



# **Train local, work local, stay local: retrofitting and levelling up**

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**The progressive  
policy think tank**

## Agenda

- › Key messages
- › What's the target?
- › Benefits
- › Spotlight on local jobs and skills training
- › Challenges
- › Recommendations

## Key messages

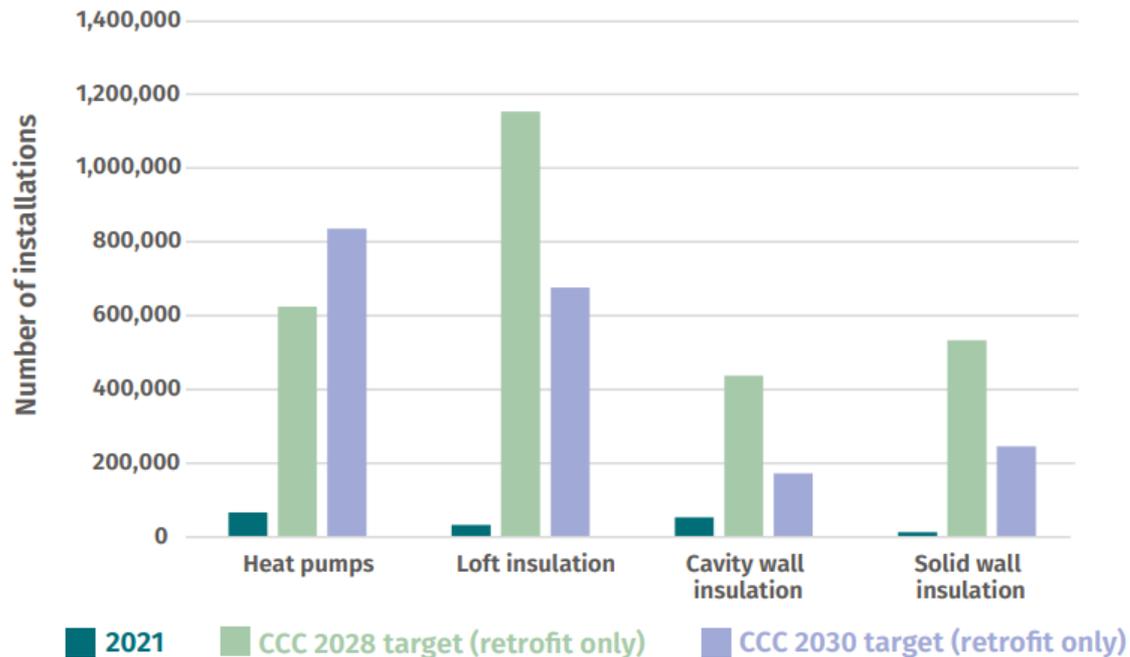
- › A retrofitting programme is not difficult because the technology or the process is inherently difficult, it is difficult because previous schemes have been badly designed
- › Retrofitting is virtually agenda-proof – it cuts energy bills, improves our health, creates jobs, improves energy security and can level up the country
- › There are important skills challenges in the RMI sector – such as financial support for, and communicating the benefits of, retraining; attracting new apprentices; improving access to training; and providing more practical testing – but these are very solvable problems with clear-eyed and comprehensive **nationwide retrofit programme**

# What's the target?

➤ The UK has a long way to go on scaling up retrofitting

## BEHIND THE PACE NEEDED TO KEEP TRACK WITH NET ZERO TARGETS

Installations in 2021 by technology compared to annual installations targets for 2028 and 2030



Source: HPA 2021, CCC 2022b (adapted by IPPR)

## Benefits

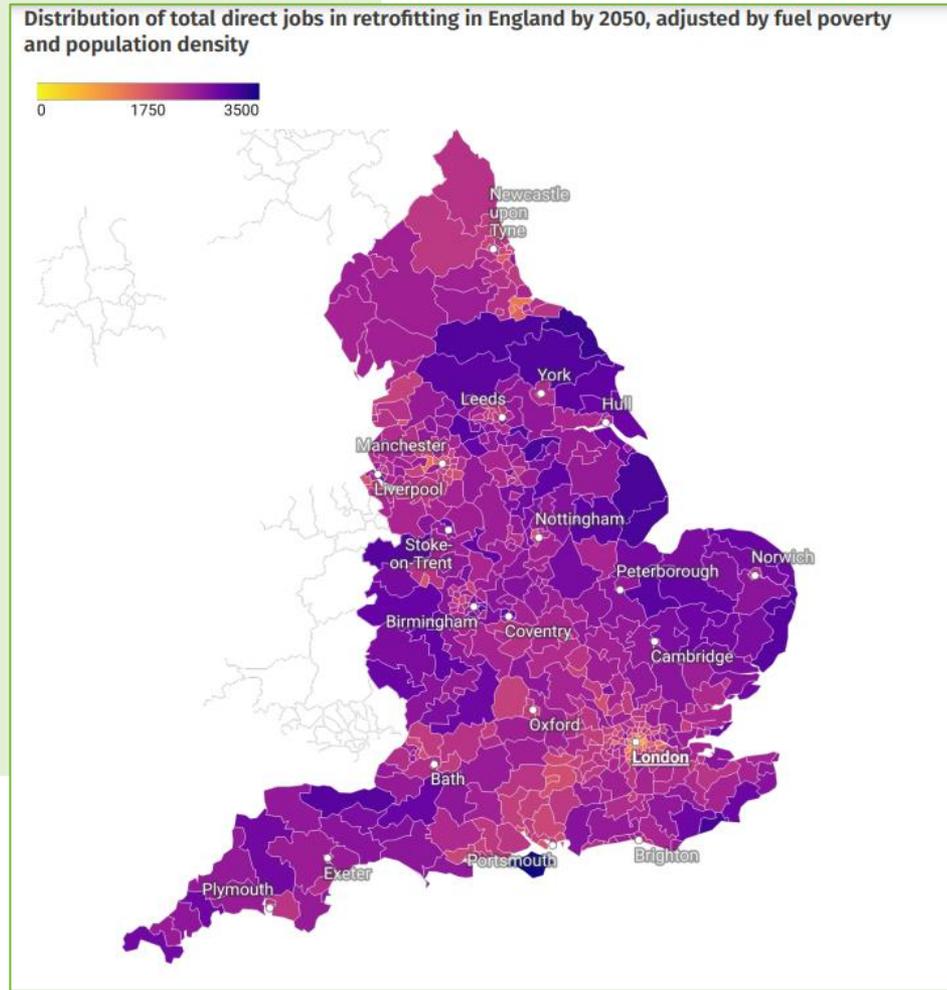
- › Up to £430 in savings on energy bills for the average household (at current price cap level, higher once it is removed)
- › Reducing overall gas demand by 37 per cent by 2050 and reducing imports in the process
- › Investment in a comprehensive retrofitting programme could save the NHS as much as £56 billion by 2040
- › **Key benefit for today: the opportunity for local training to create local jobs that becomes a cornerstone of levelling up**

## Spotlight on local jobs and skills training

- › A comprehensive retrofitting programme could sustain 400,000 direct jobs in the RMI sector and 500,000 indirect jobs across the supply chain by 2030
- › The distribution of these jobs matches well with the levelling up agenda and brings with it the opportunity to create and train workers in local economies across the country

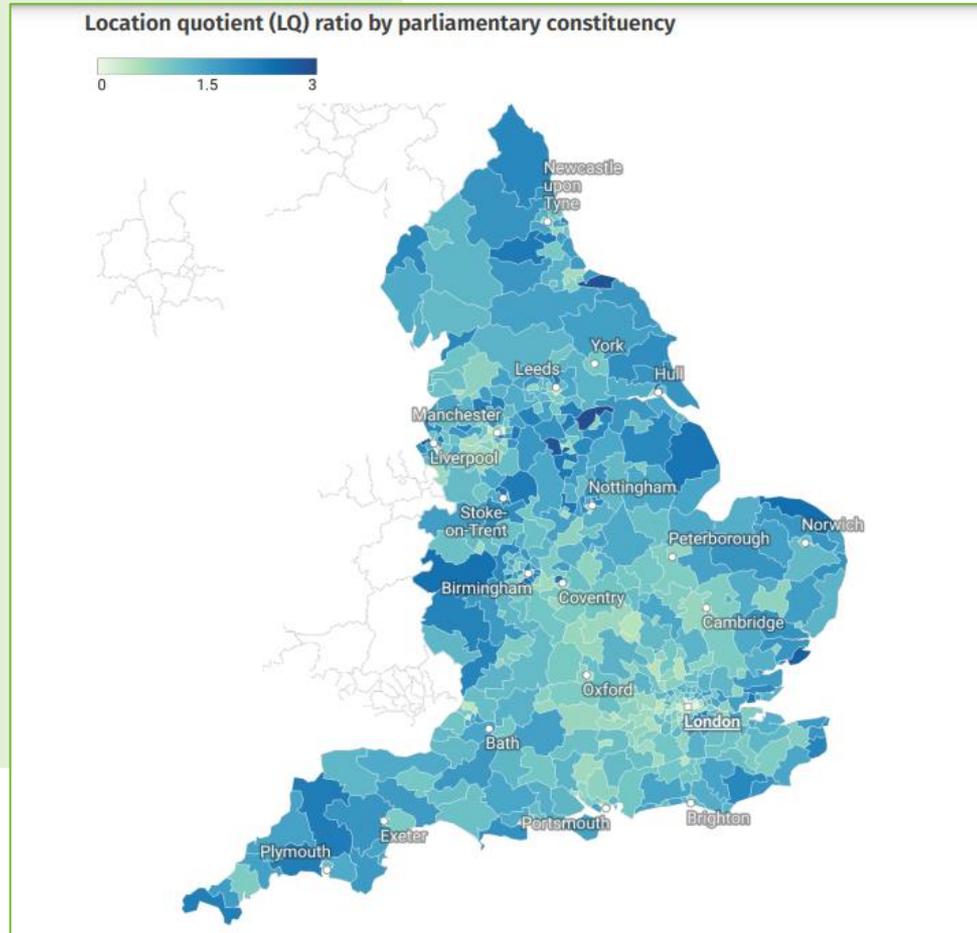
# Spotlight on local jobs and skills training

- Retrofitting jobs are needed across the country, including target areas for levelling up



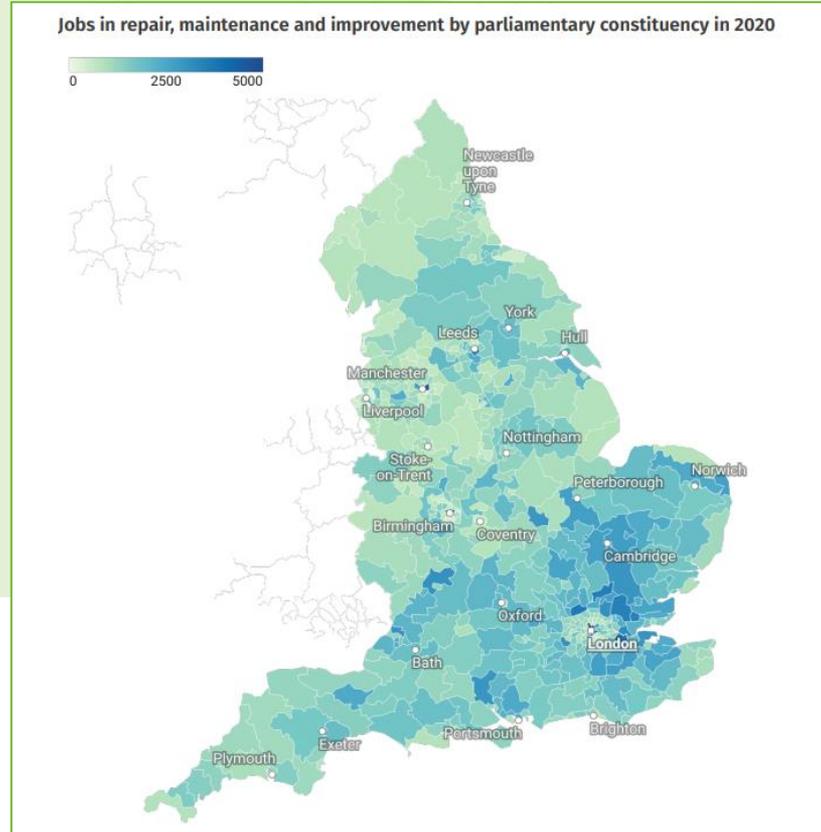
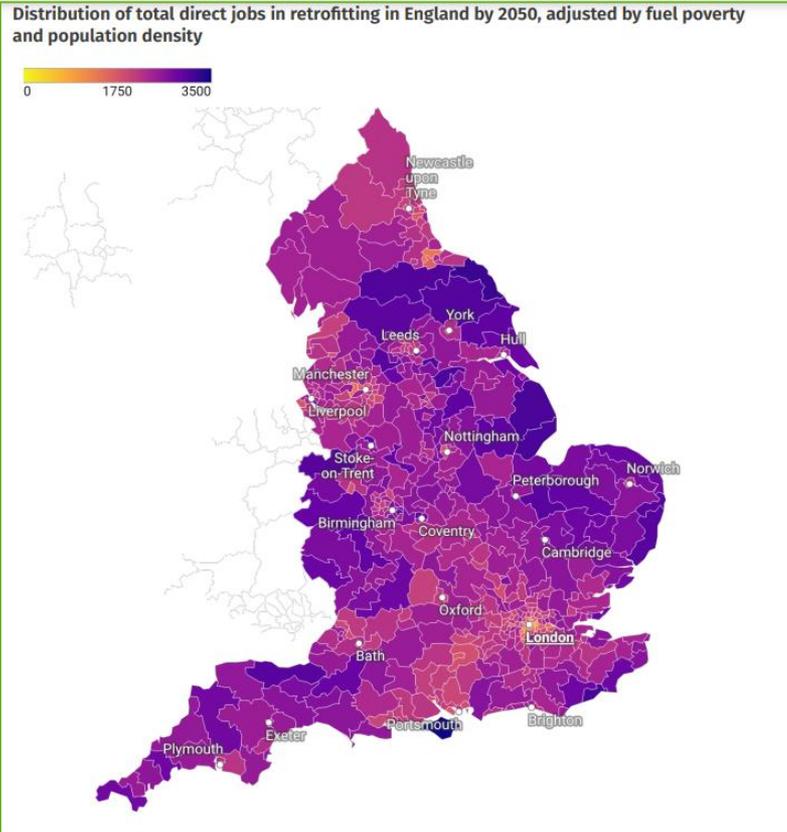
# Spotlight on local jobs and skills training

- Retrofitting can become a more important employer *within* certain constituencies than its importance to the whole of the UK



# Challenges (1)

- More investment is needed in the RMI sector outside of London and the South East in order to match up with demand for retrofit



## Challenges (2)

- › Time and resource cost, particularly for SMEs and micro-businesses
- › Low bar for entry into the sector can be beneficial but may be less attractive to some apprentices or workers retraining from other industries
- › Difficult attracting new apprentices
- › Shortages in trainers and teachers in FE and technical colleges
- › Training standards need to move towards whole-house approach
- › Critical need for more practical on-site training

## Overarching recommendations

- › Policy in five key areas
  - › Standards
  - › Cash
  - › Comms
  - › Capacity
  - › Skills
- › A comprehensive retrofitting programme must do all these things

## Skills recommendations...

- Expanded training standards to encourage installation of energy efficiency and low-carbon heating together (or at least training to ensure installations are compatible with each other)
- Increasing practical on-site training and on-site testing hubs to be provided by local colleges
- Improve quality assurance of training
- £160 million per year through to 2030 for local retrofitting training courses

## ...Facilitated by skills academies

- › Originally introduced in the 90s to skill people up to work on oil and gas extraction, but now essential for heat decarbonisation
- › Its key tasks would include:
  - › Identifying specific and local upskilling, reskilling and new skills needs with local stakeholders including unions, local authorities, skills advisory panels and local employers
  - › Supporting TrustMark and MCS to accredit training providers
  - › To provide online forum of accredited training providers and an advice service for businesses and individuals seeking training
  - › Acting as delivery body for providing financial support for training
  - › Developing skills passports for workers with transferable skills

# How it all fits together

Diagram demonstrating the role of skills academies

