

# ADEPT President's Awards 2023

Entry form

<b>Main contact name</b>	Luke McCarthy
<b>Email</b>	luke.mccarthy@surreycc.gov.uk
<b>Award category</b>	Delivering Clean Growth
<b>Project Title</b>	Skills needs for low carbon heating
<b>Local authority entrant</b>	Surrey County Council
<b>Partner/s if applicable</b>	Nesta, Microgeneration Certification Scheme, IsoEnergy, East Surrey College

## Headline summary (150 characters max.)

Training and financial incentives to increase the number of trained heat pump installers, supported by evaluation and promotion to expand reach.

## Delivering clean growth: How is this project delivering clean growth, not just now but into the future – demonstrating ambition and vision, anticipating future challenges and future proofing growth including developing the workforce for the future? (150 words max)

The low carbon heating sector will contribute nearly £15bn to GVA by 2030 nationally (IPPR). Research (LGA's Local Green Jobs) indicates that there are significant skills shortages in this sector, indicating approximately 3000 additional heat pump installers were required in the next 3-5 years. The median age of existing heating engineers being 55 years, meaning many in the industry are coming up to retirement age.

Our own research (see below) highlighted a lack of quality training allowing existing heating engineers to transition to heat pumps. Similarly, there was limited evidence of what support is required, beyond training, to enable this.

We have produced a video of those who took part, which will be promoted to other heating engineers to encourage more to transition, recognising that it is not financially viable to directly fund training at the scale needed to meet the skills demand of the low carbon heating sector.

## Delivering clean growth: How is this project working across boundaries and with different partners to achieve long lasting clean growth? (150 words max)

Surrey County Council identified the clean growth potential and skills gaps of heat pump installation, aligned with the decarbonisation objectives outlined in our Climate Change Delivery Plan. The skills gaps had been particularly visible from our own successful delivery of grant funded schemes such as LoCASE (targeted at SME businesses), Green Homes Local Authority Delivery and Home Upgrade Grant as well as industry research (see below). We funded the pilot training and provided financial support, as well as bringing together other partners:

\* Nesta: expertise around the evidence of the barriers to expansion of the heat pump industry, especially financial challenges and lack of suitable training. They also provided funding to test financial support to assist transition and undertook evaluation.

- \* Microgeneration Certification Scheme: course content and industry insights
- \* IsoEnergy/East Surrey College: advised on training, including adapting content to meet identified industry need, delivered training and provided careers advice

**Delivering clean growth: How is this project proactively engaging with business to tackle problems and find solutions, stimulating the clean growth sector at the same time? (150 words max.)**

To understand industry needs we:

- \* Undertook a survey of Surrey heating engineers, consisting of 50 survey responses and follow-up interviews. Insights included low levels of heat pump-specific training amongst heating engineers, existing training offer not meeting needs and lack of knowledge of the heat pump industry.
- \* Engaged the Heat Pump Federation to gain further insights into the sector, particularly the lack of high quality training for existing heating engineers to transition
- \* Engaged with the Construction Industry Training Board to understand the potential interest from other construction trades in transitioning to heat pump installation, including what training they would require

We promoted the training to businesses through:

- \* Working through plumbers' merchants to raise awareness
- \* Businesses currently registered with Trustmark
- \* Businesses part of the supply chain for grant-funded projects
- \* Businesses who had previously trained with East Surrey College

As a result, the training was over-subscribed.

**Delivering clean growth: How is this project going beyond the 3-5 year budget cycle to prepare for future challenges including the use or consideration of innovative funding solutions? (150 words max.)**

Currently, there is no incentive for heating engineers to work on heat pumps, as they have an excess of work on fossil fuel systems. There are also costs associated with training (course costs and loss of earnings).

As part of this project we tested different financial mechanisms. This included:

- Incentive payments based on the number of heat pumps installed in the six months following the training, to make it financially beneficial to install heat pumps than other work
- Provision of bursaries to support heating engineers to transition to heat pump installation, eg to purchase specialist tools, equipment or membership of professional bodies

We are evaluating the programme, in partnership with Nesta, to understand the effectiveness of the training and financial support and we are developing a lessons learned paper to share insights with training providers and other councils.