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| **Request for Offer 19/2024 - Expertise provision** |
| Budget line/Project | 2.4 Vocational Excellence |
| Title of assignment | **Green CoVEs: Advancing Skills for Climate Action** |
| Services requested | To provide technical expertise in advancing the greening of vocational education and training (VET) and enhancing green Centers of Vocational Excellence (CoVEs), building on previous GRETA initiatives to support the achievement of climate goals.Specifically, provision of technical expertise in relation to:1. Drafting of Insight Report (working title ‘BUILDING GREEN – together') greening the buildings and construction sector and related energy efficiency with policy recommendations for advancing CoVEs greening responses.
2. Providing expertise in relation to two online events.
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| Deliverables | 1. Insight Report – 20 pages, excluding annexes and list of references
2. Online study visit to relevant research centre/industry representatives/enterprises (identified host organisations, Study visit programme, and Meeting Report)
3. Webinar on policy recommendations for advancing in green excellence – green CoVEs

(Input to programme and Meeting Report) |
| Start date | December 2024 | End date | May 2025 |
| Contact person |  |

**Background information**

The ETF’s Network for Excellence (ENE) is inspired by the European Commission-led initiative in the EU countries, which establishes Centers of Vocational Excellence (CoVEs) partnerships on VET Excellence (CoVEs *platforms*)[1.](#_bookmark0) The ETF VET Excellence project-and ENE- also builds on ETF experience working together with PCs for moving towards Vocational Excellence, as a key driver to support VET and LLL reforms. This address high-quality, research, innovation, and relevance of skills in the labour market. Vocational Excellence thematic approach is helping on re-thinking operationalization of institutional VET network set-ups in ETF PCs, mainly via role of CoVEs.

ENE is currently composed by over 320 Centers of Vocational Excellence (CoVEs) from over 50 countries worldwide. In this context, ENE is nowadays a core international ground for international partnerships.Among other partners, at EU level ENE works very closely with European Commission (EC)- DG Employment, Social Affairs and Inclusion, as well as with project leaders of all Erasmus (+) Centres ofVocational Excellence[2.](#_bookmark1)

1 <https://erasmus-plus.ec.europa.eu/programme-guide/part-b/key-action-2/centres-vocational-excellence>

ENE approaches VET Excellence concept in *inclusive* manner. CoVEs are seen as network skills hubs/engines -pathfinders (leading institutions)- for transmitting excellence, e.g. to others educational institutions and supporting on *permeating* VET system. ENE strategic focus is on the role of CoVEs practices for informing policy reforms and, ultimately, with a view to contribute on shaping system change in VET and LLL in countries[3](#_bookmark2) (3). ENE thematic work is based on 10 core themes which shouldbe those on which CoVEs are currently developing Vocational Excellence. Among them, *going green and sustainable development* is core thematic approach on ENE.

GRETA is the name of ENEs thematic greening VET initiative – an acronym for ‘Greening Responses to Excellence through Thematic Actions’ and a direct tribute to the Swedish climate activist Greta Thunberg.

The aim of ENE’s green initiative GRETA, is to support CoVEs in their efforts to contribute to the greening of VET as response to the green and digital transition.

The greening of VET is a process that entails aligning training practices as well as institutional operations of VET providers with the overall concept of sustainability. This process is incremental and influenced by digital developments and innovations. Greening reaches into all aspects of an institution's educational and training activities as well as its institutional operations and culture.

By adopting a whole institutional approach – a 360 approach - to greening of VET CoVEs can support that their efforts to become more sustainable are integrated and aligned with their overall mission and goals. This approach also helps CoVEs to identify and address systemic barriers to sustainability, and to engage all stakeholders in the transition towards a more green and sustainable future. The whole institutional approach provides a framework to continuously evaluate and improve sustainability practices and to measure the impact of efforts to become more sustainable over time.

GRETA was established within ENE in October 2022 when 17 CoVEs from Armenia, Georgia, Latvia, Serbia, Slovenia, Turkey and Ukraine joined the initiative (Annex of CoVEs will be included). These CoVEs are hereafter referred to as the GRETA core group.

For details see ENE GRETA report published in 2023, ‘Greening VET – Processes, practices and policies’: [GRETA – Greening of vocational education and training: Processes, practices and policies |](https://www.etf.europa.eu/en/document-attachments/greta-greening-vocational-education-and-training-processes-practices-and) [ETF](https://www.etf.europa.eu/en/document-attachments/greta-greening-vocational-education-and-training-processes-practices-and)

A series of interlinked peer learning on greening of VET and policy learning on vocational excellence and the framework conditions for accelerating vocational excellence at both system and provision level have designed and implemented in the period October 2021 – October 2024. This include face to face events and workshop relating to the Forum of Excellence in Amsterdam in 2023 and in relation to the Danube Strategy Platform programme on the role of CoVEs in the green transition.

Moving from peer learning to the provision of policy advice, GRETA applies a systematic and structured approach taking account the diversity of stakeholders and their needs, as well as the different contexts and frameworks that shape policy decisions.

ENE GRETA team has synthesized the insights gained from peer learning activities, policy learning and peer reviews into actionable recommendations that inform policy development and implementation.

In 2024 ENE GRETA has organised the implementation of a series of ‘BUILDING GREEN –

together!’ learning sessions on greening the buildings and construction sector including looking into energy efficiency with presentations of CoVEs cases and skills development practices.

Furthermore, ENE GRETA has broaden the participation of actors involved in vocational excellence and system change for peer learning exchange on institutional frameworks and governance structures facilitation vocational excellence.

3 [Vocational excellence | ETF (europa.eu)](https://www.etf.europa.eu/en/what-we-do/vocational-excellence)

**Assignment details**

The expert will collaborate with the ENE Team, in particular with the GRETA lead expert to capitalise on the activities implemented in 2024 and will have a particular focus on the buildings & construction sector and energy efficiency. There will be a specific focus on ETF partner countries CoVEs.

The assignment will cover the following key activities that will be further detailed at the Kick off meeting in dialogue with the expert.

## Insight Report: Greening the Buildings and Construction Sector and Energy Efficiency – The Role of CoVEs

Scope and Objectives

Draft a comprehensive 20-page report (excluding annexes and references) focusing on greening of buildings and construction sector, emphasizing energy efficiency, and highlighting the role of Centres of Vocational Excellence (CoVEs). Key tasks and elements for the drafting of the report include:

## Industry context

* 1. Describe shortly key global, European, and African policy frameworks on greening the buildings and construction sector and improving energy efficiency.
	2. Provide an overview of industry advancements, CO2 emissions trends, and the adoption of cutting- edge green technologies in construction, and key trends in skills needs (occupations and qualifications).

## ENESAT results and CoVE opportunities

* 1. Examine the second round of ENESAT results, , to identify opportunities for enhancing the contribution of CoVEs to sector greening.
	2. Highlight the development of adaptable skills ecosystems as a strategic enabler.

## Stakeholder Engagement

* 1. Conduct in-depth interviews with 3–4 GRETA core group CoVEs from ETF partner countries to gather insights on their role in advancing green skills and practices. The meetings will be set-up by ETF. Make use of ENESAT indicators and ISATCOVE Green section as a reference.

## Learning Materials Review

* 1. Evaluate learning materials and practices from ENE GRETA 2024 sessions for their applicability to greening the sector.
	2. Identify and describe selected practices for potential scaling and replication.

## Policy recommendations

* 1. Formulate actionable policy recommendations for system change in advancing vocational excellence and the role of CoVEs in greening the sector with regarding to provision and skills and engage in adaptable skills eco systems.

## Webinar 1: Online Study Visit

**Purpose**: Facilitate a virtual study visit for participants to observe demonstrations of new green technologies and discuss related skills needs with representatives from research centers, industries, and enterprises.

## Tasks:

* + - Identify a host organization and presenters.
		- Provide industry updates to support the discussion.
		- Develop a draft program for the event.
		- Prepare a Meeting Report, containing key topics/institutions visited, key messages provided, conclusion with key recommedations.

## Webinar 2: Policy Forum

**Purpose**: Contribute to a policy-focused online webinar organised by ENE, aiming to foster dialogue on green skills integration in the construction sector.

## Tasks:

* + - Provide input for the program design.
		- Actively participate in the webinar discussions.

*Note*: The practical organisation of the two webinars – sending invitations, organisation of interpretation and sending follow up learning package will be done by the ETF and virtual meetings contractor.

The expert will carry out the below activities expressed in person-days of work which will result in the production of the indicated deliverable(s) within the specified deadlines:

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| **Description of the deliverables and related activities** | **Place of execution** | **N. of working days** | **Deadline** |
| 1. Kick-off meeting with ENE Team | Home | 1 | December/Januar y 2024 |
| 2. Analyse background material and draft Activity schedule of the assignment, provide short draft outline of Insight Report | Home | 4 | 20 January 2025 |
| 3. Draft Insight Report, including participation in review meetings with 3 –4 selected CoVEs | Home | 20 | 1st draft5 February 2025)Final draft: 25 February 2025 |
| 4. Organize one online webinar to industry and research partners for green technologies with interventions on skills implications and skills eco systemsList of proposed hosting organisations; Draft programme;Meeting report | Home | 5 | 15 April 2025 |
| 5. Contribute to a policy-focused online webinar organised by ENE:Inputs to draft programme Meeting report | Home | 3 | 15 May 2025 |
| Total number of working days |  | 33 |  |

Logistics of online sessions will be organized by the ETF contractor for virtual meetings.

If needed, please include in your budget proposal any travel costs with estimates of no of days, DSA etc., as well as any reimbursable costs foreseen to accomplish the activities and missions stated above.

# Profile of the expert(s)[4](#_bookmark3)

CVs will be assessed according to the profile(s) and criteria requested

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| **Category of expert****LOT 1 Expertise provision****In-country services** | **I** ☒(at least 15 yrs) | **II** ☐(at least 10 yrs) | **III** ☐(at least 7 yrs) | **IV** ☐ (at least 5yrs) | **V** ☐(at least 3 yrs) |  |
| Profile | Senior expert with extensive technical experience in VET excellence, greening of VET and technical knowledge on industry and green technology in relevant fields |
| Professional and/or education experience | 1. **Experience:** Minimum of 15 years of professional experience in provision of consultancy the field of education-industry partnerships, social dialogue, skills ecosystems, vocational excellence
2. **Industry Knowledge:** Up-to-date knowledge of industry trends and green technologies, particularly in construction, energy efficiently, renewable energy.
3. **Vocational Excellence:** Proven experience in analysis of CoVEs and vocational excellence. Experience in providing advice to CoVEs peer learning partnerships in the field of green and digital transitions,
4. **Expertise in Key VET Concepts:** Proven experience in provision of policy recommendations in relation to autonomy, recognition, lifelong learning, and public-private partnerships, with a focus on digitalization, sustainability, and green transition.
5. **Policy Advisory:** Proven track record in providing policy advice in international projects, including EU-funded Initiatives.
6. **Green and Just Transition:** Demonstrated experience in supporting just and green transitions
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| Country/ Region specific expertise, if relevant | Working experience with analysis of systems, CoVEs, industry trends or similar in EU Member states, preferably also in ETF partner countries. |
| Other skills such as writing / IT / presentation / facilitation skills / ability to work in team etc | Strong communication skills.Strong experience in drafting reports. Team Working SkillsLeadership |
| Language skills | English language at C1 level. |
| Assets (Optional) | It is considered an asset to have working experience in relation to: Industry on green technologies;Development of self-assessment tools for VET providers/ Centres of VocationalExcellence;Experience with Erasmus+ programme;Provided advice to CoVEs peer learning partnerships in the field of green and digital transitions |

4 Civil servants cannot be proposed as experts/ consultants to work in any ETF assignments