



How can we solve the green skills 'demand' problem?



What would need to happen for learner demand to appear?

Local employer partnerships?

Clearer career pathways?

Guest lectures from industry?

Apprenticeship standards changing?

Funding incentives?

What can Quantum do for you to help support?

What's happening in industry lately?

Warm Homes Plan (WHP) [£15b Public Investment]

By 2030 gov wants to:

- Upgrade up to 5 million homes in total (with **insulation**/PV/HPs)
- Triple the number of homes with solar today by deploying panels on the rooftops of up to 3 million more homes.
- Deliver over 450,000 heat pump installations per year.
- 180,000 additional jobs created in energy efficiency and clean heating

Gov is supporting (through **HVCP** and **FCJ**) the following:

- L2 NVQ in Thermal Insulation
- Installing and Maintaining AC and HP systems
- L3 Diploma in Insulation and Building Treatments
- L2 Diplomas in Refrigeration, AC and HP Systems

Electrotechnical Assessment Specification

[Key Changes coming into effect 1st Oct 2026]

What? There are now new qualification standards for:

- Electrical vehicle charging installations
- Solar PV installations
- Battery storage installations

Required by all employed persons and Qs undertaking this work.

- **Why?** To strengthen safety, competence and consistency across the electrical industry, and to support the *growing demand for low-carbon technologies*.

List of acceptable qualifications under new EAS requirements found [here](#)

What's happening in industry lately?

WHP – More Info

Skill Area	Expected Drivers	Training / Qualification Pathway
Insulation & fabric retrofit	Upgrading walls, floors, roofs; energy efficiency improvements	NVQ Level 2/3 in Fabric Insulation; PAS 2030/2035 compliance
Low-carbon heating systems	Heat pumps, hybrid systems, biomass	Heat pump installation qualifications (e.g., Microgeneration Certification Scheme (MCS), Level 3 or 4 Heat Pump Awards)
Energy assessment & coordination	PAS 2035 Retrofit Coordinators, Assessors	Level 4 Retrofit Coordinator / Assessor Awards
Electrical & plumbing retrofit	Supporting heat pumps, EV-ready systems	Electrical or plumbing certifications aligned with MCS / PAS 2030
Project management / building control	Oversight of large-scale retrofit programmes	Short courses in retrofit project management, compliance, and quality assurance

The WHP will drive strong demand (over next 3 – 5 years) for skilled retrofit and low-carbon workers, creating opportunities for colleges to expand courses in insulation, heat pumps, energy assessment, and PAS 2030/2035–compliant training.

What's happening in industry lately?

Electrotechnical Assessment Specification - More Info

Aspect	Before EAS Updates	After EAS
Example: Legal PV installation	NICEIC/NAPIT registration with PV scope + MCS/recognised PV qualification	Must hold Level 3 PV Award + NICEIC/NAPIT registration
Flexibility in accepted qualifications	Yes — various MCS or PV courses accepted	No — only EAS-approved Level 3 PV
Upskilling need	Only for those not MCS or PV-qualified	All existing installers may need Level 3 PV award if their current certificate isn't EAS-recognized
Workforce standardisation	Variable across schemes - no formal competence standard like EAS ; it relied on certifications, employer oversight, and voluntary training.	Fully standardised and regulated

EAS updates formalizes and standardizes qualifications across all CPS providers (NAPIT, NICEIC etc)

What else is happening in industry lately?

ECO4 Transition to Warm Homes Plan

- Oct 2025: NAO reported 98% failure rate on delivery of solid wall insulation (based on ~400 installs)
- IAA reports 12% failure rate under its own inspections (based on ~thousands)
- 38 installers businesses suspended
- WHP will replace ECO4's role as the government backed retrofit support programme

Publication of Clean Energy Jobs Plan

- Clean energy is one of the 8 Growth Sectors in Industrial Strategy
- More than 430,000 additional skilled jobs will be required by 2030 to deliver the Clean Energy Mission
- Energy & Utility Skills Group will work with DESNZ, trade unions, employers and training providers to translate ambition into delivery.

Post 16 Education and Skills White Paper

- New levy flex for shorter training
- Stronger role for Technical Excellence Colleges
- Clearer Level 4–5 routes
- 10 CTECs and 5 Clean Energy Technical Colleges

Government Funding - Decarbonisation

- Boiler Upgrade Scheme (BUS) (£2.7b)
- Social Housing Decarbonisation Fund (£1.25b)
- Home Upgrade Grant (HUG) (£700m allocated to Local Authorities) being replaced by Warm Homes Local Grants (£500m 2025 - 2028)

Government Funding - Skills

- £200m Capital Investment through Skills Mission Fund (CTECs)
- £800million earmarked extra funding for 16 – 19 education
- Devolving more ASF to Local Authorities
- WHP: £7m/year to Heat Training Grant from 2026 - 2029

Policy Recommendations for National Retrofit Workforce Strategy

- Released by National Retrofit Hub & Ashden
- Summarized in 10 key recommendations
- Calls for long-term investment in skills to deliver warmer homes, lower energy bills, and the UK's climate goals.

More Data Published

- **Ofgem** reported ~68,000 BUS vouchers redeemed in 2025 vs ~41,000 in 2024
- In first half of 2025 **MCS** reported 130% rise in battery storage installations compared with same period in 2024
- In first half of 2025 MCS reported 36% increase in Solar PV installations compared with same period in 2024

Policy

- Legally binding commitment to reduce GHG emission by 100% from 1990 levels by the year 2050
- Future Homes Standard Implemented by 2027 (Embedded in Buildings Regs - Part L and Part F)
- Minimum Energy Efficiency Standard (MEES) from EPC E to C (between 2025 – 2030)

Employers & Manufacturers – Our Partners



jade@thequantumgroup.uk.com
07715 296 032