

Retrofit – Opportunities and Need

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North East and Yorkshire Net Zero Hub



Retrofit – the forgotten child of net zero

Government targets and activities

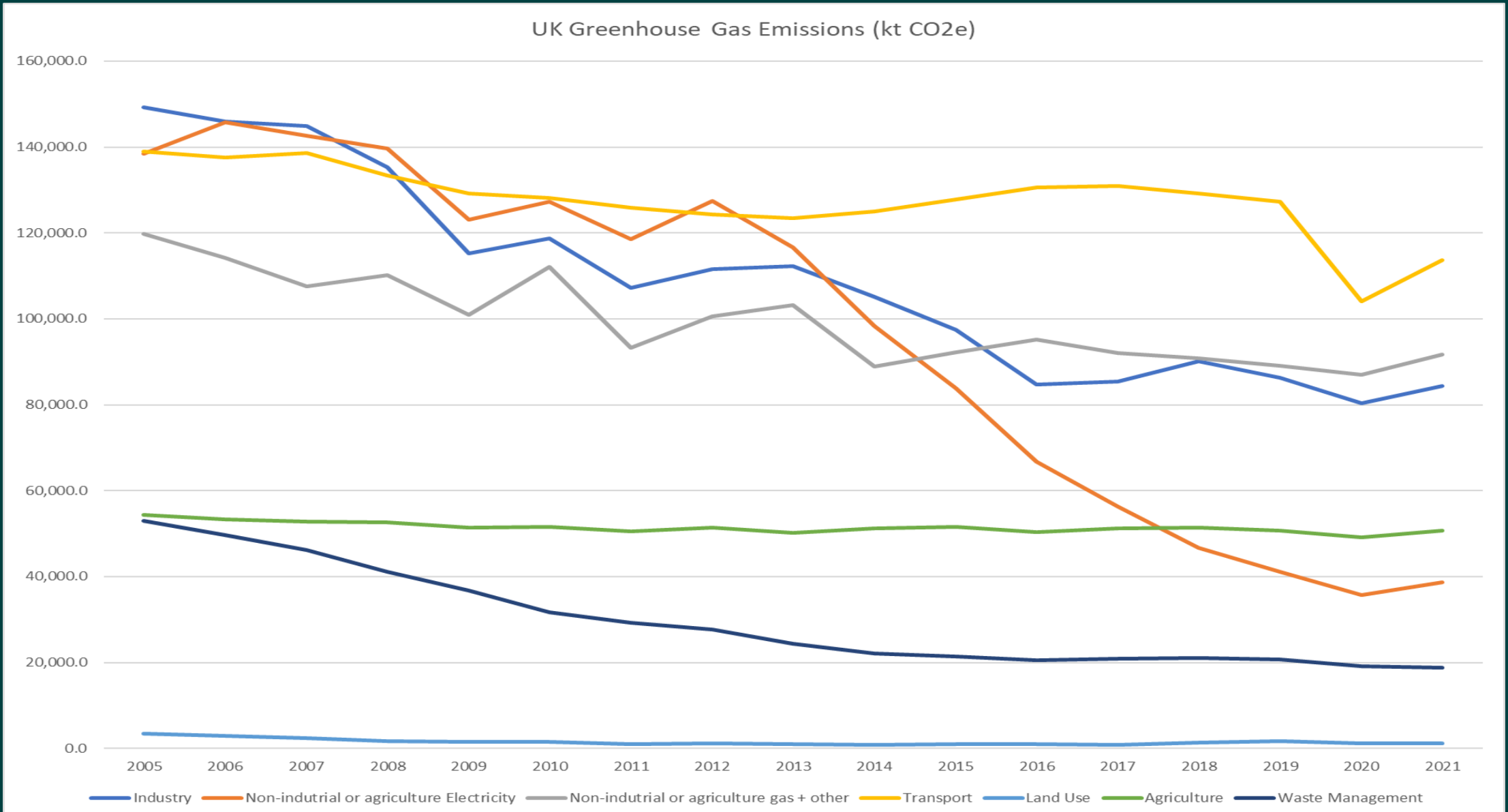
What retrofit can entail

Skills needed for retrofit jobs

What skills activity is going on now?

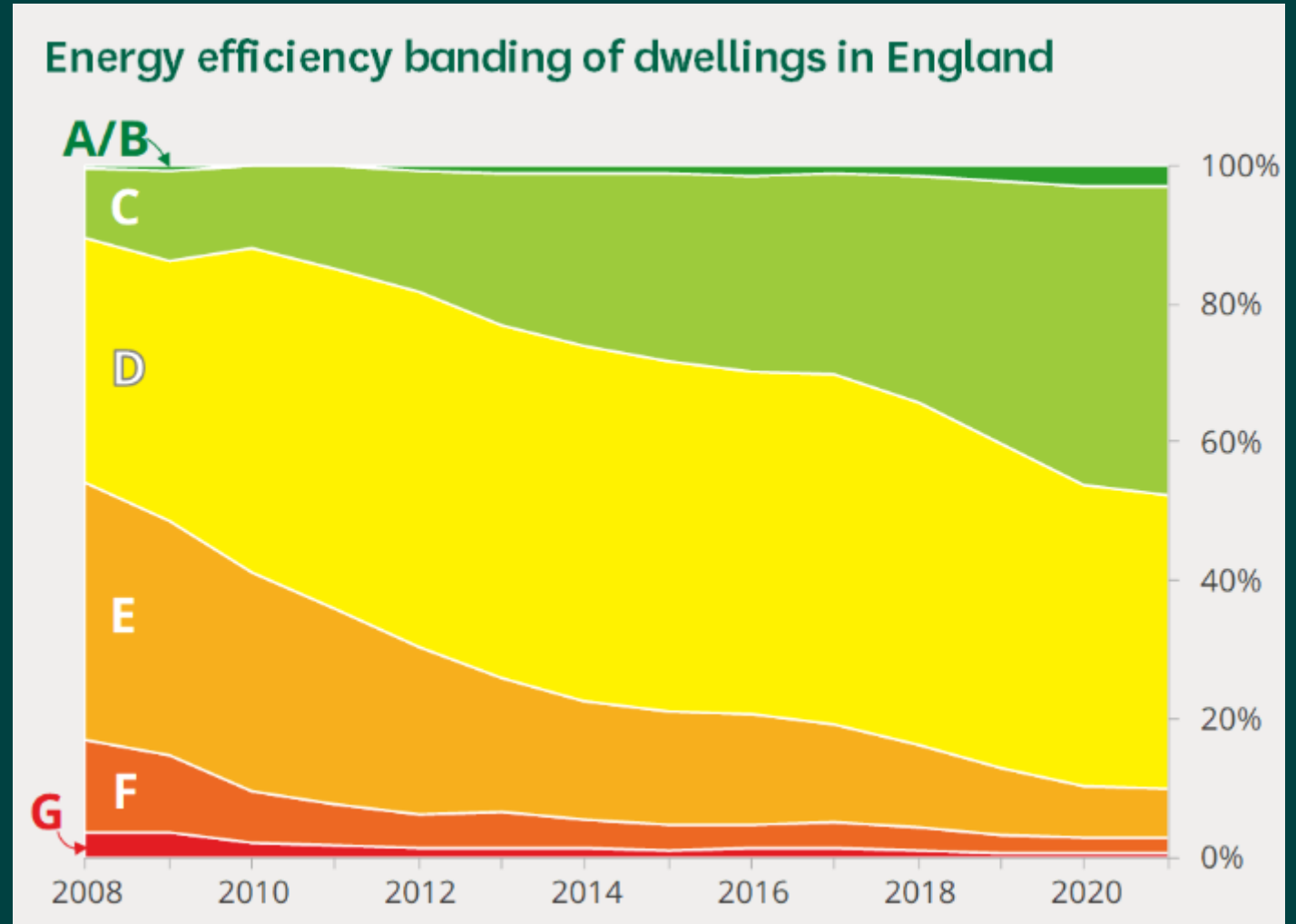
What barriers exist and what support is needed?

Retrofit – the forgotten child of net zero



Retrofit – the forgotten child of net zero

- Less than 1% of Hull and East Yorkshire homes heated with heat pumps
- c. 38% of homes have EPC C or higher in Hull and East Yorkshire



Government targets and activities

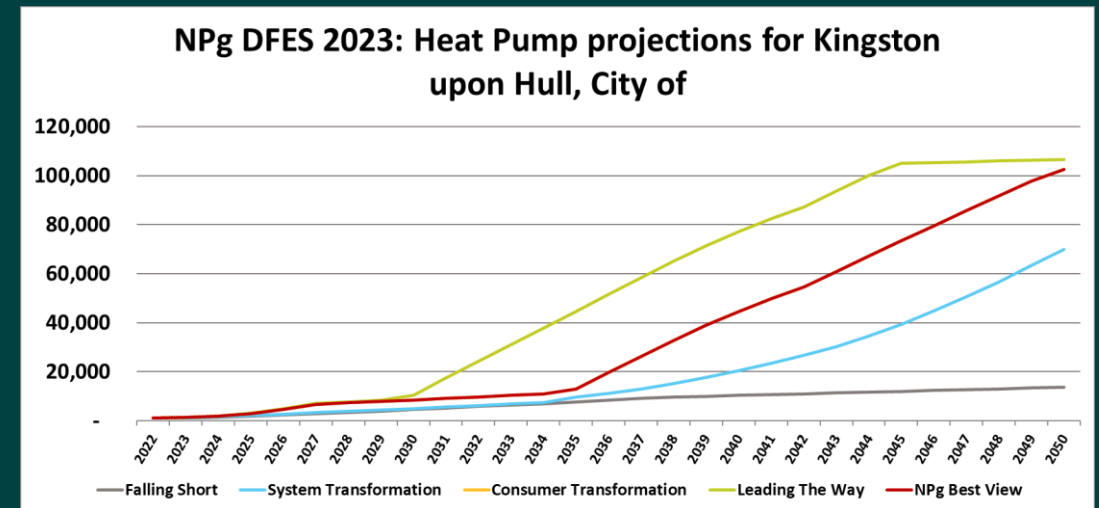
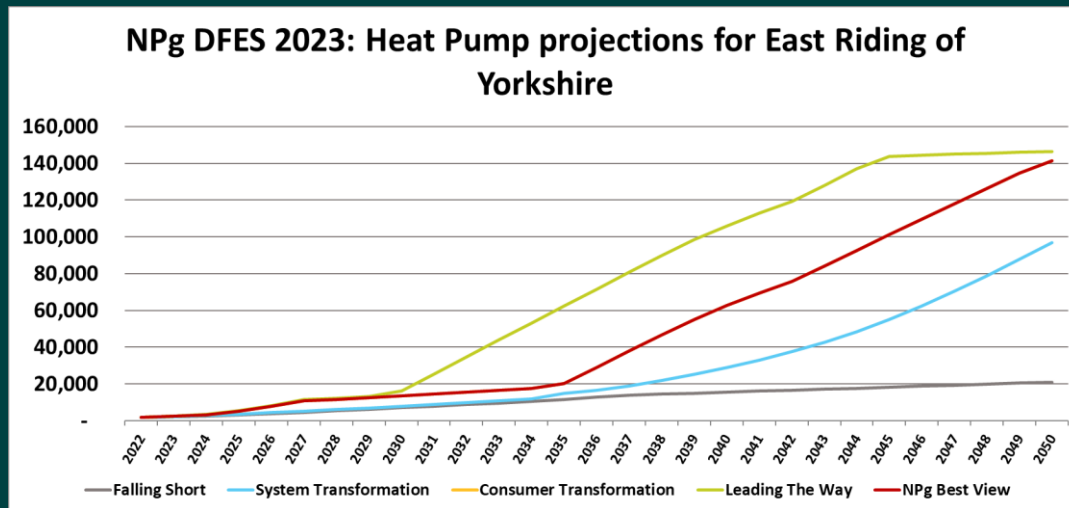
- New fossil fuel boilers for homes banned from 2035 for 80% of homes
- Target of 600,000 heat pumps installed per year by 2028 (c. 7,500 in HEY) and 1.6m by 2035 (c.20,000 in HEY), up from 72,000 in 2022
- Target that all fuel-poor homes should be at least EPC C by 2030 and an aspiration for as many as possible homes across the country to be at least EPC C by 2035

Government targets and activities

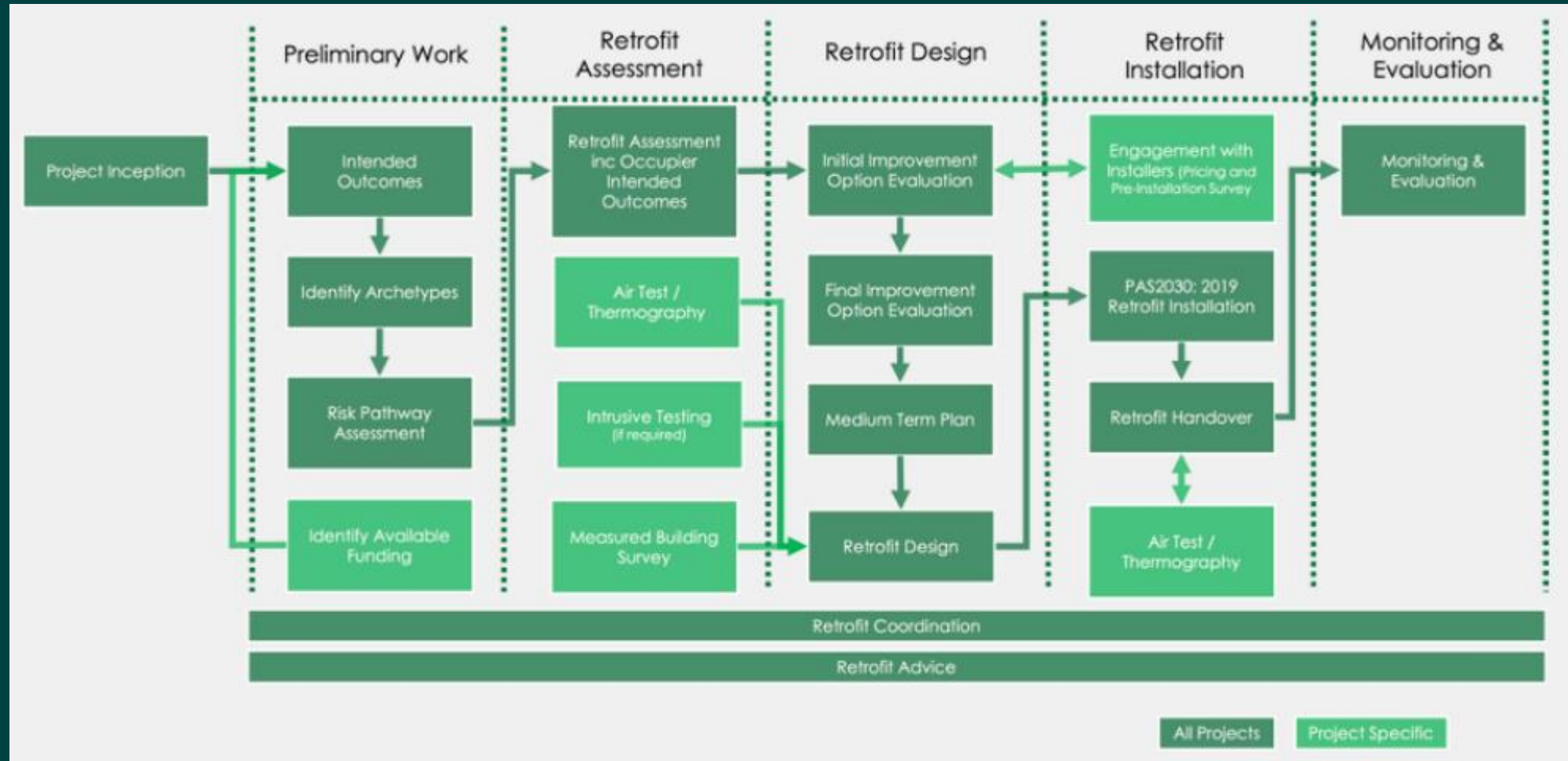
- Home Upgrades Grant (HUG) - £630m for off-gas grid retrofit by 2025
- Great British Insulation Scheme - £1b for insulation by 2026
- Energy Company Obligation (ECO) – c.450,000 homes by 2026
- Social Housing Decarbonisation Scheme – c.£850m for retrofit by 2025
- Public Sector Decarbonisation Scheme - £1.3bn 2022-2025
- Boiler Upgrade Scheme - £450m to enable heat pump take up

Government targets and activities

- Trailblazer devolution deals elsewhere have included a lump-sum amount for local retrofit instead of access to individual funding pots
- Various different projections of retrofit and heat pump take-up – North Powergrid project over 240,000 heat pumps across HEY by 2050, with uptake going up from 2030 or 2035

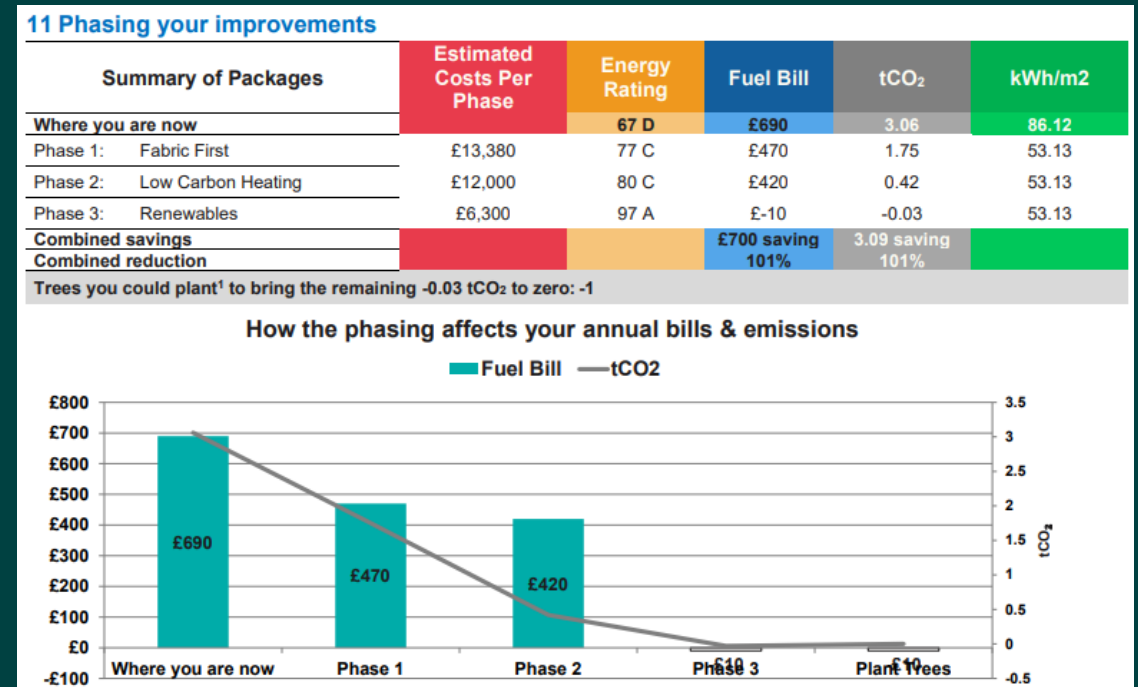


What retrofit can entail



What retrofit can entail

- Guidance to follow in PAS2035 and PAS2038
- New oversight roles beyond just standard contractors – retrofit advisor, retrofit assessor, retrofit coordinator, retrofit designer, retrofit evaluator
- Fabric first approach – develop and follow a medium/long-term plan for improving building fabric before heat pump installation



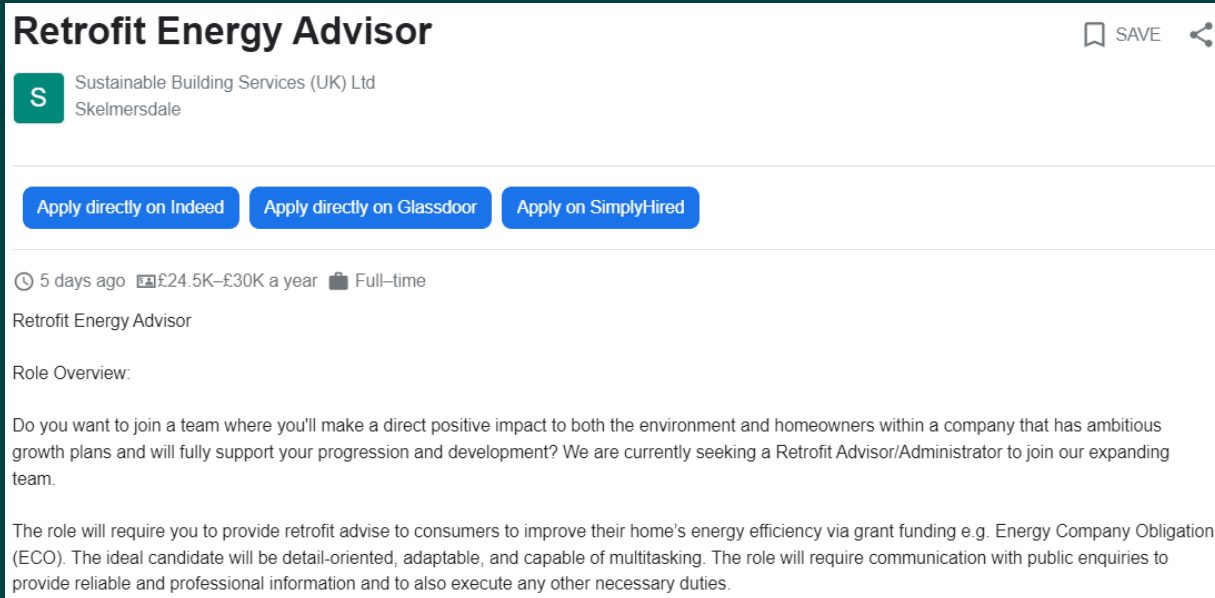
Skills needed for retrofit jobs

- “Our ambition for driving the new green industry of low-carbon heating systems and energy efficiency measures has the potential to add up to £10 billion in Gross Value Added (GVA) per year in the UK and support ~240,000 jobs in 2035” – Powering Up Britain 2023
- Retrofit advisors – communicators, providing advice and support
- Retrofit assessors – inspectors to assess viable home improvements
- Retrofit designers – technical experts designing the solutions
- Retrofit installers – skilled tradespeople carrying out the work
- Retrofit evaluators – ensures the finished work is up to standard
- Retrofit coordinators – oversee all aspects of a retrofit project

Skills needed for retrofit jobs

- Job opportunities with:
 - Maintenance and repair companies
 - Contractor firms
 - Installer firms
 - Local Authorities
 - Community energy hubs
 - Construction companies
 - Property developers
 - Housing associations

Skills needed for retrofit jobs



Retrofit Energy Advisor SAVE

S Sustainable Building Services (UK) Ltd
Skelmersdale

[Apply directly on Indeed](#) [Apply directly on Glassdoor](#) [Apply on SimplyHired](#)

🕒 5 days ago 💰 £24.5K–£30K a year 🏢 Full-time

Retrofit Energy Advisor

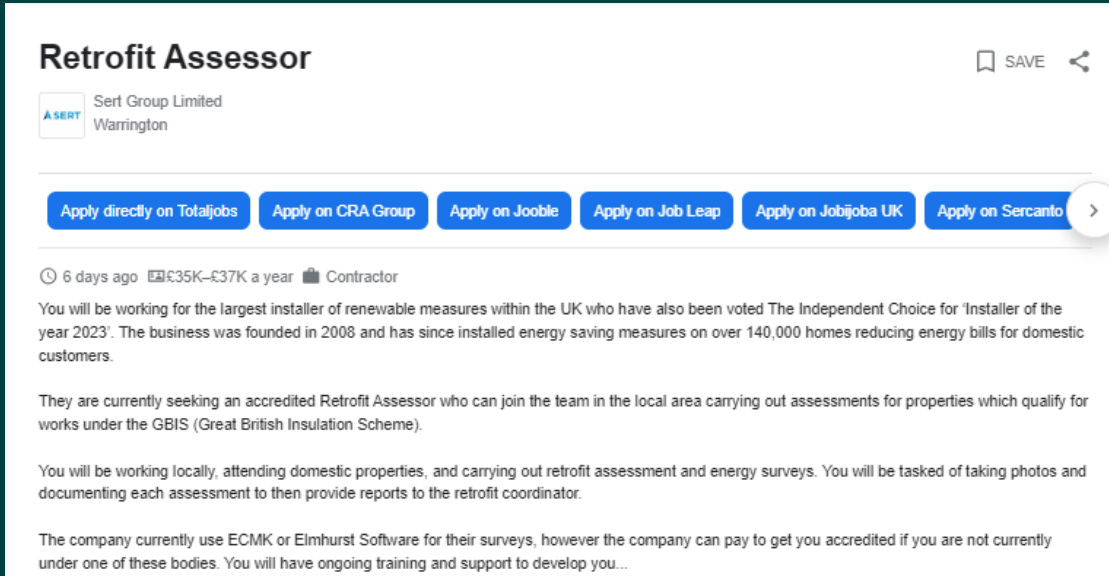
Role Overview:

Do you want to join a team where you'll make a direct positive impact to both the environment and homeowners within a company that has ambitious growth plans and will fully support your progression and development? We are currently seeking a Retrofit Advisor/Administrator to join our expanding team.


The role will require you to provide retrofit advice to consumers to improve their home's energy efficiency via grant funding e.g. Energy Company Obligation (ECO). The ideal candidate will be detail-oriented, adaptable, and capable of multitasking. The role will require communication with public enquiries to provide reliable and professional information and to also execute any other necessary duties.

- Retrofit advisors as early career opportunities can earn £25-30k
- Often looking for Level 3 Domestic Retrofit Advice Course, but many allow you to undertake in first few months of role
- Communication and customer service skills, sometimes admin skills

Skills needed for retrofit jobs



Retrofit Assessor SAVE

 Sert Group Limited
Warrington

[Apply directly on Totaljobs](#) [Apply on CRA Group](#) [Apply on Jooble](#) [Apply on Job Leap](#) [Apply on Jobijoba UK](#) [Apply on Sercanto](#) >

🕒 6 days ago 💰 £35K–£37K a year 🏢 Contractor

You will be working for the largest installer of renewable measures within the UK who have also been voted 'The Independent Choice for 'Installer of the year 2023'. The business was founded in 2008 and has since installed energy saving measures on over 140,000 homes reducing energy bills for domestic customers.

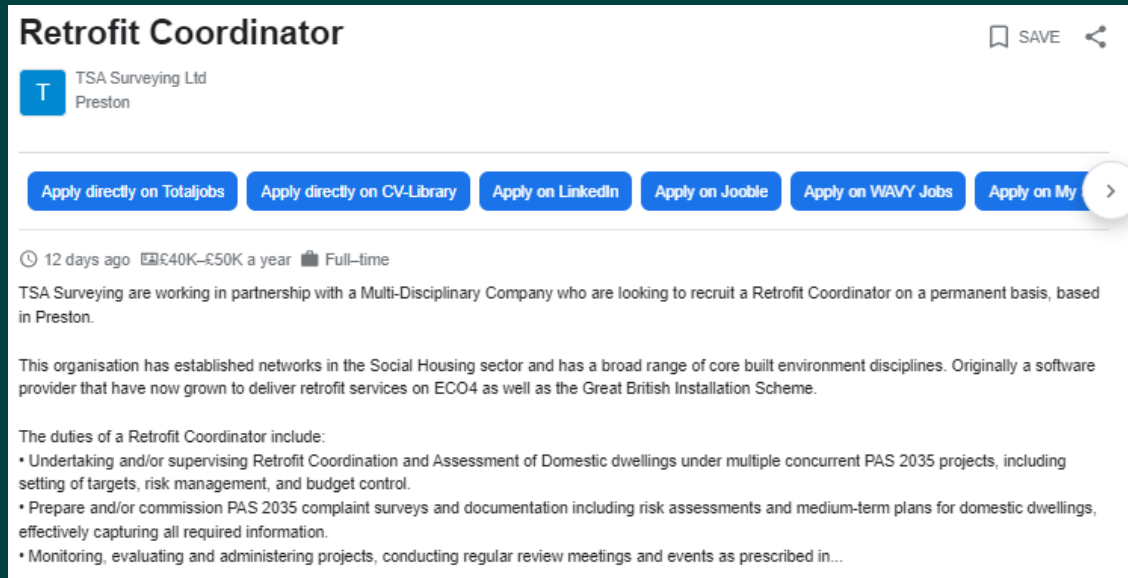
They are currently seeking an accredited Retrofit Assessor who can join the team in the local area carrying out assessments for properties which qualify for works under the GBIS (Great British Insulation Scheme).

You will be working locally, attending domestic properties, and carrying out retrofit assessment and energy surveys. You will be tasked of taking photos and documenting each assessment to then provide reports to the retrofit coordinator.

The company currently use ECMK or Elmhurst Software for their surveys, however the company can pay to get you accredited if you are not currently under one of these bodies. You will have ongoing training and support to develop you...

- Retrofit assessors are often the next step after advisor, with starting salaries around £30-35k with potential to rise to £50k
- Often looking for Level 4 Award in Domestic Retrofit Assessment, with role specific training on the job

Skills needed for retrofit jobs



Retrofit Coordinator

TSA Surveying Ltd
Preston

Apply directly on Totaljobs | Apply directly on CV-Library | Apply on LinkedIn | Apply on Jooble | Apply on WAVY Jobs | Apply on My >

🕒 12 days ago 💰 £40K-£50K a year 🏢 Full-time

TSA Surveying are working in partnership with a Multi-Disciplinary Company who are looking to recruit a Retrofit Coordinator on a permanent basis, based in Preston.

This organisation has established networks in the Social Housing sector and has a broad range of core built environment disciplines. Originally a software provider that have now grown to deliver retrofit services on ECO4 as well as the Great British Installation Scheme.

The duties of a Retrofit Coordinator include:

- Undertaking and/or supervising Retrofit Coordination and Assessment of Domestic dwellings under multiple concurrent PAS 2035 projects, including setting of targets, risk management, and budget control.
- Prepare and/or commission PAS 2035 complaint surveys and documentation including risk assessments and medium-term plans for domestic dwellings, effectively capturing all required information.
- Monitoring, evaluating and administering projects, conducting regular review meetings and events as prescribed in...

- Retrofit coordinators are often the next step after assessors, with starting salaries around £35-50k
- Often looking for Level 5 Diploma Retrofit Coordination and Risk Management, with role specific training on the job

Skills needed for retrofit jobs

PAS 2035:2019

Annex A (Normative) Qualifications

COMMENTARY ON Annex A

RPEL is Recognition of Prior Experience and Learning. To meet the requirements of this PAS, RPEL processes should lead to a nationally recognized vocational or professional qualification that appears in the Register of Regulated Qualifications maintained by Ofqual for England and by its equivalents for the devolved nations.

A.1 Qualifications for Retrofit Advisors

A.1.1 A Retrofit Advisor shall be either:

- a person who has completed the City & Guilds Energy awareness and energy advice training and passed the associated examination and practical test, or who is working towards that qualification via a recognized training course or RPEL process;

A.2.2 For projects assessed as risk grade B or C, to which the requirements of **Path B** or **Path C** apply, a Retrofit Assessor shall be a Domestic Energy Assessor certified and registered by a UKAS-accredited assessor body, or who is working towards such certification and registration via a recognized RPEL process or via a training course that appears on the register maintained by Ofqual (for England), the Council for Curriculum Examinations and Assessment (for Northern Ireland), the Scottish Qualifications Authority (for Scotland) or Qualifications in Wales (for Wales).

A.2.3 For projects assessed as risk grade B or C, to which the requirements of **Path B** or **Path C** apply, where the dwelling to be assessed is a protected building, the Retrofit Assessor shall meet the requirements of **A.2.2** and shall also hold one of the following qualifications:

- the Level 3 Award in Energy Efficiency and Retrofit of

PAS 2038:2021

Annex B (informative) Project team qualifications

B.1 Qualification of project team members

The following qualifications are examples that are considered to be appropriate; other available equivalents are also permissible. The following list is not exhaustive and qualifications required will depend on the nature of the project:

- Non-Domestic Energy Assessor (NDEA, Level 4 or 5) – for activities specified in Clauses 5 to 8 only;
- Display Energy Certificate (DEC) Assessor – for activities specified in Clauses 5 to 8 only;
- Architect or Chartered Architect;
- Chartered Architectural Technologist;
- Chartered Builder or Chartered Construction Manager;
- Chartered Building Services Engineer;
- Chartered Building Surveyor;

B.2 Additional qualifications


The following additional qualifications are examples that are considered to be appropriate; other available equivalents are also permissible:

- Level 3 Award in Energy Efficiency and Retrofit of Traditional Buildings;
- Scottish Level 3 Award in Energy Efficiency Measures for Older and Traditional Buildings;
- Scottish Level 6 Award in Energy Efficiency Measures for Older and Traditional Buildings; or
- Welsh Level 3 Award in Energy Efficiency Measures for Older and Traditional Buildings.

These four qualifications are almost identical and may be regarded as interchangeable for the purpose of this PAS. Qualification c) has been withdrawn and qualification d) is no longer available, but holders of

Skills needed for retrofit jobs

Heat Pump Engineer

 Low Carbon Recruitment Ltd
Doncaster

[Apply directly on Glassdoor](#) [Apply on SimplyHired](#)

🕒 11 days ago

💰 £42K a year

🏢 Full-time

Heat Pump Installer – Overview

We are currently working with an established Renewable Energy company based in South Yorkshire who are looking for a Heat Pump Installer to join the team. They are a reputable company that put their employees and the customers first, making installations as easy as possible through good organisation, correct training and support at all times. They cover a 100 mile radius of Doncaster but work mostly within Yorkshire, Nottinghamshire and Derbyshire.

They work with private domestic customers mostly on retrofit installations of Heat Pumps. Mostly, you will be capping of the old heating system whether that is a Gas Boiler, LPG or Oil boiler and carrying out full installation of the new ASHP unit, upsizing radiators, cylinders and any other required works. You will work in a 2 man team at all times and their focus is on quality over quantity. They usually set 2-3 days per install but understand some jobs may take longer – they work on a right first time basis so would rather you got the job done right than get than getting the job done quick!

- Plumbers and HVAC engineers/mechanics already have many of the key skills, but will need top-up specialised training
- Qualified electrician is needed
- MCS has split the Heat Pump Standard into Design and Installation, allowing for two specialisation routes

Skills needed for retrofit jobs

Cavity Wall/Loft Insulation Installer

☐

Aira
Anywhere

Apply on Aira

Apply on Jobgether

Apply on Jabilize

🕒 20 days ago

💰 £45K a year

🏠 Work from home

🕒 Full-time

Our team is growing, and we're now hiring for a Cavity Wall/Loft Insulation Installer. Join our ECO team with All Seasons Energy, part of Aira Family and help customers on low incomes reduce their bills.

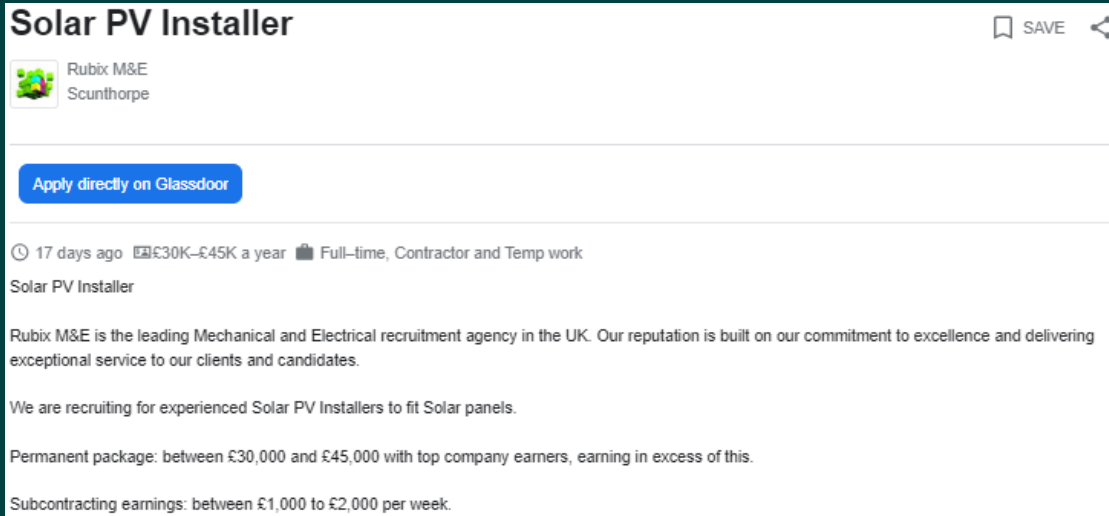
If you're an experienced Cavity Wall/Loft Insulation Installer, looking for guaranteed work, with the addition of an excellent salary, company vehicle and fuel card, apply today. You need to be enthusiastic, organised, and able to work as part of a larger team. Working away from your area will be required, with all expenses covered by the company.

Skills you'll need as a Cavity Wall/Loft Insulation Installer at All Seasons Energy


- Experience installing cavity wall and loft insulation
- Excellent customer communication skills
- Ensure on-site installations comply with industry accreditation
- Ability to work without supervision

- Cavity wall insulation will be the most common in our area, but external wall insulation will also play an important role
- Lower level qualifications often needed, e.g. Level 2 NVQ Certificate in Insulation and Building Treatments – Cavity Wall Insulation

Skills needed for retrofit jobs



Solar PV Installer SAVE

 Rubix M&E
Scunthorpe

[Apply directly on Glassdoor](#)

🕒 17 days ago 💰 £30K-£45K a year 🏢 Full-time, Contractor and Temp work

Solar PV Installer

Rubix M&E is the leading Mechanical and Electrical recruitment agency in the UK. Our reputation is built on our commitment to excellence and delivering exceptional service to our clients and candidates.

We are recruiting for experienced Solar PV Installers to fit Solar panels.

Permanent package: between £30,000 and £45,000 with top company earners, earning in excess of this.

Subcontracting earnings: between £1,000 to £2,000 per week.

- Typically electrician backgrounds, supplemented by roofing skills like scaffolding at working at height
- Some small role for plumbers moving into solar thermal
- Will need additional specialised solar training

Round Table Discussion

Question 1

What future skills development activity are you aware of, that is currently taking place to ensure that as a region we are able to meet the skills demands?

Round Table Discussion

Question 1

Group Feedback

Round Table Discussion

Question 2

What barriers exist and what support is needed to ensure that we as a region can meet the government ambitions ?

Round Table Discussion

Question 2

Group Feedback

Thank you

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north east & yorkshire
NET ZERO HUB