



125 YEARS OF PROGRESS
Powering a future of opportunity



Industry View

The Engineering & Building Services Sector Plan: Where it's come from, what it says, and what happens next

Andrew Eldred
Managing Director

About ECA



Powering a Future of Opportunity

ECA is the UK's leading trade association for the electrotechnical and wider engineering services industry. We help our Members build strong businesses and a resilient industry.

Through both our skills service offering and representational work, ECA aims to help Members meet their workforce development needs.



About EBSSA



Powering a Future of Opportunity

Engineering & Building Services Skills Alliance

- Coalition of trade associations and other sector organisations committed to coordinating and amplifying the voice of engineering and building services on skills policy



About engineering and building services



Powering a Future of Opportunity

E&BS is now the preferred catch-all term for engineering services/ building services/ BSE/ M&E/ MEP.

Old SummitSKILLS scope +++

- Electrical power and lighting
- Heating, ventilation, air conditioning and refrigeration (HVACR)
- Plumbing and water systems
- Fire detection and suppression
- Security and access control
- Building controls and automation
- Thermal insulation
- Lifts, escalators and specialist mechanical systems
- Network cabling and digital infrastructure

More about EBSSA



Powering a Future of Opportunity

Emergent organisation (established 2023) – but growing and developing fast.

Logo and simple website launched in February 2026 to coincide with publication of E&BS Sector Skills Plan: <https://www.ebssa.uk/>

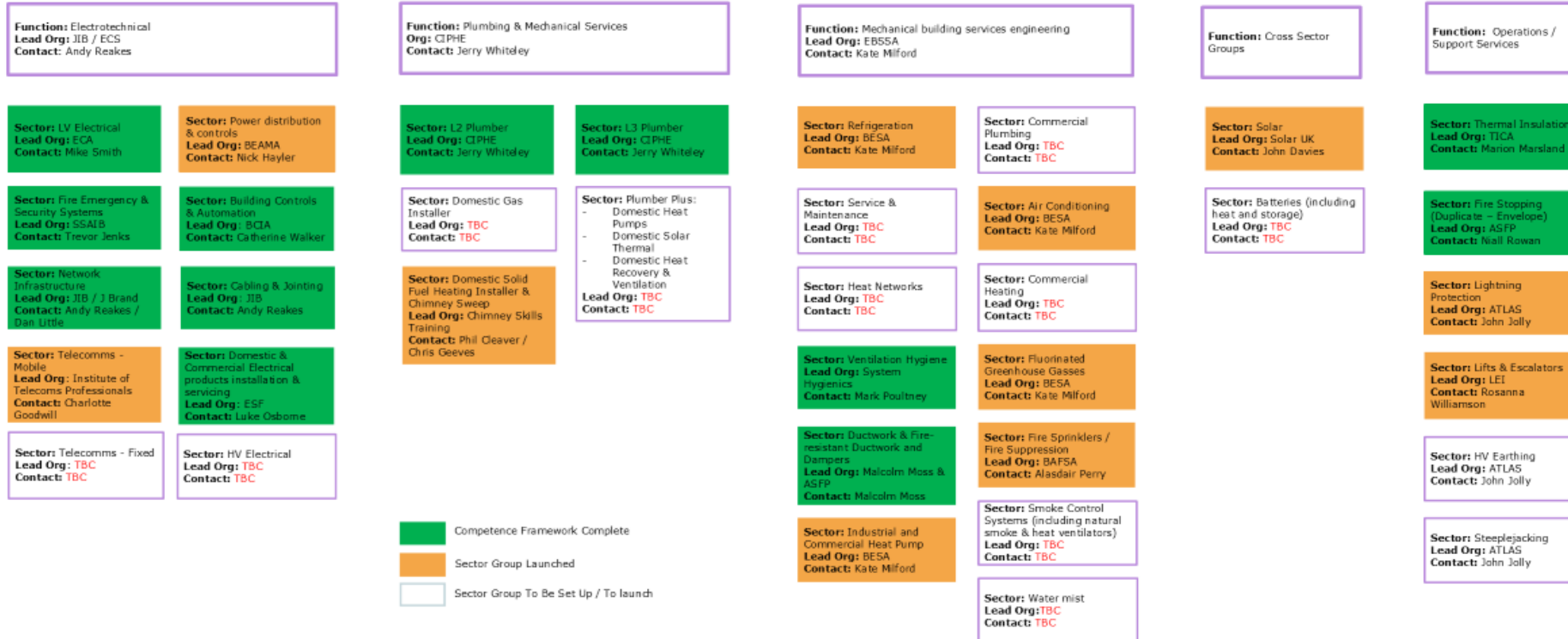
- Since 2023, EBSSA and its member organisations have been supporting Sector Led Group 10.2 ('Engineering Installation and Maintenance') in developing 37 **individual competence frameworks** for Building Safety Act compliance
- Since 2025, EBSSA and ECA have been supporting E&BS representation and contributions to the **Construction Skills Mission Board**
 - EBSSA developed **E&BS Sector Skills Plan** at request of CSMB – published February 2026
- EBSSA now starting to engage separately with Skills England, DfE, DWP, DESNZ, etc.

EBSSA: SLG 10.2 competence frameworks



Powering a Future of Opportunity

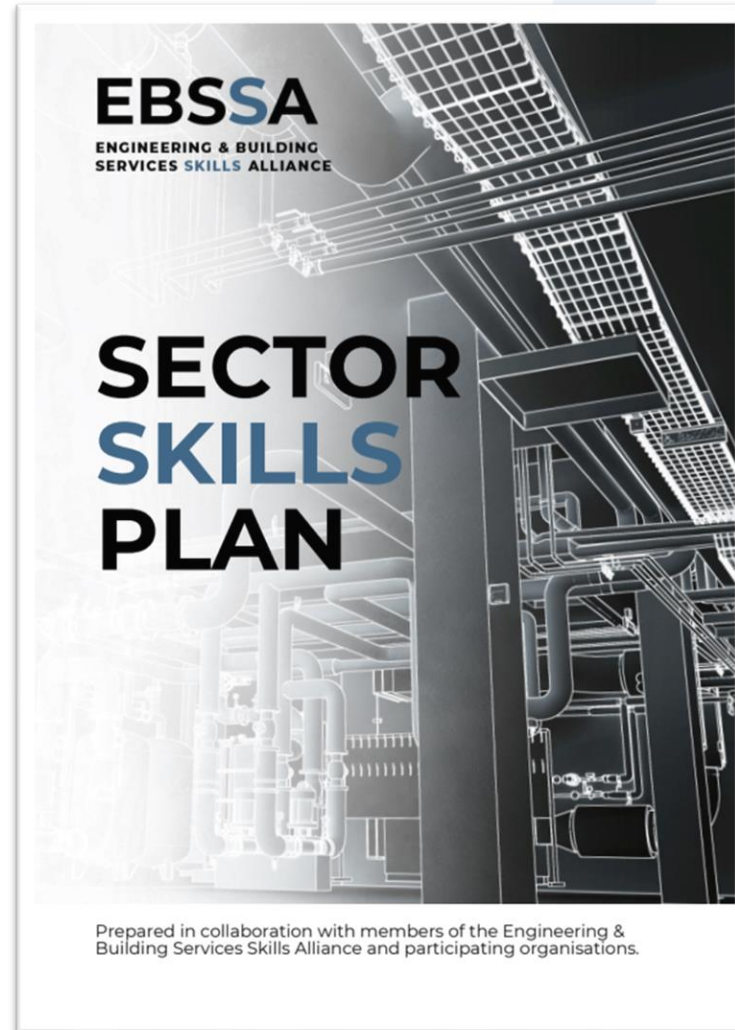
Engineering Super Sector Reporting Group (SLG 10.2) Run by Mike Smith – Actuate UK / EBSSA



EBSSA: CSMB + Sector Skills Plan



Powering a Future of Opportunity



EBSSA logo



Powering a Future of Opportunity

EBSSA | **ENGINEERING & BUILDING
SERVICES **SKILLS** ALLIANCE**

What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Background (Chapters 1-6)

- Sector size, scope and economic contribution
- Workforce characteristics and labour market intelligence
- Key challenges facing E&BS sectors
- Sector strengths and good practice

What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

“Since leaving the ITB levy system in 1990, E&BS sectors have successfully:

- Built up their own training infrastructure*
- Developed their own competence systems*
- Delivered high apprenticeship volumes*
- Maintained strong employer engagement.*

“This independence has fostered innovation, agility and high standards. It has also consistently demonstrated superior outcomes and value for money.”

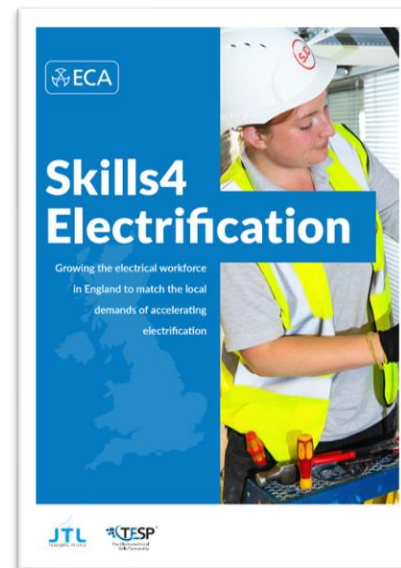
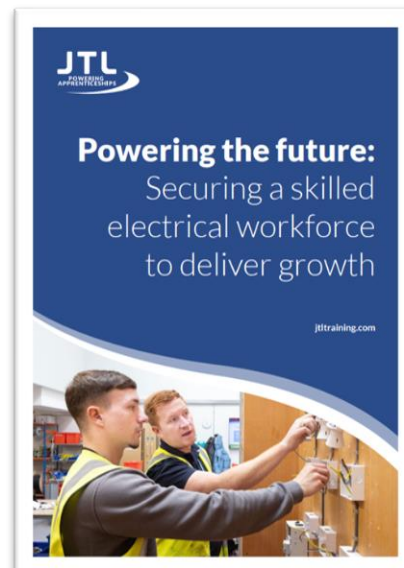
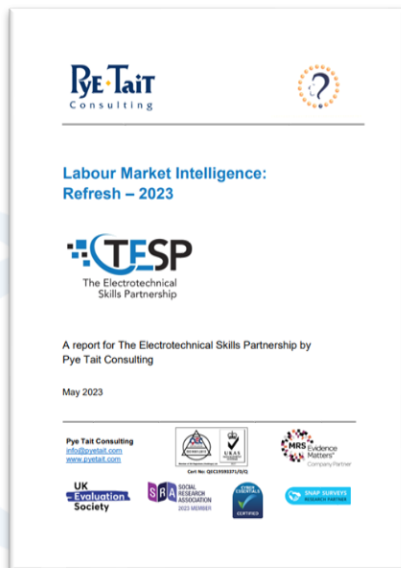
What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Recognising EBSSA and E&BS

- **Recommendation 1. Formally recognise EBSSA** as the lead vehicle for convening E&BS input into skills policy design and workforce planning.
- **Recommendation 2: Use Sector-Led Labour Market Intelligence.** Work with EBSSA and its members to maximise the benefits of sector-specific data and analysis.



What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Addressing barriers to employer demand

- **Recommendation 3: Support SMEs.** Boost financial incentives and practical support to help small businesses recruit, train, and retain workers.
- **Recommendation 4: Strengthen Skills Requirements in Contracts.** Include effective skills and employment targets in public and private sector contracts.
- **Recommendation 5: Review Worker Status.** Align employment rights reforms with tax and NI reform to reduce reliance on casual labour and encourage investment in training.

<https://www.the-esp.org.uk/wp-content/uploads/2025/05/TESP-Apprentice-Return-on-Investment-Research-May-2025.pdf>



What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Prioritise training routes that deliver industry-recognised competence.

- **Recommendation 6: Protect and Expand Industry-Recognised Training Routes.** Work with EBSSA to safeguard and grow industry-valued apprenticeships, NVQs, and experienced worker assessment routes.
- **Recommendation 7: Reprioritise Adult Upskilling.** Improve funding and access to adult NVQ and experienced worker assessment routes.



Get Recognised.

If you want to get your skills and experience recognised to the industry Level 3 benchmark, the Experienced Worker Assessment (EWA) can help.

There are two EWA routes – Installation Electrician and Domestic Electrician – based on the same content as the industry apprenticeships, so both new entrants and existing workers are assessed and accredited against the same industry standard.

The EWA is not a short cut to getting qualified. Those without the range of competence and duration of industry experience after training will not have the skills or knowledge needed to successfully complete the assessment.

Which Experienced Worker Assessment are you looking for?

Installation Electrician

Domestic Electrician

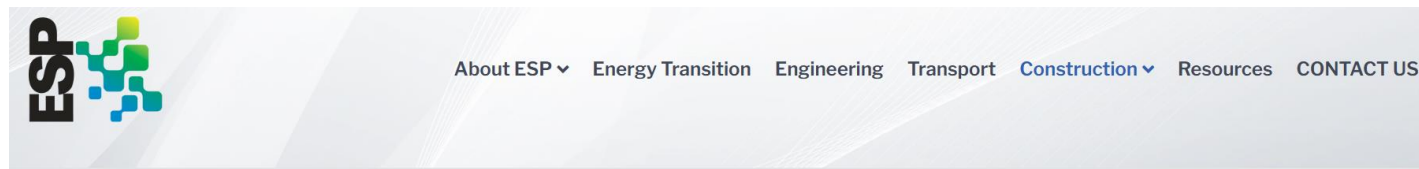
What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Get serious about net zero upskilling training and competence.

- **Recommendation 8: Develop a National Installer Skills Matrix.** Clarify and rationalise skills requirements for energy efficiency and low-carbon technologies.



What the E&BS Sector Skills Plan says



Powering a Future of Opportunity

Support providers and improve learner progression.

- **Recommendation 9: Boost Tutor and Assessor Capacity.** Recruit and retain more qualified staff to deliver high quality industry-recognised training.
- **Recommendation 10: Improve Progression Rates from Classroom-Based Courses:** Prioritise learners moving from classroom courses into industry-recognised training.

A screenshot of the Electrical Times website. At the top right is the 'ET' logo in a red square and the URL 'electricaltimes.co.uk'. Below the logo is a navigation menu with links for 'ELECTRICAL PROJECTS', 'NEWS', 'FEATURED PRODUCTS', 'MAGAZINE', and 'TOP 50 ELECTRICAL CONTRA'. Below the menu are links for 'E WITH US' and 'CONTACT US'. The main content area features a large headline: 'BROKEN ELECTRICAL SKILLS PIPELINE THREATENS UKS NET-ZERO AND GROWTH AMBITIONS URGES ELECTRICAL CONTRACTORS' ASSOCIATION'. To the right of the headline is a red 'REC' tag, followed by the text 'Shown from ac', a small image of a building, the text 'ELECTF', and the date '4 March'. At the bottom right is another small image of a building.

Mapping EBSSA Plan against Construction Skills Package



Powering a Future of Opportunity

Construction Skills Package	EBSSA Sector Skills Plan
Construction Technical Excellence Colleges	Yes
Skills Bootcamps	Yes (so long as aligned with industry-recognised competence standards and training routes)
Foundation apprenticeships	No
Industry placements	Maybe (but non-CITB sectors currently marginalised)
Capital fund	Maybe (but non-CITB sectors currently marginalised)
FE teacher industry exchange	Maybe (but non-CITB sectors currently marginalised)

Mapping Construction Skills Package against EBSSA Plan



Powering a Future of Opportunity

EBSSA Sector Skills Plan	Construction Skills Package
1. Formally recognise EBSSA	No
2. Use Sector-Led Labour Market Intelligence	No
3. Support SMEs	No
4. Strengthen Skills Requirements in Contracts	No
5. Review Worker Status	No
6. Protect and Expand Industry-Recognised Training Routes	No
7. Reprioritise Adult Upskilling	No
8. Develop a National Installer Skills Matrix	No
9. Boost Tutor and Assessor Capacity	Partly (FE teacher industry exchange)
10. Improve Progression Rates from Classroom-Based Courses	Partly (Industry placements)

Next steps



Powering a Future of Opportunity



References



Powering a Future of Opportunity

EBSSA

- New website: <https://www.ebssa.uk/>
- Sector Skills Plan: <https://www.actuateuk.org.uk/media/mxjewcfy/final-ebssa-sector-skills-plan.pdf>
- SLG10.2 'Engineering' Super Sector: <https://www.constructionleadershipcouncil.co.uk/workstream/people-and-skills/competence/>

Electrical sector LMI

- TESP national LMI: <https://www.the-esp.org.uk/current-lmi-information/>
- TESP/ ECA regional LMI: <https://www.the-esp.org.uk/regional-lmi-information/>
- JTL workforce forecast: https://jtltraining.com/wp-content/uploads/2025/10/JTL-Report_Powering-The-Future.pdf

Miscellaneous

- Experienced Worker Assessment: <https://www.electrical-ewa.org.uk/>
- Scottish Installer Skills Matrix: <https://esp-scotland.ac.uk/scottish-installer-skills-matrix/>



ECA

125
YEARS

Powering a Future of Opportunity

