

Workshop 2b

We are going on a skills hunt.....

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Chaired by: Paul Flowers

Room: B



We're not scared!?

Content

- Sector wide challenges
- Attraction and retention
- Upskilling
- Retrofit challenges and solutions

Sector wide challenges

- More people needed – 216,800 by 2025

The Size of the Skills Challenge - For every extra ten thousand houses we need approximately:



Sector wide challenges

- New skills required
 - Building safety
 - Retrofit
 - Modular
- Ageing workforce
- Salary constraints

Attraction

- The Stace Next Generation Index has found that only 7% of the next generation (16-18-year olds) are considering a career in the construction sector, increasing the concerns of the growing skills shortage.
- 27% of the next generation feel their parents would discourage them for a career in the construction industry, which increases to 30% for females and 41% for BAME respondents

Attraction

- Working with local schools on careers strategy
- Skills days
- Work experience
- Customers as colleagues
- Apprenticeships

Upskilling existing staff

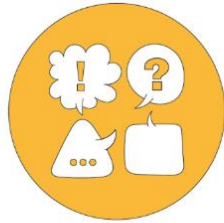


Upskilling / Reskilling



COLLABORATION

Learn with others



DISCUSSION

Talk about & share ideas



FEEDBACK & REFLECTION

Learn about my learning



GUIDED

Learn with an expert



EXPLICIT

Learn from an expert



DEMONSTRATION

Present my learning



EXPERIENTIAL

Make, explore & investigate



INDEPENDENT

Learn by myself

Consider a range of learning techniques

- On the job
- Shadowing
- Formal qualifications
- Apprenticeships

How do we address the Retrofit challenge?

- Magna has 8,300 homes
- Advantage SouthWest members have c.150,000
- The South West has 2 million+ homes
- Within ASW, we need to retrofit 115 homes per week for 25 years....
-to Net Zero Carbon standard

Measure	Magna	ASW extrapolated
Solid wall insulation	6,800	119,000
Cavity fill	3,000	53,000
Solar PV	4,000	70,400
Floor insulation	3,900	69,000
Heat pump	6,000	106,000
Community Heating system	700	12,300
Loft top-up	2,900	51,000

What skills do we need?

What new roles are there?

Insulation installers; PV installers; Heat Pump installers; Airtightness technicians; Retrofit Assessors, Co-ordinators, Designers and Evaluators; Window fitters; Ventilation installers; Project managers; Project Officers; Data managers; Carpenters; Plumbers; Electricians; Multi-skilled Operatives; Groundworkers; Roofers; Plasterers

And... Engineers and Operatives to maintain it all

Additional 350,000 FTE
needed by 2028

CITB

There are 3 companies based in the SW that can do EWI to the latest standards.

One employs 12 people, the other two; 5 each



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Supply Chain constraints

- Contractor reluctance/ work value
- PAS/Trustmark accreditation
- Materials- The UK imports £5bn p.a.
- Consequences of BAU
- Aspiration vs. Realisation



Source: Monthly Statistics of Building Materials and Components, Table 1

ASW identified opportunities for collaboration

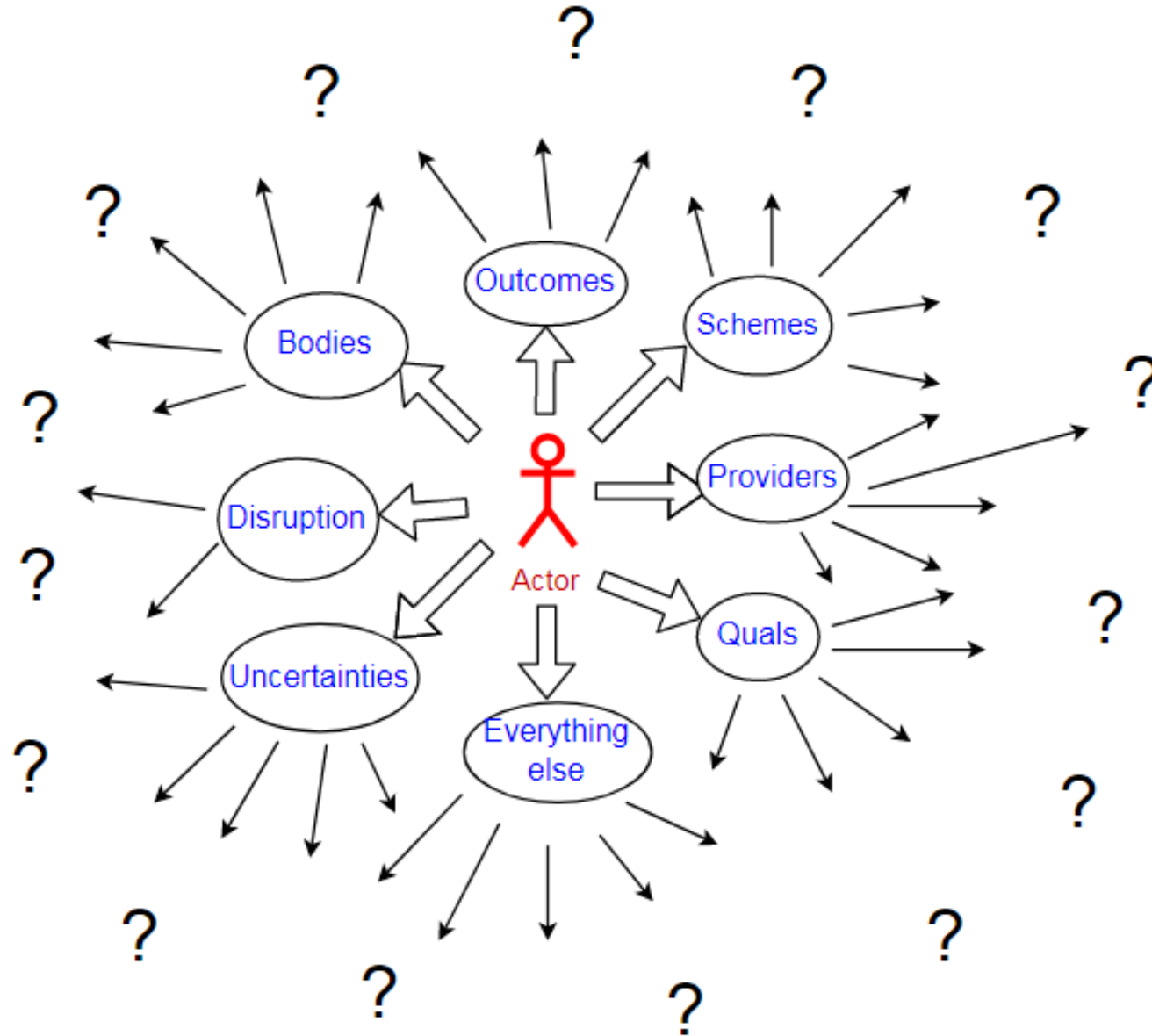
- FE sector/careers
- Re-skill DLO
- Education of colleagues and residents
- Supply chain messaging
- External collaboration- CESW/ Skills councils

New challenges- new thinking?

- Choices- strategic discussions
- Bring capability in house?
- Commercialise?
- Material production?
- Pro-active engagement
- FY23/24 planning

} Share?

Pathways to skills



Collaboration strategy

- City of Bristol College
- Other regional FE colleges
- CITB
- Retrofit Academy
- The Green Register
- National Energy Action
- Focus Training Group
- Building 'family'
- SW Energy Hub
- Low Carbon Exchange

Simplified skills pathways

- A framework of Level 5/6 Retrofit qualifications:
 1. Retrofit with Building Services
 2. Retrofit with Construction skills
 3. Retrofit with Technical Management
 4. Retrofit with Soft skills
 5. Retrofit with Maintenance
- Initial group meeting will be on February 1st

Questions????



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Thank you.

See you at the
next conference!



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