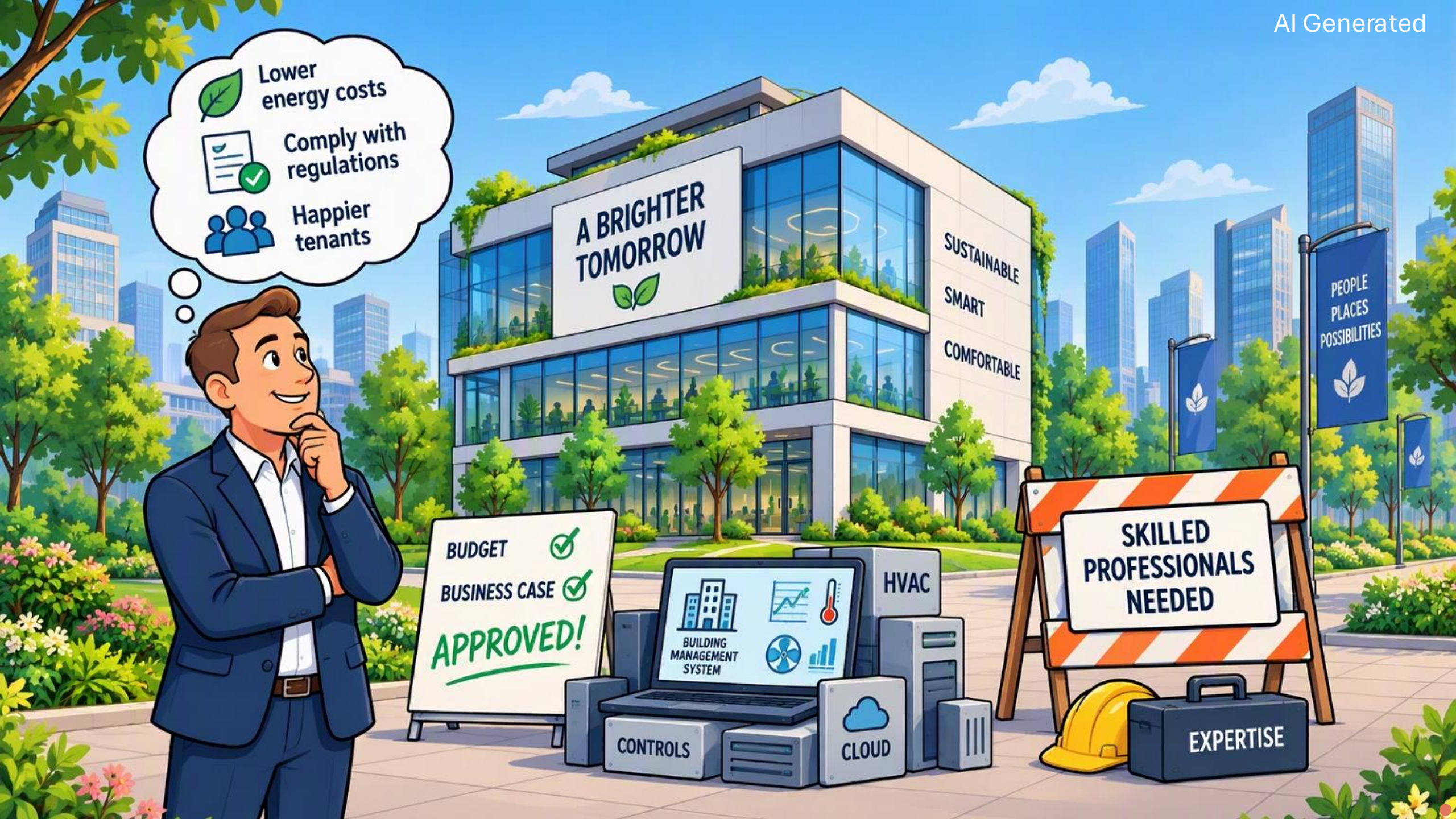
PRIVA

Welcome

15:20 | The next challenge for BEMS


AI Generated
Lower energy costs
Comply with regulations
Happier tenants
A BRIGHTER TOMORROW
SUSTAINABLE
SMART
COMFORTABLE
PEOPLE PLACES POSSIBILITIES
BUDGET
BUSINESS CASE
APPROVED!
BUILDING MANAGEMENT SYSTEM
HVAC
CONTROLS
CLOUD
SKILLED PROFESSIONALS NEEDED
EXPERTISE

SBS 2026

The next challenge for BEMS: Scaling growth and project delivery in a skills-constrained market

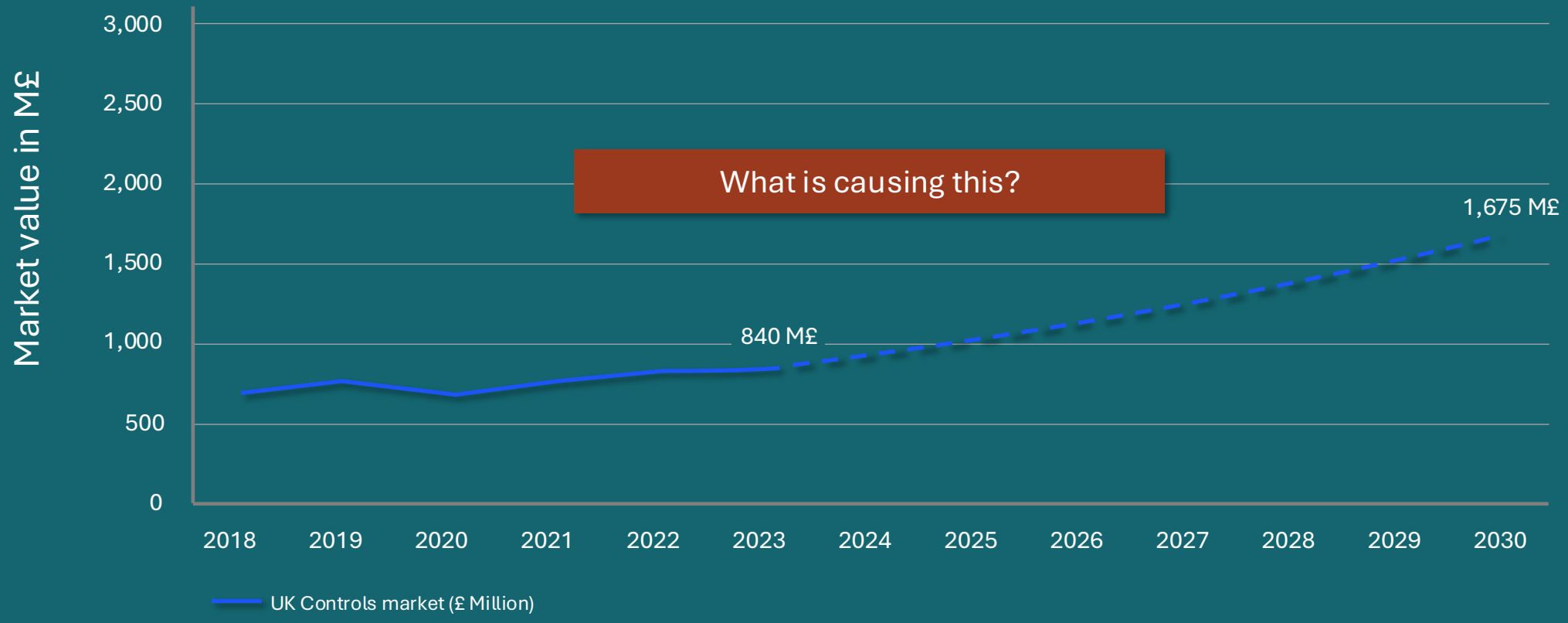
Preventing slowing down the solutions for the big challenges we face

PRIVA Leo Hitzert



Over the last years we have seen a big (predicted) growth in BEMS demand and Market size.

PRIVA



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Source: BCIA policy paper, April 2024
"The role of Building controls in achieving net zero and energy security"

WHY THE BMS MARKET IS GROWING

Structural growth in the UK and European BMS markets

1 Energy | Regulation

UK Net zero standards accelerate renovation and strengthens requirements for energy performance and BEMS capabilities.

2 Energy | Economics

Buildings account for around 40% of energy use, while 75% have poor energy performance.

3 Digitalisation & Data

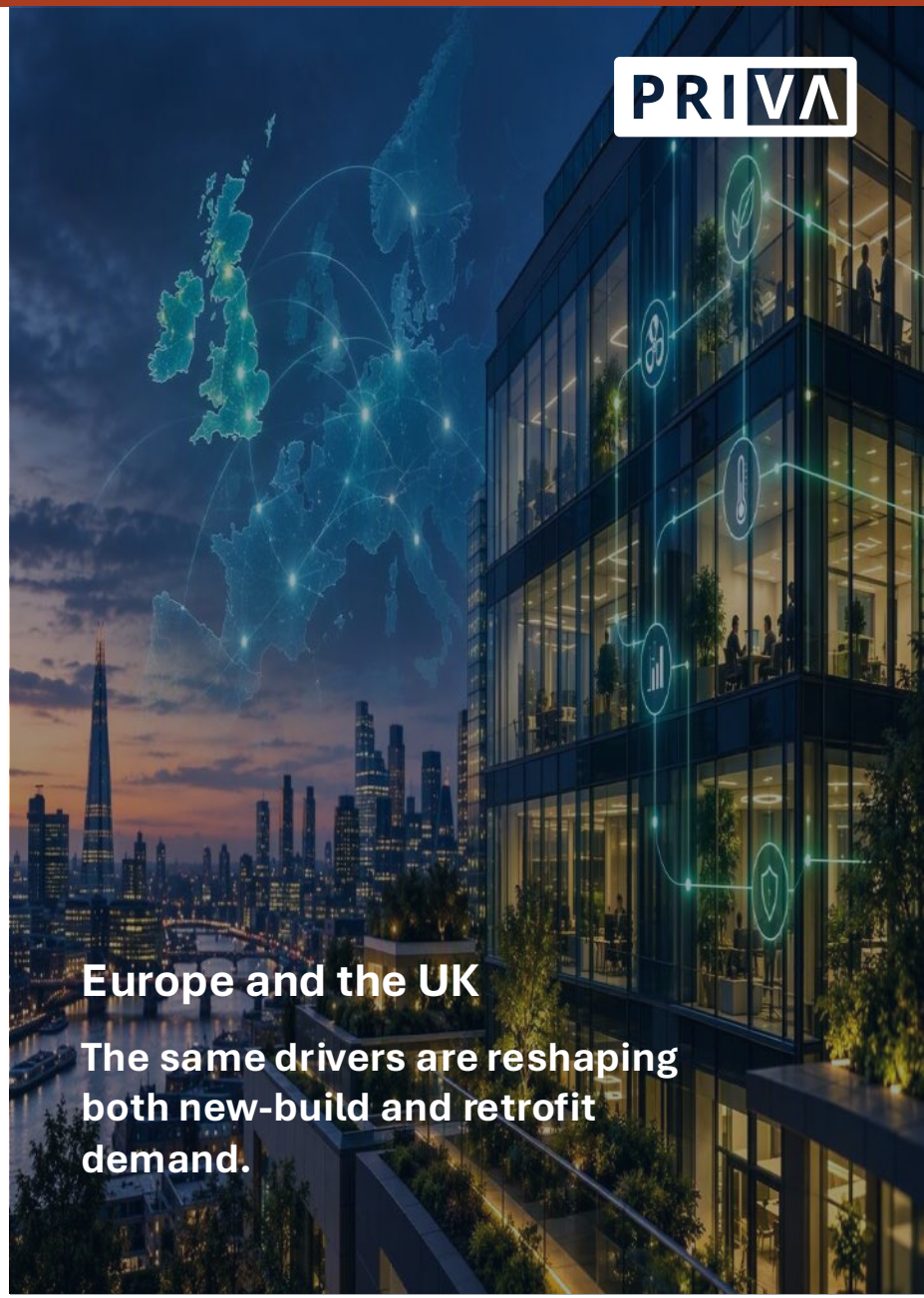
Demand is moving towards software, sensors, analytics, optimisation and lifecycle services.

4 Security

More and better secured BEMS and cloud services prevent operational disruption.

BCIA:

“Building controls are the low hanging fruit”



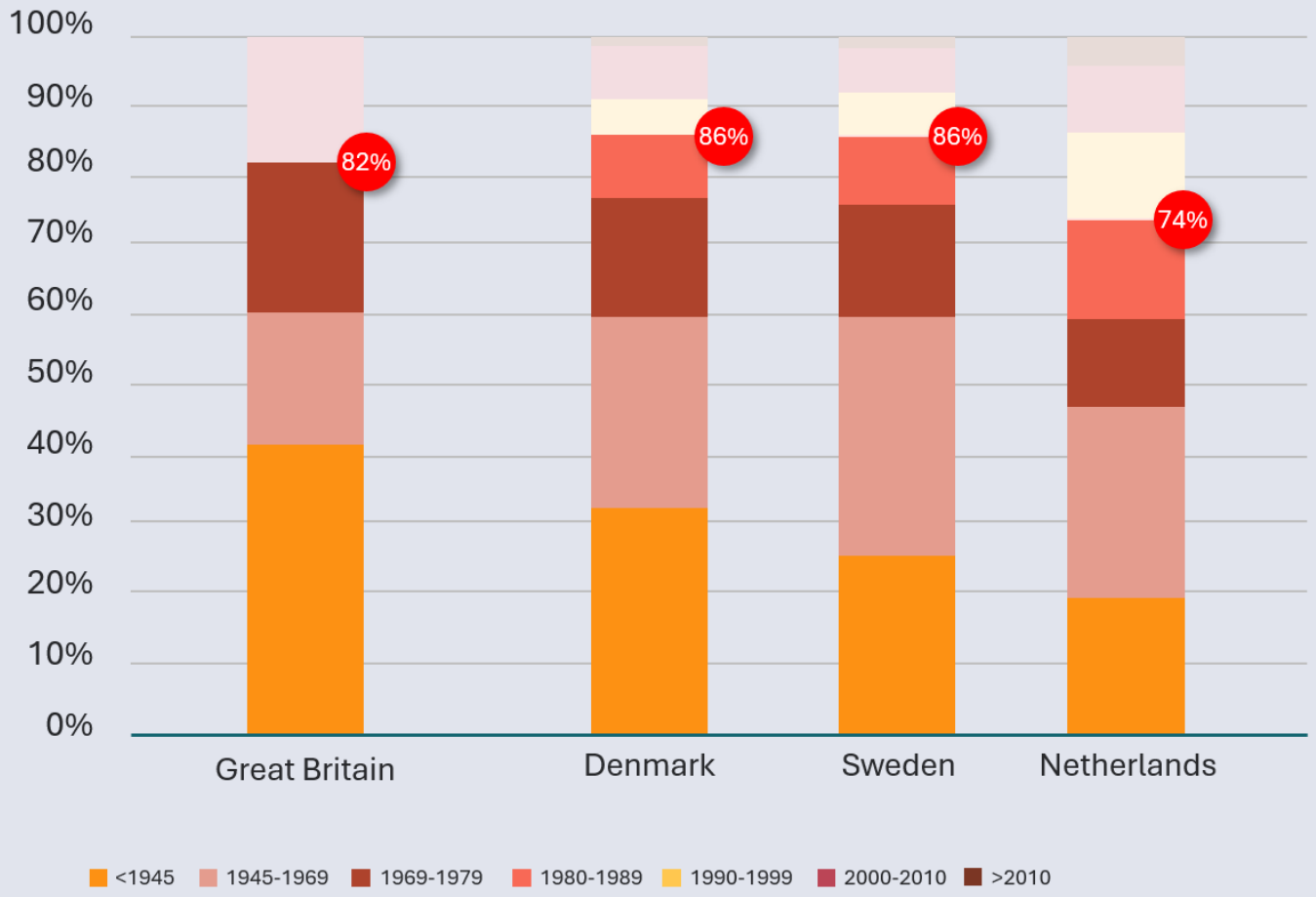
WHY THE BMS MARKET IS GROWING

Smart Building Show 2025

PRIVA

Building stock ages:

Most of the buildings are older than 35 years



MEES

Minimum Energy Efficiency Standards
Legal minimum for leased commercial buildings.

Focusses on building owners, Bad EPC scores lead to an unlettable building.
Drives the need for better HVAC control, monitoring and analytics

Strongest direct regulatory driver for existing leased property

Part L

Building Regulations (England)
Energy performance requirements for new buildings and major renovations.

HVAC efficiency, better controls, better commissioning.
Controls become integral part of compliance.

Key driver for new-build and major refurbishment projects

UK Net Zero Carbon Buildings Standard

Performance framework for net zero aligned buildings.

Focus on measuring
Meters, Data Dashboards, Analytics and integration.

Accelerates demand for data-driven building operations

NABERS UK

Operational energy performance rating for offices.

Continuous monitoring, Commissioning, Optimalisation and Energie reports

Strong market driver in offices and institutional real estate



Different frameworks. The same direction.

More buildings under control.

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So, great opportunities for BEMS, right?

Yes, but....

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> “Green skill requirements present a simultaneous opportunity and a potential barrier to growth for the building controls industry. The BCIA estimates that 8,370 new FTE positions will be created by 2030. However, BCIA members named a lack of qualified personnel as the largest barrier to growth in 2023, where this issue is expected to get worse.”

Source: BCIA policy paper, April 2024
“The role of Building controls in achieving net zero and energy security”

Whether adoption is driven by regulation (EU) or by economics and Net Zero targets (UK), the result is the same:

More buildings need advanced controls, while the number of skilled engineers is not growing at the same pace.

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Top 10 shortage occupations EUR 2024

Rank	Shortage occupations
1	Welders and flame cutters
2	Nursing professionals
3	Cooks
4	Building and related electricians
5	Plumbers and pipe fitters
6	Heavy truck and lorry drivers
7	Sheet metalworkers
8	Specialist medical practitioners
9	Metalworking machine tool setters and operators
10	Butchers, fishmongers and related food preparers
I	
422	---

How big is that problem?

European Labor Authority report on labour shortage and surplus:

430 investigated jobs

422 had a shortage, mostly in Healthcare, construction and hospitality

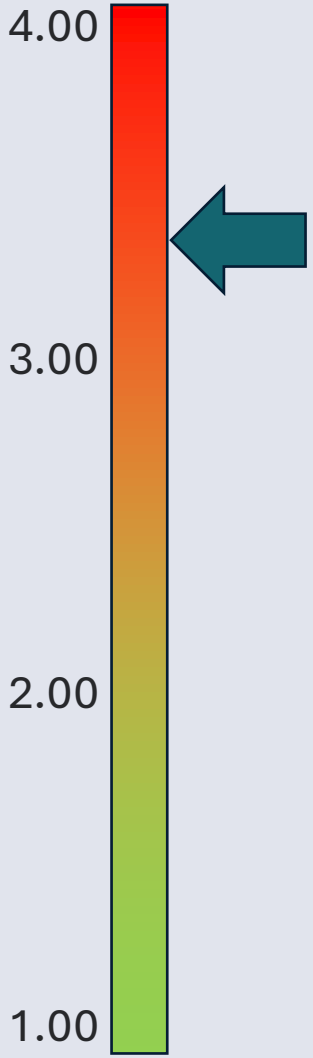
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Can HR solve this?

This is not a HR problem

CEDEFOP numbers (EU27)

CEDEFOP: Centre Européen pour le Développement de la Formation Professionnelle
(European centre for professional development)



Building related jobs (3.33)

- Demand is growing fast
- High replacement demand
- Skills and qualifications do not match

Index	Meaning	Interpretation
1	No shortage	The labour market is in balance/ ample supply
2	Low tension	Supply and demand are moving out of balance
3	Clear shortage	Structural bottlenecks are evident
4	Severe shortage	Persistent, long-term shortage



The future of your company

What would a BMS installer need?

- Tools and processes that allow engineers to be much more productive, without working harder
  (and also be an attractive employer so people stay with you)
- Short learning curve (Skills mismatch)
- Have tools that support ‘apprentice workers’
- Prevent mistakes that are expensive to correct later in the process
- Fast commissioning process.
- Scalable with your business

This is,
and always has been,
at the core of Priva

PRIVA



Introducing Priva Nuro

Work smarter, not harder

Priva Nuro is the new Room & Zone concept of Priva

Aimed at various skill levels, cooperation and apprenticeship

Create once, reuse forever. Create your own library, Copy entire floors

Creating controls this way takes minutes, not hours

Floorplan-based engineering

Reduce cabling time and mistakes

Integrate smart field devices effortless and without mistakes

Closing

Does the lack of skilled people affect a BMS installer’s choice for a preferred BEMS vendor?

We believe it should...
Visit us at our stand

A 28



What questions do you have?



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Program manager Market introduction
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Stand A28