



Department for
Energy Security
& Net Zero

Developing our workforce and growing the supply chain

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The skills needed to deliver our net zero targets

- There are 27m residential buildings which contribute around 28% of the UK's carbon emissions every year.
- Ageing housing stock (more than half of homes were built before 1965 and 20% before 1919) is a big challenge that will need to be tackled to help create more energy efficient houses.
- The Construction Industry Training Board Report suggests 12,000 workers will need to be trained every year until 2025, and then 30,000 workers per year from 2025.
- To deliver home energy efficiency improvements to existing homes we need a skilled and diverse workforce.
- We need to grow the workforce and get those involved in it to work together to make sure we have expertise and capability to deliver energy efficient homes now and in the future.



The skills needed to deliver our net zero targets

Since 2021, over **£28m** invested in skills and training, resulting in over **33,000** training opportunities. This includes:

- £23m Home Decarbonisation Skills Competition – over 23,000 opportunities in insulation, retrofit roles and (in earlier rounds) heat pumps.
- £5m Heat Training Grant - up to 10,000 opportunities in heat pumps and heat networks up until March 2025.

What training opportunities are available?

Through our funded training, you can receive support to obtain training and qualifications and become:

- **Retrofit Assessors**: professional who inspections and evaluations of buildings to identify potential enhancements to their energy efficiency.
- **Retrofit Coordinators** – professional responsible for overseeing energy efficiency upgrades and renovations in existing buildings.
- **Retrofit Insulation Installers** – installer of relevant insulation to the required PAS standards
- **Heat Pump Installers** – installer of heat pumps to the relevant standards.



Where can you use these skills...?

- The training and skills that we fund provide recipients with the skills and qualifications to work in government funded home improvement schemes and under the energy company obligation (ECO) and Great British Insulation Scheme (GBIS).
- In September, the Government has recently launched two new phases of schemes to support it's Warm Homes ambition



- **Warm Homes: Social Housing Fund:** supporting the installation of energy performance measures in social homes in England delivering warm, energy efficient homes. Applications for social landlords to apply for the fund are open now.
- **Warm Homes: Local Grant:** supporting the installation of energy performance measures in low income low income households with low energy performance get energy efficiency and clean heat technologies installed to improve their home's performance. Applications for local authorities to apply for the grants are now open.

Find out more about the schemes

RISE

Retrofit information,
support & expertise

- **Warm Homes: Social Housing Fund:**

<https://find-government-grants.service.gov.uk/grants/warm-homes-social-housing-fund-wave-3-2>

- **Warm Homes: Local Grant:**

<https://www.gov.uk/government/publications/warm-homes-local-grant>

Retrofit Information, Support and Expertise (RISE) is a free support service that provides training, guidance and support to help social housing providers, local authorities and their supply chains plan and deliver successful domestic retrofit programmes.

- A comprehensive learning and development offer, of online and in-person masterclasses, training courses and webinars.
- Bespoke one to one support.
- Critical friend reviews of your funding applications.
- An extensive library of resources, including toolkits, masterclass recordings, podcasts and in-depth articles.
- Supply chain specific support and resources.



How can I work in schemes?

- To work in Government schemes, you must hold appropriate qualifications/skills/knowledge/experience and be registered with a relevant certification body/scheme provider.



- For retrofit professionals and insulation installers you must register with TrustMark and sign up to a relevant certification body/scheme provider.
- For heat pumps and solar technology you must register with MCS (I am sure Ian will explain more about this later!)
- Once you meet these requirements let your local authorities and wider supply chains know.

Skills work – next generation

- The construction sector workforce has an ageing demographic (1/3 of workers are aged over 50). Developing a new generation of skilled workers will also be vital in the coming years, both as the existing workforce retires, and as the workforce grows overall to meet rising demand.



- A new Low Carbon Heating Technician apprenticeship standard was approved for delivery in 2023, and a revised version of the Plumbing and Domestic Heating Technician apprenticeship has launched this year.
 - A Level 5 Retrofit Coordinator apprenticeship standard and a Level 3 Insulation Technician apprenticeship standard are currently in development. We hope to see these launch early next year.
- These new training routes are key to ensuring that the retrofit sector can build a skilled and competent workforce capable of meeting the demands of net zero.

More to come on skills

We are looking at new and novel ways to support the sector future on skills and opportunities to join the retrofit supply chain.

- We want to explore how best we can support new people into roles and those in the sector to become trained and qualified to work on retrofit.
- We are working with colleagues across Government Departments to ensure that new policies on skills are meeting your sector's training needs including competence and skills policies.
- We are also exploring how partnerships and joint working can help support those in the sector.

