



## Using Public Procurement to Incentivise Upskilling - Best Practice Guide *User friendly version*

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## DESCRIPTION

The building sector offers a large untapped potential for cost-effective energy and carbon savings. However, to successfully decarbonise Europe's building stock, middle- and senior-level building professionals as well as trade professionals must upskill in sustainable energy-efficient construction.

**As the largest single consumer in the EU economy, the public sector can use its purchasing power to influence the market.** Green Public Procurement (GPP) can stimulate the provision of more resource-efficient, less polluting goods, services and works within the marketplace. **By using GPP, public authorities can provide industry with real incentives for upskilling, and other stakeholders with the confidence they need to upgrade their buildings.**

**Public procurement can support energy efficiency upskilling both directly and indirectly.** Directly, through the use of competency-based clauses and energy efficiency training clauses, and indirectly, for instance by introducing quality check going beyond regulatory standards.

### COMPETENCY-BASED CLAUSES

[Directive 2014/24/EU](#) explicitly states that the organisation, qualification and experience of staff assigned to performing a contract (where the quality of the staff assigned can have a significant impact on the level of performance of the contract) **can be a criterion for awarding a contract. For complex contracts such as building contracts it can usually be expected that the quality of the project managers, design team, specialist consultants and contractors can have a significant impact on the performance of a project.**

### TRAINING CLAUSES

Training clauses allow public procurers to require companies winning highly ambitious projects (reaching the NZEB standard or beyond) to train their staff in energy efficiency. This type of clause is currently in-use in the Hauts-de-France region (France), where the companies winning these projects must train staff working on a project (construction workers and site supervisors) in energy efficiency.

This document **captures best practice from across Europe on how to use public procurement to incentivise energy efficiency upskilling**, covering both [indirect](#) and [direct ways](#) to incentivise upskilling through public procurement. All the examples provided are fully compliant with EU tendering rules. The report also highlights the importance of [high-quality guidance document and templates](#).

**The objective of the report is first and foremost to support and inspire project partners and public bodies as they test the energy efficiency training clause and/or the competency-based clause in 2022.** However, given labour and skills shortages



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represents one of the main risks to the successful decarbonisation of buildings across the continent, it is hoped that the report would also inspire public bodies that are not involved in this pilot.

## BEST PRACTICE PRESENTED IN THE DOCUMENT

- Indirect use of public procurement to drive energy efficiency upskilling
  - Case Study: Social Return on Investment (NL)
  - Case Study: Introducing Ambitious Airtightness Standards in Public Procurement (AU)
- Direct use of public procurement to incentivize energy efficiency upskilling
  - Case Study: Energy Efficiency Training Clause in France
  - Case Study: Energy Efficiency Training Clause in Ireland
  - Case Study: Energy Efficiency Training Clause in Bulgaria
- Using public procurement to incentivize energy efficiency upskilling – The role of high-quality guidance documents
  - Case Study: The Importance of High-Quality Guidance Documents (ES)

## KEY RECOMMENDATIONS

Additional case studies will be gathered and analysed over the next few months, but the six case studies presented in this document **have allowed the BUSLeague team to put together some key recommendations for public bodies that may be interested in using public procurement to incentivise upskilling**. These initial recommendations are presented below:

- Public procurement can be used to incentivise energy efficiency upskilling both directly (e.g., through energy efficiency training clause and competency-based clauses) and indirectly (e.g., by introducing higher quality standards).
- New requirements must be developed in close cooperation with a broad range of stakeholders, including industry. Public bodies must be fully transparent about the process.
- Given the additional work associated with the introduction of additional requirements, energy-efficiency training clauses are typically used for ambitious projects (often going beyond minimum building regulations) over a certain size (€).



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- Additional requirements should initially be piloted on some specific projects. However, overtime the same rules should apply to all projects in a region to ensure consistency.
- High quality templates and guidance documents are critical and should be made available to public bodies willing to use public procurement to incentivise upskilling.
- Onsite training is usually well received by building professionals and trades working on a project. It also allows them to gain a better understanding of how their work connect with the work of other building professionals and construction workers.

## MORE INFORMATION

The full version of this deliverable can be found on the BUSLeague project website at the following link:

<https://busleague.eu/outcomes/>



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