



# Education & Capacity Building for a Sustainable Future

**Mike Riley**

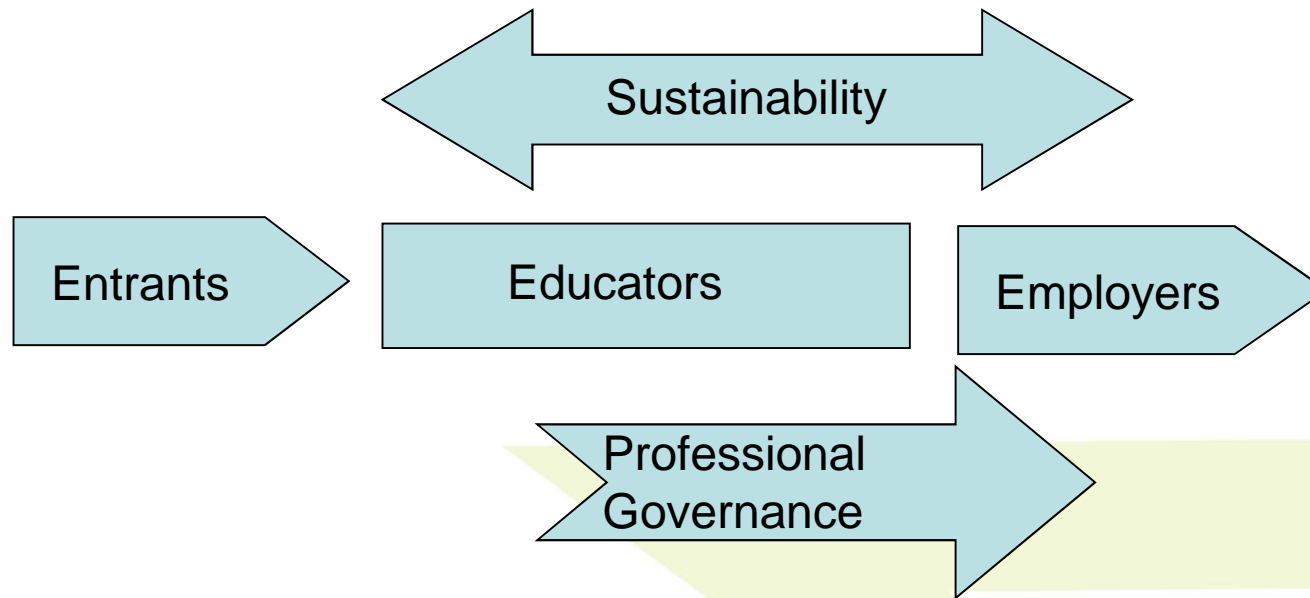
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# Position of Education



Leading or Following ?  
What is the 'product' ?

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# Real Estate & Sustainability



- Focus on Commercial Real Estate ?
- Real Estate v Housing v Communities
- ‘Sustainability’ labels
  - Technical focus
  - Technical metrics
  - Communities
  - Markets
  - Carbon imperative



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# Context



- UK committed to 80% reduction in GHG emissions by 2050
- 45% of current carbon emissions from buildings; 27% from homes
- 87% of current building stock will still be here in 2050
- Social housing accounts for approximately 20% of UK housing stock



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# Issues of Clarity



- Entrants to the Professions
  - Level and Skills
  - LLL provision
- International standards ?
  - TEGoVA
  - FIABCI
- Shared Understanding



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# Structure of the UK Sector



- Skills for valuation vs skills for real estate sustainability
- Schism between construction, markets and communities in terms of skills
- Commercial/Residential Skills divide

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# Skills & Needs



Indicator	Property & Housing	Asset Skills	Whole UK economy
Establishments with vacancies (%)	10%	10%	12%
Establishments with hard to fill vacancies (%)	15%	2%	3%
Establishments with skills shortage vacancies (%)	11%	1%	3%

Source: National Employer Skills Survey, 2009

## Over-supply of graduates

## High Proportion of Skills gaps in Property & Housing

- Local Regional context
- Technical Skills
- Transferable Skills

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# Education Providers (UK)



- 18 Housing Management
- 37 Housing
- 64 Property
- 24 Real Estate
- 899 'Business' !



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# Skills Enhancement



“The changes to vocational qualifications in recent years have left employers muddled and confused.” (Asset Skills 2010)

## Poor take up of provision

Learning Level	Priority population groups and Government subsidy for learning they can expect		
	Individuals aged from 19 up to 24	Individuals aged 24+	Individuals who are unemployed and on active benefits
Basic Skills	Fully funded	Fully funded	Fully funded
Level 2 (first)	Fully funded	Co-funded	Fully funded targeted provision for learners with skills barriers to employment aged 23 and under and/or training below Level 3. Loans for those aged 24+ on courses at Level 3 and above.
Level 2 (retraining)	Co-funded	Co-funded	
Level 3 (first)	Fully funded	Loans	
Level 4 (retraining)	Co-funded	Loans	
Level 4 (any)	Co-funded	Loans	

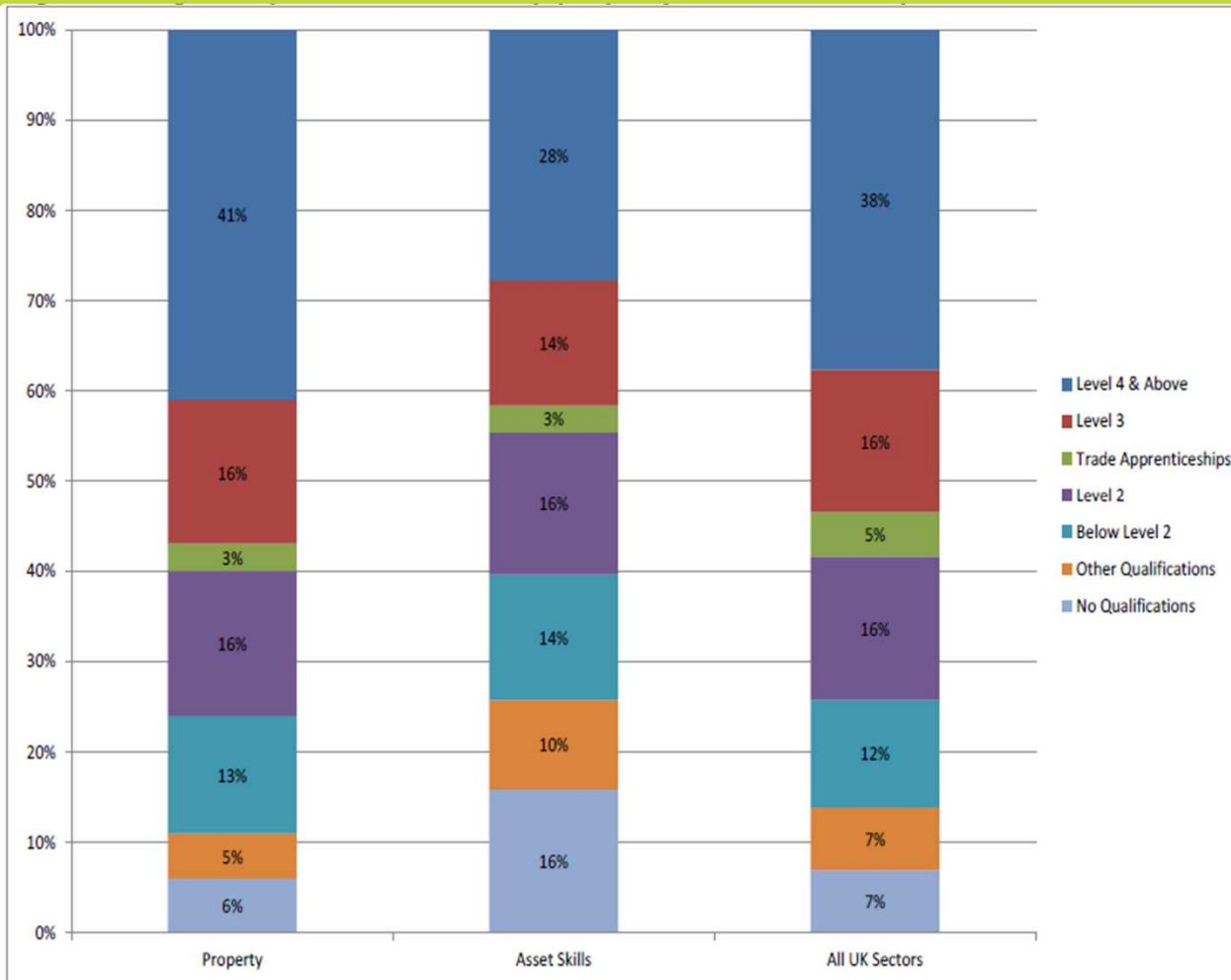
Source: Skills for Sustainable Growth, Nov 2010

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# Property Qualification Levels



“46% of Property Organisations invested in training in 2010”

(Asset Skills 2011)

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# Transportability: TEGoVA Competencies



- Understanding:
  - Economic Theory
  - Practical Economics for Real Estate
  - Business & Finance
- General Knowledge:
  - Real Estate Marketing
  - Construction
  - Energy, Environment & Resource Protection

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# TEGoVA Competencies



- **In-depth Knowledge:**
  - Property Law
  - Statute & Valuation
  - Government Policy & Land Use
  - Valuation
  - Valuation Standards
  - Professional Practice

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# International Context



- Local skills provision vs importing skills
  - Ghana
  - Malaysia
  - Russia
  - Singapore
  - Sri Lanka
- Collaborative provision ‘construction’

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# Transportability – ‘Erasmus’



Outgoing UK Erasmus Student Work Placement Mobility by Sector of Employment - 2008/09 and 2009/10

Work Sector	Mobilities 08/09	Mobilities 09/10
A AGRICULTURE, FORESTRY AND FISHING	7	3
B MINING AND QUARRYING	0	1
C MANUFACTURING	174	171
D ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	31	33
E WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT and REMEDIATION ACTIVITIES	4	6
F CONSTRUCTION	17	16
G WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	28	92
H TRANSPORTATION AND STORAGE	57	30
I ACCOMMODATION AND FOOD SERVICE ACTIVITIES	109	127
J INFORMATION AND COMMUNICATION	315	257
K FINANCIAL AND INSURANCE ACTIVITIES	162	145
L REAL ESTATE ACTIVITIES	37	25
M PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	264	293
N ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	136	162
O PUBLIC ADMINISTRATION	19	28
P EDUCATION	1,579	1,874
Q HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	61	91
R ARTS, ENTERTAINMENT AND RECREATION	155	160
S OTHER SERVICE ACTIVITIES	242	143
T ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-P	3	10
U ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	6	3
Totals:	3,406	3,670



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# Conclusions



- Professional governance of lower level awards?
- Promotion of entry level qualifications
- Portability of transferable skills
- Clarity of terminology
- Non-technical context of sustainability

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