



Improve Skills and Qualifications in the
Building Workforce in Cyprus

**Implementation of Second Pilot course
Skill 1**

***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

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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</i></p>

	<p><i>productivity aiming at the best possible utilization of human and 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 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 - Equipments needed - Adhesive for polystyrene - Polystyrene sheets - Plastic guides - Silicone - Dowels for polystyrene - Exterior wall thermal insulation grid cloth - Corner beads - Expansion joint - contraction joint - Textile for insulation

	<ul style="list-style-type: none"> - Gravel - Pavement tiles for roof insulation - Rockwool
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	<i>Photovoltaic training courses for unemployed persons (100hrs) PVTRIN project (54hrs)</i>
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	<i>Tel.: 22806000 Fax: 22376872 info@kepa.mlsi.gov.cy http://www.mlsi.gov.cy/kepa</i>

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	<i>CPC</i>
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 second thermal insulation installers program WE-Qualify

A/A	Date	Name - Surname	Town	Identity Card	Tel.
1	18/9/15	Miltos Lakkotripis	Nicosia	848219	22777453/99315409
2	18/9/15	Eftimios Feslidis	Nicosia	05397208	99800431
3	23/9/15	Christos Koliantris	Nicosia	748251	95167919
4	23/9/15	Andreas Gregoriou	Nicosia	986374	22952325/99678592
5	5/10/15	Christos Staurinou	Nicosia	852604	99841785
6	7/10/15	Michalis Meliniotis	Larnaca	881440	99800706
7	12/10/15	Thomas Mousoulides	Nicosia	792910	22480658/99522794
8	12/10/15	Giannis Karkotis	Nicosia	816584	99173024
9	14/10/15	Marios Challoumas	Nicosia	778009	99467871
10	19/10/15	Andreas Charalambous	Nicosia	719027	99685570
11	19/10/15	Xenios Zinieris	Nicosia	897862	22833810/99889095
12	19/10/15	Antonakis Antoniou	Larnaca	625316	96528111
13	19/10/15	Andreas Andoniou	Paphos	873407	99649162
14	19/10/15	Andreas Patsalidis	Nicosia	822513	99420483
15	20/10/15	Maeiad Ali	Nicosia	1097799	22371409/99549383
16	20/10/15	Antonis Bork	Larnaca	768204	99975030
17	20/10/15	Loizos Nikolaou	Nicosia	661612	22100400/99616026
18	20/10/15	Christos Tinis	Larnaca	806283	24656491/99385496
19	20/10/15	Antonis Antronikou	Larnaca	767099	24727788/99445285
20	20/10/15	Andreas Papageorgiou	Larnaca	484396	99040476
21	20/10/15	Kostas Lakkotripis	Nicosia	810020	99382512
22	20/10/15	Michalis Georgiou	Nicosia	823975	99244707

Table of participants for the second thermal insulation installers program WE-Qualify

A/A	Name and Surname of trainee	Education Level	Years of experience	Work experience
1	Miltos Lakkotripis	Technical School	1	Architect engineer
2	Eftimios Feslidis	Lyceum	14	Metal construction
3	Christos Koliantris	-	11	Builder
4	Andreas Gregoriou	Lyceum	3	Builder
5	Christos Staurinou	-	3	Thermal insulations
6	Michalis Meliniotis	Technical School	7	Fore-man
7	Marios Challoumas	Cyprus Higher Education	15	Civil Engineer- Energy Auditor
8	Andreas Charalambous	KTEE	2	Thermal insulations
9	Xenios Zinieris	University	1	Mechanical engineer- Thermal insulations
10	Antonakis Antoniou	-	4	Thermal insulations
11	Andreas Andoniou	Civil Engineer	5	Fore-man
12	Andreas Patsalidis	University	10	Thermal insulations
13	Maeiad Ali	Civil Engineer	6	Υλικά οικοδομής
14	Antonis Bork	-	9	Painter
15	Loizos Nikolaou	-	11	Fore-man
16	Christos Tinis	Civil Engineer	8	Civil Engineer
17	Antonis Antronikou	Lyceum	15	Contractor
18	Andreas Papageorgiou	-	35	Builder
19	Kostas Lakkotripis	Civil Engineer	2	Site Engineer
20	Michalis Georgiou	-	5	Builder