CITB Net Zero Action Plan
Sandra Stevens
UK, and Welsh governments committed to achieve net zero by 2050    Scotland by 2040

- 40% of UK emissions are from the built environment
- 80% of the buildings in use in 2050 are already built
- Which represent 95% of future emissions
- 27 million homes + 2 million other buildings require retrofitting

Need to complete retrofitting
~ 2,700 homes every day

If average is £20k/home = £540bn
Achieving net zero scale of the challenge

Existing demand
Average annual output growth of 1.5% across 2023-2027 = need to recruit extra 225,000 workers, [45,000 / year]

The net zero RMI target requires investment to retrain and create new roles for 350,000 people by 2028 (a 13% increase in output capacity) in addition to the above

[CITB Construction Skills Network, January 2023]

Growth will slowly start to pick up again during 2024

[CITB Building Skills for Net Zero, March 2021]
Industry mandate for a net zero action plan

UK Government’s ten-point plan for a Green Industrial Revolution

The construction leadership council

- Strategic priorities include: net zero & biodiversity and ConstructZero
- Skills plan highlights net zero as critical skills to commit to

Employer engagement indicates

- Significant uncertainty with employers seeking information and guidance
- Many want to invest in net zero skills but don’t know where to start

- Ambiguity and disagreement
- Net zero means different things to different people
- We are near the beginning not the end
The action plan  Analysis

- Published *Building Skills for Net Zero* [extensively used and has influenced the CCC’s sixth carbon budget and governments’ net zero and heat and building strategies]

- *Net Zero and Construction: Perspective and Pathways* [November 21] - into the specific skills requirements to deliver the National Retrofit Strategy

- Insulation Installer training provision – for internal use to guide strategy

- Update to the CITB Labour Forecasting Tool – to build skills demand scenarios for local retrofit strategies. To support local Gov build their own retrofit skills plans

- With *Energy Systems Catapult & Gatsby* – skills foresighting research focusing on:
  - Retrofit
  - Implications of the Future Homes Standard [with HBF & FHH]
The action plan Standards for now…

- Retrofit Pathways developed in the NOS for: Construction Site Manager and Construction Site Supervisor
- Revised the NOS for Insulation Installer (L2 and L3 NVQ, L5 and L6 SVQ)
- Reviewing the NOS for Heritage Skills, Stonemasonry, Cladding, Chimney Engineering – energy efficiency, retrofit and net zero will be reviewed across all pathways
- Digital Competency framework being developed. First five occupations to be available this year. [Digitalisation seen as a key enabler for achieving net zero.]
- NOS review process now includes: net zero, energy efficiency and retrofit
- Working with IfATE on the apprenticeships standards review
The action plan  **Policy, engagement, influencing, collaboration**

- Ongoing developing of collaborative strategic partnerships with other organisations to drive positive action and increase the pace of progress
- Working across the Welsh and Scottish Governments and Westminster on behalf of employers to inform long term policy & regulation
  - UK influencing plan (primarily, Green Jobs Delivery Group but also DfE, BEIS, CLG)
  - CSDG
- Responding to skills needs of UK public sector buildings net zero standards
  - (PAS 2035) end to end process from design to test
  - (Pas 2030) installing, commissioning and of retrofit measures
The action plan **skills funding [grant]** for now…

- Retrofit Coordination & risk management Level 5 qualification.
- Short duration training grant for:
  - Retrofit for Older and Traditional Buildings
  - Retrofit Insulation Masterclass
  - Residential ventilation masterclass
- Long qualifications [x6] post graduate sustainability HE programmes
- CITB’s Site Environmental Awareness Training Scheme (SEATS)
- Plan for grant funding for *Understanding Domestic Retrofit* Level 2 qualification [run by NOCN & ETCAL]
- Funding of initiatives led by the Supply Chain Sustainability School
The action plan ideas for the future

- Is there a business cases for any of
  - CITB to support net zero retrofit hub(s)
  - Green literacy for construction operatives [online]
  - Insulation skills

- Via website – links to CITB supported and others’ initiatives
Thank you

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