

PPF-VET

Preparing the Past for the Future: A VET Capacity Building Initiative for Monument and Building Restoration in the Republic of Moldova

Erasmus+ KA2: Capacity Building in the field of VET

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D2.1 Report with the findings on a policy and education level

WP2 – Needs Analysis & Best Practices



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Executive Summary

The restoration of monuments and the renovation of buildings are of critical historical, cultural, social, occupational, and economic significance for any country that decides to invest in this sector. The benefits are manifold and substantial, provided that the planning is decided within the framework of a comprehensive strategy that covers all the parameters composing this specific sector at various levels.

The proposal consists of two sections, as each section is essential from the other section to achieve the goal to the fullest extent. It is not enough for a country to prepare an excellent educational program at EQF levels 3-4 to attract students to the specific sector of building and monument restoration without simultaneously taking a series of other supportive measures both legislatively and financially. Similarly, it is not enough to invest financial resources both from the public and private sectors without the required and sufficient education and training at all levels of the individuals who will be called upon to implement the projects.

The two sections in which the proposal is divided in the context of this deliverable are **(a) the educational program** (how the training and certification framework is separated and defined) and **(b) the supportive measures** (legislative framework, infrastructure creation, public-private sector collaboration, and financial incentives).

Through studying of the best practices at both European and international levels, particularly in countries with significant heritage in monument restoration and historic buildings, we identify significant findings both at the educational and employment level and more broadly at the legislative and funding program levels.

Even countries that lack the economic capacity to support initiatives for the development of this specific sector have programs and practices that can be utilized by both public authorities and private enterprises or even through public-private consortium.

1st Section: Educational Programme

A comprehensive educational program starts from learning and must culminate in the certification of the skills acquired through this education, with certification being protected and necessary for entry into the job market. Based on the best practices identified in this study, the educational system at levels 3-4 should be divided into the following sections:

THEORETICAL APPROACH

- History and Architecture
- Materials and Techniques
- Conservation and Maintenance
- Regulations and Legislation
- Ethical and Cultural Values
- Project Management
- Communication and Collaboration

TECHNICAL TRAINING

- Laboratory and Practical Training
- Materials and Applications
- Technical Analysis
- Design and Execution of Projects
- Application of Standards and Regulations

	Safety and Health
PRACTICAL EXERCISE	Application of Techniques Use of Tools and Materials Problem Analysis Team Collaboration Project Management Hands-on training

At the completion of each cycle program, participants should receive the appropriate certification, which they can leverage both for employment opportunities and for recognition for further education at a higher academic level.

Additionally, it is important to encourage the creation of specialized educational programs in collaboration with educational institutions, museums, public authorities in the construction sector, and professional organizations. These programs should provide students with knowledge and skills related to the restoration and renovation of buildings, with respect for their historical value.

2nd section: Supportive Measures

Supportive measures are critical as they will create the actual conditions and prerequisites, as well as incentives for the integration of students into this specific field. These measures will help students to join the educational program and enable them to progress based on their initial but essential education and training.

LEGISLATIVE FRAMEWORK	Creation of Legislative Framework Certification and Recognition Professional Qualifications Establishment of Regulatory Bodies UNESCO EU Regulations International Legislations
INFRASTRUCTURE CREATION & FINANCIAL INCENTIVES	Establishment of Centres of Excellence Support for Educational Institutions Support for vocational education (VET) Funding European Programs International Programs Tax Incentives by public authorities Promotion for Research and Development
PUBLIC-PRIVATE SECTOR COLLABORATION	Encouraging Collaboration Establishment of Public-Private Partnerships (PPPs) Partnerships for Educational Programs Joint Research and Development Career Development Programs Enhancement of Investments

Ensuring sustainability and development in the field of building restoration requires a comprehensive approach that combines education, innovation, and collaboration. Through the implementation of legislative frameworks, the provision of incentives, and the enhancement of collaboration between the public and private sectors, an environment can be

created where education and development are accessible to all. This will lead to sustainable and innovative solutions for the restoration and revitalization of cultural heritage.

Strengthening cooperation with the industrial sector and firms dedicated to revitalization and renovation, ensuring educational offerings align seamlessly with market requirements. Moreover, a crucial suggestion, to be further explored in our conclusions, revolves around the necessity for financial incentives aimed at stimulating the growth of both quantity and caliber of employment opportunities within this sector, thereby rendering it an appealing career path and motivating student engagement.

1st Section: Educational Programme

SECTION	EDUCATIONAL PROGRAMME UNITS	CONTENT
THEORETICAL APPROACH	History and Architecture	Understanding the history of architecture, various architectural styles, and techniques used in the construction of monuments and historic buildings.
	Materials and Techniques	Study of the materials used in the construction of monuments and buildings, as well as restoration and refurbishment techniques.
	Conservation and Maintenance	Analysis of conservation and maintenance methods for monuments and historic buildings, including management practices for maintenance tasks.
	Regulations and Legislation	Understanding the legal frameworks and regulations governing the restoration and refurbishment of monuments and historic buildings.
	Ethical and Cultural Values	Developing sensitivity to the ethical and cultural values related to the restoration and refurbishment of monuments and historic buildings.
	Project Management	Training in project management, including planning, budgeting, and execution of tasks.
	Communication and Collaboration	Development of communication and collaboration skills among professionals regarding restoration and refurbishment to achieve high-quality results.
TECHNICAL TRAINING	Laboratory and Practical Training	Training in practical skills and techniques of restoration and refurbishment, including methods and tools used.
	Materials and Applications	Learning about the selection and use of appropriate materials for restoration and refurbishment, as well as their various applications.
	Technical Analysis	Learning techniques for analyzing structures and materials to assess their condition and design refurbishment works.
	Design and Execution of Projects	Understanding the process of planning and executing restoration and refurbishment projects, including time and resource management.
	Application of Standards and Regulations	Understanding and implementing the standards and regulations governing the restoration and refurbishment of buildings and monuments.
	Safety and Health	Training on practical safety and health practices in the workplace during restoration and refurbishment works.
PRACTICAL EXERCISE	Application of Techniques	Participants should have the opportunity to apply the techniques they have learned in the restoration and refurbishment of real buildings and monuments.
	Use of Tools and Materials	Participants should learn how to use the various tools and materials used in restoration and refurbishment works.

Problem Analysis	Participants should address practical problems and difficulties that arise during the execution of restoration works and seek solutions for them.
Team Collaboration	Participants should work in teams and develop collaboration and communication skills with their colleagues.
Project Management	Participants should become familiar with time management, resource allocation, and organization of a restoration or refurbishment project.

2nd section: Supportive Measures:

SECTION	PROGRAMME	CONTENT
LEGISLATIVE FRAMEWORK	Creation of Legislative Framework	Establishment of Laws and Regulations Governing Education and Professional Certification in the Field of Building Restoration.
	Certification and Recognition Prof. Qualifications	Establishment of a certification and recognition system for professional qualifications in the field to ensure the quality and safety of work.
	Establishment of Regulatory Bodies	Creation of Specialized Bodies or Committees for the Implementation of Laws and Regulations Regarding Building Restoration and Education in the Field.
	UNESCO Conventions	Implementation in the national legislative framework of all recommendations from the UNESCO World Heritage Centre regarding the utilization of funding programs.
	EU Regulations	Implementation in the national legislative framework of the EU directives, regulations or recommendations
INFRASTRUCTURE CREATION	Establishment of Centres of Excellence	Establishment of specialized centres of excellence for building restoration that will serve as models for education and educational research
FINANCIAL INCENTIVES	Support for Educational Institutions	Provision of financial and accounting support to educational institutions offering programs of study in the field of building restoration.
	Support of VET	Providing financial incentives for the education and specialization in the field of building restoration.
	European Programs	Utilization of available European programs for funding projects in the field of research and innovation
		Utilization of available European programs for funding projects in the field of restoration of historical heritage.
	International Programs	Utilization of international funding programs provided by international organizations as well as specific countries supporting the protection of cultural heritage within the framework of international law.
	Tax Incentives	Providing tax incentives to companies & organizations that offer education and professional training in the sector.
		Providing tax incentives to companies and organizations operating in the construction sector of building restoration Providing tax incentives or subsidies to businesses that offer employment opportunities in the sector.
	Promotion of Research and Development	Promoting research and development in areas related to building restoration and renovation to advance innovative technologies and processes.
PUBLIC-PRIVATE SECTOR COLLABORATION	Encouraging Collaboration	Promoting Collaboration between the Public and Private Sectors for the Development of Training and Professional Development Programs.
	Establishment of Public-Private Partnerships (PPPs)	Creation of companies where the public and private sectors collaborate to provide educational services and implement building restoration projects.
	Partnerships for Educational Programs	Establishment of Consortia between Public and Private Educational Institutions for the Provision of Training Programs in Building Restoration.

Joint Research and Development	Collaboration between public and private companies for research and development of new technologies and methods in the field of restoration.
Career Development Programs	Creation of career development programs where students have the opportunity to work in public or private organizations in the field of restoration.
Enhancement of Investments	Promotion of Public-Private Investments in Building Restoration Projects, Creating Education and Training Opportunities.

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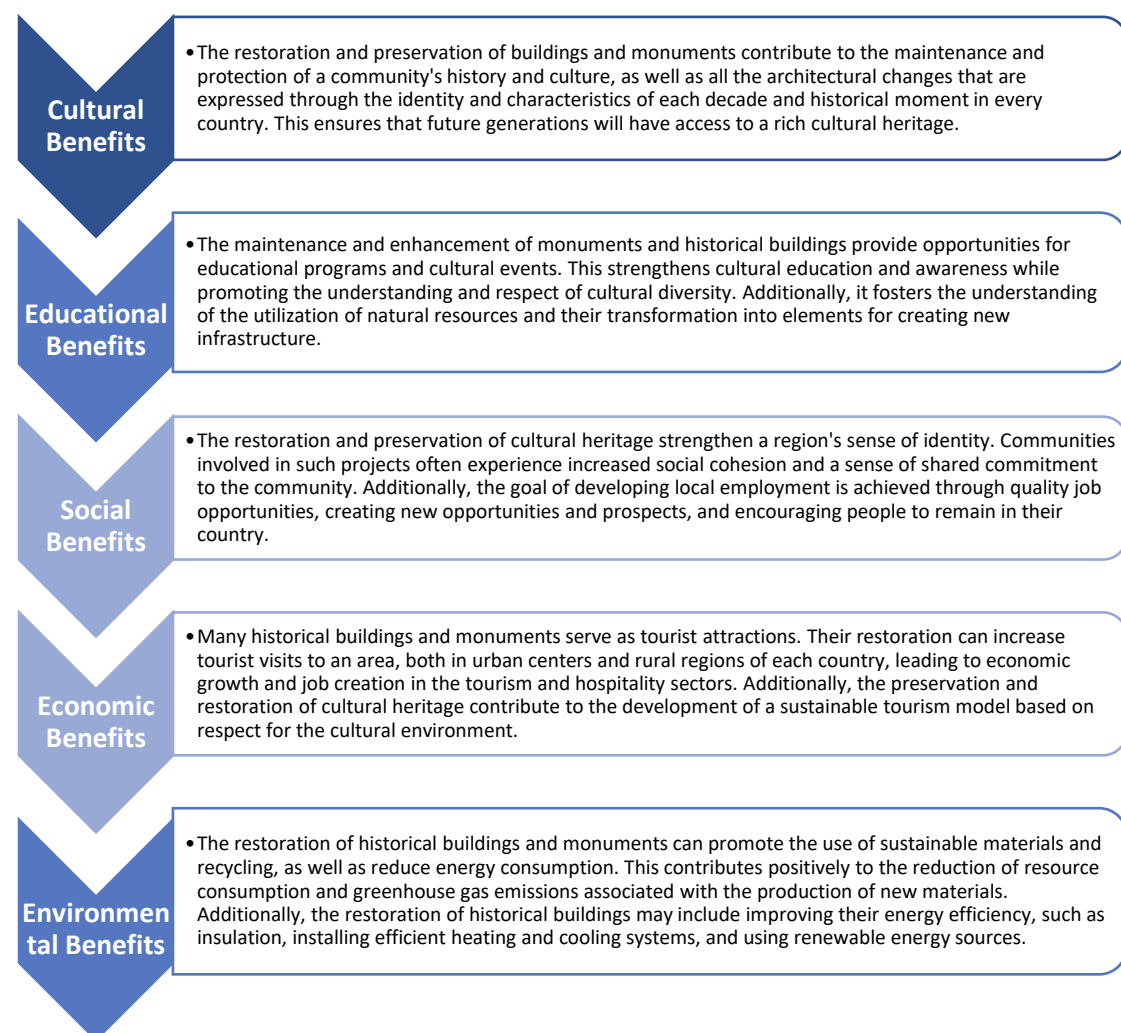
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1 Introduction

The present document aims to highlight the most important key points regarding building restoration and the factors related to the importance of traditional architecture and the particular significance that states should give to the protection of historical heritage.

One of the most recent definitions of restoration referred to is: "Restoration is understood as any intervention that aims to preserve and transmit works of historical, artistic, and environmental interest to the future, facilitating their readability without erasing the traces of time with absolute respect for the ancient material and authentic documentation".

The introduction of this document forms the basis of an educational program at EQF level 3-4, as the preservation of the cultural heritage of each country through the restoration of buildings and monuments brings significant advantages at a cultural level, but also brings significant social, economic, and environmental benefits. Therefore, it constitutes a sector of significant investment with excellent returns and sustainable development.



For achieving this goal, a series of measures and policy decisions are required, which mutually support each other to ensure maximum participation in every action. Targeting only one sector, such as education and training, may be significant, but without support from other

actions (e.g. financial support), it will not be able to attract the required interest, resulting in underutilization.

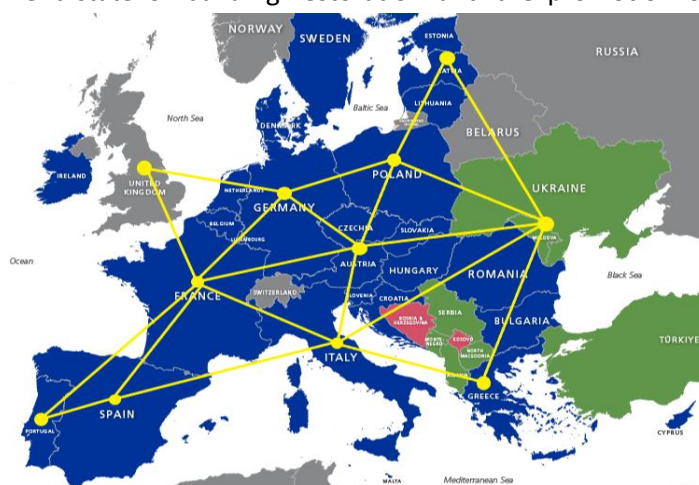
Similarly, economic investment in building restoration, without the necessary education and expertise, will lead to uncontrolled reconstruction without identity and without a uniform approach. Therefore, based on the above observation, a comprehensive approach to achieving the goal and increasing the success rate should include actions and policy decisions with a distinct feedback element in the following five pillars:

Education and training	Certification of academic & professional titles	Legislative regulations	Investments and financial support	Research and Development,
• at all levels of education, as well as information for professionals about relevant continuous training programs.	• specialized titles and registration of professional qualifications.	• rules established both in national law and at the European and international levels, including approval and control procedures by the competent government authorities.	• from the public sector and provision of incentives, (such as tax incentives), to attract investments from the private sector aiming at implementing projects that often require significant financial investments.	• where the state can invest in research and development for the developmental application of new technologies and methods in the field of restoration.

Through this deliverable document, we delve into the aforementioned pillars, taking into account the best practices applied in countries with significant and effective traditions in the restoration of buildings and monuments. **Greater emphasis is placed on the field of education and training, particularly at EQF levels 3-4** (EQF - European Qualification Framework), which may represent the initial stage of the overall strategy that each country should implement. This level provides students with the opportunity to have their first contact and initial knowledge about the importance and process of restoring buildings and monuments.

At this level, students should gain an initial understanding of all the data in the field, as well as all the parameters described by the above pillars. This will enable them to target their personal career path when deciding to pursue a career in this specific sector, through the specialization required at all levels.

Through this deliverable, the current state of building restoration and the promotion of cultural heritage based on historic buildings is presented. Emphasis is placed on showcasing practices and policies implemented by countries with advanced techniques and diverse architectural cultural types. The countries to be presented include Italy, Germany, France, Spain, Austria, Greece, Latvia, UK, and Poland.



Additionally, legislative and other regulations at the European and international levels will be presented.

The various approaches to building restoration will be identified and presented in relation to the political and legal framework, the procedures for designating cultural heritage sites, the gradations that define them, and the best practices found in each research area. Subsequently, the specific good practices will be compared with relevant points in Moldova to present specific recommendations based on the expertise and best practices identified.

Educational and technical experience are significant factors in shaping policies, as well as the availability of authentic materials necessary, along with the implementation of modern technologies for building upgrades to ensure their identity. For a country to achieve its desired goal, it must adapt educational systems with specialized programs, especially in the specialization of technical skills, to enable future workers to meet the specific requirements in the restoration sector.

Additionally, we will provide an overview of funding methods through incentives from state and EU policies, as well as the contribution and role of local authorities. Alongside, we will highlight good practices for sustainable restoration programs implemented by the private sector.

Finally, conclusions regarding policy and education as fundamental entities will be described, and various appendices supporting and documenting the study and perspective through needs analysis will be presented.

2 Current State in the Field of Restoration and Rehabilitation of Buildings and Cultural Heritage Sites

The field of restoration and rehabilitation of buildings and cultural heritage sites is constantly evolving, with technology playing a crucial role in its progress. Below, we outline some of the current trends and developments in the following field:

Education and Training: In the field of education and training, there are several significant trends and developments. These include the development of specialized programs focusing on the restoration and preservation of cultural heritage, the Interdisciplinary approaches are also encouraged, with educational institutions combining knowledge from various fields such as architecture, history, technology, and the environment. Practical training and experience are provided through programs that include hands-on exercises and experiential learning in real restoration projects. Additionally, the integration of new technologies into education programs offers students opportunities to familiarize themselves with modern methods and technologies in the field of restoration.

Educational programs also focus on cultural heritage management, including courses on the protection, conservation, and promotion of heritage within social, economic, and cultural contexts.

Digital Documentation and Modeling: The use of digital tools such as 3D scanning, Building Information Modeling (BIM), and photogrammetry is significantly increasing. These technologies offer precise measurements, visualization, and simulations of virtual restoration, aiding in the planning of conservation methods and making relevant decisions and scheduling.

Sustainable Practices: Emphasis is placed on integrating sustainable practices into restoration and rehabilitation projects, including the use of environmentally friendly materials, energy-efficient systems, and strategies for reducing environmental impacts through the conservation of natural resources.

Community Engagement and Social Impact: Stakeholder involvement and community engagement have become essential. Projects now prioritize the participation of local communities in decision-making processes regarding the restoration and maintenance of cultural heritage.

Interdisciplinary Collaboration: Collaboration among architects, engineers, conservators, historians, public authorities, and other specialists is increasingly common. Interdisciplinary teams bring their diverse expertise for a holistic and well-informed approach to restoration projects, taking into account the historical values of past decades.

Risk Management and Disaster Preparedness: There is increasing attention to disaster preparedness and risk management. Strategies include risk assessment, emergency planning, and the development of resilient conservation measures.

These trends reflect a broader shift towards more holistic and sustainable approaches in the field of building restoration and cultural heritage preservation. This underscores the importance of education and training in preparing specialists with the necessary knowledge and skills required in this sector. Educational programs focus not only on technical aspects but also on understanding the historical and cultural significance of the buildings and spaces being renovated. Through this approach, the preparation of specialists contributes to the preservation and promotion of cultural heritage, both nationally and internationally.

2.1 EU

At the European level, the EU, in an effort to support the policy of sustainable tourism through the revitalization of cultural heritage and public cultural infrastructure, has included in the funding policies of the Ministry of Culture during 2022 – 2023, specific actions for the development of targeted investments.

The investments support renovation, restoration, overall revitalisation and modernisation of cultural heritage and public cultural infrastructure owned by the state or municipalities. It is expected that this will have a broader positive effect on tourism development.

The essential requirement is also integration of digitalization and ICT technology for the promotion and interpretation of cultural heritage.

The Recovery and Resilience Facility contribution to the investment is EUR 42 million, with the total value of the investment estimated at EUR 57.34 million. Approximately two-thirds of the resources are intended for state-owned cultural infrastructure and one-third for municipality-owned¹.

The current situation in the field of restoration and rehabilitation of buildings and cultural heritage sites in the European Union is influenced by various factors, including legislative

¹ https://commission.europa.eu/projects/sustainable-restoration-and-revitalisation-cultural-heritage-and-public-cultural-infrastructure_en

frameworks, available financial resources, and efforts to encourage sustainable development and cultural tourism.

The European Union has introduced numerous programs and initiatives aimed at promoting the protection and restoration of cultural heritage. The EU Cohesion Fund and other financial mechanisms provide funding support for the restoration and redevelopment of historical buildings and areas.

Concerning the Policy Frameworks, the EU has established policy frameworks and funding programs to support the conservation and enhancement of cultural heritage. Initiatives such as the European Heritage Label², the European Year of Cultural Heritage, and Creative Europe program³ from 2018, aim to promote cultural diversity, heritage preservation, and cross-border collaboration in the field of restoration and rehabilitation.

EU Support the Education Framework for building restoration and rehabilitation: The European Union provides support for building restoration and rehabilitation through various education and training frameworks. These initiatives often focus on promoting heritage preservation, sustainable development, and technical skills training in areas such as architecture, engineering, and conservation.

EU-funded programs, research projects, and partnerships with educational institutions contribute to advancing knowledge and expertise in building restoration and rehabilitation across member states. Additionally, initiatives like the European Heritage Skills Passport aim to standardize training and qualifications in this field, facilitating mobility and collaboration within the EU.

Additionally, the European Union promotes cooperation and the exchange of best practices among member states in the field of cultural heritage and overall, is characterized by a commitment to sustainability, innovation, and community engagement. By leveraging technological advancements, promoting adaptive reuse, and fostering collaboration across sectors, the EU aims to ensure the continued preservation and appreciation of its diverse cultural heritage.

2.1.1 Policies and Legal Framework

The legal and political framework of the European Union (EU) in the field of restoration of buildings and cultural heritage sites is based on various initiatives, regulations, and programs established by the EU aiming to promote the goal of highlighting the cultures of countries, to promote sustainable development, to preserve cultural heritage, to ensure the quality of construction projects and developing innovative strategies. These initiatives are included in the following sections:

European Policy for Cultural Heritage: The EU has established a comprehensive policy for cultural heritage, which includes initiatives for the protection, promotion, and preservation of

² <https://culture.ec.europa.eu/cultural-heritage/initiatives-and-success-stories/european-heritage-label>

³ <https://culture.ec.europa.eu/cultural-heritage/eu-policy-for-cultural-heritage/european-year-of-cultural-heritage-2018>

cultural assets, through the European Cultural Heritage Strategy that aims to safeguard and promote Europe's cultural heritage through funding programs, awareness campaigns, and policy coordination among member states.

Culture Program 2014-2020: This program provides financial support for cultural projects, including the restoration and preservation of cultural heritage. With a budget of €1.46 billion over 7 years, the program included 2 independent sub-programs, CULTURE and MEDIA, and a Cross-Sectoral strand. CULTURE supported a wide range of cultural and creative sectors, including architecture, cultural heritage, design, literature, music, and performing arts⁴.

Europe 2020 Initiative: This initiative is the EU's growth strategy for the new decade. The Union has set five ambitious objectives - on employment, innovation, education, social inclusion and climate/energy and aims to promote sustainable development and employment also through cultural heritage, including the renovation and restoration of buildings.

Directive on Cultural Heritage Conservation: The EU has established directives concerning the conservation of cultural heritage such as the Directive 2014/60/EU⁵. This directive establishes measures aimed at protecting cultural heritage during times of armed conflict or occupation within the EU, including rules for the protection and enhancement of historic buildings.

Education and Training: In the field of education, there are significant programs supported by the European Union, such as:

- Erasmus+⁶: Which provides financial support for the exchange of students, teachers, and professionals in the field of education and training. This also includes programs related to the conservation and restoration of cultural heritage.
- European Centre for the Development of Vocational Training (CEDEFOP): Which provides information and analysis regarding educational and training offerings throughout the EU. Through CEDEFOP, tools and resources are available to promote better education and training in the field of cultural heritage, through several programs and initiatives⁷.
- European Prizes and initiatives⁸: In order to increase the visibility of Europe's culture and audiovisual sectors, the European Commission supports a variety of actions, initiatives, and prizes. These are designed to reward achievement, highlight excellence, and raise awareness of Europe's culture and heritage.

These programs and directives constitute the legal and political framework that guides the EU's efforts for the protection and restoration of cultural heritage. Beyond the aforementioned programs at the European level, there are also other initiatives that fund activities targeting the field of building restoration such as Horizon 2020, Creative Europe, the Cultural and Creative Sectors Guarantee Facility (CCS GF) that managed by ESIF, the European, the Executive Agency for Small and Medium-sized Enterprises (EASME) AND the URBACT III⁹.

⁴ <https://culture.ec.europa.eu/resources/creative-europe-previous-programmes/creative-europe-2014-2020>

⁵ <https://eur-lex.europa.eu/eli/dir/2014/60/oj>

⁶ <https://erasmus-plus.ec.europa.eu/>

⁷ <https://www.cedefop.europa.eu/en/search?keywords=education+and+training+in+the+field+of+cultural+heritage>

⁸ <https://culture.ec.europa.eu/policies/selected-themes/european-union-prizes-and-initiatives>

⁹ Mapping of current heritage re-use policies and regulations in Europe Complex policy overview of adaptive heritage re-use - December 2019

COUNCIL RECOMMENDATION (2020/C 417/01)¹⁰: This Recommendation refers on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience, emphasizes the importance of equipping individuals with the skills and competencies needed to address contemporary challenges, including those related to sustainability and social inclusion.

By integrating principles of sustainability and social fairness into vocational education and training for building restoration, the recommendation aims to foster a skilled workforce capable of contributing to both economic growth and social cohesion while addressing pressing environmental and societal challenges.

JOINT STAFF WORKING DOCUMENT "Recovery, resilience and reform: post 2020 Eastern Partnership priorities"¹¹: The Document outlines the key objectives and priorities for cooperation between the European Union and its Eastern Partnership (EaP) countries, focusing on recovery from the COVID-19 pandemic, building resilience, and advancing reforms in various sectors. While the document may not explicitly mention building restoration, there are potential links between its priorities and activities related to heritage preservation and infrastructure development, including Infrastructure Development, Cultural Heritage Preservation and Sustainable Development

It is also important to note that for the analysis of educational levels in each country and for the purpose of comparing the level of education and training, we will refer to the European Qualifications Framework (EQF) of the European Union in this present document, which has been adopted by most countries and will be a significant element for the certification of qualifications. The core of the EQF concerns eight reference levels describing what a learner knows, understands and is able to do – 'learning outcomes'.

We will place more **emphasis on EQF levels 3-4**, which refer to secondary and upper secondary levels, providing certification of qualifications at the level preceding the bachelor degree.

This framework defines the following levels of education:

EQF LEVEL 8	ACADEMIC LEVEL	DOCTORATE	MAINTENANCE MANAGERS AND SUPERVISORS, VOCATIONAL TEACHERS
EQF LEVEL 7		MASTER	
EQF LEVEL 6		BACHELOR	
EQF LEVEL 5	POST UPPER SECONDARY LEVEL	HIGHER NATIONAL DIPLOMA	MAINTENANCE TECHNICIANS
EQF LEVEL 4	UPPER SECONDARY LEVEL	HIGHER NATIONAL CERTIFICATE, UPPER SECONDARY DIPLOMA	MAINTENANCE MECHANICS
EQF LEVEL 3	SECONDARY LEVEL	SECONDARY DIPLOMA OR VOCATIONAL DIPLOMA	
EQF LEVEL 2	PRIMARY LEVEL	SECONDARY SCHOOL WITH NO DIPLOMA	
EQF LEVEL 1		PRIMARY SCHOOL	

¹⁰ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32020H1202%2801%29>

¹¹ https://www.eeas.europa.eu/sites/default/files/swd_2021_186_f1_joint_staff_working_paper_en_v2_p1_1356457_0.pdf

EU Environmental Legislation: EU environmental legislation, such as the Environmental Impact Assessment Directive 2014/52/EU¹², and the Energy Performance of Buildings Directive EU/2023/1791¹³, plays a role in the restoration and rehabilitation of buildings. These directives require assessments of the environmental impact of construction projects and promote energy efficiency measures in building renovations.

European Structural and Investment Funds: The EU provides funding for restoration and rehabilitation projects through various financial instruments, under the ERDF with a budget around EUR 4.7 billion, was planned to primarily with a view to creating local jobs in the running of such heritage sites and attracting visitors to the specific cities or localities.

These funds also support regional development initiatives, urban regeneration projects, and heritage conservation efforts across EU member states.

UNESCO Conventions and Recommendations and the EU: The EU aligns its policies with international conventions and recommendations on cultural heritage preservation, including those developed by the United Nations Educational, Scientific and Cultural Organization (UNESCO). Member states may ratify UNESCO conventions such as the World Heritage Convention¹⁴ and the 2003 Convention for the Safeguarding of Intangible Cultural Heritage¹⁵, which provide guidelines for the protection and management of cultural heritage sites.

Overall, the policies and legal framework in the EU for the restoration and rehabilitation of buildings are multifaceted, encompassing environmental, cultural, and economic considerations. By promoting sustainable development practices, preserving cultural heritage, and providing financial support for conservation efforts, the EU aims to ensure the continued stewardship of Europe's built heritage for future generations

Best Policy Initiatives at EU Level: One specific example is the "European Cultural Heritage Skills Passport"¹⁶ initiative. This project, funded by the European Commission, aims to develop a standardized system for documenting and recognizing skills in the cultural heritage sector, including building restoration and rehabilitation. By creating a common framework for qualifications and competencies, the initiative facilitates the mobility of workers and professionals across European countries, promotes lifelong learning, and enhances the quality of heritage conservation efforts. Through partnerships with educational institutions, heritage organizations, and industry stakeholders, the project contributes to building a skilled workforce capable of preserving and restoring Europe's architectural heritage.

The Theoretical analysis within the context of building restoration and rehabilitation in the EU often involves examining concepts and principles related to heritage conservation, sustainable development, architectural theory, and cultural heritage management. Scholars and researchers engage in theoretical inquiries to understand the historical significance of buildings, the impact of interventions on their authenticity and integrity, and the role of socio-cultural factors in shaping preservation practices.

¹² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32014L0052>

¹³ https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ%3AJOL_2023_231_R_0001&qid=1695186598766

¹⁴ <https://whc.unesco.org/en/conventiontext/>

¹⁵ <https://ich.unesco.org/doc/src/15164-EN.pdf>

¹⁶ <https://charter-alliance.eu/>

Theoretical analysis contributes to advancing knowledge and understanding in the field of building restoration and rehabilitation, informing practical interventions, policy development, and educational initiatives within the European Union.

Incorporating the practices of private companies into theoretical analysis adds another dimension to the understanding of building restoration and rehabilitation within the EU context. Private companies play a significant role in this field, as they often undertake restoration projects in collaboration with public entities, heritage organizations, and property owners.

By integrating the practices of private companies into theoretical analysis, researchers can gain insights into the dynamics of public-private partnerships, the impact of market forces on conservation practices, and the potential for innovation and entrepreneurship in the heritage sector within the EU.

Funding opportunities for cultural heritage¹⁷: Several EU funding programmes support cultural heritage under the current Multiannual Financial Framework, the EU's multiannual budget covering the period between 2021 and 2027.

Anyone looking to apply for funding from these programmes can use the CulturEU funding guide. This user-friendly tool presents available funding opportunities for the cultural and creative sectors in EU programmes 2021-2027.

2.1.2 Restoration and Rehabilitation Approaches

The approaches to restoration and rehabilitation at EQF levels 3-4 of the education system should provide comprehensive education that combines theoretical knowledge with practical experience, preparing students for careers in the field of restoration and renovation. These approaches should include:

Theoretical Knowledge: Teaching theoretical concepts related to restoration, such as architectural history, archaeology, architectural styles, legislation, and regulations.

Technical Skills Training: Programs focusing on developing practical skills in construction, technical renovation, learning, and preservation of original materials, and restoration methods.

Safety and Regulatory Compliance: Education on safety specifications and legal aspects concerning the restoration and renovation of buildings, enabling referrals to quality job positions.

Practical Experience: Field experience through practical training or projects, where students can apply their knowledge and skills to real restoration projects, with participation and supervision from their trainers.

Development of Wider Skills: Formation of broader skills such as communication, teamwork, problem-solving, and project management, necessary for successful collaboration among stakeholders in this field.

¹⁷ <https://culture.ec.europa.eu/cultural-heritage/funding-opportunities-for-cultural-heritage>

Some other approach to restoration can indeed vary based on various characteristics such as age (Ancient or historic buildings & Modern or relatively recent buildings), architectural style (Traditional styles (e.g., Victorian, Gothic, Renaissance & Modernist or contemporary styles), and emerging trends like energy efficiency (Integration of sustainable materials, Retrofitting for energy efficiency, Passive design principles & Historic preservation).

Overall, the approach to restoration varies based on the unique characteristics of each building and in this way, students at EQF levels 3-4 acquire comprehensive education that prepares them for successful careers in the field of building restoration and renovation.

2.2 Moldova

Moldova, a country with a rich cultural and historical heritage, places significant emphasis on the restoration and preservation of its monuments and buildings. This focus helps maintain the country's architectural and historical integrity, ensuring that future generations can appreciate and learn from its past. The capital city, Chişinău, hosts numerous buildings from the 19th and early 20th centuries, reflecting a mix of architectural styles.

Moldova's history is marked by various cultural influences, including Romanian, Russian, Ottoman, and Austro-Hungarian. This diverse history is reflected in its architecture and monuments, ranging from medieval fortresses to Orthodox churches and Soviet-era buildings.

Through a specific strategy and with international cooperation, Moldova must continue to protect its historical sites, ensuring that they remain integral parts of its national identity and a source of pride for the education and employment of its people.

2.2.1 Policy and Legal Framework

The policy and legal framework in Moldova concerning building restoration involves several key aspects, including regulations on cultural heritage protection, building codes, and environmental impact assessments.

Cultural Heritage Protection:

Law of the Republic of Moldova, June 22, 1993 No. 1530-XII – About Protection of Monuments (as amended on 26-05-2023)¹⁸: This law outlines the protection and preservation of historical and cultural monuments. It establishes the responsibilities of state and local authorities in safeguarding heritage sites, including restoration and conservation efforts.

National Register of Monuments: Buildings of historical and cultural significance are listed in this register, and their restoration must comply with specific guidelines to maintain their integrity and authenticity.

Culture 2020¹⁹: In 2014, a strategy for the development called “Culture 2020” was adopted by the Moldova Government with the basic principles of the strategy to be the protection and use of cultural heritage as a national priority, the access to the culture values for the citizens, the promotion of culture as a driving factor in education and raising of the citizens and the production of values and services in the cultural sector for the economic development of the

¹⁸ <https://cis-legislation.com/document.fwx?rgn=3341>

¹⁹ https://www.mc.gov.md/sites/default/files/culture_development_strategy_of_moldova_eng.pdf

country. The main objectives of the strategy are to secure the protection and use of national cultural heritage and the elaboration of national programmes for the registration and restoration of cultural heritage.

Building Codes and Standards:

LAW OF THE REPUBLIC OF MOLDOVA of February 2, 1996 No. 721-XIII, about quality in construction (as amended on 28-12-2023)²⁰: This law sets the standards for construction quality, including restoration projects. It covers aspects such as safety, durability, and compliance with technical norms.

Technical Norms and Regulations: These are detailed guidelines that restoration projects must follow under the authority of several key legislative and regulatory instruments among them the Law No. 721-XIII on Quality in Construction, the Law No. 163 on the Authorization of Construction Works, the Law No. 1530 on the Protection of Monuments and the Technical Regulation on the Safety of Constructions (approved by Government Decision No. 936). They address materials, techniques, and processes to ensure that restorations are conducted properly and sustainably.

LAW OF REPUBLIC MOLDOVA ABOUT THE QUALITY IN THE CONSTRUCTION (with amendments) no. 721-XIII from 02.02.96 Official Monitor of Republic of Moldova nr. 25 from 25.04.1996²¹: This Law establishes the standards and procedures to be followed in all construction activities to ensure quality and safety and defines the responsibilities of the various stakeholders involved in construction, including contractors, designers, and state authorities.

Environmental impact assessments:

Law No. 86 “On environmental impact assessment” (EIA)²²: Restoration projects, especially large-scale ones, require an EIA to assess potential environmental impacts and ensure that restoration efforts do not harm the environment.

LAW OF THE REPUBLIC OF MOLDOVA of May 17, 1996 No. 835-XIII - About fundamentals of town planning and arrangement of the territory (as amended on 09-06-2022)²³: This law governs land use, including the restoration and renovation of buildings within urban and rural areas. It ensures that restoration projects align with broader urban planning goals and zoning regulations.

Education System

The Ministry of Education and Research in Moldova is responsible for developing educational policies, setting curricula standards, and overseeing the implementation of education programs across all levels.

²⁰ <https://cis-legislation.com/document.fwx?rgn=3393>

²¹ https://unece.org/fileadmin/DAM/hlm/prgm/cph/experts/moldova/laws/law_construction_quality.pdf

²² <https://faolex.fao.org/docs/pdf/mol137960.pdf>

²³ <https://cis-legislation.com/document.fwx?rgn=3385>

National Agency for Quality Assurance in Education and Research (ANACEC), is tasked with ensuring quality in education through accreditation, assessment, and continuous monitoring of educational institutions and programs.

The "Education 2030" Strategy of the Ministry of Education and Research in Moldova emphasizes improving the quality and accessibility of education across various levels. While it does not explicitly focus on monument and building restoration within its primary objectives, the strategy's broader goals of enhancing infrastructure, incorporating digital technologies, and fostering lifelong learning indirectly support fields including cultural heritage and restoration.

One of the strategy's key goals is to adapt education to meet labor market demands and promote sustainable development. This includes ensuring that students acquire knowledge and skills relevant to various sectors, including restoration and conservation, which are vital for maintaining Moldova's cultural heritage.

Moreover, the strategy underlines the importance of improving educational infrastructure, which could include facilities related to vocational training in restoration and conservation skills. By modernizing infrastructure and incorporating innovative teaching methods, the strategy aims to create conducive environments for all forms of education, including those that could support building and monument restoration projects.

The education system in Moldova at the EQF (European Qualifications Framework) levels 3-4 primarily corresponds to upper secondary education and post-secondary non-tertiary education.

Upper Secondary Education (EQF Level 3)

General Secondary Education: Lyceum Programs²⁴: Students typically enter the lyceum (grades 10-12) after completing gymnasium (grades 5-9). The lyceum provides a general education curriculum aimed at preparing students for the Bacalaureate exams (Bacalaureat). They are equipped with facilities to offer both academic and practical training.

Vocational Secondary Education: Technical Vocational Education and Training (TVET)²⁵: This track offers vocational and technical training alongside general education subjects. Programs are typically 2-3 years long and are aimed at providing specific skills and knowledge for various trades and professions. TVET programs cover areas such as agriculture, technology, services, and crafts. They are designed to be aligned with the needs of the labor market.

Post-Secondary Non-Tertiary Education (EQF Level 4)

Advanced Vocational Programs²⁶: These programs are usually 1-2 years long and are intended for students who have completed upper secondary education. They provide advanced technical and vocational training in specialized fields.

²⁴

https://archive.erisee.org/downloads/library_moldova/General%20Information%20about%20the%20System%20of%20Education%20in%20Moldova.pdf

²⁵ <https://mecc.gov.md/>

²⁶ https://www.etf.europa.eu/sites/default/files/2021-01/moldova_cpd_survey_2018_0.pdf

Continuing Professional Development: Short-Term Courses: For those seeking further specialization or retraining, various short-term courses are available. These can lead to professional certification and enhance employment opportunities.

Lifelong Learning Opportunities: The education system supports lifelong learning to allow individuals to continuously upgrade their skills and qualifications in response to changing labor market demands.

Key Policies and Reforms

THE CODE OF THE REPUBLIC OF MOLDOVA ABOUT EDUCATION of July 17, 2014 No. 152 (as amended on 22-03-2024)²⁷, outlines the legal framework for the organization and functioning of the educational system. It includes regulations on curriculum standards, teacher qualifications, and institutional management.

EDUCATION DEVELOPMENT STRATEGY 2014-2020 'Education-2020'²⁸: This strategy aimed to modernize the education system, improve access and quality, and align education with labor market needs. Current policies continue to build on these goals, emphasizing innovation, digitalization, and international cooperation.

Challenges and Opportunities: The challenges and the Opportunities are to ensuring the quality of education and its relevance to the labor market priority and including updating curricula, improving teacher training, and enhancing infrastructure. Also, is crucial the addressing disparities in access to education, particularly for students from disadvantaged backgrounds and rural areas.

International Integration: Aligning the Moldovan education system with European standards and increasing participation in international educational programs and exchanges.

Overall, Moldova's education system at EQF levels 3-4 focuses on providing comprehensive general education and specialized vocational training to prepare students for higher education and the labor market. Continuous reforms and strategic initiatives aim to enhance the quality, relevance, and accessibility of education.

2.2.2 Restoration and Rehabilitation Approaches

In Moldova, restoration and rehabilitation efforts are primarily focused on addressing ecological degradation and preserving biodiversity. These initiatives include reforestation, soil erosion control, and sustainable land management practices. Conferences in Chisinau, such as the International Conference on Ecosystems and Biodiversity and the International Conference on Wildlife Ecology, Rehabilitation, and Conservation, highlight ongoing discussions and developments in these fields. The government and various organizations are actively working on projects to restore natural habitats and improve environmental resilience (Conference Index²⁹).

Building restoration and rehabilitation efforts focus on both preserving the historical integrity and adapting buildings for modern use. The process is guided by national and international

²⁷ <https://cis-legislation.com/document.fwx?rgn=70660>

²⁸ <https://www.globalpartnership.org/sites/default/files/moldova-education-strategy-2014-2020.pdf>

²⁹ <https://conferenceindex.org/conferences/ecological-restoration/republic-of-moldova>

standards to ensure that cultural and architectural heritage is maintained while meeting contemporary needs.

One prominent example of building restoration in Moldova is the ongoing restoration of the Chişinău Circus, supported by the European Union's Confidence Building Measures Programme and implemented by UNDP. This project involves extensive roof repairs, including replacing thermal insulation and updating the drainage system to enhance energy efficiency and fire protection. The façade is also being renovated to preserve its historical aesthetic while incorporating modern materials (UNDP³⁰).

Restoration approaches in Moldova follow the principles outlined in the Secretary of the Interior's Standards for Rehabilitation. The Secretary of the Interior's Standards for the Treatment of Historic Properties (36 CFR Part 68, 1995) consists of four treatment standards—Preservation, Rehabilitation, Restoration, and Reconstruction—and are regulatory for NPS Grants-in-Aid programs. The Secretary of the Interior's Standards for Rehabilitation (36 CFR Part 67, 1990), which are included in the Treatment Standards, are regulatory for the Federal Historic Preservation Tax Incentives program and are the criteria used to determine if a project qualifies as “a certified rehabilitation.”³¹

These standards emphasize the importance of preserving the historic character of buildings while allowing for necessary upgrades. This involves careful planning to retain significant architectural features and ensure any new additions are distinguishable yet compatible with the original structure (CAM Contracting).

Additionally, rehabilitation efforts aim to adapt historical buildings for new uses, which often requires significant structural enhancements and compliance with modern building codes. For instance, historic buildings undergo interior reconfigurations to serve new functions, such as converting old public buildings into modern commercial spaces or residential units while preserving defining features like windows and wood paneling (Historic Boston Inc (HBI)³²).

Overall, Moldova's approach to building restoration and rehabilitation balances the need to preserve historical integrity with the practical requirements of modern usage, ensuring that restored buildings remain functional and relevant in contemporary society.

2.3 Countries Report

The report of various countries that we will analyze in the field of building restoration and cultural heritage spaces will include various elements evaluating the situation and developments in this specific sector.

The study of each country's elements focuses on 4 thematic units, which constitute a framework of synergies, the improvement of whose parameters can provide an optimal design for effective education and training, as well as achieving the goal of sustainable development in the field of heritage restoration and conservation of the country's heritage.

³⁰ <https://www.undp.org/moldova/press-releases/restoration-works-chisinau-circus-building-continue-support-eu-and-undp>

³¹ <https://www.nps.gov/articles/000/treatment-standards-rehabilitation.htm>

³² <https://historicboston.org/restoration-vs-rehabilitation-whats-the-difference/>

It is also important to analyze the incentives offered to students to be interested in this field, which are related to the future availability of quality job positions.

- **These aspects are:**
- **Legislation and Regulations**
- **Education and Training System**
- **Best Practices**
- **Incentives to encourage employment**

This comprehensive report includes analysis and evaluation of the above aspects, in order to provide an overall picture of the situation and challenges faced in the field of building restoration and renovation of cultural heritage spaces in each country.

2.3.1 Italy

Italy, located in Southern Europe, is renowned for its rich history, art, culture, and cuisine. With a legacy dating back to ancient times, Italy has been a center of civilization, influencing the world in areas such as art, architecture, literature, and philosophy.

One of Italy's most iconic historic monuments is the Colosseum, situated in the heart of Rome. Constructed between 70-80 AD, this colossal amphitheater is a marvel of ancient engineering and architecture. Originally used for gladiatorial contests and public spectacles, the Colosseum symbolizes the grandeur and power of the Roman Empire. Its iconic elliptical shape and impressive size continue to awe visitors, drawing millions of tourists each year. Today, it stands as a symbol of Italy's enduring legacy and serves as a testament to the ingenuity and creativity of ancient civilizations.

A. Legislation and Regulations

In Italy, the legislation and regulations framework concerning building restoration is comprehensive and multifaceted, reflecting the country's rich architectural heritage and the importance placed on preserving it. Some key aspects of this framework include:

Code of Cultural Heritage and Landscape: The main legislation governing building restoration in Italy is the Code of Cultural Heritage and Landscape (Codice dei beni culturali e del paesaggio)³³, which was enacted in 2004 (Legislative Decree No. 42/2004). This code covers a wide range of cultural heritage matters, including the protection, restoration, and management of historic buildings.

Regional Laws: Italy has a decentralized system of governance, and each region has its own specific laws and regulations regarding building restoration. These laws complement the national legislation and provide additional guidelines or requirements depending on the region's particular cultural and architectural heritage.

One example of a regional law in Italy that pertains to building restoration is the Regional Law of Tuscany No. 56/2000, titled "Norms for the Protection and Enhancement of the Historical and Artistic Heritage and Landscape."³⁴ Tuscany is a region known for its rich cultural heritage, including historic cities like Florence, Siena, and Pisa, as well as picturesque countryside dotted with medieval villages and Renaissance villas. This law establishes specific provisions for the

³³ <https://www.wipo.int/wipolex/en/text/234968>

³⁴ https://data.europa.eu/data/datasets/r_toscan-5f256df5-15ed-4fe7-88d0-7dbb22906df6?locale=en

protection, restoration, and enhancement of historical and artistic heritage within the region of Tuscany. It outlines procedures for obtaining permits for restoration works, defines criteria for the classification and evaluation of heritage sites, and sets guidelines for the conservation and management of cultural assets.

Superintendencies: The Superintendencies (Soprintendenze) are governmental bodies responsible for the protection and conservation of cultural heritage in Italy. They play a crucial role in overseeing building restoration projects, issuing permits, and ensuring compliance with relevant regulations.

Environmental and Planning Regulations: Building restoration projects in Italy must also comply with environmental and planning regulations, which is depending on the location and specific characteristics of the site. These regulations aim to balance the preservation of cultural heritage with sustainable development and environmental protection.

One significant regulation concerning Environmental and Planning Regulations for building restoration projects in Italy is the "Legislative Decree No. 152/2006"³⁵. This decree provides a comprehensive framework for environmental protection and sustainable development in Italy, covering various aspects such as air quality, water resources, waste management, and land use planning.

Tax Incentives: Italy offers various tax incentives and subsidies to encourage building restoration and the preservation of historic properties. These incentives include tax credits, reduced VAT rates, and other financial benefits aimed at incentivizing private investment in restoration projects.

One example of tax incentives and subsidies to encourage building restoration in Italy is the "Eco-Bonus" (Bonus Fiscale per il Risparmio Energetico)³⁶, which includes provisions for the renovation of historic buildings. The Eco-Bonus is a tax incentive introduced by the Italian government to promote energy efficiency and sustainability in building renovations. It allows property owners to deduct a percentage of the expenses (deductions of 50% or 65%) incurred for eligible renovation works from their taxable income. The percentage of the deduction varies depending on the type of work and the energy efficiency improvements achieved.

International Conventions: Italy is a signatory to various international conventions and agreements aimed at safeguarding cultural heritage, such as the UNESCO World Heritage Convention. These conventions influence national legislation and policies regarding building restoration, emphasizing the importance of international cooperation in preserving shared heritage.

Overall, the legislation and regulations framework in Italy concerning building restoration reflects a commitment to protecting the country's cultural heritage while also promoting sustainable development and economic growth. Compliance with these regulations is essential for ensuring the responsible and effective preservation of Italy's architectural treasures.

³⁵ <https://leap.unep.org/en/countries/it/national-legislation/legislative-decree-no-1522006-approving-code-environment>

³⁶ <https://www.italtherm.it/detrazioni-fiscali-risparmio-energetico>

B. Education and Training System

In Italy, the education and training system concerning building restoration is structured to provide comprehensive knowledge and skills necessary for professionals in the field. Italy has a well-established dual education system that combines classroom learning with practical training in restoration workshops, heritage sites, and conservation laboratories. Students learn traditional restoration techniques while working on real projects under the guidance of master craftsmen and conservators.

In Italy, the qualifications framework for building restoration within the EQF levels 3-4 encompasses various educational pathways and vocational training programs that prepare individuals for entry-level and intermediate positions in the field of conservation and restoration of cultural heritage.

One good example is the "Diploma di Operatore per i Beni Culturali" (Diploma of Operator for Cultural Heritage), which is obtained through vocational education and training programs specializing in cultural heritage conservation and restoration, given by various Institutions like the "Istituto Superiore per la Conservazione ed il Restauro (ISCR)"³⁷ in Rome. ISCR is a renowned institution specializing in conservation and restoration studies. They offer vocational training programs and diplomas in cultural heritage conservation, including courses for aspiring operators in the field of cultural heritage.

Vocational Training Institutes: Italy has vocational training institutes and technical schools that offer specialized training programs in building restoration and conservation techniques. These programs are more hands-on and practical in nature, focusing on skills such as masonry, carpentry, plasterwork, and traditional building techniques. Students learn through a combination of classroom instruction and practical apprenticeships under experienced craftsmen and conservation specialists.

Some of the Institutes are the following:

1. Istituto Centrale per il Restauro (ICR)³⁸ - Based in Rome
2. Istituto per l'Arte e il Restauro (IAR)³⁹ - Located in Florence,
3. Centro di Formazione Professionale per l'Artigianato e il Patrimonio Artistico (CFPPA)⁴⁰ - Based in Venice
4. San Carlo Technical Schools Association⁴¹ - Based in Turin
5. Higher Regional Ethnographic Institute⁴² - Located in Palermo
6. Centro di Formazione Professionale per l'Artigianato e l'Industria (CFPAI)⁴³ - Based in Milan

Professional Associations and Continuing Education: Professional associations and organizations dedicated to building restoration and conservation offer training courses, workshops, and seminars for practicing professionals. These programs cover emerging trends,

³⁷ <http://www.iscr.beniculturali.it/pagina.cfm>

³⁸ <http://www.iscr.beniculturali.it/>

³⁹ <https://www.palazzospinelli.org/ita/default.asp>

⁴⁰ <https://www.ptpvenezia.edu.it/pagine/scuole-mestieri-darte>

⁴¹ <https://scuolesancarlo.org/i-nostri-corsi/>

⁴² <https://www.isresardegna.it/istituto/>

⁴³ <https://www.cfpunioneartigiani.it/>

advanced techniques, and best practices in the field, allowing professionals to stay updated with the latest developments in building restoration.

The Associazione Nazionale Centri Culturali (ANCC)⁴⁴ is the National Association of Cultural Centers. It works on the conservation and enhancement of cultural heritage, including buildings, through various initiatives and projects.

Also, the Associazione Nazionale Architettura Bioecologica (ANAB)⁴⁵ focuses on promoting sustainable practices in architecture and restoration. It advocates for environmentally friendly approaches to building conservation.

C. Best Practices

Both public and private institutions in Italy provide best practices and training for restoration. These practices are often developed in collaboration with government bodies, universities, and professional associations.

Through this collaborative effort, the restoration project ensures that the historic monument is preserved with respect to its cultural significance, artistic value, and structural integrity. The involvement of government bodies, universities, professional associations, and private sector partners ensures a holistic approach to conservation that combines scientific research, technical expertise, and cultural stewardship.

For example, the restoration work on the Colosseum, was carried out by a consortium between government bodies, universities, professional associations, and private companies, specializing in conservation and restoration. Skilled artisans, stonemasons, and conservators collaborated to clean, stabilize, and repair the monument's façade and interior spaces.

Technical schools in Italy offer specialized curricula tailored to building restoration and conservation. These programs provide a comprehensive education that combines theoretical knowledge with practical skills relevant to the restoration field.

Practical training is a cornerstone of restoration education in Italy. Technical schools often have well-equipped workshops where students learn traditional building techniques, such as masonry, carpentry, and plasterwork, under the guidance of experienced artisans.

A specific program “Touching the Stones, Restoration and Analysis of Historic Buildings”⁴⁶ offered by the San Gemini Preservation Studies⁴⁷ is intended for students planning to be involved with building conservation and restoration, architecture, art history, civil engineering, art, restoration, field history, management of cultural heritage, anthropology and history of technology.

D. Incentives to encourage employment

Italy offers various incentives to encourage employment in the building restoration sector, recognizing its importance in preserving the country's rich cultural heritage and stimulating economic growth. Some of these incentives include:

Tax Credits and Deductions: Italy provides tax incentives for individuals and businesses involved in building restoration. These incentives include tax credits for restoration expenses

⁴⁴ <https://centriculturali.org/>

⁴⁵ <https://www.anab.it/>

⁴⁶ <https://www.sangeministudies.info/programs/program-historic-building-restoration-draft>

⁴⁷ <https://www.sangeministudies.info/>

as mentioned above, deductions for investments in heritage preservation, and reduced VAT rates for restoration works on historic buildings.

It is important to mention the Superbonus 110%⁴⁸. The "Superbonus 110%" is a tax incentive and subsidy program introduced by the Italian government to promote energy efficiency and building renovation. It provides significant financial benefits to homeowners and landlords who invest in qualifying renovation projects.

Grants and Subsidies: Government grants and subsidies are available to support building restoration projects. These funds cover a portion of restoration costs, especially for projects deemed of public interest or located in disadvantaged areas. Grants, also be targeted towards training programs for restoration professionals.

The Association for Industrial Archaeology,⁴⁹ promoting the study, preservation and presentation of industrial heritage and through the specific programme of awards and Grants they are sponsoring research and reward of excellence, assist preservation and restoration of Industrial Heritage assets and encourage research and publication.

Financial Support for Cultural Heritage Organizations: Cultural heritage organizations, including museums, galleries, and nonprofit associations, receive financial support from government agencies or private foundations to undertake restoration projects.

The Italian government allocates funds to Ministry for Cultural and Environmental Heritage⁵⁰, which oversees cultural heritage preservation and promotion. Part of Ministry's budget is dedicated to supporting museums, archaeological sites, historic monuments, and cultural initiatives across Italy. This funding can create employment opportunities for restoration specialists and artisans.

Training Programs and Vocational Education: Italy invests in training programs and vocational education tailored to the needs of the building restoration sector. These programs provide aspiring restoration professionals with specialized skills and qualifications, making them more competitive in the job market.

Incentives for Heritage Tourism Development: Heritage tourism plays a significant role in Italy's economy, and incentives provided to encourage the restoration of historic buildings for tourism purposes. This creates employment opportunities in restoration, hospitality, and related sectors.

Public-Private Partnerships (PPPs): Public-private partnerships are established to undertake large-scale restoration projects. These partnerships leverage private sector resources and expertise while benefiting from public sector oversight and support. PPPs stimulate employment by mobilizing investment in restoration initiatives.

These incentives aim to promote employment and economic activity in the building restoration sector while safeguarding Italy's cultural heritage for future generations. By supporting restoration projects and fostering a skilled workforce, Italy can preserve its historic buildings and monuments while creating sustainable jobs in the heritage conservation industry.

⁴⁸ <https://www.namarealestate.it/en/superbonus-110-how-does-it-work/>

⁴⁹ <https://industrial-archaeology.org/>

⁵⁰ <https://cultura.gov.it/>

2.3.2 Germany

Germany, located in Central Europe, is known for its rich history, diverse culture, and significant contributions to art, science, and technology. With a complex past shaped by various kingdoms, empires, and wars, Germany emerged as a leading European power in the modern era.

One of Germany's most notable historic monuments is the Brandenburg Gate, situated in the heart of Berlin. Constructed in the late 18th century, this iconic neoclassical monument served as a symbol of peace and unity during times of division. Standing at the center of historic events such as the fall of the Berlin Wall in 1989, the Brandenburg Gate represents Germany's journey from division to reunification. Today, it stands as a symbol of freedom, democracy, and resilience, attracting visitors from around the world who come to admire its architectural beauty and historical significance.

A. Legislation and Regulations

In Germany, building restoration is governed by a comprehensive legislative and regulatory framework aimed at preserving the country's architectural heritage, ensuring the safety and sustainability of historic buildings, and promoting high-quality restoration practices.

GERMAN FEDERAL BUILDING CODE (BauGB)⁵¹ as issued on August 18th 1997(BGBl. I p. 2081): The BauGB sets out regulations for urban development and building construction in Germany. It includes provisions related to the preservation, alteration, and demolition of historic buildings, as well as requirements for building permits and conservation areas.

Act on the protection and care of monuments in the Federal State of Rhineland-Palatinate (Monument Protection Act, DSchG), as adopted on 23 March 1978⁵²: Each German state (Bundesland) has its own monument protection laws, which establish guidelines for the preservation and maintenance of historic monuments and buildings within its jurisdiction. These laws define the criteria for designating buildings as protected monuments, outline procedures for obtaining permits for restoration work, and specify conservation standards.

Act on the Protection of Cultural Property (Cultural Property Protection Act – KGSG)⁵³: Entered into force on 6 August 2016, and serves to protect not only cultural objects that are particularly important for Germany because of their outstanding significance for the country's cultural identity ("national valuable cultural property"), but also objects categorized as national cultural property by other countries. Developers and contractors are required to conduct archaeological surveys and obtain permits before undertaking construction activities that may impact archaeological remains.

⁵¹ <https://www.lexadin.nl/wlg/legis/nofr/eur/arch/ger/Federal-Building-Code.pdf>

⁵² https://kulturland.rlp.de/fileadmin/kulturland/Dokumente/Kultur_Schuetzen/DSchG_englisch_-_Endfassung__3_.pdf

⁵³ [https://www.kulturgutschutz-deutschland.de/EN/EverythingAboutTheProtectionOfCulturalProperty/TheActOnTheProtectionOfCulturalProperty/theactonthe protection of cultural property_node.html#:~:text=Photo%2F%20Domenico%20Stinellis-,The%20German%20Act%20on%20the%20Protection%20of%20Cultural%20Property%20\(Kulturgutschutzgesetz,cultural%20identity%20\(%E2%80%9Cnational%20valuable%20cultural](https://www.kulturgutschutz-deutschland.de/EN/EverythingAboutTheProtectionOfCulturalProperty/TheActOnTheProtectionOfCulturalProperty/theactonthe protection of cultural property_node.html#:~:text=Photo%2F%20Domenico%20Stinellis-,The%20German%20Act%20on%20the%20Protection%20of%20Cultural%20Property%20(Kulturgutschutzgesetz,cultural%20identity%20(%E2%80%9Cnational%20valuable%20cultural)

Technical Building Regulations (Technische Baubestimmungen) (MVV TB)⁵⁴: Technical building regulations govern construction standards, materials, and techniques used in building restoration projects. These regulations ensure that restoration work complies with safety, health, and environmental requirements while preserving the authenticity and integrity of historic structures.

Guidelines and Standards: Germany has established guidelines and standards for building restoration, including those developed by the Deutsche Stiftung Denkmalschutz (German Foundation for Monument Protection)⁵⁵ and the Bundesanstalt für Bauwesen und Raumordnung (Federal Institute for Research on Building, Urban Affairs, and Spatial Development)⁵⁶. These guidelines cover various aspects of restoration, such as materials conservation, structural stabilization, and energy efficiency.

International Conventions and Agreements: Germany is a signatory to international conventions and agreements related to cultural heritage preservation, such as the UNESCO World Heritage Convention. The country's legislation and regulations influenced by these international commitments, which emphasize the importance of safeguarding cultural heritage for future generations.

By integrating these legislative and regulatory measures, Germany maintains a robust framework for building restoration that balances heritage conservation with contemporary needs and ensures the sustainable stewardship of its architectural legacy.

B. Education and Training System

Germany has a well-established education and training system for building restoration that combines theoretical knowledge with practical skills. The system encompasses vocational training, higher education programs, and specialized courses tailored to the needs of the restoration sector.

In the context of building restoration, qualifications at EQF levels 3-4, include vocational training programs, apprenticeships, and technical education focused on restoration techniques, materials conservation, and heritage preservation. These qualifications provide individuals with the knowledge and skills necessary to work as restoration technicians, craftsmen, or assistants under the supervision of experienced professionals. Additionally, individuals with qualifications at EQF level 4 may pursue further education or training to advance their careers in building restoration, such as specialized vocational diplomas or higher education degrees in conservation or architectural restoration.

Examples of qualifications at EQF level 3 include:

- Vocational certificates and diplomas
- Apprenticeship certificates
- Secondary school leaving certificates with a vocational emphasis
- Entry-level vocational qualifications in specific trades or professions

Examples of qualifications at EQF level 4 include:

- Vocational higher education diplomas
- Advanced vocational certificates

⁵⁴ <https://www.etra-eu.org/images/articles/Proposed%20German%20Regs.pdf>

⁵⁵ https://en.wikipedia.org/wiki/Deutsche_Stiftung_Denkmalschutz

⁵⁶ https://www.bbsr.bund.de/BBSR/EN/home/_node.html

- Technical qualifications in specialized fields
- Post-secondary vocational qualifications with a professional emphasis

Technical Schools (Berufsschule): Technical schools offer specialized training programs in building restoration and conservation. These programs provide a comprehensive education that covers topics such as architectural history, materials science, conservation principles, and restoration techniques. Students gain practical skills through workshops, laboratory work, and field trips to historic sites.

Higher Education Programs: Universities and technical colleges in Germany offer bachelor's and master's degree programs in architecture, art history, conservation science, and related fields. These programs provide advanced training in building restoration, research methods, project management, and interdisciplinary collaboration. Students may specialize in areas such as heritage conservation, monument preservation, or architectural restoration.

Interdisciplinary Approach: Building restoration education in Germany adopts an interdisciplinary approach that integrates architectural, historical, scientific, and technical perspectives. Students learn to analyze and assess historic buildings, develop conservation strategies, and implement restoration projects that respect the building's cultural significance and authenticity.

Practical Experience and Internships: Education and training in building restoration emphasize practical experience and real-world exposure to restoration projects. Students participate in internships, work placements, and practical exercises to apply their knowledge in professional settings, gain hands-on experience, and learn from experienced practitioners in the field.

Continuing Professional Development: Building restoration professionals in Germany engage in lifelong learning and continuing professional development to stay abreast of advances in the field. They attend seminars, workshops, and conferences, pursue specialized certifications, and participate in research projects to expand their skills and knowledge base.

In Restauero⁵⁷ is an international trade fair and conference focusing on conservation, restoration, and cultural heritage preservation. It takes place every two years in Stuttgart and features exhibitions, expert forums, and specialized workshops on topics such as monument conservation, historic building materials, and restoration techniques.

Fachwerk.de⁵⁸, is an online platform specializing in timber-framed construction and historic building restoration, offers workshops and training sessions on topics such as timber framing, historical construction techniques, and timber conservation. These hands-on workshops provide practical skills and knowledge for professionals working in the restoration sector.

Vocational Training (Ausbildung)⁵⁹: Vocational training programs in Germany offer hands-on apprenticeships in various trades relevant to building restoration, such as masonry, carpentry, painting, and plastering. These apprenticeships typically last three to four years and combine classroom instruction with on-the-job training under the supervision of experienced craftsmen.

⁵⁷ <https://openarchive.icomos.org/id/eprint/3098/1/K046-78.pdf>

⁵⁸ <https://www.fachwerk.de/>

⁵⁹ <https://www.krislingua.com/ausbildung-program/#:~:text=It's%20a%20structured%20system%20where,three%20and%20a%20half%20years.>

Overall, Germany's education and training system for building restoration combines academic rigor with practical proficiency, producing skilled professionals equipped to preserve and safeguard the country's architectural heritage for future generations.

C. Best Practices

In Germany, both public and private institutions contribute to providing best practices in the education and training of professionals in the restoration sector. These institutions collaborate to develop comprehensive training programs, integrate practical experience with theoretical knowledge, and promote excellence in conservation practices.

Each German state (Bundesland) has its own heritage conservation agency responsible for overseeing the preservation of cultural heritage within its jurisdiction. These agencies develop guidelines, standards, and training programs for professionals in the restoration sector.

Federal Office for Building and Regional Planning (Bundesamt für Bauwesen und Raumordnung, BBR)⁶⁰: BBR is responsible for promoting excellence in building and regional planning in Germany. It provides guidance, research, and technical expertise related to heritage conservation, including best practices in building restoration and preservation.

Federal Institute for Research on Building, Urban Affairs, and Spatial Development (Bundesinstitut für Bau-, Stadt- und Raumforschung, BBSR)⁶¹: BBSR conducts research and provides information on various aspects of building and urban development, including heritage preservation and restoration. It disseminates best practices, case studies, and technical guidance to professionals in the restoration sector.

German Foundation for Monument Protection (Deutsche Stiftung Denkmalschutz, DSD)⁶²: The German Foundation for Monument Protection is the largest private initiative for monument preservation in Germany and is a nonprofit organization dedicated to the preservation of cultural heritage in Germany. It supports education and training initiatives in the restoration sector, including seminars, workshops, and publications on best practices in monument conservation.

Professional Associations and Chambers: Professional associations and chambers, such as the Association of German Architects (Bund Deutscher Architekten, BDA⁶³), provide support and resources for professionals in the restoration sector. They organize training programs, conferences, and networking events to promote excellence in restoration practices.

Online courses for restoration and monument preservation⁶⁴: The Hornemann Institute Hauptnavigation, has integrated the various courses into its continuing education programme.

D. Incentives to encourage employment

Germany offers various incentives to encourage employment in the building restoration sector, recognizing the importance of preserving cultural heritage and promoting skilled craftsmanship. These incentives aim to stimulate economic activity, support small businesses, and ensure the sustainability of heritage conservation efforts.

⁶⁰ https://www.bbr.bund.de/BBR/EN/Home/_node.html

⁶¹ https://www.bbsr.bund.de/BBSR/DE/startseite/_node.html

⁶² <https://www.denkmalschutz.de/aktuelles.html>

⁶³ <https://www.bda-bund.de/english/>

⁶⁴ <https://hornemann-institut.hawk.de/de/online-kurse>

Tax Credits for Historic Building Owners⁶⁵: Owners of historic buildings designated as protected monuments may be eligible for tax credits for maintenance and restoration expenses. These tax credits incentivize property owners to invest in the upkeep and preservation of historic properties, contributing to the revitalization of historic neighborhoods and districts.

Employment Subsidies for Restoration Businesses⁶⁶: Restoration businesses may qualify for employment subsidies to offset the costs of hiring and training new employees. Government programs provide financial assistance to employers who create job opportunities in the restoration sector, particularly for disadvantaged or underrepresented groups.

Innovation Grants for Sustainable Restoration Practices: Grants and funding opportunities such as the “Research Projects on Sustainable Building in Germany⁶⁷” are available to support research and innovation in sustainable restoration practices. These grants encourage the development and adoption of environmentally friendly technologies, materials, and techniques in building restoration, contributing to energy efficiency and conservation goals.

Local Revitalization Grants: Municipalities and local governments may offer grants and incentives to encourage building restoration and revitalization efforts in historic city centers or designated heritage districts. These grants support property owners, businesses, and community organizations involved in restoration projects that contribute to local economic development and cultural heritage preservation.

For example, the City of Leipzig⁶⁸ offers grants and financial assistance to property owners, businesses, and community organizations involved in restoration projects within designated heritage districts and conservation areas. These grants aim to stimulate investment in heritage conservation, promote economic development, and enhance the quality of life in the city.

Recognition and Certification Programs: Professional recognition and certification programs validate the expertise and qualifications of individuals working in the building restoration sector. Certification bodies, such as the German Association of Conservators-Restorers (VDR)⁶⁹, provide accreditation and quality assurance for restoration professionals, enhancing their employability and reputation within the industry.

Utilizing these specific incentives, Germany supports skills development, innovation and employment growth in the field of building restoration, ensuring the continuous preservation and sustainable management of its cultural and historical assets.

2.3.3 France

France, situated in Western Europe, is renowned for its rich history, exquisite cuisine, and artistic heritage. With a legacy dating back thousands of years, France has played a pivotal role in shaping European culture and history.

⁶⁵ <https://finanzamt-bw.fv-bwl.de/Len/5267709>

⁶⁶ <https://www.nrwglobalbusiness.com/investing-in-nrw/how-to-do-business-in-nrw/incentive-programs/labor-related-incentives>

⁶⁷ <https://www.nachhaltigesbauen.de/en/research/research-projects-on-sustainable-building-in-germany/>

⁶⁸ <https://english.leipzig.de/>

⁶⁹ <https://www.romoe.com/en/organization/vdr/>

One of France's most iconic historic monuments is the Eiffel Tower, located in the heart of Paris. Built in 1889 as the centerpiece of the World's Fair, the Eiffel Tower has since become a symbol of France and a globally recognized icon of architecture and engineering. Standing at over 300 meters tall, the tower offers breathtaking views of Paris and serves as a testament to human creativity and innovation. Its intricate lattice structure and elegant design continue to captivate millions of visitors each year, making it one of the most visited monuments in the world. The Eiffel Tower stands as a symbol of France's cultural prowess and remains an enduring symbol of romance and sophistication.

A. Legislation and Regulations

The legislation and regulations governing building restoration in France are primarily aimed at preserving the country's rich architectural heritage while ensuring safety, sustainability, and compliance with modern standards.

Heritage Protection Laws: France has robust laws to protect its cultural heritage. The most notable legislation is the "Code du Patrimoine" (2004)⁷⁰, (Heritage Code), which outlines measures for the protection, conservation, and restoration of historic buildings, monuments, and sites. This code designates certain structures as "protected," imposing restrictions on alterations and demolition.

Building Codes and Standards: Building restoration projects must comply with French building codes and standards, such as the "Code de la Construction et de l'Habitation" (2024)⁷¹ (Building and Housing Code). These regulations cover various aspects of construction, including structural integrity, fire safety, accessibility, and energy efficiency.

Environmental Regulations: Environmental considerations are increasingly important in building restoration. France has environmental laws, likely the "Code de l'environnement" (Environmental Code)⁷² and regulations that address issues such as energy performance, waste management, and the use of sustainable materials. Restoration projects need to meet specific environmental standards and obtain relevant permits.

Professional Qualifications and Accreditation: Professionals involved in building restoration, such as architects, engineers, and contractors, are typically required to have appropriate qualifications and accreditation. This ensures that restoration work is carried out by skilled professionals who understand the technical and regulatory aspects of heritage conservation.

Specific qualifications and accreditations in building restoration might include:

- Certificates or diplomas from vocational schools or training centers specializing in heritage conservation or restoration.
- Completion of apprenticeship training modules focused on traditional building techniques, materials conservation, and restoration practices.
- Certifications from industry organizations or trade associations related to specific restoration skills or techniques (e.g., stone masonry, timber framing, plasterwork).
- Accredited training courses on heritage conservation offered by recognized institutions or professional bodies.

⁷⁰ <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000000615405/>

⁷¹ https://www.legifrance.gouv.fr/codes/texte_lc/LEGITEXT000006074096/

⁷² https://www.legifrance.gouv.fr/codes/texte_lc/LEGITEXT000006074220/

- Basic certifications in environmental management or sustainable building practices at the entry level.
- Occupational health and safety (OHS) training programs focusing on safe practices in construction and restoration work environments.

B. Education and Training System

In France, education and training in building restoration typically follow a structured system that combines academic study with practical training.

Secondary Education (Lycée): Vocational high schools (lycées professionnels) offer programs in construction, woodworking, and related fields. Students can choose specialized tracks such as construction and heritage restoration, where they learn basic skills relevant to building restoration.

The following institutions offer various undergraduate programs at the EQF Level 3-4, courses, or specializations related to building restoration, heritage conservation, and architectural preservation

- École de Chaillot⁷³: Offers undergraduate programs in architectural heritage conservation and restoration.
- École Boulle⁷⁴: Provides undergraduate programs in applied arts, including courses related to furniture restoration and conservation.
- École Camondo⁷⁵: Offers undergraduate programs in interior architecture and design with a focus on heritage preservation and restoration.
- École du Louvre⁷⁶: Provides undergraduate programs in art history, archaeology, and museum studies, which may include courses on conservation and restoration techniques.
- Université Bordeaux Montaigne⁷⁷: Provides undergraduate programs in art history and archaeology, with courses on heritage conservation and restoration.

Vocational Training: Apprenticeship programs are available for students who want to learn a trade while working under the supervision of experienced professionals. Vocational training centers (Centres de Formation d'Apprentis, CFAs) provide practical training in construction techniques, including those specific to building restoration.

For example, the “Specialized Apprentice Training Centers (CFAS) or specialized Apprentice Training Centers are CFAs intended for individuals facing significant difficulties or disabilities. Their mission is to offer training pathways, in regular environments, tailored to situations of disability.

France's Apprenticeship Programs: France offers apprenticeship programs in restoration and conservation trades through vocational training centers (CFA). These programs provide hands-on experience in areas such as masonry, carpentry, painting, and sculpture, with apprentices working alongside experienced artisans and restoration experts.

⁷³ <https://www.citedelarchitecture.fr/en/article/ecole-de-chaillot#>

⁷⁴ <https://www.pratt.edu/resources/resources-exchange-program-ecole-boulle/>

⁷⁵ <https://www.ecolecamondo.fr/en/school/the-ecole-camondo/>

⁷⁶ <https://www.ecoledulouvre.fr/en>

⁷⁷ https://defle.u-bordeaux-montaigne.fr/en/programmes/study/undergraduate-licence-degree-XA/human-and-social-sciences-SHS/undergraduate-licence-art-history-LCH16_316.html

Apprentices have the status of young salaried workers in companies, under the responsibility of a training supervisor. They have entered into an employment contract. They may be accepted into the civil service.

Apprenticeship allows preparation for all professional and technological diplomas of the national education system such as:

- Certificate of Professional Aptitude (CAP),
- Vocational Studies Certificate (BEP),
- Professional Baccalaureate, Advanced Technician's Certificate (BTS),
- Professional Bachelor's Degree,
- Master's Degrees (Master 1 and 2).

The practical training of the apprentice is mainly carried out in the company, while the theoretical training is provided by the CFA.

Depending on the diplomas being prepared, the training time in the CFA varies from 400 to 675 hours minimum per year.

The training therefore requires close coordination between the two places where the apprentice acquires professional skills⁷⁸.

Higher Education: Universities and specialized schools offer undergraduate and graduate programs in architecture, civil engineering, and related disciplines. Some universities and institutions offer specific courses or modules focusing on heritage conservation and building restoration within these programs.

Specialized Training Institutes: Institutions such as the École Nationale du Patrimoine⁷⁹ (National School of Heritage) offer advanced training programs in heritage conservation and restoration. These programs provide in-depth knowledge of conservation principles, restoration techniques, and cultural heritage management.

Professional Certification and Accreditation: Professionals in building restoration obtain certifications or accreditation from industry organizations or professional bodies. For example, architects can become registered with the Ordre des Architectes⁸⁰, while artisans and craftsmen obtain certifications in specific restoration skills from relevant trade associations.

Continuing Education: Continuing education programs are available for professionals who want to update their skills or specialize further in building restoration. These programs include workshops, seminars, and short courses offered by universities, professional organizations, or specialized training centers.

Overall, the education and training system in France provides a comprehensive framework for individuals interested in pursuing careers in building restoration. It combines theoretical knowledge with practical skills development to prepare professionals for the unique challenges of preserving and restoring historic structures.

⁷⁸ <https://www.monparcours handicap.gouv.fr/glossaire/cfas#:~:text=Les%20centres%20de%20formati on%20d,conclu%20un%20contrat%20de%20travail.>

⁷⁹ <https://www.inp.fr/#/hp/103>

⁸⁰ <https://www.architectes.org/>

C. Best Practices

In France, institutions in both the public and private sectors provide educational programs and best practices for building restoration at various levels of education.

For example, the public institutions likely the École de Chaillot, the École Boulle, the École du Louvre and the Université Paris 1 Panthéon-Sorbonne, offers specialized education in architectural heritage conservation and restoration. It provides undergraduate and graduate programs focusing on best practices, techniques, and principles of building restoration.

Students learn practical skills and best practices for preserving and restoring heritage furniture pieces and the courses cover best practices in conservation and restoration of artworks and architectural elements, as well as courses on building restoration best practices and conservation principles.

At the private sector, various private institutions and academies in France also offer specialized education in building restoration. These institutions provide practical training, workshops, and courses focused on best practices in heritage conservation and restoration techniques.

Another example is ESMA (École Supérieure des Métiers Artistiques et Esthétiques)⁸¹, offers specialized programs in artistic and aesthetic trades, including courses in heritage restoration and conservation techniques. The ESMA, provides training in applied arts and crafts, with a focus on traditional techniques and heritage preservation.

Continuing Education Programs: Both public and private institutions offer continuing education programs for professionals in the field of building restoration. These programs provide opportunities to learn about new technologies, materials, and best practices in heritage conservation.

Research Institutes and Centers: Public research institutes and centers, such as the National Institute of Art History (INHA)⁸², conduct research and provide expertise on building restoration. They contribute to the development of innovative approaches and techniques in heritage conservation.

These educational institutions play a crucial role in disseminating knowledge, skills, and best practices for building restoration in France. They prepare students and professionals to uphold high standards of conservation ethics and to contribute to the preservation of France's architectural heritage.

D. Incentives to encourage employment

The French government and regional authorities often provide financial incentives, grants, or tax benefits to support building restoration efforts, particularly for historic properties. These incentives aim to encourage property owners to undertake restoration projects while promoting heritage conservation.

Reduced VAT Rates⁸³: Building restoration and renovation projects qualify for reduced VAT rates, making them more financially attractive for property owners. This encourages investment in heritage conservation and restoration activities. Also, tax credits and deductions are for expenses related to building restoration, such as renovation work, energy efficiency

⁸¹ <https://www.esma-artistique.com/en/>

⁸² <https://www.inha.fr/en/index.html>

⁸³ <https://www.french-property.com/guides/france/building/renovation/vat-relief>

improvements, or the use of sustainable materials. These incentives help offset the costs associated with restoration projects.

Government Support and Finance⁸⁴: Employers in the building restoration sector receive subsidies or financial assistance to support employee training and skills development. This encourages businesses to invest in training programs that enhance the qualifications of their workforce.

Also, Government agencies and regional authorities offer subsidies or grants to companies that hire workers in the building restoration sector. These incentives help reduce labor costs for employers and stimulate job creation in the industry.

The Heritage Foundation⁸⁵: The Heritage Foundation provides financial support for heritage, protected and unprotected under historic monuments, through five types of actions:

- “The collection of donations in favor of the safeguarding of heritage property belonging to public persons, associations or private persons;
- Corporate philanthropy through the support of large companies, or local SMEs in particular within sponsorship clubs;
- The allocation of aid from the Foundation’s own funds or through partnerships with public authorities;
- The issuance of a label, after the opinion of the architect of the Buildings of France, allowing, under certain conditions, private owners of heritage not protected under historic monuments to deduct from their total income the expenses of maintenance and repair of their heritage buildings;
- The valorization and defense of the heritage, especially thanks to the support of the members”.

Overall, these incentives and support measures play a crucial role in promoting employment and economic activity in the building restoration sector in France. They contribute to the preservation of cultural heritage, the revitalization of historic neighborhoods, and the creation of skilled jobs in the restoration industry.

2.3.4 Spain

Spain, located in southwestern Europe, is renowned for its vibrant culture, diverse landscapes, and rich history. With a legacy shaped by various civilizations, including the Romans, Moors, and Visigoths, Spain boasts a unique blend of architectural styles, culinary traditions, and artistic achievements.

One of Spain's most iconic historic monuments is the Alhambra, situated in the city of Granada in the southern region of Andalusia. Built during the Nasrid dynasty in the 13th century, the Alhambra is a breathtaking example of Islamic architecture and design. Its intricate palaces, courtyards, and gardens showcase exquisite decorative details, including intricate stucco work, colorful tiles, and arabesque motifs.

⁸⁴ <https://world.businessfrance.fr/app/uploads/sites/6/2024/02/doing-business-public-fundings-supports-and-incentives.pdf> (page 46)

⁸⁵ <https://www.culture.gouv.fr/en/Thematic/monuments-sites/Actors-business-training/The-partners/Patrons-and-Foundations/The-Heritage-Foundation>

The Alhambra served as a palace, fortress, and citadel, reflecting the cultural and artistic achievements of Muslim Spain. Today, it stands as a UNESCO World Heritage Site and one of Spain's most visited attractions, drawing millions of visitors each year who come to marvel at its beauty and historical significance. The Alhambra remains a testament to Spain's multicultural heritage and a symbol of its enduring legacy as a center of art, culture, and innovation.

A. Legislation and Regulations

In Spain, building restoration is governed by various legislation and regulations at both the national and regional levels.

National Legislation:

Spanish Constitution⁸⁶: Provides the legal basis for environmental protection and heritage conservation.

Historical Heritage and Cultural Property Act (Law 16/1985)⁸⁷: This law establishes the legal framework for the protection, conservation, and restoration of cultural heritage, including buildings of historical or cultural significance.

Building Code (Código Técnico de la Edificación)⁸⁸: Contains technical requirements for construction and renovation projects, including those related to building restoration.

Regional Regulations:

Each autonomous community in Spain has its own specific regulations regarding building restoration, which can complement or add to the national legislation. These regulations often reflect the unique cultural and architectural heritage of each region.

Heritage Protection and Conservation: Buildings of historical or cultural significance protected by specific heritage conservation laws at both the national and regional levels. These laws typically regulate what can and cannot be done to protected buildings, including restoration work.

Prior authorization from the relevant heritage conservation authorities required before undertaking restoration projects on protected buildings.

Environmental Regulations: Environmental regulations, both at the national and regional levels, also apply to building restoration projects. The Environmental Impact Assessment Law (Ley de Evaluación Ambiental, Ley 21/2013⁸⁹), aims to ensure that restoration work is carried out in an environmentally sustainable manner, taking into account factors such as energy efficiency and waste management.

Urban Planning Laws: Urban planning laws govern the use of land and buildings within specific areas. Restoration projects need to comply with zoning regulations and urban planning requirements. Urban Planning Law (Ley de Ordenación Urbanística), outlines the legal

⁸⁶ <https://www.senado.es/web/conocersenado/normas/constitucion/detalleconstitucioncompleta/index.html?lang=en>

⁸⁷ <https://www.global-regulation.com/translation/spain/1478047/royal-decree-111-1986%252c-of-10-january%252c-partial-development-of-law-16-1985%252c-of-25-june%252c-the-spanish-historical-heritage.html>

⁸⁸ <https://digital.csic.es/handle/10261/5844>

⁸⁹ <https://www.boe.es/buscar/act.php?id=BOE-A-2013-12913>

framework for urban development and land use planning. It sets forth regulations regarding zoning, land use classifications, building density, infrastructure requirements, and other aspects related to urban development.

Municipal Urban Development Plans (Plan General de Ordenación Urbana, PGOU)⁹⁰, that each municipality in Spain is required to have a PGOU, which is a comprehensive urban development plan that establishes the guidelines and regulations for urban growth and development within the municipality. The PGOU specifies zoning regulations, building heights, land use designations, and other urban planning requirements that restoration projects must comply with.

Professional Standards and Codes of Practice: Building restoration projects are typically carried out by architects, engineers, and other professionals who must adhere to professional standards and codes of practice. These standards established by professional organizations or regulatory bodies.

It's essential for individuals or entities undertaking building restoration projects in Spain to familiarize themselves with the relevant legislation and regulations applicable to their specific situation and location. Consulting with legal experts, heritage conservation authorities, and other relevant stakeholders is advisable to ensure compliance with the law and best practices in building restoration.

B. Education and Training System

In Spain, education and training in building restoration at the level of EQF levels 3-4 typically encompass vocational education and training programs. These programs provide practical skills and theoretical knowledge necessary for entry-level positions in the field of building restoration.

Vocational Education and Training (Formación Profesional, FP): Spain's vocational education and training system offers programs specifically focused on construction and building restoration. At EQF level 3, there are vocational training programs that lead to qualifications such as "Técnico en Construcción" (Technician in Construction) or "Técnico en Rehabilitación de Edificios" (Technician in Building Rehabilitation). These programs typically last for two years.

At EQF level 4, there are higher-level vocational training programs that lead to qualifications such as "Técnico Superior en Construcción" (Higher Technician in Construction) or "Técnico Superior en Proyectos de Edificación" (Higher Technician in Building Projects). These programs typically last for two years as well.

Institutos de Educación Secundaria (IES) is a public secondary education institution that offer vocational training programs in various fields, including construction and building restoration. Also, some other institutions that offer vocational training programs in building restoration are:

- Instituto Politécnico de Formación Profesional Marítimo Pesquera (IPFPM) in Vigo.
- Instituto de Educación Secundaria Leonardo Da Vinci in Madrid.
- Escuela de Arte y Superior de Conservación y Restauración de Bienes Culturales de Galicia (EASCRBC) in Pontevedra.
- Centro Integrado de Formación Profesional Aynadamar in Granada.

⁹⁰ https://es.wikipedia.org/wiki/Plan_General_de_Ordenaci%C3%B3n_Urbana

Curriculum: The curriculum of vocational education and training programs in building restoration typically includes both theoretical and practical components. Students learn about construction materials, techniques, and technologies used in building restoration, as well as principles of conservation and heritage preservation. Practical training often takes place in workshops or through internships with construction companies or restoration firms.

Certification: Upon successful completion of vocational training programs, students receive a vocational qualification or certificate recognized by the Spanish Ministry of Education, Culture, and Sport and the labor market. These qualifications certify the students' competency in specific areas related to building restoration, enhancing their employability in the construction industry.

Continuing Education: Beyond initial vocational training programs, individuals working in building restoration pursue continuing education and professional development opportunities to further enhance their skills and stay updated on industry trends and best practices. Continuing education options include short courses, workshops, seminars, and specialized training programs offered by vocational training centers, universities, professional associations, and other organizations.

Some specific institutions that offer continuing education programs in building restoration are the following:

- Instituto del Patrimonio Cultural de España (IPCE): offers specialized courses, workshops, and seminars on various aspects of cultural heritage conservation, including building restoration. IPCE's training programs cover topics such as conservation techniques, materials, and management of cultural heritage sites.
- Universidad Politécnica de Madrid (UPM): offers postgraduate courses and master's programs in conservation and restoration of architectural heritage. These programs provide advanced training in restoration techniques, research methodologies, and project management for professionals working in the field of building restoration.
- Escuela Superior de Conservación y Restauración de Bienes Culturales de Madrid (ESCRBC): offers specialized training programs in conservation and restoration of cultural heritage, including buildings. The school provides courses, workshops, and seminars on restoration techniques, documentation, and preventive conservation.
- Universitat de Barcelona (UB): offers postgraduate courses and master's programs in heritage conservation and restoration. These programs cover a range of topics related to building restoration, including conservation theory, diagnostic techniques, and project management.
- Centro Internacional de Estudios de Conservación y Restauración de Bienes Culturales (CIEC): offers specialized training programs and workshops in conservation and restoration of cultural heritage, including buildings. The center provides hands-on training in restoration techniques and promotes collaboration between professionals and researchers in the field.
- Colegio Oficial de Arquitectos de Madrid (COAM): organizes continuing education courses, seminars, and conferences on architectural heritage conservation and restoration. These events bring together professionals, academics, and experts to discuss current issues and best practices in building restoration.

Overall, vocational education and training programs at EQF levels 3-4 play a crucial role in preparing individuals for careers in building restoration by providing them with the necessary skills, knowledge, and qualifications to succeed in the construction industry.

C. Best Practices

Both public and private institutions in Spain provide best practices and guidelines for building restoration training. These practices aim to ensure that professionals receive high-quality education and training in the field of building restoration, following industry standards and preserving cultural heritage effectively.

Instituto del Patrimonio Cultural de España (IPCE)⁹¹: publishes technical guides, manuals, and best practice documents related to cultural heritage conservation, including building restoration. These resources provide guidance on conservation techniques, materials, and methodologies based on national and international standards.

Ministry of Culture and Sport (Ministerio de Cultura y Deporte)⁹²: The Ministry of Culture and Sport collaborates with various public institutions and organizations to develop and disseminate best practices in heritage conservation and restoration. It provides funding and support for training programs, research projects, and publications aimed at promoting best practices in building restoration.

Professional Associations and Societies: often develop guidelines and standards for building restoration training. For example, the Colegio Oficial de Arquitectos COAM⁹³ (Official College of Architects) and the Asociación Española de Técnicos de Patrimonio Cultural (AEGPC)⁹⁴ (Spanish Association of Cultural Heritage Technicians) offer resources and training opportunities focused on best practices in building restoration.

Universities and Technical Schools: offer programs in building restoration incorporate best practices into their curriculum and training methodologies. Faculty members with expertise in heritage conservation and restoration often contribute to the development of best practices through research and professional practice.

Private Training Providers and Consultancies: offer courses, workshops, and seminars that emphasize best practices in the field. These organizations collaborate with public institutions and professional associations to ensure that their training programs align with industry standards and guidelines.

International Collaboration and Networks: Spain participates in international collaborations and networks focused on heritage conservation and restoration, such as the European Network of Conservation-Restoration Education (ENCoRE). Through these collaborations, best practices and expertise are shared among professionals and institutions across borders, contributing to the continuous improvement of building restoration training.

By leveraging resources and expertise from both the public and private sectors, Spain's building restoration training programs can incorporate best practices that meet the evolving needs of the industry and contribute to the effective preservation of cultural heritage.

⁹¹ <https://ipce.cultura.gob.es/inicio.html>

⁹² <https://www.cultura.gob.es/en/portada.html>

⁹³ <https://www.coam.org/>

⁹⁴ <http://aegpc.org/sobre-la-aegpc>

D. Incentives to encourage employment

In Spain, various incentives and support mechanisms are available to encourage employment in the building restoration sector. These incentives aim to stimulate job creation, promote skills development, and foster economic growth in the construction industry, particularly in the area of heritage conservation and building restoration.

Subsidies and Grants: Public institutions at the national, regional, and local levels offer subsidies and grants to support building restoration projects and initiatives. These subsidies cover a portion of the restoration costs, including labor expenses, materials, and equipment. Funding opportunities are often targeted at projects that contribute to the preservation of cultural heritage and the revitalization of historic urban areas.

For example, the "1.5% Cultural Program" is a funding initiative managed by the Spanish Ministry of Transport, Mobility, and Urban Agenda and allocates a percentage of the budget from public infrastructure projects, such as transportation and urban development, to finance cultural heritage conservation and restoration projects. Under this program, 1.5% of the total budget for eligible public works projects is earmarked for cultural heritage conservation initiatives.

Tax Incentives: Tax incentives are available to individuals and companies engaged in building restoration activities. For example, tax deductions or credits offered for expenses related to the restoration, conservation, or maintenance of historic buildings. Reduced value-added tax (VAT) rates apply to certain restoration works, making them more financially attractive for property owners and investors.

Training and Education Support: Public funding allocated to vocational training programs and educational initiatives aimed at developing skills in building restoration. Subsidized training courses, workshops, and certification programs offered to individuals seeking employment in the restoration sector or looking to upgrade their skills.

Employment Subsidies and Incentives: Employers in the building restoration sector are eligible for subsidies or incentives to hire and retain workers. These incentives under the Employment Law 3/2023, of February 28, 2023⁹⁵, could take the form of wage subsidies, social security exemptions, or reduced employer contributions to encourage job creation and workforce development.

Public Procurement Policies: Public procurement policies prioritize the hiring of companies and contractors with expertise in building restoration for public works projects. Preference given to companies that demonstrate a commitment to employing skilled workers and adhering to quality standards in restoration work.

Heritage Conservation Programs: Specialized heritage conservation programs and initiatives provide funding and support for building restoration projects. These programs often target historic buildings, monuments, and cultural landscapes of significant importance, providing financial incentives to property owners and stakeholders involved in their preservation.

⁹⁵ [https://www.garrigues.com/en_GB/new/these-are-new-pieces-labor-legislation-employment-law-law-real-and-actual-equality-transgender#:~:text=The%20Employment%20Law%20\(Law%203,in%20the%20Spanish%20Employment%20System.](https://www.garrigues.com/en_GB/new/these-are-new-pieces-labor-legislation-employment-law-law-real-and-actual-equality-transgender#:~:text=The%20Employment%20Law%20(Law%203,in%20the%20Spanish%20Employment%20System.)

Financial Assistance Programs: Financial institutions offer loans, lines of credit, or other financial assistance specifically tailored to building restoration projects. Favorable lending terms, such as low-interest rates or extended repayment periods, are available to support the financing of restoration activities.

By providing these incentives and support mechanisms, Spain aims to promote employment and investment in the building restoration sector while safeguarding the country's rich cultural heritage for future generations.

2.3.5 Austria

Austria, nestled in the heart of Europe, is celebrated for its stunning alpine landscapes, rich cultural heritage, and elegant cities. With a history dating back to the Roman Empire, Austria has played a significant role in shaping European culture and politics.

One of Austria's most iconic historic monuments is Schönbrunn Palace, located in the capital city of Vienna. Built in the 17th century, Schönbrunn Palace served as the summer residence of the Habsburg monarchs and is a masterpiece of Baroque architecture. Its lavish interiors, meticulously landscaped gardens, and opulent furnishings reflect the grandeur and splendor of the Habsburg dynasty.

Today, Schönbrunn Palace is a UNESCO World Heritage Site and one of Vienna's top tourist attractions, welcoming millions of visitors each year. It stands as a symbol of Austria's imperial past and serves as a window into the country's rich cultural heritage and artistic achievements.

A. Legislation and Regulations

In Austria, monument and building restoration is governed by a set of laws, regulations, and policies aimed at preserving the country's cultural heritage. In Austria, land development on a federal level (überörtliche Raumplanung) is regulated by the laws of the nine federal states. However, land development on a local level (e.g., the construction of new projects) is subject to municipal legislation and execution (örtliche Raumplanung).

The main source of environmental law in Austria is the legislation of the nine federal states. However, there are some subject matters reserved to federal legislation such as the Waste Management Act or the Water Management Act. An additional source of environmental legislation is legislation from the EU⁹⁶. Some of the key legislation and regulations related to monument and building restoration in Austria are the following:

Monument Protection Act [Denkmalschutzgesetz – DMSG] (MPA) (1923, as amended 2013)⁹⁷: The Monument Protection Act is the primary legislation governing the protection and preservation of cultural heritage in Austria. It outlines the legal framework for the identification, classification, and conservation of monuments, including historic buildings, archaeological sites, and cultural landscapes. The law establishes procedures for listing monuments, obtaining permits for alterations or renovations, and enforcing conservation standards.

⁹⁶ <https://resourcehub.bakermckenzie.com/en/resources/global-corporate-real-estate-guide/europe-middle-east-and-africa/austria/topics/planning-and-environmental-issues>

⁹⁷ https://www.ris.bka.gv.at/Dokumente/ErV/ERV_1923_533/ERV_1923_533.html

Vienna Urban Development, Urban Planning and Building Code (Building Regulations for Vienna - BO for Vienna)⁹⁸: Building regulations at the federal and state levels set standards for construction, renovation, and maintenance of buildings in Austria. These regulations often include provisions related to the preservation of historic buildings and structures, such as requirements for conservation-compatible alterations, materials, and techniques.

Federal Monuments Office (Bundesdenkmalamt - BDA)⁹⁹: The Federal Monuments Office is responsible for implementing monument protection laws and regulations in Austria. It oversees the identification, documentation, and conservation of monuments, conducts research and documentation projects, and provides guidance and support to property owners, architects, and conservation professionals involved in restoration projects.

UNESCO World Heritage Convention: Austria is a signatory to the UNESCO World Heritage Convention, which aims to protect and preserve cultural and natural heritage of outstanding universal value. The country's obligations under the convention influence national policies and priorities regarding monument and building restoration, particularly for UNESCO World Heritage Sites located within Austria.

Professional Standards and Qualifications: Austria has professional organizations and associations dedicated to heritage conservation and restoration, such as the association CHNT-ICOMOS Austria was founded in early 2021¹⁰⁰ and the Austrian Association of Restorers (Österreichische Restauratorenvereinigung)¹⁰¹. These organizations establish professional standards, codes of ethics, and certification requirements for individuals working in the field of monument and building restoration, ensuring quality and expertise in conservation practice.

Environmental Regulations: Restoration projects in Austria must comply with environmental regulations concerning issues such as waste management, energy efficiency, and sustainable construction practices. These regulations aim to minimize the environmental impact of restoration activities while ensuring the long-term sustainability of cultural heritage conservation efforts.

Overall, the legislation and regulations governing monument and building restoration in Austria reflect the country's commitment to safeguarding its cultural heritage for future generations. Compliance with these laws and regulations is essential for ensuring the responsible and sustainable conservation of historic monuments and buildings throughout the country.

B. Education and Training System

In Austria, education and training for monument and building restoration typically involve a combination of vocational training, higher education, and specialized courses. Individuals interested in pursuing a career in monument and building restoration can obtain qualifications at various education levels, depending on their career goals and aspirations.

⁹⁸ <https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=LrW&Gesetzesnummer=20000006>

⁹⁹ [https://en.wikipedia.org/wiki/Federal_Monuments_Office#:~:text=The%20Federal%20Monuments%20Office%20\(BDA,for%20cultural%20heritage%20in%20Austria.](https://en.wikipedia.org/wiki/Federal_Monuments_Office#:~:text=The%20Federal%20Monuments%20Office%20(BDA,for%20cultural%20heritage%20in%20Austria.)

¹⁰⁰ <https://chnt.at/>

¹⁰¹ <https://www.orv.at/home>

Vocational Training (EQF Levels 3): Apprenticeships: Many individuals enter the field of monument and building restoration through vocational training programs, such as apprenticeships. These programs typically combine classroom instruction with practical, on-the-job training under the guidance of experienced craftsmen and conservators. Apprentices learn restoration techniques, materials conservation, and historic building technologies while earning a vocational qualification recognized by the Austrian National Education System.

Technical Education (EQF Levels 4): Technical Schools (Berufsschulen): Technical schools in Austria offer programs in construction, building trades, and related fields that provide foundational knowledge and skills relevant to monument and building restoration. These programs typically lead to technical certificates or diplomas and prepare students for entry-level positions in the construction industry or further education at the higher education level.

Vocational Colleges (Berufskollegs): Vocational colleges offer more specialized training in fields such as architecture, construction management, or heritage conservation. These programs provide a deeper understanding of restoration techniques, materials science, and conservation principles, preparing students for technical roles in monument and building restoration.

Continuing Education and Professional Development: Continuing education opportunities, such as specialized courses, workshops, and seminars, provide professionals in monument and building restoration with opportunities to stay updated on the latest developments and techniques in the field. These programs offer opportunities for skill enhancement, knowledge exchange, and networking with peers and experts in the industry. One institution in Austria that offers programs in monument and building restoration is the University of Applied Arts Vienna (Universität für angewandte Kunst Wien¹⁰²).

Higher Education: Bachelor's Degree Programs and Master's Degree offered by the Universities and technical colleges in Austria in architectural conservation, heritage preservation, and related disciplines. These programs provide a comprehensive understanding of conservation theory, historic preservation principles, and research methodologies. Higher degree holders pursue careers as conservators, heritage consultants, or researchers in the field of monument and building restoration, preparing the students for leadership roles in restoration practice, research, or academia.

Overall, the education levels for monument and building restoration in Austria encompass a range of pathways, from vocational training to higher education, providing individuals with the knowledge, skills, and qualifications necessary for successful careers in heritage conservation and restoration.

C. Best Practices

Some good practices applied in Austria at EQF levels 3-4 education (which corresponds to certified vocational training or technical education) in the field of building and monument restoration include:

Training in historic techniques: Training programs focusing on historical techniques and materials used in the restoration and preservation of buildings and monuments. One

¹⁰² <https://www.dieangewandte.at/jart/prj3/angewandte-2016/main.jart?>

institution in Austria that offers programs focusing on historic techniques in the restoration and preservation of buildings and monuments is the Bundesdenkmalamt¹⁰³.

Training in conservation methods: Programs teaching best practices for the conservation and protection of historical buildings and monuments from environmental and human threats. The International Centre for the Study of the Preservation and Restoration of Cultural Property (ICCROM¹⁰⁴) offered this training. ICCROM is an intergovernmental organization dedicated to the conservation of cultural heritage worldwide.

Training in restoration technologies: Education in the use of modern technologies, such as laser scanning, 3D printing, and digitization, which can be used for the restoration and preservation of historical buildings and monuments. The Vienna University of Technology (TU WIEN¹⁰⁵) offers various programs and courses related to architecture, civil engineering, and cultural heritage preservation. These programs often include modules or specialized courses focusing on the application of digital technologies in the restoration and conservation of historic structures.

Practical training on authentic projects: Opportunities to participate in practical educational programs and work on authentic historical buildings and monuments, under the supervision of professional conservators and specialists.

These training practices enhance the skills and knowledge of professionals in the field of building and monument restoration, strengthening their ability to contribute to the preservation of Austria's cultural heritage

D. Incentives to encourage employment

Funding Programs and Incentives: The Austrian government provides financial support and incentives for monument and building restoration through various funding programs and tax incentives. These programs may include grants for conservation projects, subsidies for maintenance and repair work, and tax credits for restoration expenses incurred by property owners.

some specific incentive programs and funding initiatives provided by the Austrian government to support monument and building restoration:

TEFAF Museum Restoration Fund¹⁰⁶: This fund provides financial support for the restoration and preservation of cultural heritage sites, including monuments, historic buildings, and archaeological sites. It offers grants and subsidies to individuals, organizations, and municipalities involved in restoration projects.

Monument Protection Act (Denkmalschutzgesetz)¹⁰⁷: The Austrian government has legislation in place to protect cultural heritage sites and provide financial assistance for their conservation. The legislation "Monument Protection Act" outlines the criteria for designating monuments and offers incentives such as tax breaks and subsidies for restoration work.

¹⁰³ <https://www.bda.gv.at/>

¹⁰⁴ <https://www.iccrom.org/>

¹⁰⁵ <https://www.tuwien.at/en/>

¹⁰⁶ <https://www.tefaf.com/foundation/museum-restoration-fund>

¹⁰⁷ https://www.ris.bka.gv.at/Dokumente/Erv/ERV_1923_533/ERV_1923_533.html

Heritage Conservation Grants (Denkmalschutzförderungen): Various regional and local authorities in Austria offer heritage conservation grants to property owners and heritage organizations for restoration projects. These grants may cover a portion of the restoration costs or provide financial assistance for specific conservation measures¹⁰⁸.

Reduced VAT Rate for Restoration Work: In Austria, restoration and renovation work on historic buildings and monuments is subject to a reduced value-added tax (VAT) rate. This incentive aims to make restoration projects more financially viable by lowering the overall cost of the work. In Austria, the reduced VAT rate for restoration work on historic buildings and monuments is currently set at 10% (normally is 20% for other services)

Property owners, heritage organizations, and restoration professionals can explore these opportunities to access financial support and incentives for their conservation efforts.

2.3.6 UK

The United Kingdom, composed of England, Scotland, Wales, and Northern Ireland, is a nation rich in history, culture, and tradition. From ancient landmarks to modern marvels, the UK offers a diverse array of historic monuments that reflect its storied past.

One of the most iconic historic monuments in the UK is Stonehenge, located in Wiltshire, England. Dating back over 4,000 years, Stonehenge is a prehistoric monument consisting of a ring of massive standing stones, each weighing several tons. The purpose and significance of Stonehenge remain a subject of debate among historians and archaeologists, with theories ranging from astronomical observatory to religious site.

Nevertheless, Stonehenge continues to captivate visitors with its mysterious aura and ancient origins. As a UNESCO World Heritage Site, it stands as a symbol of the UK's ancient heritage and attracts tourists from around the world who come to marvel at its enigmatic beauty and historical significance.

A. Legislation and Regulations

In the UK, building restoration is governed by a range of legislation and regulations aimed at ensuring the preservation of historic and culturally significant structures while also addressing safety, accessibility, and environmental concerns.

Planning (Listed Buildings and Conservation Areas) Act 1990: This legislation provides protection for buildings of special architectural or historic interest by requiring special consent for their alteration or demolition. It also designates conservation areas where special planning controls apply.

Building Regulations: These regulations are made under powers set out in the Building Act 1984¹⁰⁹ and set standards for the design and construction of buildings to ensure the health,

¹⁰⁸ <https://rm.coe.int/herein-for-european-heritage-policies-crowdfunding-cultural-heritage-s/16808e853d>

¹⁰⁹

https://en.wikipedia.org/wiki/Building_regulations_in_the_United_Kingdom#:~:text=Building%20regulations%20in%20the%20United%20Kingdom%20are%20statutory%20instruments%20or,building%20work%20in%20the%20UK.

safety, welfare, and convenience of occupants. They cover various aspects, including structural stability, fire safety, energy efficiency, and accessibility. The Building Act 1984 is a United Kingdom statute consolidating previous legislation concerning the construction process, and the design and specifications for buildings and their component parts, and related matters, in England and Wales.[1] The Welsh Government may make its own building regulations for Wales under this Act.

Heritage Protection: Various laws protect heritage assets such as listed buildings, scheduled monuments, and registered parks and gardens. These include the Ancient Monuments and Archaeological Areas Act 1979¹¹⁰, the Planning (Listed Buildings and Conservation Areas) Act 1990¹¹¹, and the Historic Environment (Wales) Act 2016 (for Wales)¹¹².

Environmental Regulations: Environmental considerations are increasingly important in building restoration projects. Legislation such as the Environmental Protection Act 1990¹¹³ and the Conservation of Habitats and Species Regulations 2017¹¹⁴, particularly concerning impacts on wildlife and habitats.

Accessibility Standards: Building restoration projects must comply with accessibility standards to ensure that they are usable by people with disabilities. The Equality Act 2010¹¹⁵ (and the Disability Discrimination Act 1995 in Northern Ireland¹¹⁶) sets out requirements for accessibility in the built environment.

Health and Safety Regulations: The Health and Safety at Work etc. Act 1974¹¹⁷ and associated regulations establish requirements for ensuring the health and safety of workers and others affected by construction activities.

Compliance with these laws and regulations in UK, is essential for ensuring that restoration projects are carried out appropriately and sustainably, preserving the built heritage for future generations.

B. Education and Training System

In the UK, education and training in building restoration are typically provided through a combination of academic programs, vocational training, apprenticeships, and professional development opportunities.

Vocational education and training in building restoration at EQF levels 3-4 are typically provided through various pathways, including Apprenticeships that offer to individuals the opportunity to learn and earn simultaneously by working under the supervision of experienced professionals while studying towards a vocational qualification provide hands-on training and practical skills development. Vocational training providers, such as technical colleges and training centers, offer courses and qualifications in trades relevant to building restoration, including stonemasonry, carpentry, plastering, roofing, and conservation craft

¹¹⁰ <https://www.legislation.gov.uk/ukpga/1979/46>

¹¹¹ <https://www.legislation.gov.uk/ukpga/1990/9/contents>

¹¹² <https://www.legislation.gov.uk/anaw/2016/4/contents>

¹¹³ <https://www.legislation.gov.uk/ukpga/1990/43/contents>

¹¹⁴ <https://www.legislation.gov.uk/uksi/2017/1012/contents/made>

¹¹⁵ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

¹¹⁶ <https://www.legislation.gov.uk/ukpga/1995/50/contents>

¹¹⁷ <https://www.legislation.gov.uk/ukpga/1974/37/contents>

skills. These programs typically combine classroom instruction with hands-on practical training.

Technical Colleges and Training Providers: Vocational training providers offer courses and qualifications in trades relevant to building restoration, such as heritage skills, conservation craft skills, and traditional building techniques. These courses often combine classroom instruction with practical training in workshop settings.

Professional Development Courses: Some professional bodies, industry associations, and heritage organizations like the Society for the Protection of Ancient Buildings (SPAB), the Institute of Historic Building Conservation (IHBC), the National Heritage Training Group (NHTG), the Traditional Building Skills Institute (TBSI), the Building Crafts College (BCC), the Scottish Lime Centre Trust (SLCT), the Historic Environment Scotland (HES) and the Chartered Institute of Building (CIOB), offer short courses, workshops, and training programs aimed at developing specific skills and competencies relevant to building restoration. These courses cover topics such as lime mortar repair, timber conservation, traditional roofing techniques, and decorative finishes.

On-the-Job Training: Many individuals working in building restoration gain practical experience and skills through on-the-job training, working alongside experienced tradespeople and learning through hands-on practice. This informal training often complements formal vocational qualifications and apprenticeship programs.

Higher Education: Many universities and colleges offer degree programs in fields relevant to building restoration, such as architecture, architectural conservation, historic building conservation, heritage management, and building surveying. These programs provide theoretical knowledge, practical skills, and historical context related to conservation and restoration practices. Some of universities and colleges in the UK that offer degree programs relevant to building restoration are:

1. University of Cambridge -MSt in Building History¹¹⁸
2. University of Oxford - MSc in Historic Conservation¹¹⁹
3. University College London (UCL) - MSc in Sustainable Heritage¹²⁰
4. University of Edinburgh - MSc in Architectural Conservation and in Architectural History and Theory¹²¹
5. University of Bath - MSc in Conservation of Historic Buildings¹²²
6. University of Reading - MSc in Building Conservation¹²³
7. University of Lincoln - BA (Hons) Conservation of Cultural Heritage¹²⁴
8. Cardiff University - MSc in Conservation Practice¹²⁵

¹¹⁸ <https://www.arct.cam.ac.uk/courses/postgraduate/mst-building-history-1>

¹¹⁹ <https://www.brookes.ac.uk/courses/postgraduate/historic-conservation>

¹²⁰ <https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/built-environment-sustainable-heritage-heritage-management-msc>

¹²¹ <https://www.ed.ac.uk/studying/postgraduate/degrees/index.php?r=site/view&edition=2024&id=746>

¹²² <https://www.bath.ac.uk/courses/postgraduate-2024/taught-postgraduate-courses/msc-conservation-of-historic-buildings/#:~:text=Taught%20by%20experts%20in%20the,characters%2C%20and%20English%20legislation%20frameworks.>

¹²³ <https://www.reading.ac.uk/progspecs/pdf08/PPTCHEEXT08.pdf>

¹²⁴ <https://www.lincoln.ac.uk/course/conconub/>

¹²⁵ <https://www.cardiff.ac.uk/study/postgraduate/taught/courses/course/conservation-practice-msc>

9. University of Manchester - MSc in Historic Building Conservation¹²⁶

10. Birmingham City University - BA (Hons) Conservation of the Historic Environment¹²⁷

Apprenticeships: Apprenticeship programs provide a pathway for individuals to gain practical experience and qualifications while working under the supervision of experienced professionals. Apprenticeships in building restoration trades are available through employers, industry associations, and training providers, allowing apprentices to earn while they learn.

Continuing Professional Development (CPD): Professionals working in building restoration often engage in CPD activities to enhance their skills, knowledge, and expertise. This includes attending workshops, conferences, seminars, and training courses focused on specific aspects of conservation and restoration practice, as well as staying abreast of new technologies, materials, and techniques.

Professional Accreditation and Certification: Various professional bodies and organizations offer accreditation and certification schemes for individuals working in building restoration professions. For example, the Royal Institution of Chartered Surveyors (RICS) offers accreditation in building conservation¹²⁸, while the Institute of Historic Building Conservation (IHBC)¹²⁹ provides certification for conservation professionals.

Heritage Skills Passport: The Heritage Skills Passport scheme¹³⁰, developed by Historic England and other heritage organizations, provides a framework for assessing and accrediting the skills of craftspeople working in building conservation and restoration. It helps to recognize and promote traditional craft skills essential for preserving historic buildings.

Partnerships and Collaborations: Educational institutions often collaborate with heritage organizations, professional bodies, and industry partners to develop curriculum content, provide practical training opportunities, and facilitate knowledge exchange between academia and the heritage sector.

Overall, the education and training system in the UK concerning building restoration is diverse and multifaceted, catering to individuals pursuing careers in various aspects of heritage conservation, from academic research and professional practice to hands-on craftsmanship and technical expertise.

C. Best Practices

United Kingdom's Heritage Skills Initiative¹³¹: The UK's Heritage Skills Initiative aims to address skills shortages in the heritage sector by offering specialized training and apprenticeships in conservation and restoration. This initiative includes partnerships between training providers, heritage organizations, and employers to deliver high-quality training and work-based learning opportunities.

¹²⁶ <https://www.manchester.ac.uk/study/masters/courses/list/12035/ma-pgdip-heritage-studies/all-content/>

¹²⁷ <https://www.bcu.ac.uk/courses/conservation-of-the-historic-environment-ma-pgdip-2024-25>

¹²⁸ <https://www.rics.org/surveyor-careers/career-development/accreditations/building-conservation-accreditation>

¹²⁹ <https://ihbc.org.uk/>

¹³⁰¹³⁰ <https://historicengland.org.uk/services-skills/training-skills/work-based-training/heritage-apprenticeships/the-heritage-building-skills-programme/>

¹³¹ <https://www.europeanheritageawards.eu/winners/heritage-skills-initiative-newcastle-upon-tyne/>

Also, public and private sector institutions in the UK like Historic England¹³² provide guidance and advice on building conservation and restoration, including best practices, technical guidance, and conservation principles.

Historic England: A public body responsible for championing and protecting England's historic environment, offers a wealth of guidance and best practice documents related to building restoration. This includes technical advice on conservation principles, repair techniques, and heritage management. Their publications cover a wide range of topics, including building materials, historic interiors, and sustainable conservation practices.

The Building Conservation Masterclasses,¹³³ offered by the West Dean College of Arts and Conservation¹³⁴, provide specialized training in the repair and maintenance of historic structures. These intensive short courses are delivered in collaboration with Historic England and are highly regarded in the field of heritage conservation. The BCM program covers a range of essential topics, including:

- Conservation and Repair of Architectural and Structural Metalwork
- Conservation and Repair of Plasters and Renders
- The Structural Repair of Historic Buildings
- Conservation and Repair of Brick and Flint Masonry
- Conservation and Repair of Timber
- Conservation and Repair of Stone Masonry
- Mortars for Repair and Conservation

In addition to these core courses, participants can choose from optional classes such as specifying conservation works, coatings for masonry, and the conservation of historic concrete. Participants who complete ten masterclasses, including the seven compulsory ones and three electives, along with submitting an illustrated portfolio, can earn the Professional Development Diploma in Historic Building Conservation and Repair. This diploma is recognized by several professional bodies, including the Royal Institute of British Architects (RIBA) and the Institute of Historic Building Conservation (IHBC), providing significant career advancement opportunities for conservators, architects, and other professionals in the field (West Dean) (West Dean).

Courses are taught by leading experts and include a mix of theoretical and practical learning. The college's facilities include specialized workshops and the unique "Ruinette," a purpose-built structure for practicing conservation techniques. The program also features evening sessions and site visits to enhance learning through practical experience and peer interaction (West Dean) (West Dean).

The Institute of Historic Building Conservation (IHBC)¹³⁵: A professional body for building conservation practitioners, publishes guidance documents and best practice advice for professionals working in the heritage sector. Their guidance covers areas such as conservation principles, heritage legislation, and practical techniques for building repair and maintenance.

¹³² <https://historicengland.org.uk/>

¹³³ <https://historicengland.org.uk/services-skills/training-skills/heritageskills-cpd/building-conservation-masterclasses/>

¹³⁴ <https://www.westdean.ac.uk/>

¹³⁵ <https://ihbc.org.uk/>

IHBC also organizes training events, seminars, and conferences to promote best practices in building restoration.

The Royal Institution of Chartered Surveyors (RICS)¹³⁶: provides guidance and best practice standards for surveyors and professionals involved in building conservation and restoration. Their publications cover topics such as building pathology, condition surveys, and conservation management planning. RICS also offers training courses and CPD events focused on heritage conservation and building restoration.

The Chartered Institute of Building (CIOB)¹³⁷: offers guidance and best practice resources for construction professionals, including those working in building restoration. Their publications cover areas such as project management, procurement, and quality assurance in heritage projects. CIOB also promotes sustainability and innovation in building restoration through research and industry engagement.

The National Trust¹³⁸: a charitable organization dedicated to preserving historic buildings and landscapes, provides guidance and best practice advice for building restoration and conservation. Their publications cover topics such as repair techniques, conservation philosophy, and sustainable building practices. The National Trust also offers training opportunities for craftsmen and professionals involved in heritage conservation.

The Society for the Protection of Ancient Buildings (SPAB)¹³⁹: offers guidance and best practice advice for building owners, craftsmen, and professionals involved in the care of historic buildings. Their publications cover topics such as traditional building materials, repair methods, and maintenance strategies. SPAB also organizes practical workshops and training courses to promote hands-on skills in building conservation.

These institutions play a crucial role in promoting best practices and standards in building restoration, helping to ensure the sustainable preservation of the UK's built heritage for future generations.

D. Incentives to encourage employment

In the UK, various incentives administered by governmental bodies, heritage organizations, or local authorities are available to encourage employment in the building restoration sector. There are often grants, tax incentives, and funding schemes available to support building restoration projects and these incentives aim to support skills development, job creation, and the preservation of the built heritage.

Apprenticeship Levy and Funding: The UK government introduced the Apprenticeship Levy to fund apprenticeship training across all industries, including construction and building restoration. Employers with an annual pay bill over £3 million contribute to the levy, which can then be used to fund apprenticeship training for their employees. Smaller employers may also receive government funding to cover a percentage of the costs of apprenticeship training.

Apprenticeship Grants and Support: There are various subsidy schemes and financial incentives offered to support employers in hiring apprentices in the field of building restoration. For example, the government provides incentives to employers who hire young

¹³⁶ <https://www.rics.org/>

¹³⁷¹³⁷ <https://www.ciob.org/>

¹³⁸ <https://www.nationaltrust.org.uk/>

¹³⁹ <https://www.spab.org.uk/>

apprentices aged 16 to 18 or under 25 with an education program. These incentives aim to offset the costs associated with training and employing apprentices.

Heritage Lottery Fund (HLF) Grants: The Heritage Lottery Fund provides grants to support heritage projects, including building restoration and conservation initiatives. These grants fund the repair, maintenance, and restoration of historic buildings, as well as training and skills development programs for heritage craftspeople and professionals.

Tax Incentives and Relief: Certain tax incentives and reliefs are available to support building restoration projects and heritage conservation efforts. For example, the government offers VAT relief on certain types of building work carried out on historic buildings, such as repairs and alterations. This aims to reduce the financial burden on building owners and encourage investment in the preservation of historic structures.

Training and Skills Development Funding: Public and private sector organizations offer funding and support for training and skills development in the building restoration sector. This includes grants for vocational training programs, apprenticeship schemes, and continuing professional development (CPD) courses for craftsmen, tradespeople, and conservation professionals.

These incentives play a vital role in promoting employment and skills development in the building restoration sector, ensuring that the UK's built heritage is preserved and maintained for future generations.

2.3.7 Latvia

Latvia, a Baltic nation in Northern Europe, is known for its rich history, vibrant culture, and stunning natural landscapes. Bordered by Estonia to the north, Lithuania to the south, Russia to the east, and Belarus to the southeast, Latvia boasts a unique blend of influences from its neighboring countries and its own distinct heritage.

One of Latvia's most iconic historic monuments is the Freedom Monument, located in the capital city of Riga. Erected in 1935, this majestic statue symbolizes Latvia's independence and resilience. Standing at over 42 meters tall, the monument features a woman holding three stars aloft, representing the country's aspirations for freedom, independence, and sovereignty. It serves as a poignant reminder of Latvia's struggles and triumphs throughout its tumultuous history, making it a cherished symbol of national pride for Latvians and a significant landmark for visitors from around the world.

A. Legislation and Regulations

The Ministry of Culture of the Republic of Latvia is the state governed institution that some of their responsibility areas is also the Cultural Education and the Protection of Monuments¹⁴⁰.

Latvia, has legislation and regulations in place to govern monument and building restoration, aimed at preserving its cultural heritage. The protection and restoration of monuments and historical buildings are typically governed by a combination of national laws, regional regulations, and local ordinances.

Cultural Heritage Protection Law: Latvia likely has legislation specifically addressing the protection and preservation of cultural heritage, named "Law on Protection of Cultural

¹⁴⁰ <https://www.km.gov.lv/en/ministry>

Monuments (1992) " (Kultūras pieminekļu aizsardzības likums)¹⁴¹, which includes monuments and historical buildings. This law outline procedures for the designation of cultural monuments, requirements for their conservation and restoration, and penalties for unauthorized alterations or damage.

Also, this law provides legal framework and guidelines for the protection and preservation of cultural heritage sites throughout Latvia. It establishes procedures for the identification, classification, and protection of cultural monuments, as well as regulations for their conservation and restoration. Additionally, it includes provisions for penalties for unauthorized alterations, damage, or destruction of cultural monuments.

Spatial Planning Laws: Spatial planning laws and regulations named "Spatial Development Planning Law (Telpiskās attīstības plānošanas likums)"¹⁴² was established on July 5, 2011 and include provisions for the protection of cultural heritage sites within urban and rural areas. These laws establish zoning regulations, development controls, and land use policies to safeguard historic buildings and monuments from inappropriate development or demolition at various levels (national, regional, municipal).

Heritage Conservation Plans: Municipalities or regional authorities develop heritage conservation plans or strategies to guide the management and preservation of cultural heritage assets, including monuments and historic buildings. These plans identify priority areas for restoration, establish conservation standards, and allocate resources for preservation efforts, involving several steps like:

- Assessment of Cultural Heritage
- Stakeholder Consultation
- Development of Conservation Plans/Strategies
- Incorporation into Spatial Planning
- Implementation and Monitoring
- Public Awareness and Education
- Legislation and Regulation

By following these steps, municipalities and regional authorities in Latvia develop effective heritage conservation plans and strategies that safeguard cultural heritage for future generations while promoting sustainable development and community well-being.

Building Codes and Regulations: Under the "Construction Law" (Būvniecības likums) 1995, building codes and regulations in Latvia likely include provisions related to the conservation and restoration of historic buildings. These codes specify requirements for structural stabilization, materials conservation, energy efficiency upgrades, and accessibility modifications while ensuring compatibility with the building's historical character.

Environmental Impact Assessment: Restoration projects that involve significant alterations or interventions subject to environmental impact assessment (EIA) procedures to evaluate potential environmental effects. EIAs ensure that restoration activities are carried out in a manner that minimizes harm to the surrounding environment and natural resources. These

¹⁴¹ <https://www.informea.org/en/legislation/law-protection-cultural-monuments>

¹⁴² <https://leap.unep.org/en/countries/lv/national-legislation/spatial-development-planning-law-2011>

procedures are outlined in the Environmental Impact Assessment Law 1998¹⁴³ (Vides ietekmes novērtēšanas likums), that is provides the legal framework for assessing and evaluating the potential environmental effects of proposed projects, plans, and programs.

Public Funding and Incentives: The Latvian government provide financial incentives, grants, or tax incentives to support monument and building restoration efforts. These funding programs aim to incentivize property owners, heritage organizations, and restoration professionals to undertake preservation projects and invest in the conservation of cultural heritage assets.

Archaeological Protection Laws: Latvia likely has laws and regulations aimed at protecting archaeological sites and artifacts, named “The Archaeological Heritage Protection Law (Arheoloģiskā mantojuma aizsardzības likums - 1990)¹⁴⁴”, which intersect with monument and building restoration projects. These regulations require archaeological assessments or monitoring during restoration work to ensure the preservation of cultural resources. It regulates activities such as excavation, surveying, and research to ensure that they are conducted in accordance with professional standards and legal requirements.

Historic District Designation: Certain areas in Latvia be designated as historic districts or conservation areas, like the Old Town (Vēlāgā) of Riga, the capital city, subject to specific regulations aimed at preserving the character and integrity of the built environment. These regulations impose additional requirements or restrictions on building alterations, demolitions, or new construction within designated districts.

Riga's Old Town is a UNESCO World Heritage Site and is renowned for its well-preserved medieval and Hanseatic architecture, narrow cobblestone streets, and historic landmarks.

Within the Old Town, there is a rich concentration of architectural styles spanning several centuries, including Gothic, Renaissance, Baroque, and Art Nouveau. Many buildings have been meticulously restored to their original splendor, showcasing intricate facades, ornate detailing, and historic charm.

Conservation Easements: Property owners or cultural heritage organizations in Latvia can enter into conservation easements to legally protect historic buildings or monuments. Conservation easements restrict future development or changes to ensure the long-term preservation of heritage assets.

Public Access and educational programs: Restoration projects involving publicly accessible monuments or buildings may be subject to regulations governing visitor access, interpretation, and public engagement. These regulations may require the development of interpretive signage, visitor facilities, or educational programs to enhance public understanding and appreciation of cultural heritage sites.

Heritage Impact Assessments: Large-scale development projects near or affecting cultural heritage sites in Latvia require heritage impact assessments to evaluate potential impacts on the significance and integrity of historic buildings or monuments. These assessments inform decision-making processes and mitigation measures to minimize adverse effects on cultural heritage resources.

¹⁴³ <https://leap.unep.org/en/countries/lv/national-legislation/law-environmental-impact-assessment-1998>

¹⁴⁴ https://new.icomos.lv/media/attachments/12/01/2016/Arheol_harta_ICOMOS.pdf

International Treaties and Conventions: Latvia has signed international treaties and conventions related to the preservation of cultural heritage, such as the UNESCO World Heritage Convention (was created in 1972)¹⁴⁵, - Latvia has signed and ratified in 1995, and the Council of Europe Framework Convention on the Value of Cultural Heritage for Society (CETS No. 199)¹⁴⁶ – Latvia has signed in 27/10/2005. These agreements have influenced national legislation and policies regarding the restoration of monuments and buildings, emphasizing the importance of international cooperation and shared cultural heritage values.

These additional regulations complement the existing legislation and provide further guidance and guarantees for the preservation and restoration of cultural heritage in Latvia. Understanding and complying with these regulations **especially among apprentices and students** is essential for stakeholders involved in monument and building restoration projects in order to ensure the sustainable preservation of Latvia's rich cultural heritage.

B. Education and Training System

In Latvia, education and training system follows the European Qualifications Framework (EQF)¹⁴⁷ which provides a common European reference framework to promote transparency, comparability, and portability of qualifications,

The education system in Latvia for monument and building restoration typically involve a combination of academic study, vocational training, and practical experience tailored to the specific needs of the restoration industry, but the first step of education in monument and building restoration typically starts at the tertiary level, which corresponds to EQF levels 5-6 for undergraduate studies.

Vocational Education and Training (VET): At the secondary level, which corresponds to EQF levels 3-4, individuals may pursue vocational education and training programs that focus on construction trades, craftsmanship, and conservation techniques.

Vocational schools and technical colleges offer programs that provide foundational knowledge and practical skills relevant to monument and building restoration. These programs typically provide hands-on training and may lead to vocational qualifications or certificates.

Some institutions in Latvia that offer vocational education programs at EQF levels 3-4 with relevant content are:

Vocational Education Competence Center "Riga School of Design and Art" (RDMV)¹⁴⁸:

- RDMV offers vocational education programs in design, art, and technical fields and also some courses in construction, craftsmanship, and technical drawing provide foundational knowledge applicable to monument and building restoration at EQF levels 3-4.

Vocational Training Center of Riga Building College (RBC)¹⁴⁹:

¹⁴⁵ <https://whc.unesco.org/en/convention/>

¹⁴⁶ [https://rm.coe.int/1680083746#:~:text=Recognising%20that%20every%20person%20has,1948\)%20and%20guaranteed%20by%20the](https://rm.coe.int/1680083746#:~:text=Recognising%20that%20every%20person%20has,1948)%20and%20guaranteed%20by%20the)

¹⁴⁷ <https://esco.ec.europa.eu/en/about-esco/escopedia/escopedia/european-qualifications-framework-eqf>

¹⁴⁸ <https://www.rdmv.lv/en>

¹⁴⁹ <https://www.rck.lv/en>

- RBC offers vocational education programs in construction-related fields, including building maintenance and renovation and also some programs include modules on construction techniques, building materials, and basic restoration skills relevant to monument preservation.

Ventspils Technical College (VTC)¹⁵⁰:

- VTC offers vocational education programs in various technical fields, including construction and engineering and also some courses in construction technology, carpentry, and building maintenance provide practical skills applicable to monument and building restoration at EQF levels 3-4.

Cesis Technical School (CTS)¹⁵¹:

- CTS offers vocational education programs in technical fields such as construction and woodworking and also some courses in building renovation, carpentry, and construction materials provide foundational knowledge and practical skills applicable to monument restoration at EQF levels 3-4.

Overall, students gain practical experience through advanced laboratory work, workshop projects, and supervised restoration activities. Advanced vocational training programs aim to prepare students for roles as skilled restoration technicians, conservation craftsmen, or restoration project assistants.

Professional Certifications and Qualifications: Professional certifications or qualifications that demonstrate proficiency in advanced restoration techniques and practices are given by completion of advanced vocational training programs or apprenticeships that recognized by industry associations or regulatory bodies.

These certifications validate the individual's expertise in monument and building restoration and enhance career opportunities within the restoration field.

Specialized Training and Continuing Education: Beyond the formal education, individuals in Latvia engage in specialized training programs and continuing education opportunities to enhance their skills and expertise in monument and building restoration.

Professional organizations, heritage institutions, and training providers offer workshops, seminars, and certification programs tailored to restoration practitioners. Some of these include:

- Latvian National Museum of Art (LNMA)¹⁵²
- Latvian National Library (LNB)¹⁵³
- Latvian Academy of Culture (LKA)¹⁵⁴
- Latvian National Heritage Board (LNKC)¹⁵⁵

Specialized training may cover advanced restoration techniques, conservation ethics, heritage documentation methods, and project management principles.

Continuing education programs allow professionals to stay abreast of industry developments, expand their knowledge base, and maintain competency in the field. Professionals at this

¹⁵⁰ <https://www.ventspilstehnikums.lv>

¹⁵¹ <https://www.vtdt.lv/>

¹⁵² <https://www.lnmm.lv/en/latvian-national-museum-of-art>

¹⁵³ <https://www.lnb.lv/en>

¹⁵⁴ <https://www.lka.edu.lv/en>

¹⁵⁵ <https://nematerialakultura.lv/en/>

level participate in advanced workshops, seminars, or specialized courses to further refine their skills and expand their knowledge base as well as to cover topics through programs such as emerging conservation technologies, sustainable restoration practices, or advanced project management strategies.

Professional organizations (as above), heritage institutions, and training providers offer advanced workshops, seminars, and certification programs tailored to senior-level professionals.

Higher Education (Bachelor's Level): At the tertiary level, individuals pursue bachelor's degree programs in fields such as architecture, art history, conservation, or related disciplines.

Universities and higher education institutions offer programs that provide a more comprehensive understanding of monument and building restoration, including theoretical knowledge and practical skills.

Coursework includes subjects such as architectural conservation, historic preservation, materials science, heritage management, and research methods. Students have the opportunity to specialize in monument and building restoration through elective courses or research projects.

Master's Degree Programs: Master's programs provide advanced education and training in monument and building restoration, with a focus on research, theory, and professional practice, in fields such as architectural conservation, heritage conservation, or historic preservation.

Students may have the opportunity to conduct independent research, write a thesis, or participate in practical restoration projects as part of their degree requirements.

Doctoral Studies (Ph.D.): Doctoral programs provide opportunities for in-depth exploration of specialized topics within the field, allowing students interested in pursuing advanced research and scholarship in monument and building restoration, to make original contributions to restoration theory, practice, or methodology.

Higher-Level Apprenticeships: At this education level also involve higher-level apprenticeships or on-the-job training opportunities that provide advanced skills development in monument and building restoration.

Apprentices at this level work closely with experienced restoration professionals, taking on more complex tasks and responsibilities. Advanced apprenticeships involve specialized training in specific areas of restoration, such as architectural conservation, decorative arts conservation, or structural rehabilitation. One of these Institutions that offering this training opportunities (on-the-job training), is the Latvian Association of Architects (LAA),¹⁵⁶ that facilitate apprenticeships with architectural firms specializing in historic preservation and restoration, providing hands-on experience in architectural conservation.

Apprentices receive mentorship and guidance from industry experts, gaining practical experience in conservation treatments, historic materials analysis, and project coordination.

Overall, the education level for monument and building restoration in Latvia encompasses vocational training at the secondary level, bachelor's degree programs at the tertiary level,

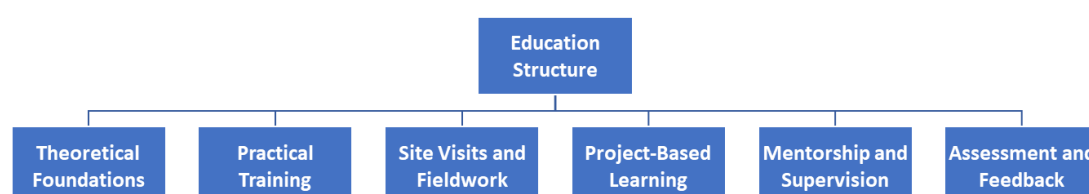
¹⁵⁶ <https://www.latarh.lv/>

and specialized training opportunities for professionals seeking to advance their careers or acquire specialized skills. These educational pathways provide individuals with the knowledge, skills, and qualifications needed to contribute to the preservation and restoration of Latvia's cultural heritage for future generations.

C. Best Practices

The best practice for an education training program at the EQF level 3-4 concerning heritage and building restoration could be the integration of hands-on practical experience with theoretical knowledge. This approach ensures that students gain the understanding of restoration principles and techniques and also develop the necessary skills to apply effectively in real-world of restoration projects.

An overall training approach at this level can be structured as follows:



Theoretical Foundations: Provide comprehensive classroom instruction covering topics such as architectural history, materials science, conservation ethics, and restoration methodologies. This theoretical knowledge forms the basis for understanding the principles behind heritage conservation and building restoration.

Practical Training: Offer hands-on workshops and lab sessions where students can apply theoretical concepts to practical restoration tasks. This could include activities such as cleaning and conservation of historic surfaces, documentation and assessment of heritage structures, and basic repair techniques.

Site Visits and Fieldwork: Arrange visits to historic sites, monuments, and buildings undergoing restoration. This gives students the opportunity to observe restoration projects in progress, interact with restoration professionals, and gain insights into the challenges and considerations involved in real-world restoration work.

Project-Based Learning: Assign students to restoration projects either individually or in groups, where they can apply their knowledge and skills to address real restoration challenges. This hands-on experience allows students to develop problem-solving abilities, teamwork skills, and project management competencies essential for a career in restoration.

Mentorship and Supervision: Pair students with experienced restoration professionals who can serve as mentors and provide guidance throughout their training. This mentorship not only facilitates skills development but also helps students build professional networks and gain valuable insights from industry experts.

Assessment and Feedback: Implement regular assessments, both practical and theoretical, to evaluate students' progress and proficiency in restoration techniques. Provide constructive feedback to help students identify areas for improvement and tailor their learning experience accordingly.

By combining theoretical instruction with practical experience, integrating site visits and project-based learning, and providing mentorship and feedback, this training program can effectively prepare students for careers in heritage and building restoration at the EQF 3-4 level.

D. Incentives to encourage employment

In Latvia, several incentives are provided to encourage employment and investment in the building restoration sector. These incentives include financial support, tax benefits, and regulatory measures aimed at preserving cultural heritage and promoting sustainable development.

EU Funding and National Grants¹⁵⁷: Latvia have the opportunity of benefits from European Union structural funds, which are allocated for various development projects, including building restoration. These funds often cover a significant portion of the costs associated with restoration projects, making them more financially viable for businesses and municipalities.

Tax Incentives¹⁵⁸: There are specific tax relief general measures for businesses, that can include the involved in restoration projects. This can include reduced property tax rates for restored buildings, deductions on corporate income tax for investments in restoration, and VAT reductions on restoration services and materials.

Subsidies for Heritage Preservation: - State aid N 564/2009 – Latvia Support for private owners of cultural monuments in the restoration and preservation of cultural heritage¹⁵⁹. Latvia provides subsidies for the preservation and restoration of buildings that are considered cultural monuments. These subsidies cover a part of the restoration costs, thus encouraging property owners to maintain and restore historic buildings.

Low-Interest Loans: - Financing RePowerEU – shared management financial instruments combined with grant¹⁶⁰. Financial institutions, sometimes in cooperation with the government, offer low-interest loans for restoration projects. These loans are designed to make it easier for property owners and developers to finance their restoration efforts.

Technical Assistance and Advisory Services: The government and various NGOs offer technical assistance and advisory services to those involved in building restoration. This includes help with project planning, navigating regulatory requirements, and accessing funding opportunities.

Public-Private Partnerships (PPPs)¹⁶¹: The government encourages public-private partnerships to leverage private investment in restoration projects. These partnerships provide additional funding and expertise, making larger and more complex projects feasible.

Training and Workforce Development Programs¹⁶²: To address the need for skilled labor in the restoration sector, Latvia invests in vocational training and education programs. These

¹⁵⁷ https://economy-finance.ec.europa.eu/system/files/2023-05/LV_SWD_2023_614_en.pdf

¹⁵⁸ <https://www.baltic-legal.com/market-entry-latvia-finances-tax-incentives-eng.htm>

¹⁵⁹ https://ec.europa.eu/competition/state_aid/cases/233487/233487_1108426_33_1.pdf

¹⁶⁰ <https://www.fi-compass.eu/podcasts/jam-sessions/episode-15-financing-repowereu-shared-management-financial-instruments-combined-grants>

¹⁶¹ https://www.fm.gov.lv/en/public-private-partnership?utm_source=https%3A%2F%2Fwww.google.com%2F

¹⁶² <https://www.oecd.org/skills/latvia-employers-report-2022.pdf>

programs aim to equip workers with the specialized skills required for restoration work, thereby ensuring a qualified workforce.

These incentives collectively aim to preserve Latvia's architectural heritage while promoting economic activity and employment in the building restoration sector.

2.3.8 Poland

Poland, located in Central Europe, is renowned for its resilient spirit, rich cultural heritage, and picturesque landscapes. With a history marked by periods of triumph and turmoil, Poland has emerged as a vibrant modern nation while preserving its storied past.

One of Poland's most iconic historic monuments is Wawel Castle, situated in the historic city of Kraków. Dating back to the 14th century, Wawel Castle served as the residence of Polish kings and queens for centuries, making it a symbol of royal power and prestige. Its architectural style blends Gothic, Renaissance, and Baroque influences, showcasing the evolution of Polish art and culture over the centuries.

Today, Wawel Castle is a UNESCO World Heritage Site and one of Poland's premier cultural attractions. Visitors can explore its magnificent halls, chapels, and courtyards, as well as admire its priceless treasures and artworks. Wawel Castle stands as a testament to Poland's rich history and enduring legacy, attracting tourists from around the world who come to marvel at its beauty and historical significance.

A. Legislation and Regulations

In Poland, building restoration is governed by several legislative and regulatory frameworks aimed at preserving the country's architectural heritage and ensuring the safety and quality of restoration projects.

Conservation Law: Poland has laws specifically focused on the conservation and protection of cultural heritage, including buildings. The most significant is the Act on the Protection of Monuments and the Guardianship of Monuments¹⁶³, July 23, 2003 (as amended later), which establishes procedures for listing, protecting, and conserving historic buildings.

Building Regulations: Building restoration projects must comply with national building regulations, which set standards for construction, safety, and accessibility. These regulations ensure that restored buildings meet modern standards while preserving their historical character. The primary regulation governing building restoration projects and ensuring compliance with standards for construction, safety, and accessibility is the ACT of 7 July 1994 (as amended) "Building Law"¹⁶⁴ (Polish: Prawo Budowlane) that encompasses various regulations, standards, and procedures related to construction activities, including the restoration of historic buildings. Also, the Building Law outlines requirements for building design, construction techniques, materials, structural integrity, fire safety, and accessibility.

¹⁶³ <https://www.global-regulation.com/translation/poland/3353982/the-act-of-23-july-2003-on-the-protection-of-monuments-and-the-care-of-historical-monuments.html>

¹⁶⁴ <https://www.ksiazki24h.pl/wiecej.php?id=es-226>

Local Regulations: Municipalities and local governments have their own regulations and guidelines for building restoration within their jurisdictions. These regulations include zoning laws¹⁶⁵, design guidelines, and historic preservation ordinances.

Environmental Regulations: Building restoration projects, subject to environmental regulations "The Act Of 27 April 2001 (as amended), Environmental Protection Law" (Polish: Prawo Ochrony Środowiska)¹⁶⁶, aimed at protecting natural resources and minimizing environmental impacts. These regulations govern issues such as waste disposal, energy efficiency, and pollution control.

Permitting Process: Before undertaking a restoration project, property owners typically need to obtain various permits and approvals from relevant authorities. These include permits for construction, demolition, excavation, and alterations to historic buildings.

Some key authorities typically involved in the permitting process are the Local Municipality or City Hall, the Conservation Office (Conservation Officer), the Regional Construction Supervision Inspectorate (Regional Construction Office) and the Specialist Committees or Advisory Boards.

Heritage Authorities: Poland has heritage authorities responsible for overseeing the protection and conservation of cultural heritage sites, including historic buildings. These is the National Heritage Board of Poland (Narodowy Instytut Dziedzictwa)¹⁶⁷, subordinate to the Ministry of Culture and National Heritage, that provide guidance, review restoration plans, and monitor compliance with relevant regulations.

Overall, the legislation and regulations framework in Poland concerning building restoration aims to balance the preservation of cultural heritage with the need for sustainable development and modernization. Compliance with these regulations is essential to ensure the successful restoration and long-term preservation of historic buildings.

B. Education and Training System

In Poland, education and training in building restoration typically follow a structured system that includes both formal education programs and vocational training opportunities. These programs aim to equip individuals with the knowledge, skills, and competencies necessary to work in the field of building restoration and heritage conservation. The framework on the European Qualifications Framework (EQF) levels 3-4 corresponds to vocational education and training programs, which provide practical skills and prepare individuals for specific occupations within the construction and heritage conservation sectors.

Vocational Education and Training (EQF Level 3): Vocational education and training (VET) programs in building restoration are typically offered by vocational schools (szkoły branżowe)¹⁶⁸ or technical schools (technika). These programs combine classroom instruction with hands-on training in workshops or laboratories.

¹⁶⁵ <https://www.schoenherr.eu/content/poland-amends-its-zoning-act>

¹⁶⁶ <https://www.global-regulation.com/translation/poland/10093814/the-act-of-27-april-2001%252c-the-environmental-protection-law.html>

¹⁶⁷ https://en.wikipedia.org/wiki/National_Institute_of_Cultural_Heritage

¹⁶⁸ https://en.wikipedia.org/wiki/Public_vocational_universities_in_Poland

VET programs in Poland¹⁶⁹ at EQF level 3 provide foundational knowledge and practical skills in areas such as building materials, construction techniques, restoration methods, and heritage conservation principles. Students in these programs learn about historical architecture, traditional building crafts, preservation technologies, and relevant regulations and standards.

Upon completing a vocational education and training program at EQF level 3, individuals obtain a vocational qualification recognized within the Polish education system, enabling them to pursue entry-level positions in building restoration or continue their education at higher levels.

Post-Secondary Education and Training (EQF Level 4): Post-secondary education and training programs in building restoration are available at technical colleges (technikum) or vocational schools offering specialized courses in heritage conservation or construction-related fields.

These programs typically build upon the foundational knowledge and skills acquired at EQF level 3 and provide more in-depth training in specific areas of building restoration. Post-secondary programs offer specialized courses in architectural history, conservation theory, structural analysis, restoration techniques, project management, and documentation.

Practical training components, such as internships or apprenticeships, integrated into these programs to provide students with hands-on experience working on real restoration projects under the supervision of experienced professionals.

Graduates of post-secondary education and training programs at EQF level 4, receive a higher vocational qualification, diploma, or certificate, qualifying them for intermediate-level positions in building restoration, conservation firms, government agencies, or cultural heritage institutions.

Throughout their education and training, individuals in Poland interested in building restoration have opportunities to participate in continuing professional development activities, workshops, seminars, and specialized courses to enhance their skills and stay updated on advancements in the field. Overall, the education and training system in Poland concerning building restoration aims to prepare individuals for careers in heritage conservation while fostering the preservation of the country's architectural heritage.

C. Best Practices

Both public and private institutions in Poland often provide best practices and guidelines for building restoration and heritage conservation. These resources aim to promote excellence in restoration projects and ensure the preservation of cultural heritage sites.

The National Heritage Board of Poland (Narodowy Instytut Dziedzictwa), as the primary government agency responsible for heritage conservation, provides guidance, standards, and best practices for building restoration and heritage conservation. They publish manuals¹⁷⁰, technical guides, and preservation principles to assist professionals and property owners in undertaking restoration projects.

¹⁶⁹ https://www.cedefop.europa.eu/files/4168_en_pl.pdf

¹⁷⁰ https://ehhf.eu/wp-content/uploads/2020/11/Poland_Praga_presentation.pdf

Academic Institutions: Universities, colleges, and research institutions with programs in architecture, conservation, and heritage studies conduct research and publish best practices for building restoration. Faculty members and researchers collaborate with industry partners to develop guidelines based on empirical evidence and scholarly research. “For example, a number of Polish universities possess world-class faculties of architecture that conduct innovative research and education relating to the conservation and restoration of historical buildings, while some of the state-run academies of fine arts maintain specialized programs in historical conservation”¹⁷¹.

International Organizations: International bodies such as UNESCO (United Nations Educational, Scientific and Cultural Organization) and ICOMOS (International Council on Monuments and Sites) provide best practices and charters for heritage conservation at a global level. These organizations offer guidelines, declarations, and conventions that inform restoration practices in Poland and other countries.

Private Sector Consultants and Firms: Private companies specializing in architecture, engineering, and heritage conservation develop their own best practices and methodologies for building restoration. These firms often share their expertise through publications, workshops, and professional development programs.

When seeking best practices for building restoration in Poland, it's essential to consider the credibility, authority, and relevance of the source. Institutions with expertise in heritage conservation, supported by research, experience, and collaboration with stakeholders, are likely to provide valuable guidance for ensuring the successful preservation of historic buildings and cultural heritage sites.

D. Incentives to encourage employment

In Poland, some incentives are available to encourage employment in the building restoration sector and promote the preservation of cultural heritage. There are often funding programs available to support building restoration projects, including grants, tax incentives, and subsidies. These programs offered by government agencies, heritage organizations, or private foundations.

Public Procurement Preferences: Government entities and public institutions may give preference to contractors and suppliers with expertise in heritage conservation when awarding contracts for restoration projects. This practice incentivizes businesses to develop capabilities in building restoration and enhances opportunities for employment in the sector.

Improving Quality Standards: Contractors and suppliers competing for government contracts in the building restoration sector are motivated to maintain high-quality standards in their work. This can lead to improved craftsmanship, attention to detail, and adherence to preservation guidelines, ultimately benefiting the integrity and longevity of restored buildings and heritage sites.

Boosting Employment: By incentivizing businesses to invest in heritage conservation expertise, public procurement preferences can create job opportunities for skilled workers in the building restoration sector. This includes architects, engineers, craftsmen, artisans, and other professionals with specialized skills relevant to heritage conservation.

¹⁷¹ <https://castellan.estate/en/academic-institutions-supporting-preservation-and-restoration/>

Tax Credits and Deductions: Tax incentives, such as credits and deductions, are available to property owners or businesses engaged in building restoration activities. These incentives can reduce the tax burden associated with restoration expenses, thereby making it more financially viable to invest in heritage conservation.

Low-Interest Loans and Financing Programs: Financial institutions and government-backed agencies usually offer low-interest loans or financing programs specifically designed for building restoration projects. These programs provide access to capital at favorable terms, enabling property owners to fund restoration work while minimizing borrowing costs.

Overall, public procurement preferences play a crucial role in promoting heritage conservation, fostering the growth of the building restoration sector, and enhancing employment opportunities for individuals with expertise in preserving historic buildings and cultural heritage.

2.3.9 Greece

Greece, often referred to as the cradle of Western civilization, is renowned for its profound impact on the development of democracy, philosophy, literature, and the arts. Located in southeastern Europe, Greece boasts a rich cultural heritage that spans thousands of years.

One of Greece's most iconic historic monuments is the Acropolis of Athens, perched atop a rocky outcrop overlooking the city of Athens. Dating back to the 5th century BC, the Acropolis is a UNESCO World Heritage Site and home to several ancient buildings of great architectural and historical significance, including the Parthenon, the Erechtheion, the Propylaea, and the Temple of Athena Nike.

The Parthenon, in particular, is widely regarded as one of the finest examples of Classical Greek architecture. Dedicated to the goddess Athena, the Parthenon stands as a symbol of ancient Greek civilization and the zenith of Athenian culture. Despite centuries of wear and damage, the Acropolis remains an enduring symbol of Greece's cultural heritage and a must-visit destination for tourists from around the world.

A. Legislation and Regulations

The restoration of buildings and monuments in Greece is regulated by a specific legislative and regulatory framework aimed at protecting and preserving cultural heritage. The main laws and regulations governing this activity are as follows:

Basic Legislation:

Law 3028/2002 - "On the Protection of Antiquities and Cultural Heritage in General"¹⁷²: Defines the protection of antiquities and cultural goods and includes provisions for the recognition, protection, maintenance, and restoration of monuments and also outlines the responsibilities of the Ministry of Culture and Sports. Law 4858/2021 - "New Archaeological Law": Updates and complements the framework of Law 3028/2002, providing more detailed regulations for the protection, maintenance, and restoration of cultural goods.

¹⁷² <https://www.kodiko.gr/nomothesia/document/11677/nomos-3028-2002>

Law 4495/2017 - "Control and Protection of the Built Environment and Other Provisions"¹⁷³: Addresses the control and protection of buildings and the built environment and includes provisions for the licensing and restoration process of buildings that are not designated as monuments.

Procedures and Requirements:

Approval by Competent Authorities¹⁷⁴: Any restoration or maintenance work on designated monuments requires approval from the Ministry of Culture and Sports or the Archaeological Services. For non-designated buildings, approval is given by the relevant urban planning authorities.

Submission of Studies: The submission of architectural, structural, and electromechanical studies is required. The studies must include a detailed description of the works and materials to be used, in accordance with the principles of restoration and maintenance.

Licensing: The commencement of work requires the issuance of a special permit from the competent authorities. The permit is issued after the evaluation and approval of the submitted studies. The Central Archaeological Council is responsible for formulating the final opinion. It convenes, as provided for by Law 3028/2002 and Ministerial Decision No. YPPO/DOEPYS/TOPYNS/14/3698/20.1.2004, and proposes accordingly to the Minister of Culture and Sports, who issues the ministerial decision providing the opinion on the entirety of the project and sets the terms for the protection of cultural heritage¹⁷⁵.

Supervision and Inspections: Restoration and maintenance works are supervised by specialized personnel. Competent authorities conduct regular inspections to ensure compliance with the approved studies and specifications.

Overall, the legislative and regulatory framework for the restoration of buildings and monuments in Greece is strict and detailed, ensuring the protection of cultural heritage and the proper maintenance and restoration of historical buildings and monuments. Collaboration with the competent authorities and adherence to established procedures are essential for the successful completion of any related project.

B. Education and Training System

The educational system in Greece offers various levels and types of education for those interested in the restoration of buildings and monuments. These include university programs, technological institutes, and specialized seminars.

The training programs for the restoration of buildings and monuments at the EQF (European Qualifications Framework) levels 3-4 are usually offered by Institutes of Vocational Training (IEK) and vocational high schools (EPAL). These programs provide practical and theoretical knowledge in techniques for the restoration and maintenance of buildings and monuments.

Institutes of Vocational Training (IEK)¹⁷⁶: IEKs offer two-year training programs leading to a Vocational Training Diploma (level 4 EQF). Relevant programs include:

¹⁷³ <https://www.kodiko.gr/nomothesia/document/313052/nomos-4495-2017>

¹⁷⁴ <https://www.culture.gov.gr/el/ministry/SitePages/viewyphresia.aspx?iid=1304>

¹⁷⁵ <https://ependyseis.mindev.gov.gr/uploads/photos/egchiridio-diadikasion-adiodotisis-pci-22-07-2016.pdf> - Page 23

¹⁷⁶ <http://www.iekdomi.gr/>

- **Artworks and Antiquities Conservation Technician¹⁷⁷:** This program includes courses on the conservation and restoration of artworks, historical objects, and archaeological findings. Students learn conservation techniques, the use of appropriate materials, and documentation methods.
- **Building Restoration and Preservation Technician:** This program focuses on the restoration and preservation of historical buildings and includes courses on the restoration of masonry, wooden structures, and other traditional materials and techniques.

Vocational High Schools (EPAL)¹⁷⁸: EPALs offer three-year programs leading to a level 3 EQF diploma. In this context, there are specialties related to restoration:

- **Construction and Renovation Technician:** This program includes courses on the construction, maintenance, and renovation of buildings. Students learn about both traditional and modern construction and maintenance techniques.
- **Educational Content:** The curricula for these programs include both theoretical and practical courses such as:
 - o History of art and architecture
 - o Conservation and restoration materials and techniques
 - o Laboratory exercises and practical training
 - o Building materials technology
 - o Design and construction studies

Practical Training: These programs often include periods of practical training in actual conservation and restoration projects, either through collaborations with local authorities and museums or through participation in European mobility programs such as Erasmus+.

These programs aim to provide students with the necessary skills and knowledge to work in the field of building and monument restoration, contributing to the preservation of cultural heritage.

Furthermore, higher educational institutions (Universities) offer significant programs that enhance the educational framework of this specific field, such as:

Schools of Architecture: Departments of Architecture in polytechnic universities, such as the National Technical University of Athens (NTUA)¹⁷⁹, and other polytechnics in Thessaloniki, Patras, Chania, and other cities offer specialized courses and postgraduate programs in the restoration and rehabilitation of buildings and monuments.

Departments of Conservation of Antiquities and Works of Art: Universities such as the University of West Attica¹⁸⁰ offer undergraduate and postgraduate programs in the

¹⁷⁷https://www.gsvetlly.minedu.gov.gr/publications/docs2023/35.%CE%A4%CE%95%CE%A7%CE%9D%CE%99%CE%9A%CE%9F%CE%A3_%CE%A3%CE%A5%CE%9D%CE%A4%CE%97%CE%A1%CE%97%CE%A3%CE%97%CE%A3_%CE%95%CE%A1%CE%93%CE%A9%CE%9D_%CE%A4%CE%95%CE%A7%CE%9D%CE%97%CE%A3_%CE%9A%CE%91%CE%99_%CE%91%CE%A1%CE%A7%CE%91%CE%99%CE%9F%CE%A4%CE%97%CE%A4%CE%A9%CE%9D.pdf

¹⁷⁸https://www.minedu.gov.gr/publications/docs2022/%CE%99%CE%A3%CE%A7%CE%A5%CE%9F%CE%9D_%CE%98%CE%95%CE%A3%CE%9C%CE%99%CE%9A%CE%9F_%CE%A0%CE%9B%CE%91%CE%99%CE%A3%CE%99%CE%9F_%CE%95%CE%A0%CE%91%CE%9B_27_07_2022.pdf

¹⁷⁹ <http://www.arch.ntua.gr/index.php/propt-spydes/>

¹⁸⁰ <https://cons.uniwa.gr/>

conservation of antiquities and works of art. These programs include courses on the restoration and conservation of historical buildings and monuments.

Schools of Civil Engineering: Civil Engineering departments at various universities offer courses related to the techniques and methods of restoration and rehabilitation of structures, as well as the seismic protection of historical buildings.

Vocational Training Centers (KEK): These centers organize seminars and workshops for professionals who wish to specialize in the restoration of buildings and monuments.

Research Institutes and Museums: Research institutes and major museums, such as the Acropolis Museum¹⁸¹, often offer educational programs and practical exercises in collaboration with universities.

Collaborations and International Opportunities - European Programs: There are European cooperation programs, such as Erasmus+, that allow students and professionals to gain experience in other European countries by collaborating with foreign universities and organizations in the field of restoration.

Professional Associations: Professional associations, such as the Technical Chamber of Greece (TEE)¹⁸² and the Association of Architects, offer continuing education and certifications for professionals in the field of restoration.

The Greek educational system provides many opportunities for education and specialization in the field of building and monument restoration, covering a wide range of topics from conservation and restoration techniques to architecture and engineering.

C. Best Practices

There are several good practices in Greece regarding the restoration of buildings in the education sector and the collaboration between the public and private sectors.

Schools and Higher Education Institutions: Some universities and technological institutes restore and renovate their historic buildings for educational use. These processes typically involve collaborations with architects, conservators, and restoration specialists.

- National Technical University of Athens (NTUA): NTUA is known for its efforts in preserving and restoring historic buildings on its campus. The university often collaborates with experts in architecture and conservation to ensure the proper restoration of these structures.
- University of Athens: The University of Athens, one of the oldest and most prestigious universities in Greece, has undertaken restoration projects for its historic buildings. These projects aim to maintain the architectural integrity of the university's campus while modernizing facilities for educational use.
- Aristotle University of Thessaloniki: Located in Thessaloniki, the Aristotle University has implemented restoration programs for several of its historic buildings. Collaborating with experts in restoration, the university aims to preserve its architectural heritage while providing modern educational facilities.

¹⁸¹ <https://www.theacropolismuseum.gr/>

¹⁸² <https://web.tee.gr/>

Restoration of Historic School Buildings: There are programs for the restoration and renovation of historic school buildings throughout Greece¹⁸³. These programs are often funded by public authorities in collaboration with private sponsors.

Educational Programs: There are educational programs aimed at training professionals in the field of building restoration and preservation. These programs are usually implemented through collaboration with multiple partners, including public and private entities, universities, and businesses.

Public-Private Sector Collaboration: Collaboration between public and private entities is common in building restoration in the education sector. Private companies often contribute financially or technically to these projects, while public authorities undertake the execution and management of the projects.

For example, of a building restoration project in the education sector is the renovation of a historic school building in the city of Xanthi, Greece. This renovation was carried out in 2002 through collaboration between the local municipality and a private construction company. The company funded the project and provided the labor and materials, while the local municipality managed the project and ensured its compliance with appropriate specifications. Through this collaboration, the historic school was renovated and reopened as an educational space for the local community

These examples represent only a few of the many initiatives taken in Greece for the restoration of buildings in the education sector and the collaboration between the public and private sectors.

D. Incentives to encourage employment

In Greece, there are various incentives aimed at encouraging employment and education in the field of building restoration. Some of these include:

Financial support: Businesses and professionals participating in building restoration projects may be eligible for financial support or grants from the government or the European Union. This could include subsidies for staff training or for the development of technological solutions related to building restoration.

Tax incentives: Some tax reliefs are provided for companies or professionals operating in the field of building restoration. This could include reduced tax rates or tax exemptions for income derived from this sector.

For the restoration, structural reinforcement, and reuse of the country's historic building wealth, a comprehensive program has been promoted, which is estimated to cover over 250,000 buildings. This program includes tax incentives and funding such as:

- Extension of the exemption of listed buildings from ENFIA (Unified Real Estate Ownership Tax).
- Calculation of antiquity in ENFIA, based on the construction date, as evidenced by any public document.

¹⁸³ <https://www.minedu.gov.gr/tpa/49927-tpa-anaptyksi-anavathmisi-ypodomon-kai-ananeosi-ekpaideftikoy-epistimonikoy-kai-symvatikoy-eksoplismoy-se-oles-tis-vathmides-ekpaideftis-katartisis-kai-dia-viou-mathisis>

- Zero or reduced VAT on maintenance and restoration expenses, based on the model of the Italian "super bonus 110%", meaning a 110% VAT exemption for maintenance and restoration works.
- Deduction of restoration expenses from taxation.
- Reduced income tax rate derived from the lease of a listed building, regardless of the date of completion of the restoration works.
- Exemption from transfer tax and other related charges.
- Financing of energy upgrading and restoration works, not only of the facades but also of the structural elements of the building by the "Restore at Home" program, which is a first initiative-tool based on the "Save at Home" model. Following the new European strategies for upgrading the resilience of constructions against climate change (European Renovation Wave Strategy), with funding initially coming from ESPA (€500 million have already been approved) and in the next stage from the Recovery Fund.
- Streamlining and expediting the approval procedures (observance of a 3-month approval deadline for studies), a necessary prerequisite for the smooth implementation of regulations and the rapid absorption of European funds. The above actions are expected to be reinforced with funds also provided by the Recovery Fund.¹⁸⁴

In Greece, there are various subsidized educational programs that encourage employment and training in the field of building restoration. Some of these include:

- Subsidized Vocational Training Programs: Educational programs offered by the National Center for Research and Technological Development (EKETA)¹⁸⁵ or other academic institutions in collaboration with the state.
- International Collaboration Programs: Educational programs organized in collaboration with international entities, such as universities or organizations under the Erasmus+ program, that subsidize to facilitate exchanges and training opportunities in building restoration.
- Vocational Training Centers (KEK): These centers organize subsidized seminars and workshops for professionals seeking specialization in building and monument restoration.

These subsidized programs typically aim to enhance professional skills, promote employment, and contribute to the preservation of cultural heritage through building restoration efforts.

2.4 Recommendations

The recommendations that can be made for the improvement of education related to the field of building restoration and cultural heritage spaces in Moldova are as follows:

Enhancement of Practical Experience: Encouragement of practical experience through workshops, educational visits to monuments and restorations, and participation in real restoration projects under the guidance of industry professionals.

Upgrading of Curriculum: Strengthening of curricula with more courses covering the practical and theoretical requirements of building restoration and renovation.

¹⁸⁴ <https://ecopress.gr/diatiritea-forologika-kai-poleodomi/>

¹⁸⁵ <https://www.certh.gr/>

Ensuring Compliance with New Trends and Practices: Updating curricula to comply with new trends, technologies, and practices in the field of restoration and renovation.

Education for Sustainability: Incorporation of teaching on sustainability and green technology into study programs, preparing students to address challenges related to climate change and sustainability in the field.

International cooperation: Establish cooperation with international institutions that have experience in restoration and heritage preservation. Organizing internships and apprenticeship programs abroad so that students can gain practical experience and new skills.

Collaboration with the Industrial Sector: Strengthening collaboration with the industrial sector and businesses engaged in restoration and renovation to ensure alignment of study programs with the needs of the job market.

Additionally, an important recommendation, which will also be discussed in our conclusions, concerns the funding incentives that should exist to create the need for more and quality job positions in this market, making it an attractive profession and encouraging students to participate in this field of study. Additionally, it is important to have appropriate certifications of skills and knowledge to protect professionals in the industry.

These recommendations can contribute to improving the quality and effectiveness of education in the field of building restoration and cultural heritage spaces.

3 Best practices on VET courses or specializations for restoration and rehabilitation

3.1 EU Best Practices

The EU best practices regarding Vocational Education and Training (VET) courses or specializations for restoration and rehabilitation are summarized as follows:

EUROPASS Certificate Supplement: This is a document that provides additional information about vocational qualifications, including those related to restoration and rehabilitation. It helps employers and educational institutions understand the skills and knowledge acquired during vocational training.

European Qualifications Framework (EQF): The EQF provides a common European reference framework for comparing the qualifications of different EU countries. It ensures that qualifications related to restoration and rehabilitation are recognized across borders, facilitating mobility and employment opportunities.

Erasmus+ Programme: The Erasmus+ programme offers opportunities for vocational students, trainers, and professionals to undertake internships, job shadowing, and training courses abroad. This allows individuals to gain practical experience and learn best practices in restoration and rehabilitation from other EU countries.

European Alliance for Apprenticeships (EaFA): EaFA brings together governments, businesses, and social partners to promote apprenticeships across Europe. Apprenticeships in restoration and rehabilitation offer hands-on training and practical experience under the guidance of skilled professionals.

European Vocational Skills Week: This annual event raises awareness about the value of vocational education and training. It showcases best practices, success stories, and innovative approaches in various vocational fields, including restoration and rehabilitation.

Quality Assurance Mechanisms: EU countries implement quality assurance mechanisms to ensure the relevance and effectiveness of VET courses for restoration and rehabilitation. This includes regular evaluation, accreditation of training providers, and involvement of industry stakeholders in curriculum development.

Sectoral Skills Alliances: These alliances bring together VET providers, businesses, and other relevant stakeholders to identify skill needs and develop innovative training solutions for specific sectors, such as cultural heritage and construction.

Dual Education Systems: Some EU countries, such as Germany and Austria, have well-established dual education systems that combine classroom learning with practical, on-the-job training. Apprenticeships in restoration and rehabilitation within these systems provide students with hands-on experience under the supervision of skilled professionals.

Work-Based Learning: Work-based learning initiatives, such as apprenticeships, internships, and traineeships, are widely promoted across the EU. These programs allow students to acquire practical skills and knowledge directly in the workplace, including in restoration workshops, heritage sites, and construction sites.

Professional Mentorship Programs: Some EU countries have mentorship programs where experienced professionals in the field of restoration and rehabilitation mentor and guide students or apprentices. This hands-on mentoring helps transfer practical knowledge, techniques, and best practices to the next generation of workers.

Collaboration with Industry Partners: VET institutions often collaborate closely with industry partners, including restoration companies, heritage organizations, and construction firms, to provide hands-on training opportunities. These partnerships may involve joint projects, site visits, and practical workshops hosted by industry experts.

Simulated Work Environments: Some VET providers create simulated work environments or workshops that replicate real-world conditions for restoration and rehabilitation work. This allows students to practice their skills in a controlled setting before applying them in actual restoration projects.

Use of Digital Technologies: Hands-on training in restoration and rehabilitation increasingly involves the use of digital technologies such as virtual reality (VR), augmented reality (AR), and Building Information Modeling (BIM). These technologies simulate real-world scenarios and provide interactive learning experiences for students.

Continuous Professional Development: Hands-on training is not limited to initial vocational education but also extends to continuous professional development (CPD) opportunities for professionals already working in the field. CPD programs often include practical workshops, seminars, and conferences to update skills and share best practices.

By leveraging these EU best practices and by implementing the above hands-on training practices, countries can enhance the quality and relevance of VET courses and specializations for restoration and rehabilitation, ultimately contributing to the preservation and promotion of cultural heritage across Europe and also VET providers and industry stakeholders can ensure that students and professionals acquire the practical skills and experience needed for successful careers in restoration and rehabilitation.

3.2 International Best Practices



UNESCO (United Nations Educational, Scientific and Cultural Organization), plays a crucial role in promoting best practices in the preservation and restoration of cultural heritage worldwide. Some best practices supported by UNESCO are:

World Heritage Site Management Plans¹⁸⁶: that encourages the development and implementation of comprehensive management plans for World Heritage Sites. These plans outline strategies for the conservation, management, and sustainable development of cultural and natural heritage properties, ensuring their long-term preservation.

Capacity Building Workshops and Training Programs¹⁸⁷: that organizes capacity-building workshops, training programs, and knowledge-sharing initiatives to enhance the skills and expertise of professionals involved in heritage conservation and restoration. These programs focus on traditional craftsmanship, conservation techniques, risk preparedness, and sustainable management practices.

Guidance Note on Inventorying of Cultural Heritage¹⁸⁸: that promotes the systematic documentation and inventorying of cultural heritage sites, monuments, and artifacts to facilitate their preservation and management. This includes the use of digital technologies, such as Geographic Information Systems (GIS) and databases, to catalog and monitor heritage assets.

Emergency Response and Disaster Risk Reduction¹⁸⁹: that supports initiatives for emergency response and disaster risk reduction in cultural heritage conservation. Best practices include developing contingency plans, training emergency response teams, and implementing measures to protect heritage sites from natural disasters, conflicts, and other threats.

Promotion of Traditional Craftsmanship¹⁹⁰: that promotes the safeguarding of traditional craftsmanship and intangible cultural heritage associated with heritage conservation and

¹⁸⁶ https://www.unesco.de/sites/default/files/2018-05/Management_Plan_for_World_Heritage_Sites.pdf

¹⁸⁷ <https://ich.unesco.org/en/capacity-building>

¹⁸⁸ <https://ich.unesco.org/en/guidance-note-on-inventorying-00966>

¹⁸⁹ UNESCO - Disaster Risk Reduction and Risk Preparedness 2022

¹⁹⁰ <https://ich.unesco.org/en/traditional-craftsmanship-00057>

restoration. This includes supporting artisans, craftsmen, and traditional knowledge holders through training programs, apprenticeships, and recognition of their skills.

By supporting these best practices, UNESCO contributes to the preservation, promotion, and transmission of cultural heritage for future generations, fostering a deeper understanding and appreciation of our shared human heritage.

Some other specific best practices at international level on Vocational Education and Training (VET) courses or specializations for restoration and rehabilitation are the **International Collaboration Projects**, that bring together VET providers, heritage organizations, and industry partners to develop joint training programs and exchange best practices in restoration and rehabilitation. For example, the European Union's Erasmus+ program funds projects that promote international cooperation and mobility in vocational education, including in the field

“The Conservation of Built Heritage (CBH) course addresses many aspects of built heritage conservation, including definitions of heritage, management systems, documentation, condition assessments and treatments, visitor management and interpretation. The course has improved since its first edition in 2007 as it adapts to inputs and learns from experiences from past courses, including the well-known ICCROM¹⁹¹ Architectural Conservation Course (ARC).

The CBH course provides a broad understanding of both technical and managerial aspects of heritage conservation and management by:

- improving understanding of critical processes in conservation to apply them at the macro and micro levels
- improving strategic planning skills relevant to heritage conservation and management
- expanding understanding and awareness of current thinking, principles, and practices in built heritage conservation and management”¹⁹²

HISTORIC MASONRY PRESERVATION CERTIFICATE PROGRAM offered by the International Masonry Institute and as mentioned “Traditional craft skills and contemporary repair techniques are critical to the preservation of historic buildings and structures. The Historic Masonry Preservation Certificate Program (HMPC) gives BAC craftworkers integrated knowledge of historic masonry preservation”¹⁹³.

These specific best practices highlight innovative approaches and successful models in vocational education and training for restoration and rehabilitation, demonstrating how countries around the world are addressing the challenges and opportunities in this important field.

3.3 Recommendations

The recommendations for improving VET courses and specializations in the restoration and rehabilitation of buildings and cultural heritage sites based on best practices at the European and international levels include:

¹⁹¹ <https://www.iccrom.org/about/what-iccrom>

¹⁹² <https://www.iccrom.org/what-we-do/courses/catalogue/conservation-built-heritage>

¹⁹³ <https://imiweb.org/historic-masonry-preservation-certificate/>

Enhancement of International Cooperation: Promotion of international cooperation among educational institutions, professional organizations, and businesses across different countries for the exchange of best practices and the creation of international training programs.

Development of Integrated Programs: VET programs should be designed to offer comprehensive education that combines theoretical learning with practical experience, as well as the development of broader skills such as communication and project management.

Promotion of Inter-Community Engagement: Encouragement of inter-community participation and involvement of local stakeholders in the development and implementation of educational programs, as well as in the management and protection of cultural heritage.

These recommendations can contribute to improving the quality and effectiveness of educational programs at the European and international levels in the field of restoration and rehabilitation of buildings and cultural heritage sites.

4 Conclusions

The education program structured around EQF Levels 3 and 4 represents a comprehensive approach to vocational training that balances theoretical knowledge, technical training, and practical experience.

The restoration of buildings and monuments is a crucial field that preserves and safeguards cultural heritage and protects the structural integrity of historic sites. Various training programs at this level (EQF 3-4) for restoration professionals are essential, as they provide students with the specialized skills and knowledge needed to undertake meticulous and sensitive restoration work. These programs encompass a wide range of scientific disciplines, including historical research, architectural conservation, material science, and practical restoration techniques.

By integrating theoretical knowledge with practical training, such education ensures that restoration professionals are equipped to address the unique challenges presented by each project, ultimately safeguarding cultural heritage through the proper restoration of buildings and monuments for future generations.

The best model for planning a strategic approach to investment in the field of restoration of monuments and historic buildings and houses, must combine a series of actions to offer a holistic and effective approach, which will bring the expected results.

The strategic approach should consist of the following eleven (11) sections:

1. Training Programs leading to EQF level 3
2. Training Programs leading to EQF level 4
3. Higher Education knowledge
4. Lifelong learning
5. Recognition of certification
6. Innovation
7. Public sector initiatives
8. Convention and Directives implementation
9. PPP's Collaboration

10. International cooperation

11. Incentives

At EQF-3, which is offered in secondary education in high school but mainly in technical schools, the focus is on fundamental theories and practical skills that are essential for the introductory level of education. As mentioned in the Summary above and based on the best practices of the country (Unit 1: Educational Program), this level ensures that trainees acquire a strong theoretical foundation, complemented by technical training (practical education) that equips them with the necessary tools and techniques. Practical experience is integral, allowing students to apply their knowledge in real-world conditions, thereby enhancing their readiness for the future workforce.

Progressing to EQF-4, which is offered in upper-secondary education in public schools or even in private educational institutions, the program builds on this foundation by offering more advanced theoretical knowledge and technical skills. This level places particular emphasis on critical thinking, problem-solving, risk management, and specialized knowledge, preparing students for more complex tasks and responsibilities in their chosen fields. The inclusion of educational approaches and programs at higher EQF levels further enriches the learning journey, enhancing deeper specialization and leadership capabilities.

Higher education, plays a central and significant role in promoting knowledge and fostering innovation across various fields. It provides individuals with the opportunity to delve deeper into their chosen disciplines, engage in targeted cutting-edge research, and develop critical thinking and problem-solving skills. In the context of building and monument restoration, higher education programs offer specialized courses that combine theoretical approaches with practical training, ensuring that graduates are well-equipped to tackle the complexities of preserving historical infrastructure. These programs include interdisciplinary approaches, incorporating elements of history, architecture, engineering, and material science, which are essential for effective restoration practices.

Lifelong learning, in the field of education for building and monument restoration at EQF levels 3 and 4, special emphasis is also placed on the continuous development of skills and knowledge essential for the preservation of cultural heritage. This educational framework equips individuals with the technical proficiency required for tasks such as masonry, carpentry, and conservation techniques, ensuring the preservation of traditional craftsmanship while integrating modern conservation methods and new emerging data.

Students at these levels engage in practical training, often complemented by theoretical studies, to understand the historical significance and structural complexities of monuments and buildings. Furthermore, this approach promotes adaptability and resilience in the workforce, enabling professionals to meet evolving industry standards and emerging technologies. By fostering a commitment to lifelong learning, the field ensures that restoration specialists remain competent and knowledgeable, thereby protecting architectural heritage for future generations.

Recognition of certification, is crucial at all levels to ensure that the qualifications acquired are recognized and valued in various sectors and geographical areas, not only within one's own country but also abroad, thereby enhancing employment prospects and career mobility.

In the field of education for the restoration of buildings and monuments at EQF levels 3 and 4, it is vital to maintain high standards and ensure the credibility of professionals in this field. Certification at these levels validates the skills and knowledge individuals acquire, confirming their ability to perform restoration tasks with technical proficiency, precision, and historical sensitivity. Recognized certification facilitates mobility within the industry, allowing and enabling professionals to work on projects in different regions and countries with the assurance that their qualifications are respected and understood.

Furthermore, it boosts confidence among employers, clients, and public authorities, who can rely on certified individuals to support best practices in conservation and restoration. By standardizing competencies through recognized certification, the field not only improves the quality of work but also supports lifelong learning and professional development, ensuring that professionals continually update and adapt their skills and methodologies in line with evolving techniques and conservation standards.

Innovation plays a significant role in the curriculum, integrating cutting-edge technologies and methodologies to keep the training relevant and forward-looking.

It also plays a crucial role in advancing the field and in more effectively preserving cultural heritage. The integration of innovative techniques and technologies into educational programs equips students, alongside traditional restoration skills, with modern tools and methods such as 3D scanning, laser cleaning, and advanced material analysis. This combination enhances the precision and efficiency of restoration projects, allowing for more accurate and safer repair and conservation efforts while minimizing damage to original structures.

Furthermore, fostering a culture of innovation encourages trainees to think creatively and develop new solutions to complex restoration challenges. It also prepares them to adapt to the latest industry trends and standards, ensuring that their skills remain relevant in a rapidly evolving field.

Public sector initiatives are crucial in expanding the reach and impact of vocational training programs, supported by regulations and legislations that ensure quality and compliance with national and international standards.

Government programs and funding policies, along with the provision of financial resources to institutions and training schools, ensure the delivery of high-quality education. These initiatives often include targeted scholarships and grants to make education accessible to a wider range of individuals, encouraging a diverse and specialized workforce to enter this field.

Moreover, support from the public sector can foster collaborations between educational institutions, cultural heritage organizations, museums, and industry professionals, facilitating the exchange of knowledge and practical experience. By setting regulatory standards and certification requirements, the public sector ensures that educational programs meet specific quality criteria, contributing to the consistency and reliability of restoration practices.

Through these integrated initiatives, the public sector plays a central role in promoting lifelong learning, supporting professional development, and ensuring that the restoration of buildings and monuments is carried out to the highest standards of technical expertise and care.

The implementation of the UNESCO Convention and the EU Directive highlights the program's commitment to global standards and best practices, ensuring that the education provided is of high quality and internationally recognized.

The UNESCO Convention on the Protection of the World Cultural and Natural Heritage (1972) aims to identify, protect, and preserve cultural and natural heritage around the world. In the context of training for building and monument restoration, implementing this convention involves adhering to International Standards, Education and Awareness and Collaborative Projects.

The EU Directive on the Recognition of Professional Qualifications (2005/36/EC) facilitates the mobility of professionals across EU member states by standardizing the recognition of qualifications. Implementing this directive in the context of restoration training involves Standardization of Qualifications, Mutual Recognition and Continuous Professional Development.

By implementing these frameworks, training programs at EQF levels 3 and 4 can significantly contribute to the preservation of cultural heritage, ensuring that restoration professionals are well-equipped to meet international and European standards.

Collaboration with government bodies and private companies It is essential for the education and training system to be interconnected with the needs of the labor market in the specific industry, creating a specialized workforce that meets current and future employment demands.

Collaboration with governmental bodies and private companies in education for the restoration of buildings and monuments at levels 3 and 4 of the EQF is vital and crucial for improving the quality and scope of education and practice in this field. These collaborations can offer a range of benefits, from economic support and resources to practical experience and employment opportunities.

International cooperation further enhances the program's scope, offering opportunities for cross-border learning and employment.

International cooperation in education for the restoration of buildings and monuments at levels 3 and 4 of the EQF is also very important, particularly for cross-border exchange of expertise, resources, and best practices. Such collaboration enhances the quality of education and promotes a global understanding of cultural heritage conservation.

Additionally, through international cooperation, training programs can benefit from knowledge exchange, intercultural understanding programs, joint research and development, mobility and exchange, international standards and certification, capacity building in developing countries, and collaborative educational initiatives involving institutions and states worldwide.

Government incentives, along with support from banks and the private sector, provide financial aid and resources necessary for students to access and complete their training.

Incentives play a critical role in promoting training for building and monument restoration at EQF levels 3 and 4 by providing support and encouragement for individuals and institutions involved in the field.

Some important incentives include financial support for educational institutions, tax reductions for restoration projects, scholarships and grants for students, international recognition of qualifications and awards, regulatory support, improved processes, public

awareness campaigns, the creation of a culture of cultural heritage protection, and partnerships with industry and academia.

In summary, the educational program at levels 3 and 4 of the EQF, supported by higher education initiatives, lifelong learning, and strong certification recognition, is designed to create a dynamic, specialized, and adaptable workforce. Through innovation, collaboration between the public and private sectors, and adherence to international standards, it prepares learners not only for immediate employment but also for continuous career development and advancement.

5 Annexes

5.1 Annex 1 - CONVENTION CONCERNING THE PROTECTION OF THE WORLD CULTURAL AND NATURAL HERITAGE

The International Convention for the Protection of the World Cultural and Natural Heritage, which was adopted by UNESCO in 1972, aims to preserve and protect monuments, historic buildings, and sites of exceptional cultural and natural value across all countries in the world. This Convention recognizes the outstanding universal value of certain places on Earth, designating them as part of the common heritage of humanity.

The Convention establishes a framework for identifying, promoting, and preserving these sites and historic monuments and buildings through a collective effort involving national governments, local authorities, and the international community.

The General Assembly created and approved the World Heritage List, which includes cultural landmarks such as various historic buildings and monuments, as well as natural sites around the world like national parks and biosphere reserves.

By fostering international cooperation through the UNESCO Convention, a mechanism is provided for financial and technical assistance, highlighting the crucial role of the Convention in safeguarding the world's most valuable cultural and natural assets for the benefit of future generations.

Full document on the link: <https://whc.unesco.org/archive/convention-en.pdf>

5.2 Annex 2 – EU DIRECTIVE 2014/60/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL

EU Directive 2014/60/EU was established with the aim of regulating the return of cultural objects that are considered of utmost cultural heritage value, which have been illegally removed from an EU Member State without its consent.

This directive aims to further strengthen specific cooperation mechanisms between states and facilitate procedures for the return of cultural heritage items to their rightful owners.

Additionally, it sets out the procedures and conditions under which Member States must operate and implement the framework concerning the recovery of cultural goods, emphasizing the importance of preserving cultural heritage and ensuring that these objects are accessible to citizens worldwide.

The directive also focuses on the role of central authorities in each Member State in managing return requests and promoting greater cooperation between Member States to protect cultural assets.

This directive contributes to strengthening the legislative framework and improving the effectiveness of processes, significantly aiding in the preservation of cultural heritage within Europe.

Full document on the link: <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32014L0060>

5.3 Annex 3 - Council Recommendation 2020/C 417/01 on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience

The 2020 Council Recommendation on Vocational Education and Training (VET) for sustainable competitiveness, social fairness, and resilience aims to transform VET systems in the European Union to respond to the modern and emerging demands of the labor market and society.

The recommendation focuses on making VET more flexible, inclusive, and future-oriented, ensuring that citizens acquire skills that enhance employment, personal development, and professional specialization at all educational levels. It emphasizes the integration of digital and green skills to support and enhance the digital and environmental transitions of EU citizens.

The recommendation promotes greater collaboration and exchange between educational institutions (schools, universities, and other institutions), employers, and employee union representatives to ensure that VET programs are relevant and responsive to economic needs.

Additionally, it underscores the importance of lifelong learning, equal opportunities, and social fairness, aiming to create a resilient workforce that can adapt to changes and contribute to sustainable economic growth and social cohesion.

Full document on the link:

https://www.cedefop.europa.eu/files/celex_32020h120201_en_txt.pdf

5.4 Annex 1 – ERASMUS+

Erasmus+, is a European program that provides opportunities for students, professionals, and various organizations involved in building and monument restoration to participate in intercultural exchanges, acquire useful and targeted skills, and contribute positively to the preservation and utilization of countries' cultural heritage.

Through Erasmus+, participants have access to various training programs, internships, and projects based on cross-border cooperation, focusing on the conservation, restoration, and management of architectural heritage.

By participating in Erasmus+ activities, individuals can develop expertise in the techniques of preserving cultural heritage, deepen their understanding of historical contexts, and promote international collaborations with organizations and experts in the field.

Additionally, Erasmus+ aims to promote cultural exchange and mutual understanding, enhancing restoration processes with new technological and innovative approaches, as well as perspectives.

Full document on the link: <https://erasmus-plus.ec.europa.eu/>

5.5 Annex 1 – EU Heritage Skills Passports

The EU Heritage Skills Passport initiative aims to recognize and promote the diverse range of skills that contribute to the required knowledge in the field of monument preservation, building restoration, and cultural heritage across Europe. This innovative program provides workers in the cultural heritage sector with a unified framework that documents and validates the acquisition of skills, abilities, and experiences gained through education and professional practice.

By issuing heritage skills passports, the EU establishes a framework to facilitate labor mobility, promote lifelong learning and training, and enhance the employability of professionals in the cultural heritage sector within the European Union. These passports allow individuals to showcase their qualifications and expertise to employers, training providers, and other stakeholders, serving as portable credentials in the field of cultural heritage.

Moreover, the EU Heritage Skills Passports initiative plays a significant role in strengthening policies and preserving and promoting Europe's rich cultural heritage, aiming to ensure the continuous development and recognition of conservation skills not only at the national level but also for their cross-border utilization.

Full document on the link: <https://heritageskillspassport.com/>