



Working together to ensure the high performance of our buildings

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BUILD UP SKILLS

#emplois #métiers #formations

Integrate energy and ecological issues into in the construction, employment and training sectors

Build Up Skills 2 proposals for action

The building sector represents almost **44%** of the final energy consumed in France and **23%** of greenhouse gas emissions. Given this situation, it will be necessary to mobilise the sector's professionals in sufficient quality and quantity, firstly to make the ecological transition that will make it possible to achieve the European Union's targets for 2030 (Fit for 55) and the **carbon neutrality** target for 2050 set by the French government, and secondly to meet the need for high-performance renovations. However, the sector is already facing major difficulties in retaining and recruiting workers. In response to these challenges, the Build Up Skills 2 (BUS2) Community, made up of french players from the construction, training and employment sectors, has drawn up 17 proposals for action.

Summary

- BUS2: a community of players in the building, employment and training sectors to jointly develop a diagnosis and proposals
- Summary of the diagnosis of market needs, jobs, professions and skills
- The BUS2 community's 17 proposals for action by axis
 - Supporting the performance market in construction and renovation
 - Encouraging recruitment and retaining employees in the sector
 - Developing training
- Outlook and implementation of actions



Sponsor of the project Marjolaine Meynier-Millefert

Deputy for Isère, Vice-President of the French National Assembly's Sustainable Development and Town and Country Planning Committee, President of the HQE-GBC Alliance

«Today, energy and ecological renovation has become a national and global issue. The building sector needs to transform itself to meet energy-saving targets, particularly at local level. This is the major transition that the entire sector needs to make: to become a manager of the energy used locally, and no longer just a consumer. To achieve this, we have a duty to accompany and support all building professionals, because each person and each of their skills is now essential. There is a real need to bring all these skills together to guarantee the quality of performance, through training, and in particular by restoring the value of practical site-based training. The BUS2 community has come up with concrete responses to these changes, in response to the decline in the number of professionals due to retirements, recruitment problems, the integration of energy and ecological issues in building training, and the coordination of trades and expertise, particularly on building sites».

Build Up Skills 2: a community of players in the building, employment and training sectors to jointly develop a diagnosis and proposals

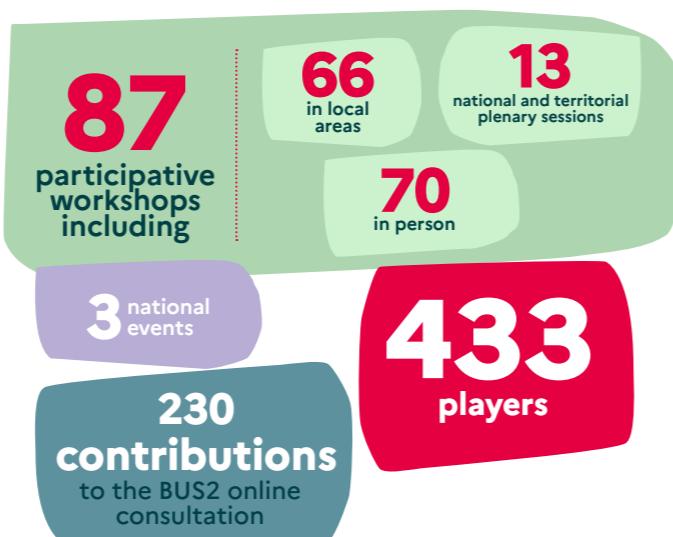
GOVERNANCE AND STAKEHOLDERS

A COLLECTIVE WORK ON A NATIONAL LEVEL

The Build Up Skills 2 project, co-led by ADEME and Alliance Ville Emploi (AVE), and co-financed by the European LIFE programme, has enabled the creation of a mobilised and committed community of 433 public and private players in the french sector's value chain: building professionals, local authorities, training bodies, real estate players, etc. The BUS2 community has produced :

- A «Diagnosis of market needs, jobs and building professions up to 2030» published in September 2023.
- 17 proposals for action to support the construction and renovation performance market, encourage recruitment and retain workers in the sector, and develop training.

The BUS2 community was consulted at every stage to propose, validate and share the results and proposals. A series of thematic workshops, interviews with experts and an online public consultation were conducted.



STRATEGIC ORIENTATION COMMITTEE

In charge of validating guidelines and results.

- French Ministry of the Economy, Finance and Industrial and Digital Sovereignty
- French Ministry of Education and Youth
- French Ministry of Ecological Transition and Territorial Cohesion
- French Ministry of Labour, Health and Solidarity
- French General Secretariat for Ecological Planning

MONITORING COMMITTEE

In charge of applying the methodology and formulating proposals to the Strategic Orientation Committee.

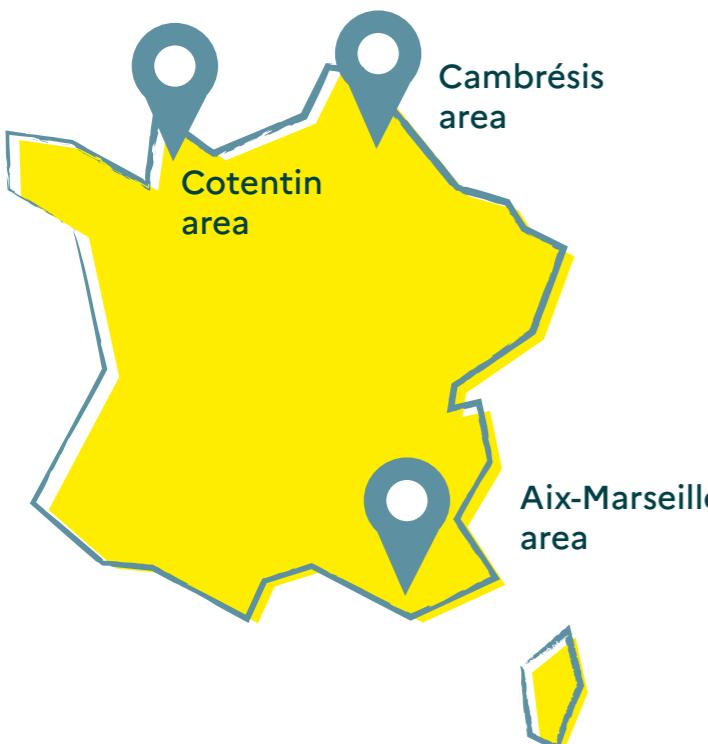
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|---------|---|-------------------------------------|
| • ADEME | • CMA France | • Maison de l'emploi Ouest Provence |
| • AVE | • France Stratégie | • I4CE |
| • AFPA | • ISOTOP | • Plan Bâtiment Durable |
| • AIMCC | • Maison de l'Emploi du Cambrésis | • Pôle Emploi (France Travail) |
| • ANAH | • Maison de l'Emploi et de la Formation du Cotentin | • Réseau Bâtiment Durable |
| • ANRU | | |
| • AQC | | |
| • CAH | | |
| • CDC | | |
| • CGDD | | |

Contributors with a variety of expertise and status:

- | | | |
|------------------------------------|---|--|
| • Architecture | • New construction | • Real Estate |
| • Crafts | • Eco-construction | • Local engineering |
| • National building associations | • Economy and financial support | • Biosourced and geosourced materials |
| • National employment associations | • Employment | • Professional media |
| • Employment areas | • Energy | • Energy-efficient and Ecological renovation |
| • Building and housing sector | • Environment | |
| • Local authorities | • Trainings, Qualifications and Professional skills | |

A UNIQUE LOCAL APPROACH TO A RICHER VISION

A regional focus was developed with the participation of three pilot areas run by the local Maisons de l'Emploi (job centers):



This field perspective on the issues being discussed at national level makes it possible to :

- Highlighting good local practices, which have enriched the discussions and the process of drawing up guidelines and proposals for action at national level.
- To ensure that the method used to identify needs and the proposals drawn up at national level are appropriate and relevant to local realities.



«The objectives of BUS2 have been achieved ; now we must continue and get the territories on board»

Magali BOUNAIX - Executive Assistant to the Head of the Mission Anticipation and Development of Employment and Skills (MADEC) at the Sub-Directorate for Economic Change and Job Security Ministry of Labour, Health and Solidarity



«The aspect of experimentation and local initiatives is essential, and allows us to move away from national debates, because in the regions, the subject is posed differently according to local needs. BUS2's work will be a source of inspiration for the regional COPs».

Emmanuel SCHNEIDER - Programme Director at the General Secretariat for Ecological Planning

Summary of the diagnosis of market needs, jobs, professions and skills

What is the BUS2 diagnosis?

The diagnosis presents the workforce needs and the trades involved in accelerating the transformation of the building sector in order to meet the 2030 energy targets. It covers construction and high-performance renovation in the residential and tertiary sectors.

The workforce requirement is presented in full-time equivalents (FTE), a unit of measurement proportional to the number of hours worked by an employee. The number of individuals is higher than the number of FTEs because not all of them devote full time to energy renovation, which means that more people need to be trained than FTEs.

3 strategic points identified by the diagnosis to develop proposals for action

- Supporting the performance market in construction and renovation
- Encouraging recruitment and retaining employees in the sector
- Developing training

Requirements identified in BUS2 for high-performance renovation

The Build Up Skills 2 project is based on an ambitious ecological transition scenario that will make it possible to meet the Fit for 55 objective, with a slowdown in new construction due in part to demographic change and the optimisation of the use of the building stock, and a sharp acceleration in the annual rate of high-performance renovations up to 2030.

FOCUS energy renovation

Requirements are estimated at :
430,000 full-time equivalent jobs,
i.e. almost **200 000 FTE**
additional compared to the current number
31 billions of additional investments per year
For the residential sector
911 000 BBC renovations per year until 2030 require
doubling the current number of FTEs
For the tertiary sector
27 million M²
requires a 1.6-times increase in current FTE needs

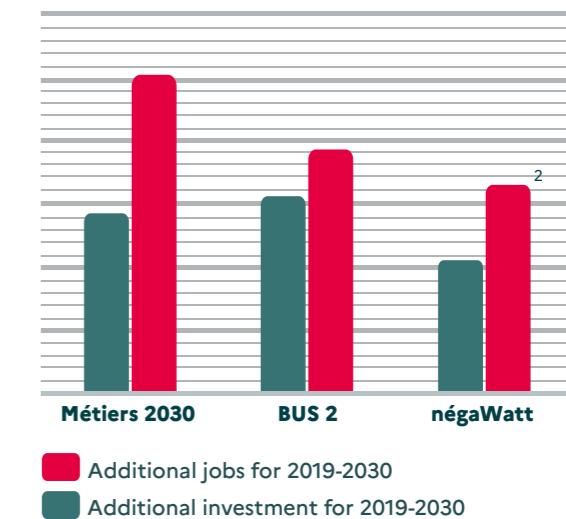
Between 170,000 and 250,000 additional full-time equivalents required for energy-efficient building renovation between 2019 and 2030

To achieve the 2030 targets :

- The sector will have to recruit massively to meet this additional need (in particular, site managers, site supervisors, electricians, heating engineers and plumbers), while at the same time compensating for the number of people leaving the sector each year (due to retirement, retraining, etc.).
- Technical and, more broadly, financial and social support for project owners needs to be developed, and almost 8,000 FTEs are required (compared with around 5,000 FTEs today) for housing renovation.
- Building professionals will need to strengthen their technical skills related to energy performance, as well as their transversal skills in co-activity and co-ordination. Related professions, such as real estate professionals, also need to develop their skills so that they can incorporate energy renovation issues into their advice and support.
- The new-build sector, while respecting environmental requirements, could gradually incorporate more heavy rehabilitation and associated energy renovation activities.

Comparison of BUS2 results with the work of négaWatt and France Stratégie on energy renovation

With different assumptions and methodologies, the results converge: the investments to be made represent an additional 21 to 31 billion euros per year compared with today, and the workforce requirements an additional 166,000 to 253,000 FTEs.



France Stratégie presents the 3 exercises in its September 2023 publication: Note d'Analyse - rénovation énergétique des bâtiments : quels besoins de recrutements en 2030 et dans quels territoires ? <https://www.strategie.gouv.fr/actualites/conference-annuelle-metiers-competences-resultats-de-mission-confiee-france-strategie>
France Stratégie (2022): Scénario bas-carbone Métiers 2030 (France Stratégie and Dares). négaWatt: Quirion P. (2022), «TETE, un outil en libre accès pour estimer les emplois générés par l'éco-construction - Présentation et application to the négaWatt 2022», Revue de l'OFCE 176 (2022/1).

Work carried out in the 4 focus territories

Cotentin Conurbation Community

Diagnosis

The aim is to increase the number of BBC-level renovations from 200 to 2,700 per year. The low attractiveness of the building trades is leading to a low recruitment rate and an overload of companies, which is lengthening the time required to carry out work in both the residential and tertiary sectors.

Working path

- Structuring the range of services on offer, with the «Normandy Region's BBC renovators» scheme.
- Recruitment, using the BTP method and practices of the Coutances CFA and Bouygues.
- Experimentation with eco-construction training.

Cambrésis region

Diagnosis

Local councillors need to get to know more about the renovation of municipal services and existing public support schemes (CEE, ACTEE +, Fonds Vert). The lack of trust and communication between the players is holding back the sector.

Working path

- Strengthening of the «Pass Rénovation» scheme and the work of the Régie du SPEE.
- Experimentation with 5 renovations of series-built individual homes (out of 5,500).
- Increase in the number of training courses on Praxibat platforms.
- Acceleration of the renovation of communal tertiary buildings.

Aix-Marseille Metropolitan Area

Diagnosis

The scenario envisaged by the PLH up to 2028 makes it possible to respond to the challenges of renovation and new construction. From 2029, priority will be given to energy renovation. Summer comfort is a very important issue for this region.

Working path

- Support for private individuals and awareness-raising among elected representatives.
- Training professionals in co-activity, energy efficiency and summer comfort.
- Better integration of women on building sites.
- Training for real estate professionals.

Lyon Metropolitan Area*

Diagnosis

The region hosts a large number of professional associations and training structures that promote sustainable construction and disseminate best practice. 81% of housing is collective, including 15% classified as F or G.

Working path

- Highlighting and consolidating best practice and existing initiatives.
- Mapping the players and their roles.

*The Maison Métropolitaine d'Insertion pour l'Emploi (job center) carried out the diagnostic but did not pursue the action plan.

FOCUS 1 - Supporting the performance market in construction and renovation

A brief background

In order to structure a professional offer able to meet the objectives of the ecological transition of buildings, the demand for energy and environmental performance must be asserted for both construction and renovation, in the residential and tertiary sectors. This is why the various building owners are involved, both in the private sector and in the social sector, which accounts for 5 million homes and is therefore a real lever for transforming the performance market. With technical and financial support, private individuals will be able to scale up energy-efficient renovation. As far as the tertiary sector is concerned, in addition to the support that needs to be provided to businesses in the private sector, there is also a real challenge for the public sector in terms of combining financial and human resources between local authorities to develop engineering on a regional scale.

Guidelines

- Support the demand for efficient renovation of private residential property by providing strong support for homeowners.
- Provide support adapted to the needs of stakeholders (local authorities, businesses, social landlords).
- Facilitating the development of sectors aimed at improving environmental performance in new-build and renovation projects.

Proposals for action at national and regional level

To read the detailed report on the proposals for action under Focus 1, [click here !](#)

1-1

Helping local authorities set up Sociétés de Tiers Financement (STFs) by distributing the SERAFIN Association guide

Action :

Communicate about a guide written by the SERAFIN association, dedicated to the creation of an STF, a local scheme to provide technical, financial and social support to private individuals for efficient renovation.

Objective :

Increasing access to high-performance renovation for private individuals.

Local action - Cambrésis :

Promotion of 2 complementary support schemes: the Hauts-de-France Region's «Pass Rénovation» and the Régie régionale du Service Public de l'Efficacité Energétique (SPEE).

1-2

Encourage cooperation between social landlords and demand for performance through local calls for projects

Action :

Launch a multi-year call for projects to provide financial support to social landlords, to improve regional coordination between exemplary landlords.

Objective :

Massify efficient renovations, through calls for projects giving access to specific co-financing by the Ministry for Ecological Transition and Territorial Cohesion and the Banque des territoires.

1-3

Renovation of private tertiary buildings: Informing businesses and communicating about the issues, obligations, funding and support schemes.

Action :

Put general information about the renovation of private tertiary premises online, on public service websites, and relay it through communication initiatives (DGE and ADEME).

Objective :

Give companies, whether or not they are subject to the DEET, access to information on support for high-performance renovation.

1-4

Share the benefits of combining resources between local authorities or within an EPCI to renovate tertiary buildings of small local authorities, and the mechanisms for implementing this to achieve this mutualisation

Action :

Set up a resource centre for good territorial practice on the «expertises territoire» website (CEREMA), to promote the mutualisation of resources between local authorities, with associated coordination.

Objective :

Helping local authorities to renovate their properties, by mobilising human and financial resources through pooling arrangements.

1-5

Facilitating the use of bio-sourced and low-carbon products and materials in new construction and renovation: clauses in public contracts and training.

Action :

Develop the use of biosourced/low-carbon clauses in public contracts. At the same time, incorporate training in bio-sourced materials into all building sectors, at all levels of training.

Objective :

Integrate more bio-sourced / low-carbon solutions into buildings.

Local action - Cotentin :

«Eco-construction worker» training (11 months)

1-6

Facilitating the re-use of products and materials (new construction and renovation): local engineering and training for professionals

Action :

Create project manager posts for each employment area committed to developing re-use activities and include the subject of re-use in training courses in the construction sector.

Objective :

Setting up a re-use ecosystem in each region.

Local action- Cambrésis :

Creation of a «ressourcerie» aimed at integrating jobseekers through recycling building waste.

Complementary territorial action - Territory of the Aix-Marseille Metropolitan Area

Implement a tool for analysing prospective data (observatory), markets, jobs and skills (2024-2030) and monitoring training provision, in order to observe changes in the various construction markets and provide better support for businesses.

FOCUS 2 - Encouraging recruitment and retaining employees in the sector

A brief background

While the sector is already experiencing staffing problems (mass retirements, recruitment tensions, lack of employee loyalty), it will have to double the number of FTEs working in high-performance renovation to meet demand. There are several levers for action:

- Attracting new talent. This additional workforce will not just come from young graduates and apprentices. There are other sources: jobseekers, workers undergoing retraining, mobility between the construction and renovation sectors, and the integration of women into the sector, which is certainly the largest recruitment target, but perhaps the most difficult to mobilise...
- Activate initiatives to retain the sector's workforce and prevent talent drain to other sectors.
- Changing perceptions and promoting the sector's assets.

Guidelines

- Attract new talent to the sector.
- Involve school and career guidance intermediaries.
- Maintaining the workforce and professionals working in the sector.

Proposals for action at national and regional level

To read the detailed report on the proposals for action under Focus 2, [click here !](#)

2-1

Launch a communication campaign, adapted to target audiences, to change the image of the building professions

Action :

Launch a communication campaign that deconstructs preconceived ideas about the sector, and highlights professions with a strong socio-ecological impact.

Objective :

Promoting the strengths of a sector that makes sense for the ecological transition, by modernising the image of the building trades.

Local action - Aix-Marseille :

Communicating a positive image of the sector, through fun discovery tools suited to each audience, and through testimonials from professionals.

2-2

Inspiring vocations in young people through action

Action :

Set up career discovery workshops for young people considering a career, using existing practical schemes, and encourage the sharing of experience by young companions.

Objective :

Ensuring that young people choose the right career path rather than being forced into one, and raising awareness of the ecological transition in the building industry among young people.

Local action - Cambrésis, Cotentin, Aix-Marseille :

Workshops to discover 3-4 professions through practical experience, on equipped trucks or on technical platforms.

2-3

Coordinating and developing the professional integration of people who are far from employment in the building trades in local areas

Action :

Provide employment areas with a «building integration coordinator» responsible for developing a local strategy and coordinating local integration structures to implement it. This coordinator will also make it easier to set up IAE (Integration through Economic Activity) or GEIQ (Employers' Group for Integration and Qualification) projects.

Objective :

Encouraging appropriate support for people who are far from employment.

2-4

Feminising construction sites

Action :

Promote the building professions to young girls through dedicated workshops and a targeted communication campaign. At the same time, raise awareness among site supervisors about sexist stereotypes and behaviour.

Objective :

Introduce interested women to the building professions. Prepare the sector for their integration, by combating sexism.

Local action - Cotentin :

Training women instructors and raising awareness among contractors of the importance of appropriate infrastructure on worksites.

Local action - Aix-Marseille :

An all-female job discovery workshop to test one job per day on a technical platform, and to train site middle managers in managing mixed teams.

2-5

Strengthen the role of prescribers who refer jobseekers to the construction sector

Action :

Raising awareness among guidance intermediaries of the challenges facing the sector and the needs associated with its ecological transition.

Objective :

Introduce prescribers to the full range of professions in order to better promote the societal role of the building trades.

Local action - Aix-Marseille :

Acculturation and updating of all employment and training prescribers on the technical skills and soft skills expected for each profession.

2-6

Objectivising the benefits of long-term career support through a large-scale socio-economic study

Action :

Carrying out and distributing a socio-economic study on the training aspect of companies in the sector.

Objective :

Inform employees of the benefits of investing in career support and skills development.

Local action - Aix-Marseille :

- Survey on the characteristics of people leaving the sector and offer of services aimed at limiting departures due to incapacity.
- Putting sellers and acquirers in touch with each other and assisting with business start-ups and takeovers.

FOCUS 3 - Developing training

A brief background

To guarantee performance, professionals need to be skilled in the aspects of co-activity on construction sites, but their limited availability and sometimes a lack of interest in theoretical training limit employees' ability to upgrade their skills. They concentrate on obligatory training, or training that is necessary to gain access to a market. However, the reorientation of companies towards high-performance renovation, which has become socially and environmentally necessary, means that there is a need to modify and improve professional and company skills. The expertise associated with performance can be passed on through appropriate teaching methods and a diversification of media to facilitate the training of related players.

Guidelines

- Encourage the development of the skills needed for performance.
- Pursuing the deployment of a varied educational offering.
- Allowing all players in the real estate sector to improve their general skills.

Proposals for action at national and regional level

To read the detailed report on the proposals for action under Focus 3, [click here !](#)

3-1

Develop and scale up practical training courses to acquire the specific skills needed to carry out high-performance work (DPE levels A and B).

Action :

Develop teaching programmes based on best practice, and encourage companies and project managers to take these courses.

Objective :

Organise short, practical training courses in employment areas, close to where professionals work, to help them acquire the skills needed for BBC-level work.

Local action - Cambrésis, Cotentin, Aix-Marseille :

Training for professionals, including project developers, based on «Work Integrated Training» (WIT), which links the commissioning of construction and energy renovation work, with training aimed at co-activity via mobile or fixed platforms.

Local action - Aix-Marseille :

Skills training is planned for project managers, craftsmen and contractors in techniques for limiting the risk of overheating in buildings, as well as a «Summer Thermal Comfort in Renovation» training course.

3-2

Encourage companies to enhance their skills for efficient renovations through training clauses or professional network

Action :

Periodically integrate training clauses into calls for tenders by identifying suitable markets through project owners and organizing training sessions. Concurrently, promote networks and groups of companies capable of working in these markets.

Objective :

To ensure that professionals seeking access to the new-build and energy-efficient renovation markets acquire the skills they need to carry out the work.

Local action - Cambrésis - Cotentin - Aix-Marseille :

Development of the «training clause» among contracting authorities by identifying a willing project owner and a worksite conducive to training.

Local action - Cambrésis :

Distribution to private individuals of a charter highlighting small businesses that have trained their teams in the skills required for high-performance renovation.

Local action - Cotentin :

Development of the Normandy region's «eco-energy cheque» scheme by increasing the number of «BBC renovators».

3-3

Raise the skills of real estate professionals in the field of Ecological Transition: banks, estate agents, notaries, brokers, property managers, etc.

Action :

Train real estate professionals in the challenges of high-performance renovation, capitalising on the ACTIMMO (CLER) experience to establish local partnerships between these professionals and the local France Rénov' team.

Objective :

Ensuring that the joint action of the real estate industry in the different regions massively increases demand for high-performance renovation work.

Local action - Cotentin - Aix-Marseille :

Continuing the ACTIMMO programme to bring the property value chain into the energy renovation market.

3-4

Promoting MOOCs on efficient renovation and construction

Action :

Fund the updating and ongoing running of the Sustainable Building MOOCs, to support the industry's skills development and increase their dissemination to as many people as possible.

Objective :

Training professionals in the building and real estate sector, and informing the general public about the challenges of the energy transition and sustainable building.

3-5

Helping construction specialists make the transition to renovation: sharing feedback from companies as part of a Réno Tour and preparing professionals for retraining.

Action :

Share stories of business reorientation to inspire companies, as part of a Réno Tour.

Objective :

Inspiring companies to develop the activities and careers of their staff, with an approach by sector, profession and company size.

Local action - Cotentin - Aix-Marseille :

Definition of training content to encourage the transition from new build to renovation.

Complementary territorial action - Territory of the Aix-Marseille Metropolitan Area

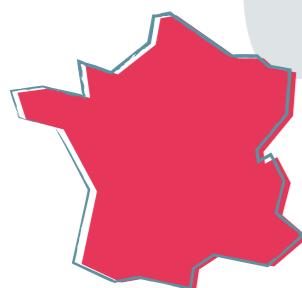
To complete the observatory proposed by the region, a map of existing training courses will be drawn up, in order to better manage the training on offer and the various action plans to support the sector.

OUTLOOK & IMPLEMENTATION OF ACTIONS

The aim is to establish long-term cooperation between players in the building, employment and training sectors at national level (Ministry of Labour, Health and Solidarity and Ministry of Ecological Transition and Territorial Cohesion), as well as at regional, inter-municipal and employment area level.

In order to consolidate the action levers proposed by the BUS2 community, it is necessary to establish long-term collaboration between players at all levels.

LINKING EMPLOYMENT AND ECOLOGICAL TRANSITION POLICIES AT NATIONAL LEVEL



9 of the 17 national BUS2 action proposals are included in the interministerial plan for structuring the Energy Renovation of Buildings sector, led by the Interministerial Coordination Mission of the Ministry for Ecological Transition and Territorial Cohesion. By integrating the national EDEC* for energy-efficient renovation of buildings, run by the Ministry of Labour, Health and Solidarity, into this plan, the ecological transition of buildings, employment and skills are made consistent.

*EDEC, Commitment for the Development of Employment and Skills



«The BUS2 2024 project led by ADEME and AVE has, through its many workshops, brought together the views of a wide range of players on the subjects of jobs and skills, and produced 17 action sheets, the conclusions of which will be incorporated into the Interministerial Plan for structuring the building energy renovation sector, particularly for actions relating to the renovation of private housing stock and training.»

Natacha NASS - Project Manager «Energy renovation work offer», Interministerial coordination mission for the energy renovation plan for buildings, General Directorate for Planning, Housing and Nature

«We see this project, which is co-sponsored by ADEME, as a major milestone on the road to jobs and skills, with a view to meeting a broader ambition: a just transition to carbon neutrality by 2050. The national leadership provided by BUS2, with strong regional support, has been one of the keys to the success of this programme, and has enabled the emergence of a community ready to act. We are resolutely committed to continuing this work, maintaining this collective momentum and continuing to build ambitious public policies on the subject of buildings. This is ADEME's DNA. The challenge now lies in our ability to keep this momentum going!»

Jérémie ALMOSNI - Director of Sustainable Cities and Territories ADEME



IMPLEMENTING AND COORDINATING BUS2 ACTIONS AT LOCAL LEVEL



«The encounter between jobs, skills, environmental public policies and the anticipation of economic players initiated by BUS2 is to be found in the very essence of the practices carried out by AVE and our members. That's why it's so important for us to get involved in these issues, which make complete sense in terms of both local economic development and territorial transition. There is now an absolute need to pursue the approach, and these activities at all levels - European, national, regional and local - thanks to an aligned political will and the means to do it properly, that's our common challenge for the future»

Lucie BECDELIEVRE - General Delegate AVE

The 3 BUS2 demonstration employment areas have drawn up their own action plans with the following objectives in mind:

- Reducing obstacles to the renovation of residential and tertiary sector buildings, both public and private
- Flourishing of current and future building professionals
- Significant increase in the number of companies competent and trained in efficient renovation

Before involving all employment areas in a similar approach, it is necessary to verify feasibility, refine implementation methods, and measure the impacts of each action. To achieve this, support from national, regional, and local authorities is essential, as well as additional human and financial resources to coordinate the project.

The Build Up Skills 2 (BUS2) project, whose application was approved in November 2022 by the European Climate, Environment and Infrastructure Agency (CINEA), is financed by the European Commission as part of the LIFE programme, a funding instrument dedicated to the environment and climate, supporting innovative projects in this area between 2021 and 2027.

Many thanks to the LIFE programme for its funding and to the entire CINEA team. We would also like to thank all those who contributed their expertise and experience to help us build a global vision of the issues at stake:

The members of the ADEME-AVE consortium for their collaboration, as well as all those involved in the Strategic Orientation Committee and the Steering Committee throughout the project.

All the players in the building, training and employment sectors who contributed to the BUS2 work, from the diagnosis to the formulation of proposals for action, including the online consultation.

ADECCO Group - ADIL - AFPAC - ATFPEN

- Agir pour le Climat - ALOEN - ASDER
- ATEE - Batylab - Batiactu - Cambrésis Emploi - CAPEB - CD2E - CEREMA - CERER - CFDT - CLER - CNOA - CNRS - CONSTRUCTYS - Creaspace - CSTB - DGEFP - DDETS - DRAFPIC - DREETS - DGE - DREAL - EcoCO2 - Ecohabilis - EDF - Eiffage - Énergies demain - Enertech - EnvirobatBDM-ETRE-FB2-Fédac-FEDENE - Fédération écoconstruire - FEEBAT - FIBOIS Observatoire - FNCB-CFDT - FPI - GIMELEC - Greenflex - Groupe Projex - IDEE Énergies - Immobilier Durable - In Numeri - I4CE - IECD - Institut négaWatt - La Solive - Les 7 vents - Les canaux - Noria Formation - Oikos - Operene - Orange - PLIE - Pôle énergie Bourgogne Franche-Comté - Pouget Consultants - QUALIBAT - RFCP - Soclova - Sonergia - Synethic - The Shift Project - Transitions DD - UNFSA - USH - Vinci Construction IDF



To find out more



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