

Energy transition in Europe: value chains and industrial policies

Massification of the renovation in France: issues for employment and social integration

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2:15-2:30 p.m.

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Ministry of Ecological and Solidarity Transition - Paris

1. Role of Employment Centers in France

2. Missions of *Cambrésis Emploi*

3. On-site training : *Formation Intégrée au Travail - BIMPLEMENT*

4. SDP Experiment within the Cambrésis territory

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1.Role of Employment Centers in France

Alliance Villes Emploi

Alliance Villes Emploi, a national network of Local Authorities involved in employment, training and inclusion policies.



Employment Centers and Sustainable Development

82 Employment Centers in France, supported by local authorities (inter municipalities association).

Employment Centers have been actively involved for more than 10 years supporting companies in their ecological transition.

They especially carry out territorialized projects on upskilling building actors in terms of energy performance.

2. Missions of *Cambrésis Emploi*



Hauts-de-France

Nord Pas-de-Calais Picardie



Employment Center of Cambrai

Cambrésis Emploi, what is it?

A grouping of regional and national facilities (including the Employment Center of Cambrésis) that intervenes on strategic workforce planning, training, assistance of job seekers... with a strong link with companies and all local stakeholders.



The main goal is to align the needs of companies based within the Cambrésis territory (mostly SMEs) with job seekers' profiles.

Through its missions, *Cambrésis Emploi* is at the crossroads of employment issues and social integration applied to the topic of energy transition.

The Cambrai Employment Center has been working for 9 years on energy transition and more particularly on energy efficiency in the building sector:

- Partnership between ADEME and Alliance Villes Emploi as part of the project « **Employment Centers and Sustainable Development** »: territorial prospective dialogues markets/employment/skills/trainings
- **Strategic workforce planning for the building sector** - Awareness raising on building trades.
- Implementation of onsite trainings on airtightness for employees of construction companies (**Formation Intégrée au Travail** FIT 2.0, consortium partnership): cooperation to achieve airtightness qualitative objectives (RT 2012, then RT2020), by training different trades.
- Experimenting a prospective dialogue tool for building renovations, markets/employment oriented, in order to accurately anticipate employment and training needs in the sector and within the territory, and market prospects related to energy efficiency and renewable energy.
- Introducing a public procurement clause for the construction field.

TRANSITION ÉNERGÉTIQUE
Les territoires se mobilisent et accompagnent l'évolution des emplois et des compétences dans la filière du bâtiment



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HAUTS-DE-FRANCE
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— FILIÈRE CONSTRUCTION —

3. On-site training : *Formation Intégrée au Travail - BIMPLEMENT*

Need to increase the skills of building professionals through:

- The quick evolution of construction techniques;
- Increased energy quality requirements.

On-site training (FIT), why?

- Culture practice in which trainings are mainly triggered because compulsory
- A big majority of professionals declare not having time to attend trainings

What pedagogy?

- Tools: educational models and mobile platforms "FIT containers"
- Specialized trainers

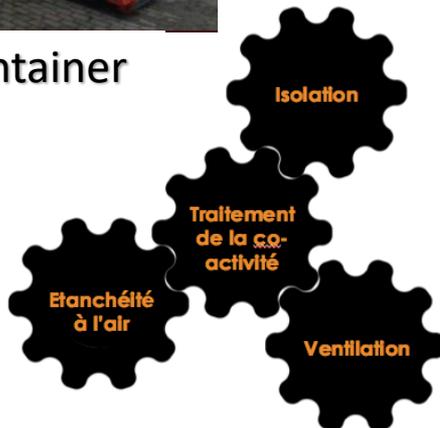


FIT Container

Objective of on-site trainings FIT: elaborate engineering, tools and methodology to support the development of professionals' skills on energy performance topics.

Incorporate BIM (Building Information Modeling) digital models

Under deployment within the *Hauts-de-France* region



4. SDP Experiment within the Cambrésis territory

The expected impact of this experiment is to encourage prospective market-employment dialogues for the renovation of existing buildings at all geographical scales, whether at the national level, under the impetus of regional councils, or by swarming into other employment pools.

At the local level:

- Elaborate and share between all stakeholders on the Cambrésis territory scenarios of changes in building markets, and scenarios of changes in employment and skills for 2020-2024.
- Cross-reference these two scenarios to verify and consolidate each other

At the national level :

Practice and experiment both methodology and support to learn useful lessons, improve and disseminate.

Situation within the territory of Cambrésis, needs on energy renovation and impacts:

Existing stock of housing:

-24% of social housing - label E,F,G

-39% of private dwellings - label E,F,G

Need for energy improvement

Employment needs:

580 recruitment projects among the building production trades in 2019, 57% of which were considered difficult,

Need of upskilled employment

Among companies:

1032 construction establishments in the territory including 977 of the Building

The experimentation tool will check the consistency between:

- 1 housing renovation scenario (activity scenario)
- 1 employment-skills scenario

The employment-skills scenario will result in the number of hours available per trade and skill levels

5. Social Integration Clause

What is the insertion clause?

The Article L2111-1 of the code concerning public procurement requires the contracting authority to define its needs in relation to the objectives of sustainable development, including the integration of those excluded from the labor market.

This provision reflects the desire to incorporate citizens' concerns into the law of public procurement. For example, a public contractor can set specific conditions for promoting the employment of disadvantaged workers, having integration difficulties and dealing with unemployment.

The community thus develops a genuine and civic purchasing policy without neglecting the requirements of the law of public procurement and competition

Positive effects of the insertion clause

The energy renovation of buildings, within the framework of public procurement, allows candidates going through an integration process, to benefit from employment thanks to the integration clauses undertaken by contracting companies.

The integration clause facilitator implements engineering along with contractors, assist companies, suggest candidates with the help of the territory's prescribers, monitor the achievements of integration hours with employers and shows case professional pathways in order to achieve sustainable employment.

Innovation, training, employment

Building is an employment vector. For this matter, job seekers must be prepared and equipped. An training experiment with innovative is undergoing in order to apprehend and test skills on building trades related to airtightness.

Thank you

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