



Hertfordshire
Local Enterprise
Partnership



Net Zero Skills for Retrofit: Hertfordshire Approach

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Agenda

1. Retrofit: the context and scale of the **skills challenge**
2. **Hertfordshire's approach** to building the capacity and capability of its retrofit supply chain
3. Discussion session



Why Retrofit?



Climate crisis



Energy security



Fuel poverty & cost of living



Health & well-being



National Policy and Funding Support

Such as:

- Warm Homes & Energy Conservation Act (2000)
- Heat & Building Strategy (2021)
- Clean Growth Strategy

Including:

- £1.4bn in this parliament for Social Housing Decarbonisation Fund and fuel-poor households (HUG)
- £6bn (2025-2028) committed in next parliament for building decarbonisation (include public sector estate)



**Potential to accelerate
clean economic growth
and create jobs**





Opportunity

‘Progress on retrofit has a more powerful multiplier effect than other Net Zero interventions.’

Energy Systems Catapult report for the Gatsby Foundation

However...

‘A lack of skills in retrofit is a major risk factor of the UK Government’s ability to transition to Net Zero’

Climate Change Committee, June 2022



Scale of the challenge

27 million
UK homes

to decarbonise by 2050.
Equivalent to retrofitting 2 homes per minute to meet Net Zero targets.

46,500
workers

needed in the GSE region (full time equivalent) each year to 2050.
Up to 200,000 in peak years*

482,900
Herts homes

need retrofit measures installed to reach Net Zero standards*

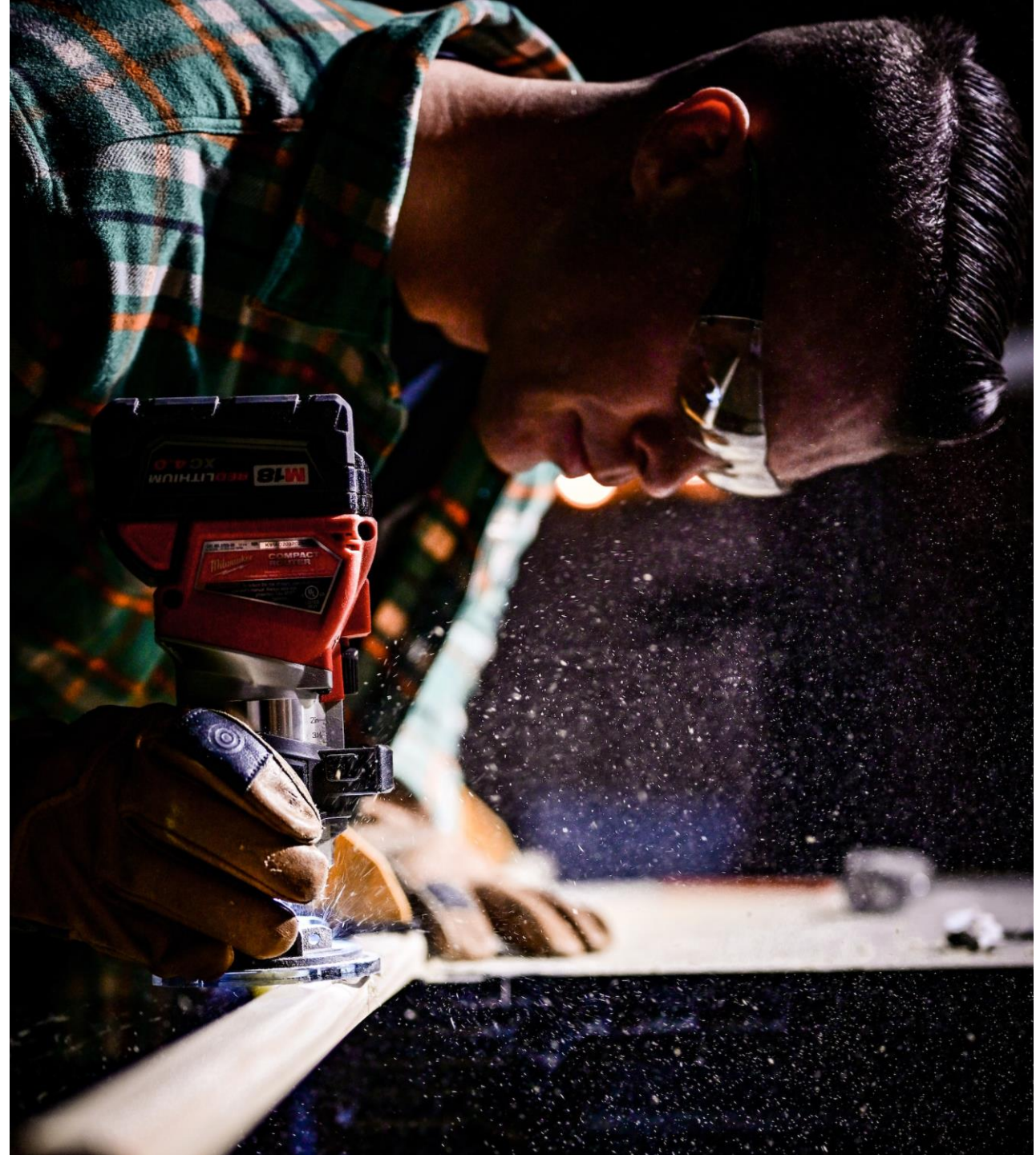
Circa £812m
delivery cost

Or 1.58 million total trade days*

Retrofit: roles, trades and in-demand skills

- Retrofit advisors, coordinators and assessors
- Ground and air source heat pumps installers
- Solar Thermal/PV and Battery Storage installers
- Insulation installers
- Smart heating controls installers
- Heat network installers
- Plasterers/Renderers
- Window fitters
- Carpenters
- Scaffolders
- Project managers, customer service staff, planners
- Trainers and educators

We need to build both capability & capacity of these trades





Retrofit skills constraints

- Tight and competitive labour market
- Construction industry is facing large and persistent skills gaps, not helped by '1 in 3 ageing' and 'shrinking under 30' construction workforce
- Government retrofit projects require both PAS 2035 accreditation **and** Trustmark/ MCS certification
- Limited training provision to respond to upskilling needs and significant curriculum gaps
- Career/business growth opportunity is not considered



Hertfordshire recognises...

The need to build both the **capacity and capability** of our local retrofit supply chain to accelerate the growth of Hertfordshire's green economy

Approach

- Bring industry and education/training providers together to understand the specific training requirements needed to meet retrofit demand
- Engage with the supply chain to share retrofit business growth and market access opportunities

How?

By drilling down on the detail and leveraging retrofit funding of existing schemes for future years



Bringing industry and education together



If market demand surges without sufficient skills/workforce in place, then demand cannot be met

Equally if demand is not consistently strong and rising, then it is not worth education providers investing in and running retrofit courses

Hertfordshire's catalyst for engagement and change is the Social Housing Decarbonisation Fund.

SHDF started the conversation of:

What do you need? When? & How many?

Activities to increase understanding, communication and collaboration

2023	Industry and Skills active engagement activity
March	Hertfordshire Housing Breakfast meeting Herts LEP and Greener Herts collaboration develops and focusses on skills
SHDF announced	Over £40m awarded, predicted works over £100m for Hertfordshire
May	Herts Housing Conference on 'delivery of sustainable quality homes'
	Retrofit Opportunity Workshop - joint Herts LEP and Greener Herts event highlighting retrofit demand and skills constraints
June	Local Skills Improvement Plan – aligning green skills and retrofit, LSIF FE College secured funding for green training equipment (EV & HSP rigs, AVR headset)
July	Regional Retrofit Skills meetings – Detailed discussions with local FE college, housing associations and their tier one managing agents. Covered SW and East of Herts so far
Autumn	Skills Bootcamps – secured funding for retrofit (advisor, assessor & coordinator), construction, green technologies & power training
Winter/early 2024	Regional supply chain ' Meet the Buyer ' events planned

Sharing & collaborating

Hertfordshire SHDF Wave 2.1 Awards

Organisation/Housing Association	SHDF Grant Award	No. of homes to benefit
Greener Herts (Settle group, Dacorum, Watford Community Housing, B3Living)	£14.1m	1,506
Network (East Herts)	£4.463m	1048
St Albans	£8.5m	914
Stevenage	£2.6m	237
Thrive (Three River)	£2.2m	155
Welwyn Hatfield	£2.8m	170
Clarion and Peabody	Herts allocation from £49m grant	800
Total	c £40m with predicted works c £100m	4,830

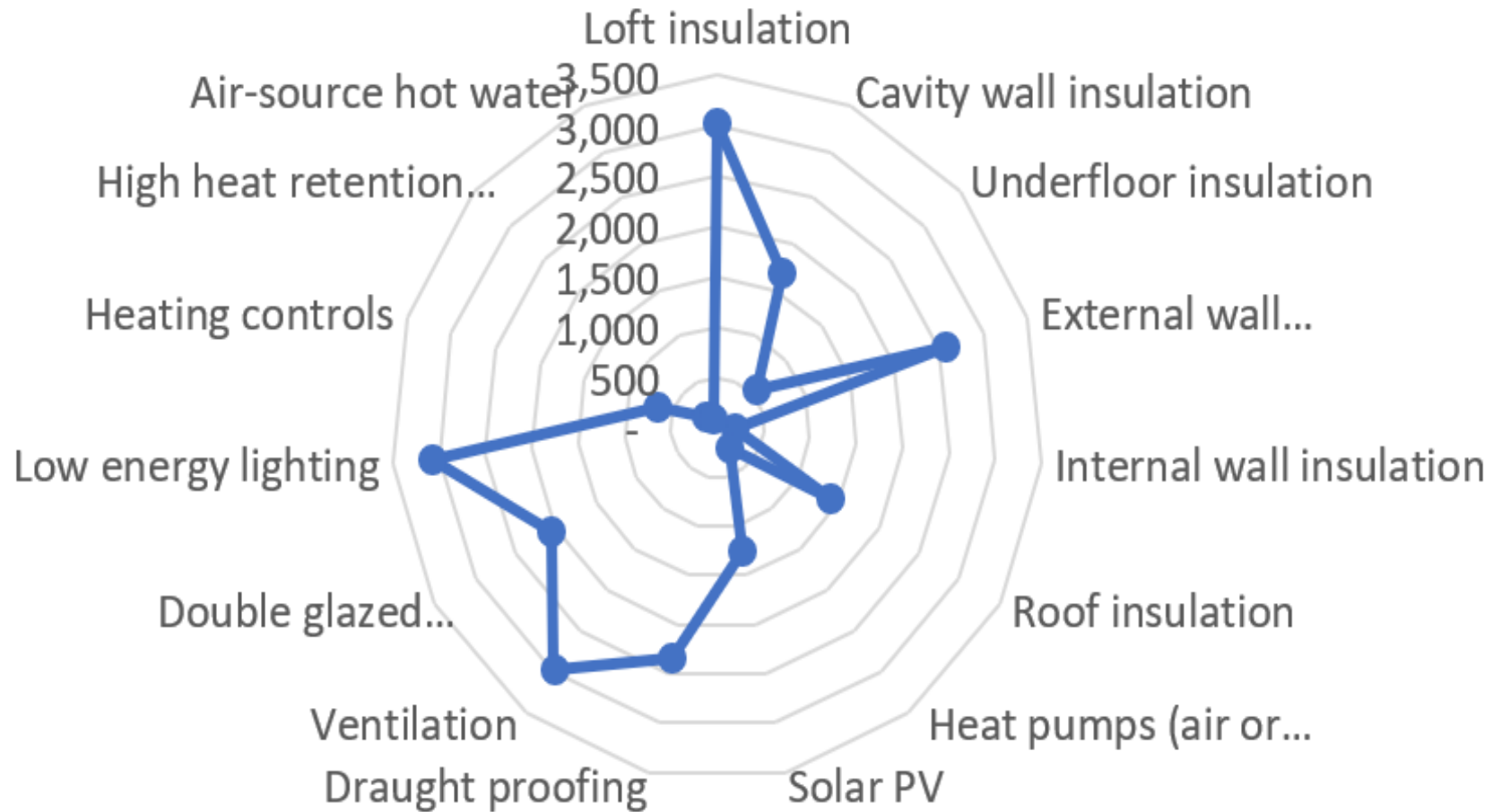
Sharing & collaborating

Total Predicted SHDF Measures

Measures	Numbers	Measures	Numbers
Loft insulation	3,019	Solar PV	1,261
Cavity wall insulation	1,689	Draught proofing	2,336
Underfloor insulation	566	Ventilation	2,975
External wall insulation	2,573	Double glazing	2,058
Internal wall insulation	192	Low energy lighting	3,075
Roof insulation	1,398	Heating controls	678
Heat pumps (air or ground source)	241	High heat retention storage	154
Air source hot water	86		
Total Retrofit Measures			22,301



Hertfordshire's SHDF Predicted Retrofit Measures



Other retrofit funding initiatives in Herts

HUG2 – a two year Home Upgrade Grant provides energy efficiency upgrades and low carbon heating to low income off grid households - benefitting 357 homes

Solar Together - group discounted procurement scheme for households to buy solar panels, batteries and/or connected EV charging infrastructure. Following the success of the 2022 solar cohort, the 2023 cohort is targeting another 1,600 houses across Herts

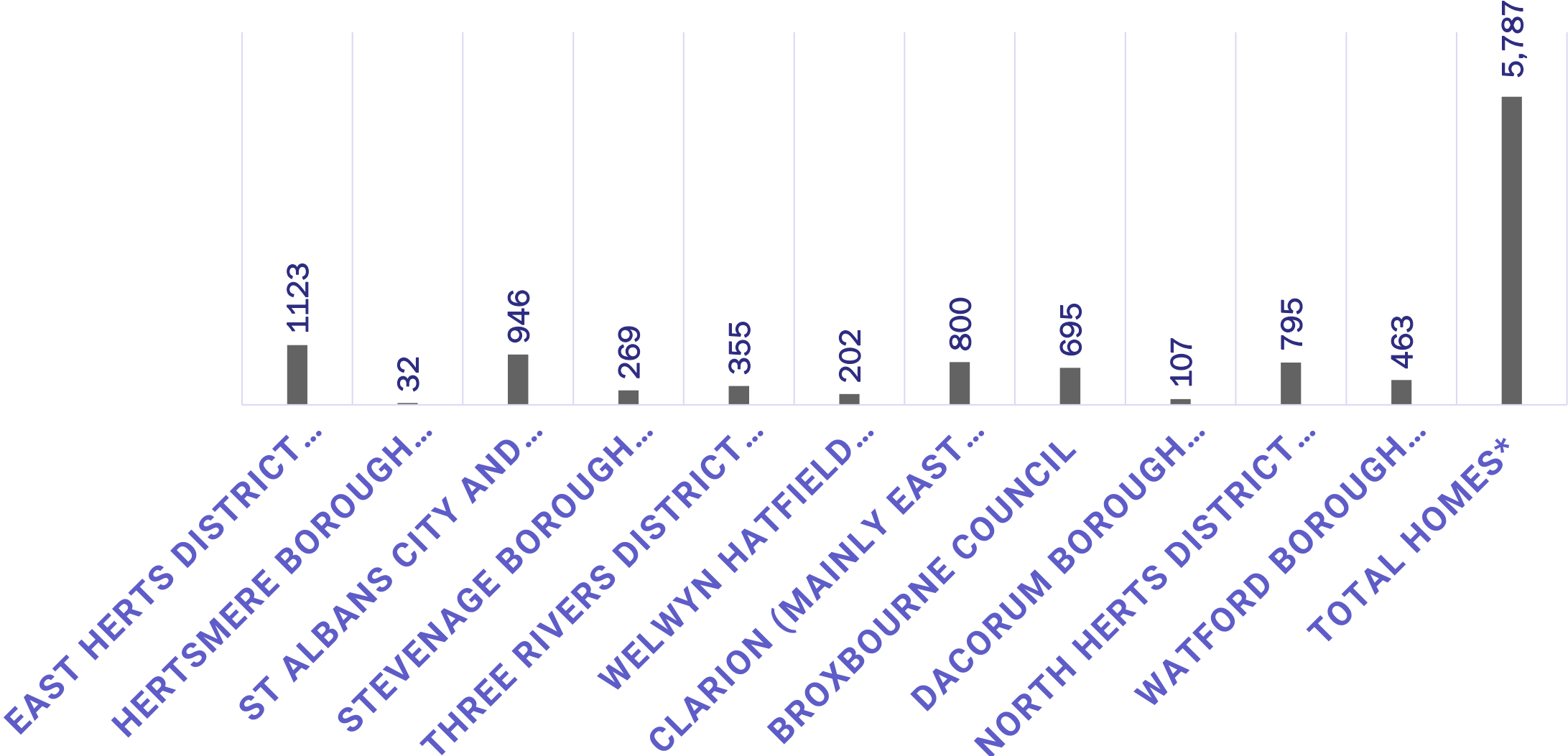
ECO4 - Energy Company Obligation– four year Government scheme from 2022, supporting lowest of income households with energy efficiency measures - 2 local authorities have identified 600 homes to benefit

Green Heat Network - £1.8m funding to Watford Community Housing

Public Sector Decarbonisation Scheme - £3.76m funding for Watford Borough



Predicted number of homes for SHDF2.1, HUG2 & EC04



What next?

Series of **Retrofit and Green Skills Bootcamps** just started

Engage with supply chain to share retrofit business growth and market access opportunities:

- Meet the buyer events
- Business support, especially around Trustmark and MCS

Continue HE/FE college and curriculum discussions for immediate needs but also for our future workforce – retrofit career pathway, schools' engagement, access to funding

Collaborate with stakeholders to meet local retrofit skills needs

- Chamber of Commerce - Local Skills Improvement Plan and LSI Fund
- HCCSP - developing and aligning a net zero and retrofit pathway for Hertfordshire
- Industry – continue to quantify actual skill needs and support local skill development
- Residences & Businesses - Support a positive 'retrofit' engagement and experience i.e. Hub

Summary

- Net Zero Carbon and the need to retrofit is not going away – the scale of the challenge is immense
- The retrofit process covers a wide range of measures and needs relevant skills to support delivery
- Funding successes countywide offer the opportunity to build the skills infrastructure - drive a local skills revolution and business growth
- Industry and skill providers need to work together and plan for the long term
- LEP's role is to act as a catalyst and in partnerships – we are stronger together and we have a long way to go to get to Net Zero





Thank you

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Net Zero Retrofit Skills



Let's start the discussion

Any questions?

- What skills development approaches are others using?
- What collective needs do we share?
- How can we work together better to drive retrofit skills?

