

Building Skills to Deliver the EU Green Deal

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December 2020

The UK perspective: growing ambition



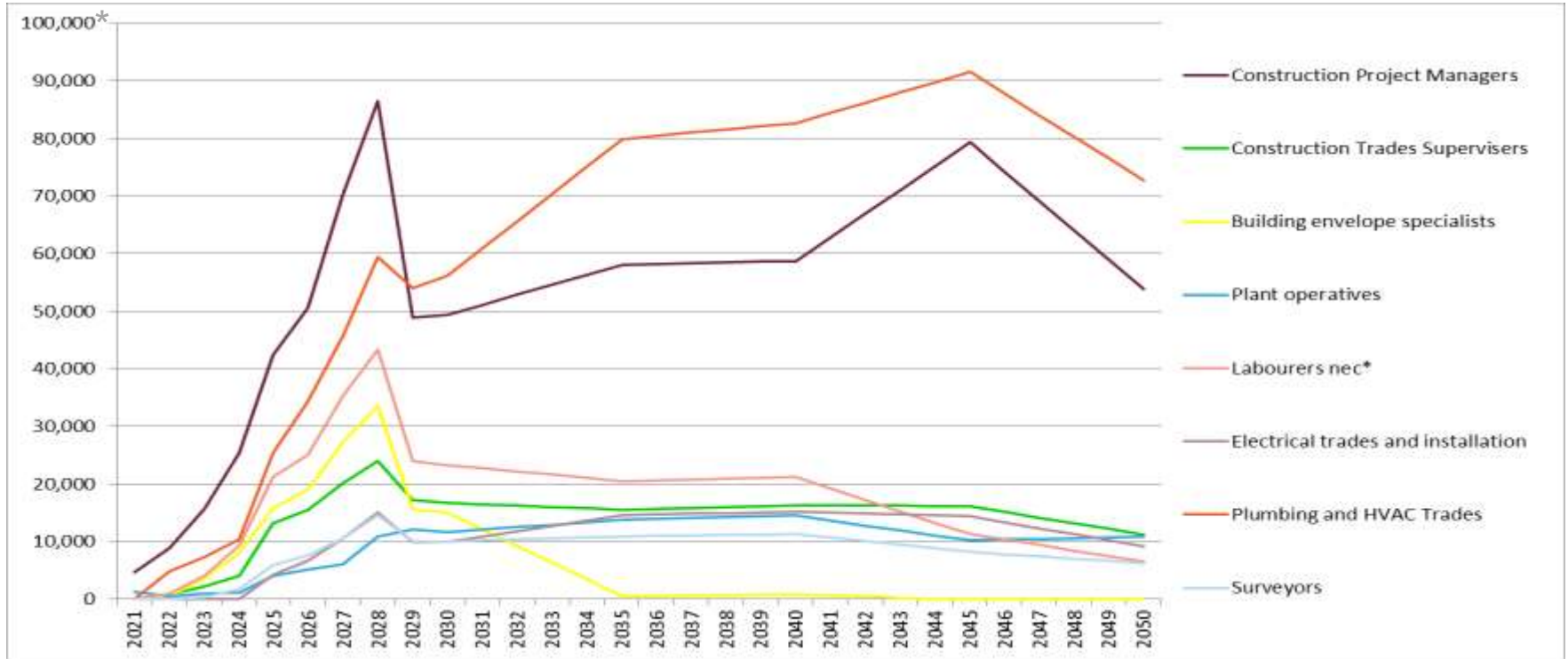
- Legally binding **Net Zero** target (68% emissions reduction by 2030)
- **COP26** to be hosted in Scotland
- Around **half of UK emissions** can be influenced by construction
- **Growing customer demand and market opportunity** is driving industry ambition



Costain CEO: cutting carbon is 'huge opportunity for sector'

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Growth in RMI sector will create green jobs



Additional FTE requirements to fulfil Committee on Climate Change central scenario, profiled to 2050.

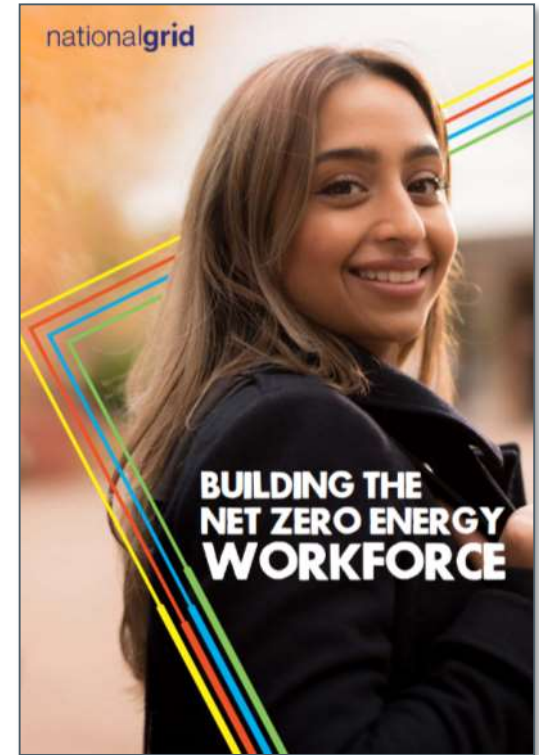
*FTE above 2019 baseline

The recruitment challenge



Construction faces huge competition for talent:

- Many sectors anticipate growth and transformation as a result of the Net Zero target.
- Despite recent improvements, compared to other sectors, construction suffers from low appeal and poor diversity.





What is FIR, and how can you achieve it?

Our vision is one of a more inclusive built environment sector, that is better able to attract, recruit, train and retain talent and meet the expectations of all our stakeholders.



The Fairness, Inclusion and Respect (FIR) programme is an industry-wide initiative that aims to make workplaces better for everyone.

The programme provides, free, industry-endorsed training and resources, guidance and materials, that supports businesses to be more innovative and profitable by addressing workplace culture challenges, and helps attract and retain people from the full pool of talent.

You can access free online resources (the FIR Toolkit) and attend free training workshops. As an employer we help you to meet your legal obligations around equality, diversity and anti-discrimination and empower your people to make your workplace more supportive for all.

Promoting a culture of fairness, inclusion and respect brings many business benefits to the companies that work to achieve it. As a sector, we need to embrace FIR in order to attract, recruit, train and retain the skills in order to address the industry-wide skills shortage. Clients and large contractors are increasingly expecting their supply chain partners to work with them to achieve this.

Definition challenge – what skills do I need?



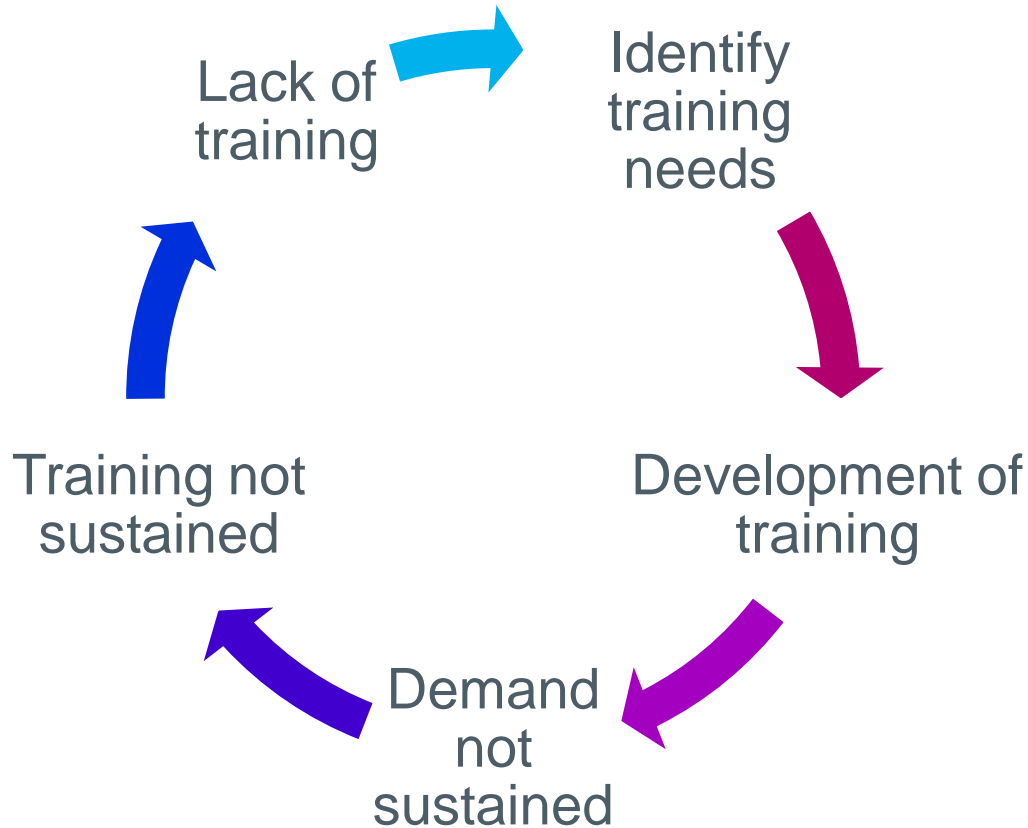
GREEN JOBS

- Retrofit assessors, designers, coordinators, evaluator / monitors
- Installers - specialist building envelope and heat pump installers
- Heat Networks - design and management roles in particular
- Modern Methods – designers, surveyors, installers and project managers.

UPSKILLING

- Sustainable construction awareness (introductory), e.g. the Green Register.
- Behavioural and digital skills
- Systems thinking to build collaboration between trades
- Understanding the repair, maintenance and improvement of traditional buildings (including energy efficiency retrofit).
- Training that targets the reduction of errors and defects, e.g. the Get It Right Initiative
- Training that builds SME capability to access government-incentivised schemes, e.g. business administration.

The training demand challenge



Up front investment, e.g.



Priority Actions for NOW



INDUSTRY upskilling & advocacy

- Invest in skills training
- Green Recovery: retain skills

Culture change
(e.g. through FIR training)

TRAINING SECTOR build training capacity

- Plug training and qualification gaps
- Invest in capability

Developing transition training

LONGER TERM ACTIONS

Three priority actions for policy makers



Create demand for new green jobs:

- Establish **stable and consistent incentives** and regulation for renovation at a local level.
- Sponsor the development of **technical standards** for whole property retrofit work and ensure that these include clear and measurable definitions of competencies needed.

Build training capacity and capability for new green jobs:

- Adopt a **planned approach to skills provision** to balance immediate with future needs.