promote/implement local good practices at national level
- Start the development of national standards (UNI/CEI) for the different workers profiles based on the EQF schemas and produce the first draft standards.
- Set up the certification procedure with accredited bodies
- Produce learning content to be shared among all the VET systems
- Promote the training of trainers and their qualification
- Promote pilot studies for training the workers on the construction sites
- Promote a quality label for the enterprises recruiting qualified workers
- Promote the endorsement campaign and a mutual recognition among the Italian regions and Italian chambers of commerce
- Promote mutual recognition with other European countries with other “pillar II projects” winners. It could be Germany where many Italian workers are employed and Romania where many workers come from.
- Activate a communication campaign at local, regional, national and European level to leverage public tender involved in the buildings refurbishment
- Promote European and National events for “cross fertilization” effect

(b) Major outputs & expected results

The major outputs of the project will be the following:

- Engagement of the largest number of key stakeholders to endorse the certification of non-formal and informal competences aligned with European and National Qualification framework
- A general plan for performance/requirements indicators related to training courses
- Promotion of national certification models;
- Promotion of procedures for accredited training centres;
- National draft standards (UNI/CEI) for installers of both traditional and RES installers and any other building workers based on the EQF schemas developed in other EU projects. The project lifetime doesn't allow the completion of the standardization process, thus during the project there will be the possibility to start the path and to produce draft standards that will be completed after the conclusion of BRICKS.
- Creation of innovative profiles for qualified and accredited Building operator (Bo) - coat thermal insulation specialization, Plumbing & Heating Operator (Pho) - geothermal

specialization, (the standard on geothermal installers is in an advanced stage of development), Electronic technician (Et) - building automation specialization, biomass boilers and stoves installers.

- Creation of qualified trainers suitable to conducting Advanced On the Job Training (AOJT)
- A shared view of the qualification requirements for the categories of workers and trainers developed in BRICKS as well as other pilot actions.
- The alignment of formal, non-formal and informal competences to be recognized in a certification center based on a stakeholder agreement on the qualification schemas.
- The setup and implementation of a quality label to diversify enterprises employing certified workers by all the others.
- Wide communication by the use of several media tailored around different targets.
- Better exploitation of any good practice developed at regional, national or European level.
- Better acceptance of the BRICKS models and/or qualification/certification systems among all the stakeholders.
- A formal model, the Memorandum of Understanding, signed by the main stakeholders at national and regional level who have already committed themselves to endorse BRICKS achievements.
- Participation in EU exchange activities

(c) Quantified impacts of your action

Common Performance Indicators	Target within the action duration:	Target by 2020:
Number of training courses triggered by the action	6 courses (3 Trainer + 3 Workers) developed within BRICKS project. 180 Trainer Courses and 7.500 Worker Courses (2014-2015-2016 Years) will developed By Regions, Provinces and private body.	80 Trainer Courses and 25.000 worker Courses (2017-2020 Years) will developed By Regions, Provinces and private body.
Number of people that will be trained	15 Trainers (3 Courses x 5 Trainers) 45 Workers (3 Courses x 15 Workers) trained during the pilots. 2.600 Trainers (2015-2016 Years) 113.000 Workers (2014-2015-2016 Years) will trained By Regions, Provinces and private body.	1.250 Trainers (2017-2020 Years) 368.000 Workers (2017-2020 Years) will trained By Regions, Provinces and private body.
Number of hours taught in the frame of the courses triggered	300 hours (3 Trainer Courses x 60 hours + 3 Workers Courses x 40 hours) will taught during the pilots. 310.800 hours (180 Trainer Courses x 60 hours + 7.500 Worker Courses x 40 hours) (2014-2015-2016 Years) will taught By Regions, Provinces and private body.	1.004.800 hours (80 Trainer Courses x 60 hours + 25.000 Worker Courses x 40 hours) (2017-2020 Years) will taught By Regions, Provinces and private body.
Estimated specific cost to qualify each trainee	1.600 Euro/trainee	1.000 Euro/trainee
Renewable Energy production triggered	541.000 (2014-2015-2016 Years) Toe	2.303.000 (2014-2020 Years) Toe
Primary energy savings compared to project actions	418.900 (2014-2015-2016 Years) Toe	1.783.000 (2014-2020 Years) Toe
Reduction of greenhouse gas emissions	631.700 (2014-2015-2016 Years) Ton CO ₂ e	2.689.000 (2014-2020Years) Ton CO ₂ e

Calculation of the short-term impacts - Project Duration

PEOPLE INVOLVED IN THE PROJECT

	Project duration			Tot
	2014	2015	2016	
The training courses for the trainers and the blue-collars will be run in three years of the project.				
n. trainers to be trained (1° generation)	15	460	180	655
n. blue-collars who are trained by 1° generation trainers	45	2.000	6.000	8.045
n. trainers (2° generation) who are trained by 1° generation trainers	0	450	1.500	1.950
n. blue-collars who are trained by the 2° generation trainers	0	0	12.000	12.000
n. blue-collars to be upgraded	3.200	24.800	65.200	93.200
Total trained blue-collars	3.245	26.800	83.200	113.245

IMPACTS OF ONE WORKERS FOR THE PROJECT DURATION

	Project duration				Tot	
	2014	2015	2016			
Annual energy savings (EE building Requalification)	0,004	0,004	0,004	ktoe/yr	0,011	ktoe
Annual renewable energy production triggered (RES system installation)	0,005	0,005	0,005	ktoe/yr	0,014	ktoe
Annual GHG savings	0,006	0,006	0,006	ktCO ₂ /yr	0,017	ktCO ₂
Cumulative investment triggered	107.700	107.700	107.700	€/yr	323.100	€/Workers

PROJECT SHORT-TERM IMPACTS

	Project duration				Tot	
	2014	2015	2016			
n. blue-collar workers	3.245	26.800	83.200		113.245,0	
Annual energy savings by the end of the project	12,0	99,1	307,7	ktoe/yr	418,9	ktoe
Renewable energy production triggered by the end of the project	15,5	128,0	397,4	ktoe/yr	541,0	ktoe
Annual GHG savings by the end of the project	18,1	149,5	464,1	ktCO ₂ /yr	631,7	ktCO ₂
Cumulative investment triggered by the end of the project	349.486.718	2.886.361.802	8.960.645.595	€/yr	12.196.494.116	€

Calculation of the long-term impacts - By 2020

Number of people who are involved in the project

	short-term Tot	Minimum impact in 2020				Tot
		2017	2018	2019	2020	
n. trainers to be trained (1° generation)	655	180	90	45	45	360
n. blue-collar workers who are trained by 1° generation trainers	8.045	6.000	12.000	18.000	24.000	60.000
n. trainers (2° generation) who are trained by 1° generation trainers	1.950	450	220	110	110	890
n. blue-collar workers who are trained by the 2° generation trainers	12.000	12.000	12.000	12.000	12.000	48.000
n. blue-collar workers to be upgraded	93.200	65.200	65.200	65.200	65.200	260.800
Total blue-collar workers trained	113.245	83.200	89.200	95.200	101.200	368.800

IMPACTS OF ONE WORKERS BY 2020

	2014	Annual impact of one worker				Tot	
		2017	2018	2019	2020		
Annual energy savings (EE building Requalification)	0,004	0,004	0,004	0,004	0,004	0,015	ktoe
Annual renewable energy production triggered (RES plants installation)	0,005	0,005	0,005	0,005	0,005	0,019	ktoe
Annual GHG savings	0,006	0,006	0,006	0,006	0,006	0,022	ktCO ₂
Cumulative investment triggered	107.700	107.700	107.700	107.700	107.700	430.800	€

PROJECT LONG-TERM IMPACTS

	short-term Tot	Minimum impact in 2020				Short + Long Tot	
		2017	2018	2019	2020		
n. trainers	2.605	630	310	155	155	3.855	
n. blue-collar workers	113.245	83.200	89.200	95.200	101.200	482.045	
Annual energy savings by the end of the project	418,9	307,7	329,9	352,1	374,3	1.783	ktoe
Renewable energy production triggered by the end of the project	541,0	397,4	426,1	454,8	483,4	2.303	ktoe
Annual GHG savings by the end of the project	631,7	464,1	497,6	531,1	564,6	2.689	ktCO ₂
Cumulative investment triggered by the end of the project	12.196.494.116	8.960.645.595	9.606.845.999	10.253.046.402	10.899.246.806	51.916.278.917	€

The evaluation has been made on the basis of the fact that the BRICKS initiative allows all the Italian VET systems, public and private ones, to take advantage of the methodologies, the learning content and the qualification schema realized by the partnership managed by the Italian national Agency for

energy efficiency. The figures for the 2020 target could depend very much on the real commitment of the Regions which are the main subject capable to push the training market in this direction. An important role is also the one of producers and craft organization who should envisage the importance of investing on human resources as one of the main assets of their business. For this reason the communication has been considered very important.

2. Description of the institutions involved in the proposed action

During the lifetime of Build up skills-Italy project, a lot of stakeholders, more than one hundred, had shown their interest on the outcome of this initiative hoping that it could be more “operative”. ENEA received many requests for training and qualifying trainers, but it was unable to respond, as the Italian legislation allows only to institutions accredited by the regions to release “qualifications”. To solve this problem it has been decided to involve all the regions and three Ministries. Besides this involvement we have also obtained the engagement of other organizations who will contribute with good practices or with the dissemination in other contexts. The idea is to increase synergies with other funded projects in order to have a “concerted action” to reach the objectives identified in the Italian roadmap. For example, learning materials or good practices produced in any other project will be integrated in the BRICKS web site for a better dissemination at local and national level. The main actors are listed in the table.

(a) Engagement of relevant market actors:

Name of organisation	Person(s) to be involved (where known already)	Type of organisation	Role in the process	Letter of Support attached (Yes/no)
1. Ministero dell' Ambiente	It will be decided by the Minister	Ministry	National legislation	Yes
2. Ministero dello sviluppo economico*		Ministry	National legislation	No
3. Ministero dell' Istruzione	Edvige Mastantuono	Ministry	National education system	Yes
4. Regione Piemonte	Antonella Giancesin	Regional Administration	Endorsement of BRICKS results	Yes
5. Regione Lombardia	Mauro Fasano Fabrizio Piccarolo	Regional Administration	Endorsement of BRICKS results	Yes
6. Regione Liguria	Erminio Grazioso	Regional Administration	Endorsement of BRICKS results	Yes
7. Regione Emilia-Romagna	Rossana Rinaldi Gioia Salvioli	Regional Administration	Endorsement of BRICKS results	Yes
8. Friuli Venezia Giulia		Regional Administration	Endorsement of BRICKS results	Yes
9. Regione Toscana	Marco Masi Francesca Ceccarini	Regional Administration	Endorsement of BRICKS results	Yes
10. Regione Marche	Sviluppo Marche Agency	Regional Administration	Endorsement of BRICKS results	Yes
11. Regione Abruzzo	Iris Flacco	Regional Administration	Endorsement of BRICKS results	Yes
12. Regione Sardegna*		Regional Administration	Endorsement of BRICKS results	No
13. Regione Basilicata	Giuseppe Bianchini	Regional Administration	Endorsement of BRICKS results	Yes
14. Regione Puglia	Adriana Agrimi	Regional Administration	Endorsement of BRICKS results	Yes
15. Regione Sicilia*		Regional Administration	Endorsement of BRICKS results	No

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16. Regione Campania	Gerardo De Paola	Regional Administration	Endorsement of BRICKS results	Yes
17. Provincia autonoma di Bolzano	Petra Seppi Ulrich Klammsteiner	Regional Administration	Endorsement of BRICKS results	Yes
18. Provincia autonoma di Trento*		Regional Administration	Endorsement of BRICKS results	No
19. Provincia di Siena	Marianna Bucalossi	Provincial Administration of Tuscany region	Endorsement of BRICKS results	Yes
20. Provincia di Pistoia	Anna Pesce Roberto Spini	Provincial Administration of Tuscany region	Endorsement of BRICKS results	Yes
21. Comune Val d'Elsa	Iuri Bruni	Town administration of Tuscany region	Endorsement of BRICKS results	Yes
22. Alma graduate school	Pasquale Lovino	Bologna University (Emilia-Romagna region)	Training institute	Yes
23. Associazione industriali Parmense	Cesare Azzali	Industrial Association (Emilia-Romagna region)	Training and Endorsement of BRICKS results	Yes
24. Confartigianato Pistoia	Roberto Ferri	Craft association (Tuscany region)	Training and Endorsement of BRICKS results	Yes
25. Confindustria Pistoia	Francesco Puccioni	Industrial Association (Tuscany region)	Training and Endorsement of BRICKS results	Yes
26. Confindustria Siena	Alessandro Botti	Industrial Association (Tuscany region)	Training and Endorsement of BRICKS results	Yes
27. ITS Ferrara	Chiara Pancaldi	VET system (Emilia-Romagna region)	Training and Endorsement of BRICKS results	Yes
28. ENAIP Trentino	Maria Cristina Bridi	VET system (Trentino region)	Training and Endorsement of BRICKS results	Yes
29. Ente Senese Scuola edile	Monica Brogi	VET system (Tuscany region)	Training and Endorsement of BRICKS results	Yes
30. Immergas	Daniele Vecchi	RES producer with national and European network	Training and Endorsement of BRICKS results	Yes
31. Keymedia group	Ottavio Margini	Consulting agency Emilia-Romagna region	Training and Endorsement of BRICKS results	Yes
32. Scuola edile di Arezzo	Andrea Bigazzi	VET system (Tuscany region)	Training and Endorsement of BRICKS results	Yes
33. Università la Sapienza	Matteo Clemente	University in Lazio region	Architects involved in sustainable building	Yes
34. ACCREDIA	Gianluca Qualano	National accreditation organization	National Accreditation of organization Certifying personnel	Yes
35. UNI	Ruggero Lensi	National standard Body	Development and processing technical standard	Yes
36. AICQ SICEV	Roberto De Pari	Accreditation Body of organization Certifying Personnel	Supporting set up a qualification schema.	Yes
37. CEV	Luca Riboli	Central Purchasing Body (CPB) for the procurement of energy	Contribute to all phases of dissemination and awareness campaign of the project	Yes
38. GEOHP	Alberto Stella	Geothermal energy producers associations	Endorsement of BRICKS results	Yes

39. Environmental Park	Stefano Dotta	Organization for sustainable development of the Piemonte region	Subcontractor of CSA partner engaging Piemonte Region in the process	Yes
40. Lucense	Elisa Tintori	Organization for sustainable development of the Tuscany region	Subcontractor of ITS partner promoting best practices developed in the REE-trofit project	Yes
41. Unioncamere Calabria	Irene Valentina Lupis	Chamber of Commerce of Calabria region	Training and Endorsement of BRICKS results	Yes
42. Università Mediterranea di Reggio Calabria	Pasquale Giuseppe Filianoti	Mediterranean University of Calabria Region	Training and Endorsement of BRICKS results	Yes

* The letters are ready to be signed but the administrative process is not yet concluded

(b) Consortium:

Overview of consortium members:

The consortium is quite numerous because, since we want to ensure the presence of partners strictly linked to the majority of the Italian regions and, from the other side, because of the “spending review” the public organizations have really hard time to manage subcontracts, especially if a co-financing is foreseen. Therefore some of the partners, which in theory could be subcontractors, have been included as cobeneficiaries but with a lower budget.

Part. N°	Participant name	Short name	Country code	Profile of the organisation*	Main role in the Consortium**
CO1	Italian National agency for new technologies, Energy and sustainable economic development	ENEA	IT	National public body	Coordination, communication, technical expertise in energy efficiency and renewable energy, expert of EQF, ECVET systems and certification of Personnel.
CB2	CS Aziendale	CSA	IT	Consultancy and training consortium	Expertise in the field of developing reference practices for specific market sector, WP leader for the qualification schema and certification criteria
CB3	General Association Italian Cooperatives	AGCI	IT	National association	Communication and dissemination thanks to the network and many channels in the whole national territory; pilot activities for the experience of on job training modeling
CB4	ITS Energy and Environment	ITS	IT	Higher School in field of the Energy and Environment	One of the energy poles promoted by the Ministry of Education, VET and Education expertise, network of enterprises; WP leader of Standards development and quality label,
CB5	Archimedes181 s.r.l	ARCHIM EDE	IT	Communication private company	Communication, video production, expertise in the use of new social media and experience in “sustainable architecture”
CB6	Italian Union of Chambers of commerce	UNIONC AMERE	IT	National institution	Unioncamere supports for the endorsement, thanks to the network of chambers of commerce. Technical expertise for enterprise quality label
CB7	Institute for the promotion of technology innovation	ISNOVA	IT	Professional and training body	E-learning materials development, experience and technical background in capacity building in the energy sector
CB8	Italian Thermotechnical Committee Energy & Environment - CTI	CTI	IT	Standardization body federate to UNI	CTI is the standardization body that, on behalf of UNI, develops national standards and work on CEN and ISO standards at international level in the thermo-technical field. Task leader for the development of standards.

CB9	ECUBA LTD	ECUBA	IT	Private Commercial Organization	Long experience in participating to EU projects in the field of energy efficiency working in close contact with Emilia-Romagna region
CB10	Lombardia Foundation for the Environment	FLA	IT	Private Non-Profit making Organization	Non-profit scientific foundation working for sustainable development in the Lombardia Region
CB11	SVIM - SVILUPPO MARCHE SPA	SVIM	IT	Regional development agency of Marche Region authority	SVIM supports the implementation of Regional Operative Programme in Marche Region with major activities in the implementation of sustainable energy policies
CB12	National Technological District for Energy	DITNE	IT	National association for energy efficiency	Network of Italian universities, research centers and companies actively involved in the energy sector based in Puglia region
CB13	Italian network of local energy agencies	RENAEL	IT	National network of regional energy agency	Network of local energy agency promoting policies and training for energy efficiency
CB14	MESOS - innovation and training advice	MESOS	IT	Spin off of Impact consortium established in ENEA	Expert in qualification of installers and designers in the energy sector. Is the first Italian enterprise which started third part certification for installers
CB15	CasaClima agency	CasaClima	IT	Eco-building association	Public agency for building certification and capacity building of Bolzano Province

3. Overview of the Starting Point of the Proposed Action

(a) National strategies in the building sector to contribute to the EU 2020 energy targets

The national Italian qualification framework contains the description of all the professionals which could be related to EE and RES. All them need to be updated in order to satisfy the request of specialized professionals in the building sector. These professionals are now qualified only based on formal professional schools of three years (operators) or four years (technicians). We are not aware of any example of validation of credits of informal and non-formal learning in the building sector. Furthermore, there is the lack of unified National system of qualification for the workers in EE and RES for buildings. At the same time, it is not possible to prioritize the sector where workers need to be skilled because of the climate diversity we have at national level, therefore it was considered to be more important to set up a national methodology for validating non-formal and informal training in some specific sectors rather than to go into detail of a particular professional skill. The prioritization of the needs of skills should be left to the Regions. Finally, no common rules are available for the definitions of competences, knowledge and skills of such professionals, except for few categories at national level (e.g. Energy managers in Italy well defined by the national standard UNI CEI 11339 produced by CTI on behalf of UNI and Geothermal systems professionals described in a draft standard till under development) .

(b) Current education and continuing training system relevant for building sector in the concerned country/countries

There is a large diversity in the Italian Regions and Autonomous Provinces which we will call, for brevity, IRAP in the following text. We can say that Italy, at national level, with 20 Regions and two Autonomous Provinces, has more or less the same diversity Europe has with 28 different countries. The diversity are on: terminology, qualification schemas, content of the training courses, quality of the training courses. Some of these differences are justified by the fact that there are very different climatic zone in Italy from Alps to the southern regions and therefore the workers need to have different skills in order to operate on the building refurbishment in the right way.

The same problem has been faced with the application of RES directive n. 28 (art. 14). Each Region, and sometimes each Province has faced the problem of qualification of RES installers in a

different way and, above all, very little attention has been given to the needs of workers who already were working in the sector but without any technical diploma. That is, we are not aware of any attempt to recognize competences acquired in non-formal and informal context. It has to be underlined that in Italy more than the 50% of the workers did not received a formal training. Therefore it is very important to face this problem in a consistent way with a trustful system which would be recognized in any Region. Although some progress has been made for the formal training, that is for students of three and four years courses. The IRAP, in fact, has established the minimum content of the courses in order to have a RES installer “qualification”.

In Italy, up to now, there is only one case of third party certification for RES installer which, even if has a very good reputation, is not “automatically” recognized by IRAP because they do not perform “formal education” as foreseen by the Regions. Some regions are starting to work on ECVET for recognizing non-formal and informal education but they are still in a very preliminary form and are not related to the building sector.

There is a very good example of a “school for handcraft” in Bolzano Province made by CasaClima, BRICKS partner but, again, it is a unique example and not officially recognized by IRAP.

(c) Upgrading of existing schemes

During the Pillar one, having the Tuscany Region as partner, it was decided to start updating the national repertory of building workers and propose to the IRAP Conference to modify the existing schemes. The aim in pillar two is to have a better follow-up than in pillar one by involving directly partners who could influence the Regions decisions. The other action which started in pillar one and will continue in pillar two is the signature of Memorandum of Understanding among different regions, who will agree on the ECVET model proposed for pillar one and object of further implementation in pillar two. It is very important the contribute that ENEA brings with other two European projects which are related to the certification schema for RES installer (Qualicert and Compener) and the experience brought by others partner such as AGCI which has experience for “on the Job Training” or ITS which has experience in bricks layers and so on. In this way, we will not only consolidate the proposed schemas for RES installers but we will be working on all the other schemas by developing National standards for professionals as it is foreseen by the Italian law published on 13th of January 2013.

4. Objectives and relevance to existing frameworks and national roadmaps/strategies

(a) The objectives of your action

The main objectives of BRICKS are:

- to define national UNI/CEI standards for the competences of building workers in order to have a unique reference in all the Italian Regions. This objective, which was very difficult to achieve in pillar one, is now more realistic as, in January 2013, a new legislative decree by the Ministry of labor, established the rules to validate non-formal and informal competences and a new Italian law, the n.4 of January 2013, underlines the importance of establishing national standards for the professions which do not have yet a “regulatory” system. As mentioned above, during the life time of BRICKS project only draft standards will be prepared since the standardization process is longer than the project itself. The presence of CTI ensures that the process will be finalized according with UNI standardization rules after the closure of BRICKS.
- To establish a validation system for non-formal and informal learning aligned with the NQF
- To develop reference model for “on the job training” to be promoted in all the Regions
- To develop learning materials for basic and specific subjects to be disseminated through BRICKS web site
- To promote a “quality label” among the enterprises committed to employee certified workers

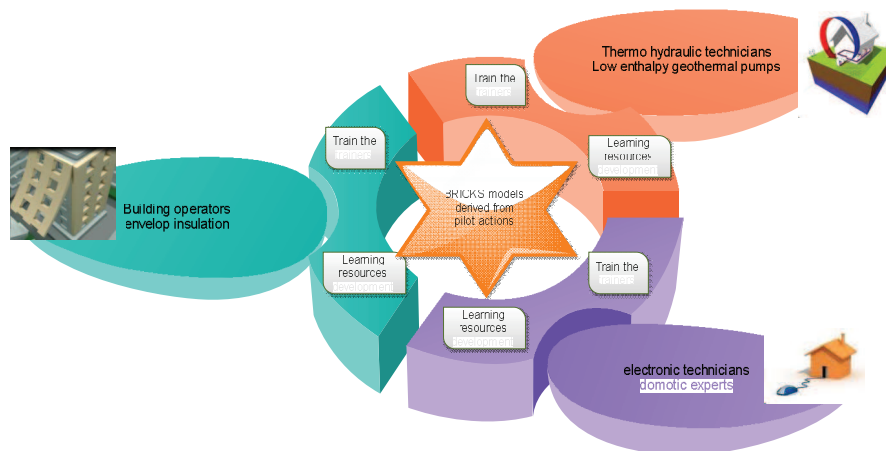
- To search for endorsement of the output of the BRICKS project among the main stakeholders both political and private.

(b) Consistency with the status quo analysis and national roadmap developed under Pillar I or equivalent

The objectives are consistent with the roadmap as the main weakness of the Italian system were identified in:

- The high number of workers who has not attended any formal training (in some cases is over 50% of the employed workers)
- The diversity of regional qualification framework which, only in the building sector, has brought to 144 different profiles, and 4 regions are going to prepare others!!
- The very low quality of the formal VET, which has brought Italy in the 24th place of the classification published by EC in April 2013. The innovation scoreboard of the 27 countries places Italy among the “moderate innovation” and the worst position is for human resources . This is particularly true in the southern regions, where the infrastructure for VET are almost inexistent. The idea of training on the job would overcome also the absence of proper laboratories for the practical lessons.
- The learning materials are obsolete if any.
- The trainers of formal training, who do not attend continuous training and, therefore, they do not teach the use of new technologies and/or latest standards

For these reasons, in the BRICKS project we decided to have some pilots action in order to verify the possibility to renovate the system of training/qualifying the workers of the building sector. The following picture shows the central role of pilots for the improvement of the current VET system.



(c) Link to relevant actions beyond the target countries/regions:

The BRICKS project intends to lay down the bases for a wider acceptance of the model which goes behind the regional and national boarder. In fact, the main activities are based on EQF, ECVET and the basis for the development of national UNI-CEI standards will be based on the content of:

- European Guidelines for validating non-formal and informal learning (http://www.cedefop.europa.eu/en/Files/4054_EN.PDF)
- CEN Guide 14: Common policy guidance for addressing standardization on qualification of professions and personnel (ftp://ftp.cen.eu/BOSS/Reference_Documents/Guides/CEN/CEN_14.pdf).
- UNI Rules for the standardization on qualification of professional, based on CEN Guide 14
- ISO 29990:2010 Learning services for non-formal education and training -- Basic requirements for service providers

The first document provides the methodology to start the process and being validated by many EU member states represents the best “starting point” for the development of a system for certifying non-formal and informal learning in the building sector, where more than 50% of the employed workers do not have any school education.

The second and third documents are guidelines for the development of national and/or European standards to reach an agreement on the learning outcome of the different professionals considered in the project. We are aware of the fact that the RES Concerted Action funded by EACI has already set up a table for the learning outcome of RES installers. Our plan is to do the same for all the other workers profiles. This would be done in WP3 related to the national qualification schemas.

The possibility to have a European model for the certification of non-formal and informal learning has been discussed at the pillar one Vienna meeting and it was agreed the importance both to develop a national and a European framework trying to find agreement on the similarity for a “basic level” and then implement the differences at national level. It was underlined, by many countries, the importance to build up a trustful system with a third part certification based on the ISO 17024.

The beneficiaries of the models set up by BRICKS are many. The main important are:

- Enterprises association, especially producers of technologies, who are very worried for the poor quality of installation realized by unskilled workers
- The Regions and autonomous Provinces which would be facilitated for establishing mutual qualification recognition
- The certification institutes which could refer to UNI-CEI standards for professionals without going for longer consensus process individually
- The vocational and education training organization which would be helped to provide better courses with trained trainers, new learning materials and new teaching methodologies.

The following pictures gives an idea of the potential users of the different models set up by BRICKS

