



Improve Skills and Qualifications in the
Building Workforce in Cyprus

**Implementation of Pilot courses
Skill 2**

***D 3.1, D3.3 List of Trainers, training providers and
trainees
(WP3 –D3.1, D3.3 Document)***



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BUILD UP Skills We-Qualify: The We-Qualify project will utilize the findings of the national roadmap (Build up skills I) and will facilitate the target of reducing the skills gap between the current situation and the skills needs for 2020, by developing a training and/or qualification scheme for blue-collar workers/installers, which will focus on the most critical skills identified in the roadmap. The critical skills selected to be included in WE-Qualify based on the roadmap developed under CY-Pillar I, are:

- Skill 1: Placement of thermal insulation
 - Skill 1.1: Placement of conventional insulation/thermal insulation plaster
 - Skill 1.2: Placement of external insulation
- Skill 2: Installation of thermopanes and exterior sunshades
 - Skill 2.1: Installation of high energy efficient thermopanes
 - Skill 2.2: Installation of exterior sunshades
- Skill 3: Installation and maintenance of Biomass heating systems

These critical fields were selected based on the existing structure of the building industry, the limited qualification of the installers and the limited available training programmes and material. Although skills 1 and 2 are categorised as high and medium priority, they are not regulated by either any national legislation or Standards of Vocational Qualifications (SVQ) thus, it is considered very important to be included in the WE-Qualify. Moreover, although skill 3 is to be regulated by legislation N210((I)/2012) and is planned to be included in further RES legislations there is a currently a severe lack of experience for the installation of the systems, thus resulting to low efficiency and not sound practices.

The outcomes of WE-Qualify are expected to provide the key components for the upgrading of existing or drafting of new SVQs to be included in the future National Qualification Framework (NQF), an appropriate training methodology and a transparent and clearly defined qualification route. The ambition is to configure a competent workforce specialized on the Energy Performance of Buildings according to European criteria and standards, to encourage a greater number of blue-collar workers to advance their professional skills and knowledge and to help achieve the target for the construction of near zero energy buildings by 2020.

PROJECT COORDINATOR

Mrs Anthi Charalambous, CYPRUS ENERGY AGENCY (CEA)

PROJECT PARTNERS

Cyprus Energy Agency (CEA)	Cyprus
Cyprus Productivity Centre (CPC)	Cyprus
Cyprus Organization for Standardisation (CYS)	Cyprus
Human Resource Development Authority (HRDA)	Cyprus
Technical Chamber of Cyprus (ETEK)	Cyprus
Cyprus Institute of Energy (CIE)	Cyprus

WP3 LEADER

Cyprus Productivity Centre (CPC)

DELIVERABLE EDITOR

Cyprus Productivity Centre (CPC)
Andreas Polydorou

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Work Package 3

Implementation of pilot projects

WP 3: Implementation of Pilot Courses: WP3 deals with the training of the trainers and the organization and implementation of the pilot training courses, according to the training methodology developed in WP2 and the requirements of the qualification scheme (WP4). The pilot training courses will take place at the premises of the CPC (former HTI).

Work Package 3

Implementation of pilot projects

The table below presents an overall description of the training provider:

Training Provider Name and type:	<i>Cyprus Productivity Center (CPC)</i> <i>Type: public organization</i>
Short Description	<p><i>The Cyprus Productivity Centre (CPC) was established in 1963 and administratively is a Department of the Ministry of Labour Welfare and Social Insurance.</i></p> <p><i>The Cyprus Productivity Centre (CPC) has its long-term objective " to assist private and public organizations to utilize their human and capital resources in the best possible manner, with a view to increasing their productivity". This original objective still remains valid, but what predominates today is the economic and social development of Cyprus in the 21st century within the European Union where the utilization of human and other resources goes hand in hand with the effort of improving the quality of life in general and more specifically the quality of life at work.</i></p> <p><i>Following the accession of Cyprus in the European Union, in May 2004, the Cyprus Productivity Centre has redirected its focus towards areas of activity which support the efforts of individuals, companies and organizations, social partners and state authorities to adjust to the rapidly changing environment so that the country can make a successful transition and have a secure future in the globalised world. The CPC has made a useful contribution to the socioeconomic development of Cyprus for over 40 years and has in the process accumulated a wealth of knowledge and expertise which constitutes its major area of strength. Today the CPC assumes a particularly important role, on behalf of the Ministry of Labour and Social Insurance, in the areas of management development, training and productivity aiming at the best possible utilization of human and</i></p>

	<p><i>capital resources and the improvement of quality of life within the European Union.</i></p> <p><i>The long standing objective of the Cyprus Productivity Centre is the continuous improvement, the introduction of innovation and the provision of new services, programs and activities based on the needs of organizations and their employees, thus contributing to the enhancement of their competitiveness and supporting them so that they are able to face successfully the challenges of the 21st century.</i></p>
TRAINING PROVIDER INFRASTRUCTURE – Seminar Room	
Seminar Room/Training facilities	<i>Satisfactory capacity of the seminar rooms (more than 50 persons). Availability of computer, projector, flip chart)</i>
Physical and technical condition of the buildings	<i>Good condition of the buildings, applied with heating/cooling and safety systems such as a fire alarm system)</i>
Office equipment	<i>All necessary, i.e. printer/fax/scanner</i>
Other services	-
TRAINING PROVIDER INFRASTRUCTURE – Placement of thermal insulation facilities	
Does the training provider possess the appropriate facilities for practical training?(yes/no)	Yes
Short description of the available infrastructure for the programme	<i>The training courses are attended at the premises of CPC (HTI). A seminar room, with a capacity of 26 persons, has been prepared for the theoretical part of the programme. For the practical part, CPC set-up a work shop equipped with all necessary material and tools for the trainees practice. This infrastructure allows the simultaneous training of two groups (3 or 4 people each group).</i>
List all the materials and equipment needed.	<ul style="list-style-type: none"> - Spirit level - Plumb line - Silicone gun - Hammer - tape measure - Buckets - Drill - Aluminium frames <ul style="list-style-type: none"> - frames - Connecting elements - Rubber seals strips - Glazing - Opening mechanisms - Sealing mastic joint - Screws - Wooden frames <ul style="list-style-type: none"> - frames - Wood glue and wood screws

	<ul style="list-style-type: none"> - Rubber seals strips - Glazing - Opening mechanisms - Sealing mastic joint - Screws - Synthetic frames (PVC) - Frames - Connecting elements - Rubber - Glazing - Opening mechanisms - Sealing mastic joint - Screws
EDUCATIONAL ISSUES RELATED TO THE WE-QUALIFY COURSE	
Assessment	<i>Participants successfully completing the above training course with the training provider (CPC) would then be assessed for certification. This assessment includes written and practical examinations.</i>
ADDITIONAL INFORMATION	
Similar training courses provided by the training provider	<ul style="list-style-type: none"> • Photovoltaic training courses for unemployed persons (100hrs) • PVTRIN project (54hrs) • Training course for Skill 1 (Installation of thermal insulation) WE-Qualify (30hrs)
Total No of trainees per training course	<i>not exceed the 25</i>
Area of activity	<i>At the premises of CPC in Nicosia (HTI)</i>
Contacts	<p><i>Tel.: 22806000</i> <i>Fax: 22376872</i> info@kepa.mlsi.gov.cy http://www.mlsi.gov.cy/kepa</p>

List of Trainers of the thermal insulation training program

A/A	Name of the trainer	work	Telephone	Fax	Email
1.	Andreas Arnaoutis	CPC	25879962/ 99421966	25313650	aarnaoutis@kepa.mlsi.gov.cy
2.	Stelios Theophanous	CPC	22806161/ 99404796	22375450	stheophanous@kepa.mlsi.gov.cy

Trainer Name and Surname:	ARNAOUTIS ANDREAS
Short Description of key qualifications:	<i>Mr Arnaoutis graduated from the Higher Technical Institute in 1988 as a technician civil engineer and is holder of a post graduate diploma in public administration from the Mediterranean Institute of Management (MIM). He is also holder of a building contractor license (category IV) since 2002. and a Certified trainer by the Human Resource Development Authority since 2014.</i>

ACADEMIC QUALIFICATIONS

Name of Institution	Period	Specialisation	Diploma Title
ATI (Higher Technological Institute)	1985-1988	Civil Engineer	Higher National Diploma
MIM(Mediterranean Institute of Man/gment)	2012-2014	Public Administration	Post-Graduated Diploma

ACADEMIC EXPERIENCE /experience as a trainer (only in relevant fields)

Dates	2/5/2007- now
Training organisation	CPC
Indicative Training programmes/courses	<i>Courses related to the building sector: thermal insulation, cite organization and management, building restoration, building costing etc...</i>

WORK EXPERIENCE

Name of employer	position held	Main activities and responsibilities	Period
Stavros Dimosthenous ltd	Site Engineer		1989-1993
Efthimios Socratous ltd	Site Engineer		1994-1996
Rooftech	Site Engineer		1997-2007
CPC	Building trainer		2/5/2007- till now

Trainer Name and Surname:	<i>THEOPHANOUS STELIOS</i>
Short Description of key qualifications:	<i>Mr Theophanous graduated from the Higher Technical Institute in 1996 as a technician civil engineer. He is also a Certified trainer by the Human Resource Development Authority since 2014.</i>

ACADEMIC QUALIFICATIONS

Name of Institution	Period	Specialisation	Diploma Title
Technical School Makarios III	1990-1993	Civil Engineer	Apolytirion
ATI (Higher Technological Institute)	1985-1988	Civil Engineer	Higher National Diploma

ACADEMIC EXPERIENCE /experience as a trainer (only in relevant fields)

Dates	12/2009-now
Training organisation	CPC
Indicative Training programmes/courses	<i>Courses: ab-initio training programs, Organization and design of upgrading training programs, Health and Safety programs, etc...</i>
Others	<i>-Examiner of professional qualifications -Participation of Euroskill competitions</i>

WORK EXPERIENCE

Name of employer	position held	Main activities and responsibilities	Period
Workshop of testing material (in construction) - EARTHMETRIX	<i>Workshop Responsible</i>	<i>Concrete, iron, inert material testing</i>	<i>1998-2000</i>
Constuaction company NEMESIS	Technical Engineer	Road construction	2000-2004
Provincial Administration of Famagusta	<i>Technical Engineer</i>	<i>Road construction, parks etc</i>	<i>2004-2009</i>
Inspection Department (Ministry of Labour Welfare and Social Insurance)	<i>Labour Inspector</i>	<i>Health and Safety Inspector on the construction domain</i>	<i>2009</i>
CPC	<i>Trainer</i>	<i>Organizing and design training programs</i>	<i>2009-now</i>

ADDITIONAL INFORMATION

Table of applications for the training course installation of thermopanes and exterior sunshades WE-Qualify

A/A	Date	Name - Surname	Town	Identity Card	Tel.
1	27/1/15	Charalambos Kartakoulis	Nicosia	866229	99371921
2	29/1/15	Maeid Ali	Nicosia	1097799	22371409/ 99549383
3	12/2/15	Charalambos Chimona	Larnaca	878034	99849426
4	19/2/15	Christos Georgiou	Pafos	816464	99314880
5	23/4/15	Aristidis Aristidou	Pafos	682825	99629706
6	5/5/15	Michalakis Ioannidis	Pafos	816475	26943966/ 99607946
7	5/5/15	Marios Antreou	Pafos	744995	26913551/ 99603411
8	15/5/15	Marios Antreou	Nicosia	816563	99738730
9	18/5/15	Leonidas Leonidou	Pafos	617956	26960516/ 99632304
10	18/5/15	Charalambos Athanatos	Pafos	671112	99647605
11	18/5/15	Theofilou Theofilos	Nicosia	817659	99456774
12	19/5/15	Christakis A. Ioanou	Pafos	667372	99655611
13	21/5/15	Antreas Theodoulou	Nicosia	863967	99538443
14	21/5/15	Kiriakos Kiriakou	Nicosia	941646	99160709

Table of participants for the training course installation of thermopanes and exterior sunshades WE-Qualify

A/A	Name and Surname of trainee	Education Level	Years of experience	Work experience
1	Aristidis Aristidou	Gymnasium	29	<ul style="list-style-type: none"> • Installer of thermopanes • Production manager in thermopanes company
2	Michalakis Ioannidis	University	9	Technical manager in fenestration company
3	Marios Antreou	Lyceum	11	Installer of thermopanes
4	Leonidas Leonidou	Technical School	14	Director in production and installation of thermopanes company
5	Charalambos Athanatos	Technical School	20	Director in production and installation of thermopanes company
6	Theofilou Theofilos	Technical School	15	Installer of thermopanes
7	Christakis A. Ioanou	Gymnasium	11	Director in production and installation of thermopanes company
8	Antreas Theodoulou	Technical Institute-Civil Engineer	15	<ul style="list-style-type: none"> • Ironworker • Plumber
9	Kiriakos Kiriakou	Lyceum	14	Installer of thermopanes