

# ENACT - Energy Auditors Competencies, Training and profiles

## O2 ENACT program and learning resources

### Italian National Validation Report

|                                  |   |
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## ENACT (ENERGY AUDITORS COMPETENCIES, TRAINING AND PROFILES) PROJECT

Starting on the 1<sup>st</sup> of September 2014 and lasting for 24 months, ENACT is a European initiative which aims to contribute to the definition and implementation of a common frame for the professional qualification and competences of energy auditors.

Funded within the Erasmus+ programme, ENACT sees the collaboration of training companies, energy agencies and professional qualification bodies coming from 4 different European countries: Italy, Portugal, Poland and Spain. The partners, under the coordination of the Italian training company AISFOR are: RENAEL (Italian Network of energy agencies), ADENE (Portuguese National energy agency), KAPE (Polish National energy agency), APADGE (Spanish Association on energy auditors) and INCOMA (Spanish training company).

In order to reach the main result of ENACT - common EU based qualification system for energy auditors and the integration and development of open educational resources and definition of training resources - the activities to be developed within the 24-month project period include:

- Analysis of the training programmes and qualification frames in the participating countries – including an overview of the various national and regional legislation for the transposition of the European Directive on energy performance buildings, the professional qualification system, the relative compulsory (formal) training as well as the informal and non formal training;
- Comparative analysis of the various national frames to share the common issues as well as the best practices in order to define the “Energy Auditors Competencies and Professional Profiles”;
- Definition of the learning outcomes and program for the training of the energy auditors and of the relative ECVET (European Credit system for vocational education and training) as well as the relative learning resources and material;
- European and National validation of the professional figure of energy auditor as trained and qualified through the above-defined training and qualification process;
- Design and creation of an ENACT technology enhanced system, modules and tools to implement the above-defined training and qualification process.

## DOCUMENT OVERVIEW

The validation activity in ENACT has been carried out in strong collaboration with the various National stakeholders to collect their input and feedback in order to:

- reinforce the embeddedness of the ENACT profile, curricula and ECVET based training program within the regional / national qualification frames;
- guarantee the energy auditors professional recognition, employability and (regional, national, European) mobility;
- assure the sustainability, in terms of professional profile validation and dynamic development.

The present document represents the results of the validation activity carried out in Italy reporting the main results with reference to: activities carried out, actors involved, evidences collected on profile and qualification schema and training program of the ENACT Energy Auditor. The documents used for the validation were:

- ENACT Compared Research,
- ENACT Energy Auditor profile,
- ENACT Energy Auditor program (articulated in terms of learning outcomes and units).

Further supporting resources have been used for the activity, such as customised presentations (text, slides, documents), checklists and grids.

## NATIONAL SCENARIO

The “Energy auditors - Competences and Professional Profiles” has been developed on the basis of national and compared analysis and research of scenarios, state of the art and best practices in addressing two main dimensions:

- Institutional, in terms of existing profiles and labour market dynamics, with special reference to the governance models (actors, tools and procedures), relevant for the targeted energy auditors profiles existing in the partners country. A deep and compared analysis on closed/ongoing researches and professional peer groups reports have been carried on;

- sectorial, in terms of relevant emerging scenarios in the targeted job segment of auditors and in the wider green job sector in terms of skills needs, learning outcomes and professional profiles. A map of existing educational and VET curricula and training programs have been also carried on.

The complete ENACT compared research, as well as national reports are available on the project website [www.enactplus.eu](http://www.enactplus.eu).

With special reference to the Italian national level:

- The analysis of the **programmatic and institutional frame** has highlighted the main actors and governance models, as well as the most relevant policies, programs and laws, including the last Action Plan for Energy Efficiency. The analysis of the programmatic and institutional frame has contributed to defining the overall governance model and the strategic goals representing the National operative frame, in particular the:
  - sectorial comparison among different European countries. The common and different programmatic and institutional dimensions represent relevant comparison drivers allowing to define a significant sectorial and professional maps;
  - main evidences in terms of energy efficiency incentives that impact on the ENACT energy auditor competences as well as its potential job market;
  - main actors and stakeholders to be involved in the national and European validation and valorisation.
- The analysis of the qualification frame has been carried out to build a national and European based and referentiated qualification scheme of the ENACT energy auditor, taking into consideration the following:
  - legislative and regulatory frame, as well as the qualification and accreditation bodies and rules;
  - existing training standards and programs for each profile and/or level as well as the required entry level and the competences/profile certification process, actors and rules;
  - national and regional qualification repertories of Energy Auditor professional profiles.

The analysis of the **qualification framework** has confirmed, also at national level, a wide variety of professional profiles elated to the energy auditing area. In Italy the figure of the Energy Auditor has been introduced by the legislative Decree 102/2014, however the Italian legislative framework sees

the existence also of other energy profiles that can be of interest for the project ENACT: energy manager, expert in energy management and energy certifier.

The qualification frame in the energy field is however quite differentiated in the various Italian regions, according to their institutional competence in the qualification scheme definition. At the same time, the on-going definition and adoption of the UNI EN 16247 furnishes additional and very relevant information on the qualification frame as well as the potential job market consistently with ENACT scope, to the residential sector.

## ENACT VALIDATION

### 1.1 OVERVIEW ON ITALIAN NATIONAL VALIDATION

According to the validation plan (O2A4), the Italian action:

- **aimed** at collecting relevant feedback on the ENACT energy auditor profile and program in order to:
  - reinforce the embeddedness of ENACT profile, curricula and ECVET based programs within the regional / national qualification frames;
  - guarantee the energy auditors professional recognition, employability and (regional, national, European) mobility;
  - assure the sustainability, in terms of professional profile validation and dynamic development.
- was **carried out**:
  - involving different typologies of national stakeholders representing all ENACT dimensions: sectorial (i.e. energy agencies, professionals network), institutional (i.e., certification bodies and regional qualification actors; consumers associations) and related to the research and training sector (professional repertories and ECVET/EQF; VET; research centres);
  - realizing different activities, such as on line communication, focused meetings, round table participations based on the several inputs (ENACT Energy auditor professional profile and

ENACT curriculum and training program) in order to prepare research outputs in terms of professional profile and/or curriculum integration or modification.

The validation activity has been realised through three correlated steps:

- **Stakeholders involvement - actors identification, selection and contact amongst the main national stakeholders,**
- **Validation action - definition of the relevant validation actions and the consistent inputs to be employed,**
- **Research outputs - collection of evidences and preparation on research outputs**

## 1.2 STAKEHOLDERS INVOLVEMENT

The first step has been represented by the identification of possible stakeholders to be involved in the validation activity. In order to enrich and enlarge the evidences to be collected on a multi-actor approach, stakeholders has been identified as: *Consumer association; Regional Energy*

*agencies(within the RENAEL network); VET training companies focused on energy figures; Certification bodies; Professional associations.*

More specifically, the following table shows the main stakeholders and its clusters:



| Typology  | Example of stakeholder involved  |
|---|--|
| Institutions  | <p>MISE – Ministry of Development</p> <p>Regions - Department responsible for repertories</p> <p>ISFOL</p> <p>Italia Lavoro</p> <p>Accredia - Standards and Certification Institution appointed by MISE</p>                |
| Certification body  | <p>SECEM (Sistema Europeo per la Certificazione in Energy Management)</p> <p>CTI (Comitato Termotecnico Italiano)</p> <p>ICMQ (Istituto di certificazione e marchio qualità per prodotti e servizi per le costruzioni)</p> |
| Professionals<br>Consumers<br>Representative<br>Association     | <p>and Assoege</p> <p>CNA</p> <p>UNC (Unione Nazionale Consumatori)</p>  |
| Energy Agency   | <p>RENAEL (National network of energy agencies)</p> <p>Single Energy Agency of of the National network</p>   |
| Research and VET  | <p>ENEA</p> <p>CESFOR</p> <p>MESOS</p> <p>Formedil (business sectorial VET)</p> <p>Studio Eco</p>  |
| Media   | Gruppo Italia Energia  |
| Business  | GALA (Electric Utility Company)  |
| School, VET, University<br>and research centres<br>Institutions | ENEA   |

### 1.3 VALIDATION ACTION

According to the validation aims, the specific profiles of the stakeholder involved and the relevant validation dimensions, three type of activities have been carried out:

1. Restricted communication (in presence or on line one-to-one and restricted communication);
2. Participation to meetings, foreseeing the possibility od organized restricted and focused meetings;
3. Participation to the ACCREDIA technical working group defining the qualification scheme of the energy auditor (Chapter 5 of the UNI CEI EN 16247)

The following a table reports per each of the three kind of activities, the type of stakeholders involved and the specific validation dimensions.

|  | Stakeholders   | Validation dimensions   |
|--|--|---|
| <b>Restricted communication</b>                          | Research and Vet Centres<br>Energy Agencies<br>Media<br>Business<br>Certification Bodies | Qualification schema, including scenario drivers, related to: <ul style="list-style-type: none"> <li>• Learning outcomes</li> <li>• Training Program</li> </ul> |
| <b>Event participation</b>                               | Institutions<br>Research and VET   | Criteria employed to build the ENACT professional and training standards, referentiation schemas and ECVET credits  |
| <b>UNI CEI EN 16247 Accredia Technical Working Group</b> | Institution<br>Certification bodies<br>Research centres<br>Energy Agencies               | Qualification schema (activities and competence; entry level; assessment frame)<br>Learning outcomes  |

## 1.4 RESEARCH OUTPUTS

The following table shows the evidences collected throughout the validation activity on the various issues.

|  |  |
|--|--|
| <b>ENACT Energy Auditor and training profile program</b> | <p>Learning outcomes, learning units and KSC matrix has been modified according to specific feedbacks and evidences collected by the “technical” and sectorial stakeholders (restricted communication with ENEA, MESOS and CTI; Accredia working group).</p> <p>Three main evidences have been collected (reported by different stakeholders belonging to different clusters) and have solicited the profile and program improvements:</p> <ol style="list-style-type: none"> <li>1. technical skills articulation within the building audit learning outcome;</li> <li>2. relevance of the transversal and communication skills;</li> <li>3. relevance of the methodological aspects (and competences)</li> </ol> |
| <b>Assessment</b>  | <p>The assessment approach, tools and criteria has been validated, in all of the different stakeholders clusters (regional repertories approach; sectorial/technical needs; ECVET frame; UNI norms criteria).</p> <p>Two main further points has emerged the need of:</p> <ul style="list-style-type: none"> <li>■ foresee a final exam, although the modular approach;</li> <li>■ building a trust &amp; multifactorial frame for validating competences acquired in not formal context (with special refer to the ex ante validation of experience).</li> </ul>  |
| <b>ECVET</b>   | <p>The methodological approach and the weighting criteria employed to define the ECVET system has been validated. At the same time has been stressed the critical dimensions of:</p> <ul style="list-style-type: none"> <li>■ assuring on time the multi-actorial approach (sectorial, VET and institutional) supporting the dynamic alignment of the profile</li> <li>■ defining the validation and certification system of the ECVET (among and beyond the Memorandum of Understanding).</li> </ul>  |

|                                    |   |
|------------------------------------|---|
| <b>Entry level (and EQF)</b>       | <p>Technical and sectorial stakeholders has highlighted the need of defining consistent entry levels (including EQF level) that contemporarily allow:</p> <ul style="list-style-type: none"> <li>■ the valorisation (and validation) of professional experience</li> <li>■ the professional mobility (also in terms of EU dimension)</li> <li>■ the possibility of accessing the international certification</li> </ul> |
| <b>“Exit” level/ qualification</b> | On this dimension, refer to the next paragraph.   |

## FOCUS ON POTENTIAL INTEGRATION IN NATIONAL VET AND NQF

According to the feedbacks collected, the ENACT energy auditor profile can be integrated at:

### ■ National level:

- ENACT profile is consistent with the [UNI CEI EN 16247](#) and can contribute to its sub-sectorial further articulation with reference to the residential (or civic) segment;
- ENACT profile can be referentiated to the [national repertory](#) that will be defined within summer 2016.

### ■ Regional repertories:

- thanks to the methodology employed in building the ENACT energy auditor profile, it can be integrated within the [regional repertories](#) (and related qualification VET system). This action will require a deeper comparison of ENACT learning outcomes (as well as units, KSC, and so on) with targeted regional professional profiles belonging to the building and/or energy sectors.

Additional evidences collected on the ENACT Energy Auditor **integration in the VET** and NQF are related to the following points, or the national and regional levels integration, as well as for the European validity, it is necessary

- to assume and adopt “comparable” terms with those already used within the formal training system, for example it is necessary to adopt the same approaches, terms and naming of the conceptual units employed by the regional/national repertories and the related institutional actors;
- to further deepen the EQF and entry levels. European based training standard will further empower the ECVET effectiveness and the related learning and professional mobility;
- to further specify the differences with other professional profiles (mainly energy manager, energy management expert and energy certifier) both in terms of professional and training standards and of job market relevant segments and opportunities.

The evidences collected will:

- **support the ENACT profile and program alignment;**
- represent the baseline of future validation action and ENACT valorisation.

## ANNEXES

Materials used for validation (powerpoints, events reports, meeting minutes, national documents, etc.