House of Commons

Energy Security and Net Zero Committee

Workforce planning to deliver clean, secure energy

Sixth Report of Session 2024–26

HC 393

Energy Security and Net Zero Committee

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Summary

UK Governments have recognised the need to work with industry to effectively plan for the reskilling and development of the workforce of the new energy economy. The current Government set up the Office for Clean Energy Jobs and Skills England, which have produced, respectively, a Clean Energy Jobs Plan and a Post-16 Education and Skills White Paper after we had finished taking evidence. £1.2 billion of additional public expenditure per year has been allocated in the Spending Review to promote workforce skills by 2028–29. We are also expecting a Warm Homes Plan from the Government.

Our inquiry scrutinised the Government's workforce planning to support the delivery of its objectives for cleaner energy by 2030 and more buildings retrofitted with insulation and greener heating/cooling by 2050. It was put to us in evidence that the UK will not achieve either target without further government intervention in workforce planning.

There is a clear demand for skilled labour. We recommend the Government continue to tackle barriers preventing existing energy sector workers transitioning successfully; launch further initiatives to promote clean energy and retrofit careers among under-represented groups and those outside the existing workforce; and explore leveraging the short-term need for skilled immigration to boost the longer-term need for home-grown talent.

The Department and its Office for Clean Energy Jobs will have a key role to play. We recommend the Warm Homes Plan is published as soon as possible and that the Office for Clean Energy Jobs is effectively resourced so that it can cover both the clean energy and the retrofit workforces, as well as ensure the portability of skills across the UK's nations. We also recommend that the Government demonstrate how it is working with employers and the education sector to deliver clear career pathways.

There are a number of measures aimed at increasing demand, which we believe should be maintained during this Parliament, as well as funding schemes addressing the supply of skills, the impacts of which should be evaluated. Furthermore, we recommend the Government clarify its stance on the balance of levies between electricity and gas, revisions to the Energy Performance Certificates regime and the role of hydrogen in heating. We look forward to the Government's Warm Homes Plan and their estimate of

workforce needs and how they will meet it. The Government's Warm Homes Plan should facilitate a greater role for local authorities to accelerate the roll-out of retrofit.

1 Introduction

1. The UK's energy transition has implications for the UK's workforce. Clearly, there will be winners and losers as energy sector businesses, on both the supply and consumption sides of the equation, shift from a fossil fuel basis to low-or-no carbon alternatives. However, estimates from the Climate Change Committee suggest substantial net employment gains from transition, of between 135,000 and 725,000 jobs by 2030, in low-carbon sectors, such as building retrofit, renewable energy generation and the manufacture of electric vehicles.[1] This suggests that, with effective planning, reskilling and development, those in danger of losing out at workforce-level could win jobs in the new energy economy.

2. Previous Conservative governments set out their approach to working with industry to support the necessary jobs and skills in a range of initiatives beginning with 2018's *25 Year Environment Plan*.[2] The 2021 Green Jobs Taskforce noted that a worsening shortage of green skills threatens the pace of economic and industrial transformation thought necessary to tackle the impacts of climate change.[3] The previous government set out to establish a Green Jobs Delivery Group as the central forum for industry and government action on green jobs and skills.[4]

3. Following the 2024 General Election, the new Government replaced the Green Jobs Delivery group with the Office for Clean Energy Jobs (OCEJ) within the Department for Energy Security and Net Zero (DESNZ). The OCEJ aims to ensure the success of the Government's Clean Energy Mission by ensuring that clean energy jobs are good jobs. It aims to engage groups

1 Climate Change Committee, "A Net Zero workforce", 24 May 2023

2 Department for Environment, Food & Rural Affairs, "25 Year Environment Plan", 11 January 2018; Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy, "Net Zero Strategy: Building Back Greener", 19 October 2021; Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy, "British Energy Security Strategy", updated 7 April 2022; and Department for Energy Security and Net Zero, "Powering Up Britain Plan", 30 March 2023

3 Department for Energy Security and Net Zero, Department for International Trade and Department for Business, Energy & Industrial Strategy, "Green Jobs Taskforce report", 14 July 2021

4 Department for Energy Security and Net Zero, "Green Jobs Delivery Group", updated 28 October 2024

relevant in the clean energy sector workforce including trade unions, experts, and industry.[5] The Government also launched Skills England, an arms-length body sponsored by the Department for Education (DfE).[6]

4. The OCEJ produced an assessment of the clean energy jobs challenge in December 2024.[7] It published a Clean Energy Jobs Plan (CEJP) on 19 October 2025.[8] This was after we had finished taking evidence. The Government told us, in May 2025, that it intended to publish a national workforce strategy, to cover both the clean energy sector and the decarbonisation of buildings. It said, the strategy would set out metrics against which it should be assessed.[9] The CEJP outlines actions aimed at supporting clean energy jobs broadly and that specific initiatives for retrofit will be addressed separately within the Warm Homes Plan.[10] The Department also told us that Skills England will be publishing annual, or perhaps biannual, reports on occupations and skills across all sectors, including clean energy.[11] As well as the CEJP, the Government published a Post-16 Education and Skills White Paper on 20 October 2025.[12] Both the White Paper and the CEJP appear to acknowledge and address many of the issues raised in our inquiry.

5. In terms of the broader picture, the Government allocated £1.2 billion of additional public expenditure per year in the Spending Review to promote workforce skills by 2028–29.[13] This included £625 million towards the training of an envisaged 60,000 additional skilled construction workers announced previously.[14] In June 2025, the Government also announced the inaugural meeting of a 'Construction Skills Mission Board' with the objective of seeing industry recruit 100,000 more construction workers per year by the end of the Parliament.[15]

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5 Department for Energy Security and Net Zero, "Green Jobs Delivery Group", updated 28 October 2024

6 Department for Education, "Skills England to transform opportunities and drive growth", 22 July 2024 and Skills England, "About us", accessed 4 June 2025

7 Department for Energy Security and Net Zero, "Clean Power 2030 Action Plan: Assessment of the clean energy skills challenge", 13 December 2024

8 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025

9 Q207 [Sarah Jones MP]

10 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025

11 Q259 [Hugo Jones]

12 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025

13 HM Treasury, Spending Review 2025, 11 June 2025

14 HM Treasury, "Government unleashes next generation of construction workers to build 1.5m homes", 23 March 2025

15 Department for Work and Pensions, Ministry of Housing, Communities and Local Government, Department for Business and Trade and Department for Energy Security and Net Zero, "Thousands more to get the tools they need to start construction careers", 26 June 2025

6. Our inquiry scrutinised the Government's workforce planning to support the delivery of its objectives for cleaner energy by 2030 and more buildings retrofitted with insulation and greener heating/cooling by 2050. The questions we posed for those submitting written evidence are set out in an annex. It was put to us in evidence that the issues of delivering the Clean Energy Mission and decarbonising buildings are related but need to be considered separately[16] and that the UK will not achieve either target without further government intervention in workforce planning.[17] Those who spoke to us throughout the inquiry agreed with the calls in the written evidence for a national workforce strategy.[18]

7. We were told that responsibility for skills sitting within a single department, through the OCEJ, risked government more broadly not being "sufficiently connected on skills".[19] The role of Skills England was repeatedly highlighted, with "a lot of hopes and dreams" resting on it.[20] The then Minister, Sarah Jones MP, told us that the OCEJ is a group of 20 policy analysts and policy people connected "very strongly to Skills England in all its work". Groups across government exist that come together "to look at skills across the board"[21] and relevant policies were aligning around the (then upcoming) June 2025 Spending Review as "there are a lot of decisions in terms of what we can and cannot do".[22]

8. Since launching our terms of reference, we have received 136 pieces of written evidence from a variety of stakeholders. These have included academics, employers, trade unions, colleges, professional, trade and accreditation bodies, as well as the public and third sectors. We also held four oral evidence sessions from March to May 2025, where we questioned 17 witnesses. These included Sarah Jones MP, the then Minister of State at both DESNZ and the Department for Business and Trade. We are very grateful to everyone who has supported the inquiry and especially those who provided formal written submissions or attended oral evidence hearings.

16 Institution of Civil Engineers (WFP0053)
17 Q76 [Dr Christian Calvillo; Dr Richard Hanna; and Professor James Robson]
18 Qq78–79 [James Fotherby, Anna Markova, Brian Berry and Simon Ayers], Q146 [Jodie Coe and Sue Ferns] and Q176 [Tom Jarman and Leah Robson]
19 Energy & Utility Skills Ltd (WFP0033)
20 Q20; Q23; Qq30–31 [Professor James Robson]
21 Q220 [Sarah Jones MP]
22 Q208 [Sarah Jones MP]

2 The demand for skilled labour

9. Our call for evidence posed a number of key questions in seeking written submissions [see annex] including the extent to which the Clean Energy Mission and the retrofitting of buildings could be accomplished by the existing workforce as against new entrants. Few memoranda submitted to us thought that the existing workforce would suffice[23] and some considered that the sector would require only new entrants,[24] due to retirements, obsolete skills and lack of interest. The overwhelming majority responded that both would be required. The CEJP recognises this by noting that the Government will be establishing a new Workforce Taskforce in partnership with trade unions and other organisations in the energy and construction sectors, to guide the transition and ensure the right support is in place for new entrants as well as for the retraining and upskilling of existing workers.[25]

10. In oral hearings, Katy Heidenreich, Director, Offshore Energies UK, put to us that, given the continuing need for oil and gas, there will be continuing demand for traditional energy sector jobs.[26] Notwithstanding, we received evidence describing the skill and expertise of the existing workforce as "highly transferable" to new roles in the low carbon sector.[27] Indeed, Katy Heidenreich cited the "huge" opportunities and potential of the Government's recently launched "Energy Skills Passport", which aims to support oil and gas workers to move into offshore wind, in making it easier for workers to move back and forth between sectors.[28] However, Dr Christian Calvillo, Research Fellow, University of Strathclyde, warned us that the oil and gas sector workforce may be too small to deliver clean energy. He also suggested that the timelines for increasing demand for skilled low-carbon workers and decreasing demand for high-carbon workers did not match.[29] Furthermore, we received written evidence arguing that many mid-to late-career workers are hesitant to retrain due to doubts about

23 For example, Burning Glass Institute (WFP0025)
24 For example, Insulated Render and Cladding Association (WFP0017)
25 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
26 Q138 [Katy Heidenreich]
27 Aldersgate Group (WFP0030)
28 Q140 and Q131 [Katy Heidenreich]
29 Q44 [Dr Christian Calvillo]

their capabilities, a lack of awareness of opportunities, as well as a belief that green jobs won't materialise until the 2030s.[30] Minister Sarah Jones MP did not commit to a figure when we pressed her on how many clean energy jobs would be expected to replace existing high-carbon ones in a region such as Aberdeen.[31] However, the CEJP notes that the UK and Scottish Government have jointly launched the Oil and Gas Transition Training Fund, based in Aberdeen City/Aberdeenshire, with nearly £1 million provided by the UK Government and an additional £450,000 provided by the Scottish Government this year. It aims to fund retraining for at least 300 oil and gas workers to support their transition into renewable and sustainable sectors.[32]

11. During our visit to Wales, we also heard that, in the absence of a strong UK manufacturing element to clean energy 2030, the expected jobs would be mainly maintenance or operational roles. The Minister told us that through policies "like the Clean Industry Bonus, we are trying to make sure as many jobs as possible are here in the UK".[33] In June 2025, the Government announced £300 million in support for offshore wind supply chains via Great British Energy over the Spending Review period.[34] Similarly, the Government's announcement on Sizewell C highlighted the aim of boosting UK supply chains.[35] The Government's Industrial Strategy announced a new £1 billion Clean Energy Supply Chain fund designed to align with the Strategy's Clean Energy Industries Sector Plan.[36] The CEJP notes that the Government's Clean Power 2030 Unit has been hosting meetings of a Clean Power Supply Chains and Workforce Industry Forum to discuss supply chain and workforce challenges in delivering Clean Power 2030.[37]

12. We also received evidence about challenges in the construction sector in meeting envisioned demand for decarbonising buildings by 2050. The Energy Demand Research Centre submitted that simply retrofitting most UK residential properties to an Energy Performance Certificate (EPC) rating of C by 2035 could lead to significant labour requirements.[38] Furthermore, Brian Berry, Chief Executive, Federation of Master Builders, told us that the Government wants to build 1.5 million new homes and also retrofit 5 million existing homes - both categories presumably consuming new low carbon

30 Phoenix Group (WFP0036)
31 Qq261–264 [Sarah Jones MP]
32 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
33 Q264 [Sarah Jones MP]
34 HM Treasury, "Spending Review 2025", 11 June 2025
35 HM Treasury and Department for Energy Security and Net Zero, "Thousands of jobs to be created as government announces multi-billion-pound investment to build Sizewell C", 10 June 2025
36 Department for Business and Trade, The UK's Modern Industrial Strategy 2025, 23 June 2025
37 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
38 Energy Demand Research Centre (WFP0051)

technologies and the time and skills of workers installing them. He said that the new build target alone required "an extra quarter of a million workers" and the retrofit will need more.[39] These issues were also raised in our report on retrofitting homes for net zero.[40]

13. Our inquiry received many suggestions as to how barriers could be overcome for the existing workforce to meet the current and future demand for skilled workers. Written submissions suggested local talent pools,[41] funding for direct grants, tax incentives, transitional wage funds,[42] jobs guarantees,[43] new bodies,[44] a role for the existing OCEJ,[45] planning years in advance,[46] as well as government-industry-union collaboration.[47] Dr Richard Hanna, Research Associate, Imperial College London, told us that closer links were needed between sectors at risk of losing jobs and sectors that are going to be bringing people in.[48] Professor James Robson, Associate Professor of Tertiary Education Systems, University of Oxford, suggested that the Government hold employers to account more to ensure that individual workers "are not left behind and are not feeling that stuff is being done to them".[49] The Post-16 Education and Skills White Paper acknowledges that participation in adult skills training is an individual choice, but that adults can face significant personal and structural barriers to participating. It outlines changes the Government aims to make, including joining up skills support and adult training more closely; reviewing the adult essential skills offer in English, maths and digital skills; introducing Pathways to Work (with £1 billion in new funding by 2030); expanding local and national models; increasing flexibility around using Skills Bootcamps to support local skills needs; as well as tasking Skills England with engaging with industry and other partners to explore the development of skills passports.[50]

14. Professor James Robson pushed back on the idea that there were "quick wins" in this space,[51] but Katy Heidenreich drew our attention to existing efforts to tackle overcomplication in the transferability of skills and how

39 Q78 [Brian Berry]
40 Energy Security and Net Zero Committee, "Retrofitting homes for net zero", HC 453, 9 May 2025
41 Engineering Construction Industry Training Board (WFP0114)
42 GMB Union (WFP0120)
43 Uplift (WFP0059)
44 Just Transition Wakefield (WFP0128)
45 TrustMark (WFP0086)
46 Trades Union Congress (WFP0100)
47 GMB Union (WFP0120)
48 Q37 [Dr Richard Hanna]
49 Q41 [Professor James Robson]
50 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
51 Q4 [Professor James Robson]

government could support them.[52] Jodie Coe, Director, Northern Powergrid, gave us an example where their organisation was trying to innovate in relation to thinking about transferability of skills in training up new overhead linesmen - she told us "It turns out that firemen are very good at climbing poles" - but there is no way to give a former firefighter credit as there is no systemic way for such read-across in accreditation methodology. Jodie Coe told us that industry needed to work better with the education sector and the DfE needed to work better with industry in this regard.[53] The CEJP sets out a vision that the Government will create a highly skilled and transferable clean energy workforce with roles available at every qualification level and points to the Energy Skills Passport and existing industry-led initiatives.[54]

15. We heard that tackling transferability of skills for existing workers in the construction sector was less complicated than in the energy sector possibly because there are fewer rigidly-defined roles. As Brian Berry noted, "anyone can call themselves a builder in this country".[55] Much of our evidence focussed instead on the role of existing workers passing on skills to new entrants. David Hughes, Chief Executive Officer, Association of Colleges, told us that there are programmes to help older skilled workers to teach[56] and the Government's March 2025 construction skills package would help in that regard. Andrew Hockey, Chief Executive Officer, Engineering Construction Industry Training Board (ECITB), also told us that the ECITB is working with the DfE on similar initiatives and that recently trained apprentices can also help transfer skills.[57] Tim Balcon, Chief Executive Officer, Construction Industry Training Board (CITB), highlighted challenges, such as the gap in earnings between construction work and teaching, as well as barriers in educational demands. However, he believed that "lifestyle choice" gave grounds for optimism.[58] The CEJP acknowledges the need to explore incentives for workers who can re-train to be part of the future workforce,[59] while the Post-16 Education and Skills White Paper outlines a number of actions to improve the recruitment and retention of FE teachers.[60]

52 Q134 and Q139 [Katy Heidenreich]
53 Q163 [Jodie Coe]
54 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
55 Q93 [Brian Berry]
56 Q124 [David Hughes]
57 Q125 [Andrew Hockey]
58 Q126 [Tim Balcon]
59 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
60 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025

New entrants: education

16. Our inquiry received a lot of evidence on the role of new entrants in meeting expected demand for skilled workers in clean energy and retrofit. New entrants included young people, yet to enter the workforce, as well as working-age adults including from under-represented groups, veterans, ex-offenders and those not in education, employment or training.[61] We heard that employers in the UK only invest half of what comparable businesses in Europe spend on ongoing education and training.[62] The Minister told us the Government is aware that the level of funding that employers put into skills "is lower than it needs to be", and the Government needs to incentivise employers to spend more.[63] The Post-16 Education and Skills White Paper sets out actions aimed at incentivising employers to invest in skills, such as facilitating greater partnerships between skills providers and investors to co-finance increases in training capacity; as well as leveraging procurement.[64]

17. Many written submissions to our inquiry noted the potential role of education in encouraging young people towards careers in the clean energy sectors. Suggestions included science, technology, engineering, and mathematics education in schools,[65] careers advice,[66] university courses,[67] as well as Further Education (FE) colleges.[68] Furthermore, our inquiry received a lot of evidence around career pathways for new entrants. There were calls to embed less obvious learning into curricula, such as carbon literacy,[69] "softer advice related skills" around domestic energy advice,[70] as well as management skills to facilitate delivery.[71] We received suggestions for DESNZ to work closely with the DfE on these matters,[72] with a role for the OCEJ and Skills England,[73] to raise awareness[74] of, and promote, career pathways[75] with, placement-based employer-backing[76] and

61 TrustMark (WFP0086)
62 Q22 [Professor James Robson]
63 Q273 [Sarah Jones MP]
64 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
65 For example, Brunel University of London (WFP0020)
66 Veolia Environmental Services (WFP0014)
67 For example, Subsurface Task Force (WFP0046)
68 For example, Enginuity (WFP0038)
69 New Philanthropy Capital (WFP0061)
70 National Energy Action (WFP0069)
71 Chartered Management Institute (WFP0095)
72 For example, BUUK Infrastructure (WFP0016)
73 Association of Colleges (WFP0110)
74 For example, Ashden and the National Retrofit Hub (WFP0026)
75 For example, Celtic Sea Power Ltd (WFP0032)
76 Construction Industry Training Board (WFP0001)

clearer communication.[77] Other suggestions included recruitment toolkits for businesses, more onsite training, access to resources and training,[78] boosting vocational training and expanding courses, and launching or expanding tailored apprenticeships.[79] David Hughes told us that it is not clear enough, either to existing workers or new entrants, what learning and training they would need to enter a career in clean energy or retrofit.[80] Professor James Robson told us that detailed mapping of career pathways with employers and stakeholders would help to bring clarity.[81] The CEJP states that Skills England will work with DESNZ and industry groups on occupational mapping to support the identification of qualifications and training routes, including for new entrants.[82]

18. Professors Robson and Killip submitted that initial training will be needed for new entrants and that continuing professional development (CPD) will be relevant over time to all workers, including those who are new entrants. However, existing provision for CPD is uncoordinated and inconsistent, with no universal standards in place. The professors called for cross-sector recognition of quality, portability of training programmes, and appropriate regulatory mechanisms to ensure high quality, consistent CPD is available.[83]

19. Indeed, much of the written evidence criticised the existing skills and competences system in clean energy sectors and retrofit. There were calls for an expansion of existing training standards,[84] new accreditation,[85] raising of the quality of existing courses which can be of "dubious value",[86] or for tightening competencies by ensuring "rigorous training standards" and preventing "shortcuts".[87]

20. At the same time, our written evidence also called for breaking down barriers to allow for greater numbers of new entrants into the workforce, in months rather than years,[88] and to improve its diversity. Several written submissions pointed out that women currently represent less than 15% of the construction workforce.[89] A number also raised the underrepresentation of ethnic minorities in some professions, such as the 9% of engineers who

77 Association of Colleges (WFP0110)
78 Construction Industry Training Board (WFP0001)
79 TrustMark (WFP0086)
80 Q117 [David Hughes]
81 Q17 [Professor James Robson]
82 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
83 Professors James Robson and Gavin Killip (WFP0022)
84 For example, Institute for Public Policy Research (WFP0088)
85 For example, Logistics UK (WFP0099)
86 Electrical Contractors Association (WFP0104)
87 Tomato Energy (WFP0005)
88 E.ON (WFP0098)
89 For example, Her Retrofit Space (part of Her Own Space) (WFP0019)

are Black, Asian and Minority Ethnic.[90] It was also pointed out that there may be ways to better use, or upskill, existing migrants who did not come for a specific job, such as refugees or those joining family in the UK.[91] The CITB wrote that the challenges include pay, progression, diversity in leadership and a lack of diverse role models. They put this partly down to informal recruitment practices and called for clear information about career opportunities and recruitment support for Small and Medium sized Enterprises (SMEs).[92] TrustMark proposed an expansion of recruitment efforts through national and regional campaigns[93] and the Association of Colleges also suggested reducing the bureaucracy of apprenticeships.[94] Andrew Hockey argued that the Government can widen access to green jobs without compromising quality and rejected the need for any trade-off.[95] Leah Robson, Founder, Your Energy Your Way, argued that, in some areas, higher standards of competencies will help to attract new entrants into the workforce rather than create a barrier to widening participation because it "helps those people to feel like they are getting really good jobs".[96]

21. The Minister told us the Government has been bringing organisations together "to look at what more Government could do" with regards to widening participation. The Government will also be "positively promoting" occupations in "all kinds of different sectors" to women and ethnic minorities. The DWP is seeking to ensure that jobcentres get people into a "career rather than any job".[97] The CJEP states that Government will proactively seek to reach diverse groups to promote both skills development and professional opportunities. It acknowledges the need to ensure a targeted communications approach to different areas of the labour market who may need different messaging.[98]

New entrants: local workers

22. We also heard about the need for workforce planning at the regional and local levels. RenewableUK and the Offshore Wind Industry Council (OWIC), submitted written evidence jointly pointing to regional disparities in the labour market.[99] James Fotherby, Senior Policy Officer, Aldersgate Group, told us that the Government now has "a fairly good understanding of the

90 Association for Decentralised Energy (WFP0035)
91 Housing Forum (WFP00048)
92 Construction Industry Training Board (WFP0001)
93 TrustMark (WFP0086)
94 Association of Colleges (WFP0110)
95 Q129 [Andrew Hockey]
96 Q192 [Leah Robson]
97 Qq243–245 [Sarah Jones MP]
98 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
99 RenewableUK & OWIC (WFP0112)

skills challenge" across the UK. He said the gap is "in figuring out where the supply comes from" and "understanding the availability of skills and training provision across the country". There is "a limit" to what the Government can do at a national level, but nonetheless there is "an important role for local government to play". He suggested that local government develop local skills improvement plans to "dynamically develop employment data-driven plans that match the skills that employers need with the training provision locally".[100] Furthermore, Tom Jarman, Director, Low Carbon Journey, told us that there are regional variations which will need to be considered in any national strategy to tackling barriers to widening participation. This was due to different concentrations of people not in employment, education or training.[101] He suggested jobcentres could have a role to play in articulating career pathways, as well as in supporting applicants through more formal entry points, such as retrofit programmes with social landlords.[102] The CEJP acknowledges the need for local skills systems attuned to the specific needs of clean energy sectors in their area and commits the Government to working with local areas to ensure they have the tools to realise skilled good jobs across the UK. It notes funding is being provided for Local Net Zero Hubs and commits the Government to working closely with Local Growth Plans to identify opportunities for collaboration and alignment between central and regional government. Furthermore, it states the OCEJ works closely with devolved government partners on shared initiatives, such as the Regional Skills Pilots, and works to convene local and national partners to share best practice on clean energy skills.[103]

23. Our attention was drawn to the large, fragmented, landscape of initiatives that already existed regionally and nationally, which, Katy Heidenreich advised, the Government should take stock of and support.[104] David Hughes thought that, given devolution, it "might be quite ambitious" to get a UK body to set out what the skills level should be and what skills portability there should be.[105] He said colleges already work across the four nations and in the Republic of Ireland on the supply side to get consistency. Employers needed "to work with that complexity" and he pointed to federal systems in Australia and Germany, arguing the "core competencies are the same".[106] He also highlighted that, in the Netherlands, "a lot of their national qualifications are 70:30", with employers recognising that the 70% is common and the 30% is particular to local needs and called for "more of

100 Q90 [James Fotherby]
101 Q192 [Tom Jarman]
102 Qq194–195 [Tom Jarman]
103 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
104 Q119 [Katy Heidenreich]
105 Q135 [David Hughes]
106 Q136 [David Hughes]

that type of system".[107] It might be helpful to explore the extent of further education collaboration across the UK with institutions themselves to see how in depth this is.

24. The Minister told us that the Government wants employers "to be able to get the skills they need" and to have "the flexibility to be able to do that." She noted that new apprenticeship schemes can already be designed through the current apprenticeship system and cited the example of a heat pump scheme. She informed us that the Government is working in other sectors to design new schemes and new apprenticeships.[108]

New entrants: skilled immigration

25. While some national skills gaps might be covered by those who have already migrated to the UK, written evidence to the inquiry identified other skills gaps that might need to be covered by future immigration, at least in the short-term.[109] Ashden and the National Retrofit Hub pointed out that the proportion of migrant workers in the construction workforce is slowly falling.[110] The Energy Demand Research Centre warned that not meeting high labour demand in construction could "lead to negative GDP pressures in the UK economy and increased labour costs across a range of sectors." Without adequate workforce policy, this in turn could "lead to a triggering of pressures on the cost of living and doing business due to competition for labour and increases to wage costs."[111] However, Statkraft warned that relying on immigration, or out-of-area labour, can inhibit the development of a local pool of labour and can "negatively impact how such employment opportunities are perceived by local workers".[112] Sue Ferns, Senior Deputy General Secretary, Prospect, told us that, in some of their membership areas, labour imported at lower wages obviated the need for companies to raise their pay levels. She suggested there was evidence of skilled workers being imported from Eastern Europe employed at rates "significantly below those used by the prime developer".[113]

26. Dr Richard Hanna told us that the UK "probably" cannot deliver clean energy by 2030 and decarbonise buildings by 2050 without immigration. However, he added that "where we can source local labour, we should be".[114] Brian Berry put to us that the UK has a skills crisis and noted that the

107 Q137 [David Hughes]
108 Q233 [Sarah Jones MP]
109 For example, RWE (WFP0075)
110 Ashden and the National Retrofit Hub (WFP0026)
111 Energy Demand Research Centre (WFP0051)
112 Statkraft (WFP0119)
113 Q155 [Sue Ferns]
114 Q51 [Dr Richard Hanna]

Government has ambitious targets in house building, infrastructure and clean energy. However, he insisted that the "long-term solution has to be developing home-grown talent". This was because "for too long we have relied on cheap labour coming into the country, which has undermined our apprenticeships and vocational training".[115] Brian Berry and Simon Ayers, Chief Executive Officer, TrustMark, both argued that, in the long-term and with sufficient ambition, the need for skilled labour can be met with UK workers. Simon Ayers also suggested that staging retrofit work through place-based improvement will help.[116] The Minister told us that some skilled migrants "will need to be brought in for hopefully shorter periods of time, but we need to put much more focus on training people here in the UK to do those jobs".[117] Similarly, the CEJP concedes there may be exceptional cases where skilled workers from abroad may be required to fill critical workforce gaps. It states the Plan will help the Migration Advisory Committee (MAC), with support from the Labour Market Evidence Group, make their assessment in Spring 2026 on the Temporary Shortage List.[118]

27. Our inquiry received calls in the written evidence to streamline visa processes,[119] implement fast-track visas,[120] and for the creation of a "Strategic Sector Worker visa" similar to the Health and Care Worker visa.[121] The Center for Global Development proposed that the existing Immigration Skills Charge could be levied on employers hiring into the Clean Energy Mission. Relevant sectors could then be ringfenced for redirection into relevant domestic training.[122] Anna Markova, Senior Policy Officer, Trades Union Congress (TUC), put to us that the Government could place conditionality on the use of visas so that employers increase investment in skills.[123] Sue Ferns also pointed to other policy levers. These could include the Contracts for Difference process, direct investment through the National Wealth Fund and Great British Energy, regulation, regulatory incentives, as well as the remit of Ofgem.[124] The Minister noted that the number of people in training, apprenticeships and the amount of money spent on further education had gone down. She told us the Government aims to reverse those trends.[125]

115 Q92 [Brian Berry]
116 Qq97–98 [Brian Berry and Simon Ayers]
117 Q209 [Sarah Jones MP]
118 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
119 Fortescue (WFP0085)
120 Tomato Energy (WFP0005)
121 Center for Global Development (WFP0108)
122 Ibid
123 Q100 [Anna Markova]
124 Q157 [Sue Ferns]
125 Q237 [Sarah Jones MP]

28. The Spending Review notes that additional income from measures set out in the Immigration White Paper will provide further support for upskilling the domestic workforce. The envisaged extra income includes increases to the Immigration Skills Charge and an intention to explore introducing a levy on higher education provider income from international students (to be reinvested into the higher education and skills system).[126] The Post-16 Education and Skills White Paper stated the Government will raise the Immigration Skills Charge by 32%, as well as limit access to the immigration system for employers in sectors that do not demonstrate a commitment to supporting domestic skills.[127]

29. **CONCLUSION**
The supply of skilled labour does not currently match the levels of demand expected to be required if the UK is to fulfil Government's ambitions to deliver clean energy by 2030 and decarbonised buildings by 2050.

30. **CONCLUSION**
Fortunately, there is a lot of scope for smart policy and expenditure to be used to collaborate with the whole energy sector, as well as the education and skills sector, to empower and equip existing workers and new entrants to meet demand created by the Government's targets for clean energy and the decarbonisation of buildings. Crucially, time appears to remain available for productive change and many of the skills of the existing energy, engineering and construction workforces are highly transferable, alongside the potential for innovative and creative programmes to demonstrate crossover applicable skills from other parts of the economy. The skilled jobs that will be required, offer the promise of long-term, good careers but it is unclear that market forces alone will overcome inertia and bottlenecks. Notwithstanding the role of the private sector in investing in skills, there is a clear role for government intervention and leveraged public expenditure.

126 HM Treasury, Spending Review 2025, 11 June 2025

127 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025

31. **CONCLUSION**
There may be a need for the import of some specific skills from overseas, at least in the short term, to deliver on targets for clean energy and the decarbonisation of buildings. We heard of significant efforts by the Danish government both to manage migration and fill their significant skills gap, especially in construction and related sectors. The Government should explore measures taken by the Danish government to address their workforce and skills. However, as the Post-16 Education and Skills White Paper acknowledges, longer-term solution must be focussed on home-grown talent. Work on the supply of home-grown skilled labour for energy infrastructure and decarbonising buildings needs to start now.

32. **RECOMMENDATION**
The Government must continue to tackle barriers preventing existing energy sector workers transitioning successfully. Skills Passports and associated funding should be expanded. The Government in its response to us should propose how the transferability of skills across traditional boundaries and between devolved administrations could be accommodated better by accreditation regimes. The Government should put in place commitments to transition the existing local skilled labour supply within Contracts for Difference and similar clean energy support mechanisms. These should include tangible workforce transition and support targets and leverage UK manufacturing content requirements where possible.

33. **RECOMMENDATION**
The Government should continue to develop and launch further initiatives to promote clean energy and retrofit careers among under-represented groups and those outside the existing workforce; the actions set out in the Post-16 Education and Skills White Paper should be accelerated to bring down the barriers to new entrants from these groups taking up such roles in time to have a meaningful impact on the goals for clean energy and retrofit.

34. **RECOMMENDATION**
The Government should, by the end of 2026, set out a range of further options for conditionality to leverage the short-term need for skilled immigration to boost the longer-term need for home-grown talent. An analysis of their potential impacts should be included.

3 The role of the Department and its Office for Clean Energy Jobs

Defining a clean energy job

35. The Office for National Statistics defines a "green job" as employment "in an activity that contributes to protecting or restoring the environment, including those that mitigate or adapt to climate change".[128] As the Government replaced the Green Jobs Delivery Group with the Office for Clean Energy Jobs, our inquiry has used the terms "green" and "clean" jobs to mean the same.

36. Our inquiry heard about the value of defining a clean or green job for the purposes of workforce planning. Dr Richard Hanna told us that the definition "matters to the Government as a central planner in order to make the net zero transition."[129] He told us that "better metrics that are actually telling us the extent of jobs, or maybe the skills within jobs, tasks or activities that are related to net zero," will help with identifying gaps.[130] So far "this granularity has not been required, and it requires quite a bit of work to actually go through the data and pull out the occupational codes that are green".[131] He suggested that the UK could learn from the model used in the USA, O*NET.[132] To avoid overburdening SMEs with surveys, he proposed the automatic coding of job advertisements as one way to measure the extent of green jobs.[133]

37. A number of written submissions to our inquiry called for a broader definition of clean jobs, or at least to consider adjacent roles for workforce planning. These included roles in the upstream supply chain,[134]

128 ONS, ""Green jobs" update, current and upcoming work: March 2023", 13 March 2023
129 Q13 [Dr Richard Hanna]
130 Q12 [Dr Richard Hanna]
131 Q10 [Dr Richard Hanna]
132 Q11 [Dr Richard Hanna]
133 Q16 [Dr Richard Hanna]
134 Institute of Materials, Minerals and Mining (WFP0070)

data scientists,[135] planning officers,[136] surveyors[137] and building controls engineers.[138] One authority explained that many roles (for example, project managers and administrators) directly support retrofit but are not exclusive to it.[139] Brian Berry said he would "like to think that all jobs in construction will become clean energy jobs. For a builder doing home improvements, they should all be clean energy jobs because they are improving the fabric of a home".[140] Tim Balcon also argued that "every job is a clean job, and we should approach it on that basis".[141]

38. Anna Markova argued that, rather than emphasising whether a job is or is not a green job, it is much more helpful to emphasise whether it is a good job. It was important to make sure that people are attracted to such jobs because they pay well, are stable and workers know that they have a future.[142] Katy Heidenreich told us that it was not helpful, and might even be demoralising, to place a value judgment on whether a job is clean or not. She argued it can also confuse people when they are trying to look for a career, or decide which sector to join.[143] David Hughes accepted that a nuanced approach, perhaps focussing on financial rewards, may be more appropriate for gas boiler installers but suggested that many young people are, in fact, attracted to green, or clean, careers.[144] Tom Jarman suggested that graduates may find sustainability, decarbonisation and organisational values more important and argued that younger entrants may be more concerned about earnings, commuting distance and practicalities about on-site portfolios.[145]

39. The then Minister put to us that jobs in clean energy tend to attract higher pay than the average. However, we heard from Andy Prendergast, National Secretary for the Private Sector at the GMB that that was not always the case; that heat pump engineers get paid on average £10,000 less than gas engineers, although then Minister for Energy Consumers, Miatta Fahnbulleh, told us DESNZ does not recognise this figure, quoting research by the National Careers Service that suggests average pay is £38,000 for an experienced gas engineer compared to £46,000 for an experienced heat pump engineer. Then Minister Sarah Jones also suggested the jobs in clean energy are growing in number "much faster" than the wider economy. She

135 Northern Powergrid (WFP0072)
136 EDF (WFP0074)
137 Royal Institution of Chartered Surveyors (WFP0117)
138 Building Controls Industry Association (WFP0116)
139 West Yorkshire Combined Authority (WFP0063)
140 Q85 [Brian Berry]
141 Q117 [Tim Balcon]
142 Q84 [Anna Markova]
143 Q117 [Katy Heidenreich]
144 Q118 [David Hughes]
145 Q183 [Tom Jarman]

argued there is a "huge, diverse range of jobs that people could get involved in", adding that there is "some evidence that younger people, in particular, like the idea of working in a green job or something that has a mission they understand, where there is a wider goal".[146]

40. Leah Robson told us that the Government's definition of a green or clean job is "largely irrelevant" to the running of their business. She told us that their staff want

> well-paid jobs that they get some satisfaction out of. Sometimes that satisfaction is derived because their job is also benefiting the environment but that is an added bonus rather than the be-all and end-all of the job.

Tom Jarman felt definitions were "sensible" in terms of the OCEJ, because of accountability, but less helpful for new entrants.[147] Leah Robson said that using the terms has merit, but "you have to be providing good jobs".[148]

41. The full title of the CEJP includes "Creating a new generation of good jobs to deliver energy security" and it contains the vision statement: "Not Just Jobs, Good Jobs". The CEJP defines clean energy jobs as those "that directly support the low-carbon energy transition, encompassing clean energy generation, transmission and distribution, greenhouse gas removals, clean heat, and energy efficiency." The Plan states they cover "a range of occupations, from technical jobs such as machine operators and welders to engineers and designers, to desk-based jobs such as planners and project managers." It also draws a distinction between clean energy jobs and wider "green jobs", which it takes to include nature-based roles as well as those in other areas such as electric vehicles.[149]

The Office for Clean Energy Jobs

42. Our inquiry received a lot of commentary on the potential for the OCEJ to deliver clean energy jobs and calls for that office and DESNZ in general to work across government departments[150] or risk government not being "sufficiently connected on skills".[151] Ashden and the National Retrofit Hub suggested that the challenge of developing a retrofit workforce "spans multiple government departments, including DESNZ, MHCLG, DfE, DBT and DWP".[152] Any policy on skilled visas would also need to involve co-ordination

146 Q228 [Sarah Jones MP]
147 Q183 [Leah Robson and Tom Jarman]
148 Q186 [Leah Robson]
149 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
150 For example, Association of Colleges (WFP0110)
151 Energy & Utility Skills Ltd (WFP0033)
152 Ashden and the National Retrofit Hub (WFP0026)

with the Home Office[153] and the MAC.[154] The Government has already stated that the Industrial Strategy Advisory Council will work in partnership with Skills England, MAC, DWP, mayors, and wider government as part of a new framework to support a coherent approach to skills, migration and labour market policy.[155] James Fotherby told us he hoped that the OCEJ would help to alleviate some of the lack of coherence and co-ordination seen in the past across government.[156] The CEJP states the OCEJ works with devolved governments and across central government "to ensure training provision and workforce interventions match future workforce needs".[157]

43. Other suggestions for the potential role for the OCEJ included establishing standardised definitions and metrics, forecasting and standardising data sharing protocols.[158] James Fotherby argued the OCEJ should not just develop workforce plans, but also act as an analytical hub.[159] Sue Ferns said she would like the OCEJ to develop from a unit within DESNZ to "a centre of excellence on workforce strategy and skills" and perhaps eventually "in enabling a just transition". The OCEJ could also demonstrate delivery of clean energy jobs by selecting "at least a couple" of localities that are key in terms of clusters.[160] In contrast to this, Brian Berry lacked confidence in the impact of the work of the OCEJ. He pointed out that he had not heard of the OCEJ until very recently, indicative that it was not reaching out to the building industry.[161] The OCEJ has led the development of the CEJP, which states the OCEJ "collaborates widely as it builds a detailed understanding of the clean energy workforce through robust data analysis". The CEJP describes the role of the OCEJ in convening industry, trade unions, and training providers to identify critical skills gaps, aligning them with deployment plans across clean energy sectors, and ensuring that job quality is kept at the forefront.[162]

44. Dr Richard Hanna told us that the OCEJ "is slightly unfortunately named and linked to the clean power mission". He argued it "should be about making a net zero transition across electricity, heat, industry, transport and decarbonisation".[163] Leah Robson suggested that the remit of the OCEJ should explicitly cover retrofit and other roles outside the Clean Energy

153 British Solar Renewables (WFP0013)
154 RWE (WFP0075)
155 Department for Business and Trade, Invest 2035: the UK's modern industrial strategy, 24 November 2024
156 Qq80–81 [James Fotherby]
157 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
158 Imperial College London (WFP0010) and TrustMark (WFP0086)
159 Q81 [James Fotherby]
160 Q147 [Sue Ferns]
161 Q82 [Brian Berry]
162 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
163 Q36 [Dr Richard Hanna]

2030 and transition workforces if it can perform a role "that straddles several Government Departments" and navigates competing pressures. Tom Jarman argued it makes sense to include retrofit in the remit because "we are not going to have clean energy or net zero without domestic retrofit and without it running at scale reasonably soon". He also told us that the jobs and the supply chain "bounce between" clean energy and retrofit so the remit should reflect that.[164] Although the CEJP promises that specific initiatives for retrofit will be covered in the Warm Homes Plan, it does include retrofit in its definitions of a clean energy job.[165]

45. Hugo Jones, Deputy Director for Green Growth, DESNZ, explained to us that Skills England is the co-ordinator for the skills system as a whole, and the OCEJ is the co-ordinator for the clean energy elements within that. Skills England would increasingly take on a role doing some of the standard-setting work that was previously done by the Institute for Apprenticeships and Technical Education. The OECJ can act as a conduit and an advocate for industry in the wider Skills England process which sets out how the Government should be considering clean energy jobs. He described it as "very much a whole of Government effort."[166]

46. After we had finished taking evidence, the Government announced the inaugural meeting of the Construction Skills Mission Board, which was due to be co-chaired by the Deputy Prime Minister and Mark Reynolds (also Co-Chair of the Construction Leadership Council and Chairman of global construction company, MACE). Other attendees were due to include the Work and Pensions Secretary, the Skills Minister, the Minister for Industry, as well as several CEOs and sector leaders. The aim was to launch an industry commitment to recruit 100,000 more construction workers per year by the end of the Parliament.[167]

The national workforce strategy that became the Clean Energy Jobs Plan

47. Throughout our evidence gathering, witnesses called for a national workforce strategy.[168] We asked whether the Government had an appropriate understanding of the skill needs to deliver the Clean Energy

164 Q178 [Leah Robson and Tom Jarman]
165 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
166 Q246 [Hugo Jones]
167 Department for Work and Pensions, Ministry of Housing, Communities and Local Government, Department for Business and Trade and Department for Energy Security and Net Zero, "Thousands more to get the tools they need to start construction careers", 26 June 2025
168 Qq78–79 [James Fotherby, Anna Markova, Brian Berry and Simon Ayers], Q146 [Jodie Coe and Sue Ferns] and Q176 [Tom Jarman and Leah Robson]

Mission by 2030 as well as to decarbonise homes and businesses. Responses to this question provided in written submissions were mixed. Of those respondents who believed the Government had only a partial understanding, many felt that more work needed to be done because certain details were missing,[169] the data was not granular enough[170] or a shift to an occupational rather than a sectoral focus would be better.[171] Our evidence seemed clear that our question would only be answered by examination of the Government's plan for supporting the provision of those skills.

48. Anna Markova argued that a clean energy workforce strategy [that would contain and articulate the Government's understanding] was needed to ensure those working in high-carbon industries were not "stranded" while Brian Berry told us a strategy would "serve to underpin the Government's economic objectives, which are very focused on housing and infrastructure".[172] Jodie Coe told us that anything that helps to enable the development of skills across the UK is "super helpful" as it could give companies certainty to deliver, which she felt was important because she saw delivery as being the industry's job. Sue Ferns said a workforce strategy produced by government, along with an industrial strategy, was important because "the scale of demand for skills is such that it cannot just be met by companies or the market alone".[173] She also said it should address delivery of clean energy in regions and localities.[174] Tom Jarman suggested that if a strategy could address dysfunction in the construction sector, it would "have an effect within five years", but otherwise "it might just add noise rather than signal".[175] Jodie Coe told us the strategy "must take account of a 10-year-plus approach, rather than just some short-term measures".[176]

49. In May, the then Minister, Sarah Jones MP, told us that:

- the Government intended to publish a national workforce strategy covering both the clean energy sector and the decarbonisation of buildings
- readiness to launch was dependent upon expenditure decisions to be made within the Spending Review 2025 process and alignment with related strategies, including on industry overall and migration, but

169 For example, Energy Demand Research Centre (WFP0051)
170 For example, Wales and West utilities (WFP0109)
171 For example, Electrical Contractors Association (WFP0104)
172 Q78 [Anna Markova and Brian Berry]
173 Q146 [Jodie Coe and Sue Ferns]
174 Q147 [Sue Ferns]
175 Q177 [Tom Jarman]
176 Q148 [Jodie Coe]

- publication "would not be long".[177]

The CEJP was subsequently published on 19 October 2025.[178]

50. **CONCLUSION**
For workforce planning to be effective, it is important that there is some shared definition of the jobs under discussion for support, encouragement and incentivisation; the Government's clarifications around definitions has been helpful. We also welcome the Government taking an expansive approach to the scope of roles included and the focus on ensuring high quality, well-paid careers.

51. **CONCLUSION**
In our Report on retrofitting homes for net zero we concluded that there was a reluctance to invest in courses that were associated with, among other things, uncertainty and weak promotion of careers. The Office for Clean Energy Jobs should work with its stakeholder community to tackle that uncertainty and, thereby, encourage investment in, and the promotion of, retrofit skills and careers. The Warm Homes Plan will be an opportunity to show how it will do this.

52. **CONCLUSION**
The Department for Energy Security and Net Zero should have demonstrated its firm grasp of the skills landscape by having published a workforce strategy much sooner.

53. **RECOMMENDATION**
The Warm Homes Plan is crucial for retrofit workforce planning and should be published as soon as possible. It must set out a clear framework of responsibilities to ensure joined-up delivery. It should demonstrate the Government is putting good quality, well-paid careers, rather than just jobs, at the heart of its workforce planning. It should also demonstrate the Government is tailoring its messaging around roles in retrofit to reflect the various cohorts and motivations involved. Clear indications of levels of support for training routes should be included.

177 Qq207–208 [Sarah Jones MP]
178 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025

54. **RECOMMENDATION**
The Office for Clean Energy Jobs should be effectively resourced so that its remit and activity can encompass both the clean energy and the retrofit workforces.

4 Collaborating with and supporting stakeholders

Devolution and local government

55. During this inquiry we explored issues around devolution and workforce planning. David Hughes suggested that more national strategy and analysis is not needed[179] arguing that strategy and analysis cannot be done nationally, but should happen "at a more local level", such as that of elected mayors.[180] The CEJP argues that devolved governments, Mayoral Strategic Authorities and local authorities are "pivotal in shaping and delivering a responsive, place-based skills system".[181] However, Energy & Utility Skills Ltd told us that "further devolution of skill policy and funding risks creating divergent skills offers, which can be complex and costly for employers working across the country".[182] On the other hand, Jodie Coe argued that local differentiation would not add unnecessary additional complexity as skills passports would make hiring simpler.[183]

56. We heard from Pearson UK that efficiencies can be gained from creating "a national solution to support portability of skills across sectors and job roles".[184] It was noted that "education is devolved, but workforce is not",[185] and this might be addressed by nationally recognised and standardised qualifications.[186] We were told by Professors James Robson and Gavin Killip that a framework of national standards could provide consistency and quality, but that implementation "will need to take account of regional differences and labour market needs over time".[187] Ultimately, as Dr Christian Calvillo argued, "the same basic skills that you need will apply for someone working in the south of England and going to Scotland."[188] Dr Calvillo said that the Government could secure a "quick win", by working closely with

179 Q119 [David Hughes]
180 Q121 [David Hughes]
181 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
182 Energy & Utility Skills Ltd (WFP0033)
183 Q152 [Jodie Coe]
184 Pearson UK (WFP0121)
185 Electrical Contractors Association (WFP0104)
186 Brunel University of London (WFP0020)
187 Professors James Robson and Gavin Killip (WFP0022)
188 Q32 [Dr Christian Calvillo]

the devolved administrations[189] although Professor James Robson warned it would not be a "simple win".[190] It was suggested to us that the OCEJ could be "a central point to help coordinate skills initiatives" in this regard.[191] We heard that the work of the OCEJ on the Energy Skills Passport involved working "very closely" with the Scottish Government.[192] The CEJP states that the OCEJ works with devolved government partners on shared initiatives, such as the Regional Skills Pilots, and convenes local and national partners to share best practice on clean energy skills.[193]

57. We also explored the role of local government in delivering skills. Sue Ferns told us the potential was there, but local government has been "quite constrained". She suggested that local government has a clear role to play regarding retrofit skills but that some clean energy skills will not be delivered by local authorities, but nationally due to their specialist nature.[194] Tom Jarman agreed that local government is "quite heavily [con]strained by the capacity they have", but felt that "where they can be effective, they are". There was frustration at how skills funding was split into different pots, rather than with the amount available overall. Having single settlements and blocks of funding that last for a longer period would make it much easier to plan, especially given the five-to-ten year timescales in construction.[195] The Minister, Sarah Jones MP, told us that the £625 million for construction skills funding was "a pot for big schemes that could support a big project if an employer comes along with a big plan".[196] The Post-16 Education and Skills White Paper states that the English Devolution Bill will establish Strategic Authorities as the default delivery partner in their areas of competence, including adult skills. Skills England would partner with Strategic Authorities to align regional and national policy and delivery on skills, while the new Jobs and Careers Service would work to ensure that employer engagement and support for jobseekers is joined up locally.[197]

58. The Government has been highlighting its work with the devolved nations on workforce matters. Examples include announcements around support for Falkirk and Grangemouth,[198] launch of a Skills Passport to support oil and

189 Q4 [Dr Christian Calvillo]
190 Q31 [Professor James Robson]
191 RenewableUK & OWIC (WFP0112)
192 Q137 [Katy Heidenreich]
193 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
194 Q150 [Sue Ferns]
195 Qq179–180 [Tom Jarman]
196 Q231 [Sarah Jones MP]
197 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
198 Hansard, "Statement by the Secretary of State for Energy Security and Net Zero", HCWS96, 12 September 2024

gas workers to move into offshore wind,[199] as well as funding for new training centres, courses and career advisers in clean energy growth regions across Great Britain.[200] The Minister told us that "training and understanding what is needed is best done at a local level", pointing to existing work by Skills England with the devolved nations and highlighting the "increasingly important" role of mayors on regional skills. The Government is attempting to look "at what works and then add value" and the OCEJ is conducting regional pilots in Grangemouth and four other areas to identify gaps in courses and how to address them.[201]

Industry and unions

59. Our evidence included many calls for greater government collaboration with industry,[202] with trade associations[203] and with SMEs,[204] as well as for more public-private partnerships.[205] Similarly, there were requests for greater government collaboration with trade unions,[206] housing associations, community groups, and third sector organisations.[207] The Aldersgate Group wrote that such engagement will be important "to ensure interventions are designed to be effective".[208] The TUC submitted that examples of successful workforce planning collaboration included "coal [fuel] power station closures and the programme to retrain the electricity meter reader workforce to install smart meters".[209] Anna Markova told us that the OCEJ "has been pretty good and has had consistent trade union engagement so far, but from this engagement we also need to see action".[210] It was suggested that the Government could play a co-ordinating role among other stakeholders,[211] including at a local level,[212] to encourage the sharing of good practice,[213] working on common national approaches[214] and to

199 Department for Energy Security and Net Zero, "Action to boost jobs and investment for clean energy in Scotland", 17 October 2024
200 Department for Energy Security and Net Zero, "Support for workers to benefit from thousands of clean power jobs", 22 January 2025
201 Q214 [Sarah Jones MP]
202 For example, Carbon Capture and Storage Association (WFP0054)
203 For example, NAPIT (WFP0024)
204 For example, Electrical Contractors Association (WFP0104)
205 For example, Association for Decentralised Energy (WFP0035)
206 For example, Aldersgate Group (WFP0030)
207 For example, Net Zero Careers Accelerator (GoodPeople), Clarion Housing, Polln, Communities that Work, Peabody, Phoenix Community Housing, Axis Europe, and London South Bank University (WFP0103)
208 Aldersgate Group (WFP0030)
209 Trades Union Congress (WFP0100)
210 Q87 [Anna Markova]
211 Aldersgate Group (WFP0030)
212 Construction Industry Training Board (WFP0001)
213 Aldersgate Group (WFP0030)
214 Association of Colleges (WFP0110)

tailor plans to industry needs.[215] The CEJP promises the Government will establish the Clean Energy Jobs Steering Group, a strategic steering group chaired by the DESNZ Secretary of State, bringing together government, industry, education providers, trade unions, and regional stakeholders to provide "strategic oversight and drive joined-up implementation across departments, devolved governments, and regions." The OCEJ would act as Secretariat, ensuring co-ordination, evidence gathering, and follow-up across all partners, as well as being an ongoing hub for wider stakeholder engagement on the clean energy workforce and skills.[216]

60. Professor James Robson argued that Government needed to "work directly with employers and the broader industry on redesigning jobs".[217] He suggested that "employers have been positioned as customers of a skills system with consumer rights, rather than actively engaged in doing so with responsibilities" and he called for more partnership and policy structures.[218] Bringing in investment from employers was "key" because public expenditure "cannot solely be the driving force." He also argued that a more engaged role for employers, "through organisations such as Skills England and so on, is part of that," leading to "balanced partnership investment between public and private".[219] The Post-16 Education and Skills White Paper states that Skills England will work with industry, government and the Office for Investment to support the Industrial Strategy's aim to significantly increase business investment in growth-driving sectors by 2035.[220]

61. The Department told us that it is trying to reduce the burden on industry when engaging with them on skills, by having officials from OCEJ also take part, "so we have a single conversation".[221] Tim Balcon cited existing work with the DfE around curriculums as a good example of government collaboration with industry.[222] Andrew Hockey told us that the Government could improve upon existing collaboration with others by using existing market intelligence "to have a really good view of the future and an understanding of what project timescales are and what the project pipeline actually looks like. That will give employers greater confidence".[223]

215 Construction Industry Training Board (WFP0001)
216 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
217 Q1 [Professor James Robson]
218 Q22 [Professor James Robson]
219 Q72 [Professor James Robson]
220 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
221 Q226 [Hugo Jones]
222 Q128 [Tim Balcon]
223 Q144 [Andrew Hockey]

62. Indeed, policy certainty for industry was a key theme in our inquiry. Dr Christian Calvillo put to us that policy certainty, in addition to investment from the Government, "gives the certainty to private investors to also chip in, develop their workforce and develop the required changes".[224] The Energy Demand Research Centre submitted that policy certainty is "absolutely critical" for the SMEs that make up the majority of the construction and retrofitting sector.[225] Imperial College London submitted that previous fluctuations in support for low-carbon initiatives "undermined private sector willingness to commit resources to workforce development."[226] The University of Strathclyde argued that effective signposting by the Government on "priority investment areas and timeframes for returns, alongside appropriate policies to guarantee demand […] will be critical to secure the levels of private financing required to support workforce development".[227] Our attention was also drawn to the need for policy certainty beyond 2030, for established sectors like nuclear[228] and gas,[229] as well as for newer technologies.[230] The ECITB submitted that establishing "clear, long-term targets for clean energy deployment" would ensure "demand for specific roles is predictable."[231] The CEJP argues that the Government has set out a clear pipeline of deployment projects and workforce needs by building on the work set out in the Clean Power 2030 Action Plan and the Clean Power 2030 advice from the National Energy System Operator.[232]

63. The Minister told us that £43 billion of investment in clean energy has been promised since July 2024. She described clean energy as a "confident, growing sector that is doing good things" and claimed that there were examples of great practice around skills, but that the Government needs to incentivise employers to spend more.[233] After we had finished taking evidence, the Government adopted its ten-year Infrastructure Strategy[234] and its Industrial Strategy, which includes a Clean Energy Industries Sector Plan. The Government commits in the Sector Plan to working in partnership

224 Q54 [Dr Christian Calvillo]
225 Energy Demand Research Centre (WFP0051)
226 Imperial College London (WFP0010)
227 Centre for Energy Policy, University of Strathclyde (WFP0012)
228 Nuclear Industry Association (WFP0077)
229 Wales and West utilities (WFP0109)
230 Federation of Environmental Trade Associations (WFP0125)
231 Engineering Construction Industry Training Board (WFP0114)
232 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
233 Q273 [Sarah Jones MP]
234 HM Treasury, "UK Infrastructure: A 10 Year Strategy", 19 June 2025

with industry, trade unions and investors on a number of matters. One of them is ensuring the UK has the skilled workforce it needs, creating good jobs, and putting trade unions at the heart of the clean energy future.[235]

Further education sector

64. Our inquiry heard about the "critical" role of the FE sector in delivering skills and the issue of funding.[236] Sue Ferns argued that the FE sector is "clearly" under-resourced. Along with Jodie Coe, she called for trainers' pay to be more attractive.[237] Leah Robson argued that although much of the money goes to colleges, more should be targeted towards SMEs.[238] David Hughes argued that colleges were pushing green skills but there was insufficient progress in schools, the curriculum, pathways for the transitioning workforce, or promoting roles among the unemployed. He told us that the perception of the industry was not "fantastic" and included the erroneous view that green jobs do not pay well.[239] The Post-16 Education and Skills White Paper outlines a number of actions to improve recruitment and retention of FE teachers, such as including increased investment, creating high-quality professional development pathways, as well as supporting the use of technology.[240]

65. Jodie Coe advocated for employer-led training in partnership with local education providers, as it can be specific to the needs of network companies, with flexibility around the Growth and Skills levy to support smaller, modular-led type training opportunities.[241] Andrew Hockey suggested that alignment between education and industry could be improved. Tim Balcon argued that when developing occupational standards, "employers often come together and describe the jobs that are happening now", rarely "the job that is going to be happening in the future." He said that causes the educational qualification system to lag where industry is or where it would like to be.[242] David Hughes told us a successful example of education and industry collaborating was Hinkley Point, where all that was needed "was some investment in the college to get on and do it".[243] The

235 Department for Business and Trade, The UK's Modern Industrial Strategy 2025, 23 June 2025
236 Q20 [Professor James Robson]
237 Q162 [Sue Ferns and Jodie Coe]
238 Q190 [Leah Robson]
239 Q117 [David Hughes]
240 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
241 Q151 [Jodie Coe]
242 Q117 [Andrew Hockey and Tim Balcon]
243 Q140 [David Hughes]

Post-16 Education and Skills White Paper highlights the envisaged role for technical excellence colleges in helping providers to build relationships with employers.[244]

66. David Hughes argued that more money at a local level in the FE sector and more partnering with employers on curriculum development are needed to ensure career pathways and continuing training are fit for purpose. Andrew Hockey argued new money was not necessarily important, but rather better deployment of existing initiatives through collaboration. Tim Balcon added that "there is lots of money in the system and there is a lot of wastage", noting that around 70% of people who start a construction-related qualification do not complete or do not end up in the construction industry.[245]

67. Tim Balcon explained to us that employers would prefer skilled workers over trainees and that the training process is not adequately aligned to what employers are asking for.[246] David Hughes admitted that there is a risk involved for employers to take on people after college and give them on-site skills.[247] They argued that the progression rate of FE students into work is "incredibly high" but that they are not going into the trades because they are not getting the opportunity to translate their skills on-site. They felt employers needed to help with that.[248] Leah Robson expressed their frustration that the emphasis on skills funding "is always about college courses or sitting in a classroom". They would prefer support for training people up on the job.[249] Tom Jarman also highlighted the role of real-world experience, adding that skilled labour gaps at the local level were not a matter of pay. Rather, some areas lacked good programmes, or had poor retention rates, while the cyclical nature of the industry meant people might finish training in a downturn. These could be addressed by more programmes connecting employers, real-world experience in training, as well as government programmes to smooth out cycles.[250] The Minister told us that the Government's Regional Skills Pilots aim among other things to address the issue of "colleges providing training that is not

244 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025
245 Q119 [David Hughes, Andrew Hockey and Tim Balcon]
246 Q123 [Tim Balcon]
247 Q120 [David Hughes]
248 Q125 [David Hughes]
249 Q197 [Leah Robson]
250 Q181 [Tom Jarman]

meeting the demand".[251] They also said that the 60,000 placements under the construction skills package aim to address the issue of real-world experience.[252]

68. Tom Jarman highlighted examples of existing collaboration between the education and construction sectors over on-site skills hubs on construction sites. He noted however that the sites in question need to be of a reasonable size so that trainees have a reasonable chance of being a part of the pipeline of employment on that site.[253] He told us that a lot of SMEs are willing to take on trainees, but that too many of them operate on low margins and short-term contracts and can't take the risk.[254] Leah Robson suggested allowing for conditions to be placed on apprentices so that they have to pay back their training costs if they leave soon after finishing.[255] She also pointed out that Vaillant, a boiler manufacturer, has taken on apprentices and given them away free of charge to local SMEs.[256] Tom Jarman also gave us an example of direct contracting with SMEs by B4Box, which takes on unskilled trainees and skills them up over a period of time. The trainees are paid a full-time wage, unlike in college, and the margins for SMEs are not squeezed.[257]

69. David Hughes outlined a role for Skills England in improving existing collaboration by developing partnerships between employers, colleges and others that might be needed. He suggested it could also work with the elected mayors and the strategic authorities to make sure they have the ability to take ownership and are accountable for delivery.[258] He also said a "small amount" of capital and revenue, as well as trust, would help colleges engage with employers.[259] The Post-16 Education and Skills White Paper states that Skills England will "put public-private partnership working at its heart".[260]

70. The Minister told us that the Government are providing £625 million to develop ten technical excellence colleges on construction. They are working with local organisations and "will make sure that is done properly. The colleges are obviously crying out for support in terms of the skills provision

251 Q218 [Sarah Jones MP]
252 Q268 [Sarah Jones MP]
253 Q187 [Tom Jarman]
254 Q188 [Tom Jarman]
255 Q191 [Leah Robson]
256 Q189 [Leah Robson]
257 Q191 [Tom Jarman]
258 Q144 [David Hughes]
259 Qq141–142 [David Hughes]
260 Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, "Post-16 Education and Skills White Paper", 20 October 2025

and the cuts that we have seen over many years."[261] She accepted there were challenges with colleges. These included pay for trainers, facilities and working more with SMEs. She put to us that the Industrial Strategy, the Infrastructure Strategy, "all of these things that give certainty to people on where our industry is going can help build up those things as well as funding."[262]

71. **CONCLUSION**
National workforce planning will need to be delivered beyond Whitehall and devolved levels of government have a crucial role to play. National plans need to recognise that delivery of the workforce may diverge according to local circumstance and need while providing both a consistent quality in career pathways, standards and training and a portability of skills across the UK's nations.

72. **CONCLUSION**
Training needs to meet the needs of employers, current and future workers. There also needs to be more certainty around the longevity of government policies. That will give confidence both to employers investing in training and to workers considering entering the workforce, upskilling and retraining.

73. **RECOMMENDATION**
We welcome the Government's attention to leveraging the significant potential of various levels of devolved government across different parts of the UK. They should be empowered to lead on approaches tailored to local or regional strengths and weaknesses. Furthermore, the Government must provide the Office for Clean Energy Jobs and Skills England with the authority and resources to meaningfully co-ordinate policies with counterparts in the UK's nations to ensure consistency in training and therefore the portability of skills.

74. **RECOMMENDATION**
Now that the Spending Review has been published, the Government needs to accelerate its adoption of policies relevant to clean energy and retrofit skills. These policies need long timescales to be most effective. The Government should have a ten-year horizon for initiatives and funding which should be revised, and extended, every five years to give confidence to both trainers and the industry.

261 Q215 [Sarah Jones MP]
262 Q249 [Sarah Jones MP]

75. **RECOMMENDATION**

The Government must demonstrate how it is working with employers and the education sector to deliver clear career pathways, particularly for those workers who will not go through the technical excellence colleges. It should report on the success of the Regional Skills Pilots by summer 2026 with a view to expanding them. Future funding should be allocated to employers to ensure those being trained receive real-world experience.

76. **RECOMMENDATION**

We further recommend that Government expand and formalise 'try-before-you-buy' training opportunities to improve conversion rates from training into employment. Evidence received indicates that up to 70% of individuals starting construction-related FE qualifications do not complete or do not enter the sector, with FE students often lacking structured opportunities to translate classroom learning into on-site experience. SMEs, which form the backbone of the construction and retrofit supply chain, frequently operate on short-term contracts and cannot absorb the risk of taking on inexperienced trainees without support. We heard clear examples of effective early-exposure models, such as on-site skills hubs, employer-supported placements, and programmes like B4Box and the Vaillant SME apprenticeship initiative, that reduce barriers for both learners and employers. The Government should therefore expand these practical entry pathways across clean heat, low-carbon construction, and retrofit, ensuring funded, flexible, short-duration placements are available nationwide.

77. **RECOMMENDATION**

Given the scale of workforce demand in construction and retrofit, including the need for an estimated additional 250,000 workers to meet new housing targets and millions more for retrofit we recommend that Government work with CITB, Skills England, and industry to establish a nationally recognised, industry backed construction and retrofit skills programme. Evidence demonstrates that the current system lacks alignment between education and industry, and that professional pathways remain unclear to prospective entrants. Witnesses highlighted persistent diversity gaps, including women making up less than 15% of the construction workforce, and under-representation among ethnic minority groups. A national programme, backed by CITB or a comparable body, could raise the profile of construction and retrofit as mission-driven, net-zero careers, improve the attractiveness and clarity of pathways, and support higher-quality, employer-endorsed training. We recommend that Government develop such a programme to inspire new entrants, support experienced workers into teaching roles, and ensure the sector attracts a wide and diverse workforce.

5 Measures aimed at demand and at boosting skills supply directly

Consumer and public sector demand

78. Our attention was drawn to the role of consumer and public sector demand in increasing the pace of development of retrofit skills. If the Government wants workers to retrain then it needs to ensure that there is an adequate demand for those skills.

79. We received suggestions for non-fiscal interventions in this regard. These included legislating to upgrade homes,[263] using Building Regulations,[264] expanding mandatory certification[265] and restricting grants to certified contractors.[266] Imperial College London submitted that a rebalancing of levies on electricity and gas and revision of the EPC regime could encourage the take-up of heat-pumps and therefore a demand for installer skills.[267] There were calls to address the lack of clarity over the future of hydrogen in home heating.[268] Some submissions suggested a centralised "one-stop shop" for consumers and key supply chain members,[269] which might include information about costs and "how to" guides.[270] Others pointed to the potential contributions of early adopters,[271] community engagement[272] and the third sector in spearheading transition from the demand-side.[273]

263 TrustMark (WFP0086)
264 Federation of Environmental Trade Associations (WFP0125)
265 TrustMark (WFP0086)
266 Just Transition Wakefield (WFP0128)
267 Imperial College London (WFP0010)
268 For example, The Housing Forum (WFP0048)
269 MCS Foundation (WFP0031)
270 Institution of Civil Engineers (WFP0053)
271 Imperial College London (WFP0010)
272 Groundwork UK (WFP0027)
273 National Energy Action (WFP0069)

80. Witnesses were not generally confident the Government will hit its targets for Clean Energy 2030 and the decarbonisation of buildings by 2050 without increases to existing public support.[274] James Fotherby cautioned against limiting existing financial incentives aimed at consumers, such as the boiler upgrade grant, as removing them "could dampen demand and therefore investment in skills".[275]

81. Dr Christian Calvillo put to us that a big driver of demand could be local authorities.[276] Anna Markova also argued local authorities had a role in directly delivering retrofit projects and that this could build up knowledge and trust and ensure that measures work for people in their homes.[277] There were calls in our evidence for local-authority-led building renovation planning,[278] through street by street or neighbourhood rollouts[279] including a right to opt-out for homeowners,[280] as well as with an appropriate spacing-out of activity to avoid labour supply pressures.[281] Anna Markova argued that large projects provide opportunities for workforce training at scale "like nothing else does" and cited the example of Hinkley Point C. She suggested this large-scale approach could also be applied to retrofit.[282] The Minister told us the Warm Homes Plan will cover the role of local authorities in driving demand for skills.[283]

82. Professor James Robson told us he was "not convinced the evidence is actually saying that if you solely raise consumer demand, you have solved the problem" and that it was a necessary but not sufficient condition to addressing labour supply.[284] The Minister agreed that measures both to address consumer demand and to boost the supply of skills directly are needed. DESNZ is "looking at whether there are different forms of funding and support we can provide, different things we can do, to get that consumer demand".[285]

274 Q114 [Simon Ayers, Brian Berry, James Fotherby and Anna Markova]
275 Q112 [James Fotherby]
276 Q24 [Dr Christian Calvillo]
277 Q107 [Anna Markova]
278 Energy Demand Research Centre (WFP0051)
279 Rossendale Valley Energy Community Benefit Society (WFP0043)
280 Greener Jobs Alliance (WFP0127)
281 Centre for Energy Policy, University of Strathclyde (WFP0012)
282 Q107 [Anna Markova]
283 Q267 [Sarah Jones MP]
284 Qq63–64 [Professor James Robson]
285 Q271 [Sarah Jones MP]

Boosting supply of skills directly

83. We received a lot of evidence concerning the significance of measures directly addressing the supply of skills. Professor James Robson told us that addressing the behavioural change of suppliers places some burden on the workforce, thereby avoiding "putting too great a cost burden on consumers". There would, however, be costs associated with initiatives to shape the behaviour of suppliers.[286] Leah Robson put to us that there were cost pressures in the retrofit industry, observing that, in general, "people want this done well but as cheaply as possible". At the high-quality end of the market, firms can charge a premium, but otherwise passing on skills costs such as for supervising trainees can be a "real challenge".[287]

84. We explored the use of policy levers to mandate skilled labour and change the behaviour of suppliers to raise further their investment in skills. Anna Markova called on government to use conditionalities "to deliver the good jobs"[288] suggesting that the Clean Industry Bonus under Contracts for Difference could do this and extra conditions could be added in future rounds.[289] Our inquiry also received evidence calling for the use of procurement to incentivise the uptake of new entrants and wider skills investment,[290] the recruitment of education leavers locally,[291] as well as co-operation on improving local infrastructure.[292] The Electrical Contractors Association submitted that weak competence and social value requirements from construction clients, including the public sector, enable "unscrupulous businesses to undercut others by failing to invest in workforce skills and competence".[293]

85. Professor James Robson told us that such requirements could mean the "top end of the system in terms of standards" pulling up "the bottom end". He said there is some evidence internationally that it can work, but also evidence of potential perverse consequences, with a two-tier system, suggesting that to change the whole of the workforce the UK would also need to use regulatory mechanisms alongside public procurement; a high standard and a floor.[294] Dr Christian Calvillo put to us that there needs to be a balance between increasing obligations in public procurement on the one hand, and opening up that procurement to SMEs on the other. He said it would be different "depending on the sectors and probably also depending

286 Qq65–66 [Professor James Robson]
287 Q182 [Leah Robson]
288 Q107 [Anna Markova]
289 Qq109–110 [Anna Markova]
290 Engineering Construction Industry Training Board (WFP0114)
291 Veolia Environmental Services (WFP0014)
292 Green Jobs Foundation (WFP0101)
293 Electrical Contractors Association (WFP0104)
294 Q56 [Professor James Robson]

on separate locations." However, he cautioned against too much reliance on SMEs, citing a low carbon heat example in Scotland with a slow take-up of apprenticeships through SMEs.[295] The CEJP states the Government will leverage additional private investment into skills and strengthen workforce protections, through introducing workforce criteria across relevant DESNZ grants and procurements, including in the Clean Industry Bonus.[296]

86. Simon Ayers suggested that longer-term policy around public procurement will "probably" allow larger businesses to create a subcontract market".[297] Brian Berry told us that public procurement "is a very useful tool to put conditions in [contracts] that drive demand" especially for social housing. However, he was concerned that, in the owner-occupied sector, smaller firms are not involved in public procurement.[298] He cautioned that "a lot of the companies" with only two or three people are unlikely to want to engage in complex and burdensome public procurement processes, preferring instead to carry on engaging with homeowners.[299] Tom Jarman told us that most SMEs he had spoken to wanted "a shot at a contract" and to know what they needed to do to secure it. If that meant skilling-up then they would do so. Leah Robson described work for homeowners as "not reliable" and that a steady stream of work from a local authority that prioritised businesses training apprentices would be "fantastic". Tom Jarman described the Government as a "very significant" construction client and the Warm Homes Fund as a "massive" investment in the retrofit marketplace. However, a large-scale public sector or local authority retrofit programme "absolutely" would be detrimental to skills shortages in the owner-occupied sector. There was a risk that more professional members of the marketplace withdraw on to big contracts, leaving the owner-occupied sector "wide open for some of the people who should not be touching domestic property".[300]

87. Our inquiry also received evidence highlighting the role of tax incentives and public funding, particularly as these can also incentivise private sector financing.[301] Suggestions for tax incentives included "R&D relief style incentives"[302] and targeted incentives for SMEs.[303] There were calls for more funding for FE colleges[304] including increased pay for teachers

295 Qq59–60 [Dr Christian Calvillo]
296 Department for Energy Security and Net Zero, "Clean Energy Jobs Plan", 19 October 2025
297 Q107 [Simon Ayers]
298 Q105 [Brian Berry]
299 Q108 [Brian Berry]
300 Q196 [Leah Robson and Tom Jarman]
301 Centre for Energy Policy, University of Strathclyde (WFP0012)
302 For example, Chartered Management Institute (WFP0095)
303 For example, City & Guilds (WFP0071)
304 Imperial College London (WFP0010)

and trainers,[305] low carbon training centres,[306] on-site testing facilities,[307] modern training facilities,[308] trainer programmes,[309] trainer secondments from industry[310] and to address loss of income for participants.[311] Others suggested targeting funding for low carbon apprenticeship opportunities,[312] places where demand is highest,[313] regional skills hubs,[314] local retrofit facilitation hubs,[315] local supply chains,[316] local support networks like One Stop Shops,[317] career portals,[318] as well as for capacity-building in planning departments,[319] grid authorities[320] and TrustMark.[321] There were calls for investment in transport and housing infrastructure,[322] skills in coastal communities,[323] as well as training in industrial clusters[324] and emerging technologies, like tidal stream, wave energy[325] and hydrogen.[326] We were told of the "essential" need for targeted initiatives to attract people from under-represented groups, not least ethnic minorities and women, into clean energy jobs and careers.[327] Her Retrofit Space suggested providing childcare support or flexible schedules.[328] We also received proposals for easing access, whether by making training programmes more adaptable,[329]

305 Association of Colleges (WFP0110)
306 Energy Demand Research Centre (WFP0051)
307 Institute for Public Policy Research (WFP0088)
308 National Grid (WFP0093)
309 UK100 (WFP0105)
310 Just Transition Wakefield (WFP0128)
311 Aldersgate Group (WFP0030)
312 Energy Demand Research Centre (WFP0051)
313 Imperial College London (WFP0010)
314 Fortescue (WFP0085)
315 Energy Efficiency Infrastructure Group (WFP0122)
316 Net Zero Careers Accelerator (GoodPeople), Clarion Housing, Polln, Communities that Work, Peabody, Phoenix Community Housing, Axis Europe, and London South Bank University (WFP0103)
317 Energy Demand Research Centre (WFP0051)
318 Carbon Capture and Storage Association (WFP0054)
319 Association for Consultancy and Engineering (WFP0018)
320 Solar Energy UK (WFP0058)
321 Institute for Public Policy Research (WFP0088)
322 Celtic Sea Power Ltd (WFP0032)
323 Marine Energy Wales (WFP0040)
324 Engineering Construction Industry Training Board (WFP0114)
325 Marine Energy Wales (WFP0040)
326 Hydrogen UK (WFP0073)
327 Institution of Mechanical Engineers (WFP0082)
328 Her Retrofit Space (part of Her Own Space CIC) (WFP0019)
329 Imperial College London (WFP0010)

simplifying the apprenticeship process for employers, removing "red tape" for training providers,[330] or supporting SMEs to participate in projects.[331] Some saw a role for the OCEJ in facilitating this.[332]

88. Jodie Coe put to us that "skills development is a long-term game". She argued that public spending has a role to play, particularly in education, so that people come with a level of work-readiness that industry can develop into the specific competence needed to deliver the role.[333] Sue Ferns suggested that a key role for government, and for the public purse, is in developing skills at an early stage, because a lot of them take two or three years to develop. She expected some workforce skills gaps could be resolved quickly with more public funds, particularly for workers who are transitioning into clean energy sectors. However, in the longer-term, employers need to do more and so far they have perhaps not had as much certainty as they have needed.[334] Tom Jarman suggested that there already is "quite a lot" of input funding for skills, but that the supply chain is responding to what clients are asking for. He argued there will be a mismatch if clients don't have a consistent pipeline of work or ambition, can't articulate what they want the supply chain to do, and operate in a short-term, transactional, cost and compliance-driven way.[335]

89. The Minister put to us that skills funding is "more of a priority for this Government than the last" and "absolutely crucial to delivering [clean energy by] 2030". She described skills as "one of the most challenging areas", but "one that we absolutely have to get right. Whether it is tilting the funding that we have, increasing the funding, new provisions or more flexibilities, all of it is part of what we are looking at".[336]

90. The Spending Review states that the skills system is "central to achieving economic growth and breaking down barriers to opportunity." It notes that the Government is providing £1.2 billion of additional investment per year by 2028–29. This includes funding to support over 1.3 million 16–19 year olds to access high-quality training, with the aim of supporting 65,000 additional learners per year by 2028–29. It also aims to deliver £625 million between 2025–26 and 2028–29 to train up to 60,000 skilled construction workers, as already announced at Spring Statement 2025.[337] The Industrial

330 CATCH UK Limited (WFP0041)
331 Energy Efficiency Infrastructure Group (WFP0122)
332 For example, TrustMark (WFP0086)
333 Q164 [Jodie Coe]
334 Q165 [Sue Ferns]
335 Q196 [Tom Jarman]
336 Q270 [Sarah Jones MP]
337 HM Treasury, Spending Review 2025, 11 June 2025

Strategy stated the Government will be bringing forward further packages on digital, defence and engineering skills, building on the construction skills package.[338]

91. **CONCLUSION**
Consumer and public sector demand have a significant role to play in increasing the demand for, and therefore exerting influence on the supply of, skills. Longer and more detailed time frames will provide certainty not just for consumers in seeking to adopt technologies but also for employers to invest in the skills needed to develop, manufacture and install them. The demand for the work needs to come first for the investment in skills to follow.

92. **CONCLUSION**
The Government has at its disposal a range of measures, not all of which involve spending public money. There is scope for using procurement, and similar policy levers, to create the demand for skilled roles.

93. **CONCLUSION**
Targeting consumer demand on its own is necessary but not sufficient and public funding is needed aimed at addressing the supply of skills directly. The commitments in the Spending Review and Industrial Strategy are welcome as is the direction of travel. At some point market signals will be strong enough and funding can be scaled back but we are not at that stage yet. While public funding could be deployed across a variety of worthy initiatives, the schemes the Government chooses to fund must be robustly and regularly evaluated to ensure they adequately address the skills shortages identified in its workforce strategies.

338 Department for Business and Trade, The UK's Modern Industrial Strategy 2025, 23 June 2025

94. **RECOMMENDATION**
In addition to increasing the overall number of workers, we recognise that productivity improvements and new working practices will be essential to meet the scale of labour demand identified in this Report. Evidence submitted on the sheer volume of work required, including retrofitting most UK homes to EPC C by 2035 and delivering 1.5 million new homes and 5 million retrofits, with at least a quarter of a million additional workers needed for new build alone, suggests that relying solely on headcount growth will be challenging. The Government's workforce planning should therefore explicitly consider how digital skills, new technologies and modern methods of construction can help increase productivity, improve quality and reduce bottlenecks, particularly in off-site manufacture, design, surveying, grid connection and project management. Skills England and the Office for Clean Energy Jobs should work with industry to ensure that occupational standards and training provision reflect these evolving practices.

95. **RECOMMENDATION**
The Government should, as a matter of urgency, clarify its stance on the balance of levies between electricity and gas, revisions to the EPC regime and the role of hydrogen in heating.

96. **RECOMMENDATION**
We look forward to the Government's Warm Homes Plan and their estimate of workforce needs and how they will meet it. The Government's Warm Homes Plan should facilitate a greater role for local authorities to accelerate the roll-out of retrofit.

97. **RECOMMENDATION**
The Government should carry out and publish a thorough impact assessment before deciding to use conditionality as a policy lever in procurement to mandate skilled labour requirements in contracts for clean energy retrofit works in public sector buildings.

98. **RECOMMENDATION**
We emphasise that workforce expansion in retrofit and clean heat must go hand-in-hand with high and verifiable standards of competence. Written evidence criticised aspects of the existing skills and competence system in retrofit and related sectors, calling for tighter and more rigorous training standards, improved accreditation and the raising of quality where some courses were described as being of 'dubious value'. Other submissions advocated expanding mandatory certification and restricting grants to certified contractors as a way to protect consumers and ensure high-quality works. The Government's workforce strategy should therefore link investment in training to nationally recognised, portable accreditation and competence frameworks, so that consumers, social landlords and public bodies can have confidence that retrofit and clean-energy works are being carried out by properly trained and certified workers.

99. **RECOMMENDATION**
The Government should commit immediately to at least maintaining its support for measures aimed at increasing demand for retrofit during this Parliament. It should also commit to carrying out and publishing an evaluation of the impact of its funding schemes directly addressing the supply of skills before the end of the Spending Review period.

Conclusions and recommendations

The demand for skilled labour

1. The supply of skilled labour does not currently match the levels of demand expected to be required if the UK is to fulfil Government's ambitions to deliver clean energy by 2030 and decarbonised buildings by 2050. (Conclusion, Paragraph 29)

2. Fortunately, there is a lot of scope for smart policy and expenditure to be used to collaborate with the whole energy sector, as well as the education and skills sector, to empower and equip existing workers and new entrants to meet demand created by the Government's targets for clean energy and the decarbonisation of buildings. Crucially, time appears to remain available for productive change and many of the skills of the existing energy, engineering and construction workforces are highly transferable, alongside the potential for innovative and creative programmes to demonstrate crossover applicable skills from other parts of the economy. The skilled jobs that will be required, offer the promise of long-term, good careers but it is unclear that market forces alone will overcome inertia and bottlenecks. Notwithstanding the role of the private sector in investing in skills, there is a clear role for government intervention and leveraged public expenditure. (Conclusion, Paragraph 30)

3. There may be a need for the import of some specific skills from overseas, at least in the short term, to deliver on targets for clean energy and the decarbonisation of buildings. We heard of significant efforts by the Danish government both to manage migration and fill their significant skills gap, especially in construction and related sectors. The Government should explore measures taken by the Danish government to address their workforce and skills. However, as the Post-16 Education and Skills White Paper acknowledges, longer-term solution must be focussed on home-grown talent. Work on the supply of home-grown skilled labour for energy infrastructure and decarbonising buildings needs to start now. (Conclusion, Paragraph 31)

4. The Government must continue to tackle barriers preventing existing energy sector workers transitioning successfully. Skills Passports and associated funding should be expanded. The Government in its response to us should propose how the transferability of skills across traditional boundaries and between devolved administrations could be accommodated better by accreditation regimes. The Government should put in place commitments to transition the existing local skilled labour supply within Contracts for Difference and similar clean energy support mechanisms. These should include tangible workforce transition and support targets and leverage UK manufacturing content requirements where possible. (Recommendation, Paragraph 32)

5. The Government should continue to develop and launch further initiatives to promote clean energy and retrofit careers among under-represented groups and those outside the existing workforce; the actions set out in the Post-16 Education and Skills White Paper should be accelerated to bring down the barriers to new entrants from these groups taking up such roles in time to have a meaningful impact on the goals for clean energy and retrofit. (Recommendation, Paragraph 33)

6. The Government should, by the end of 2026, set out a range of further options for conditionality to leverage the short-term need for skilled immigration to boost the longer-term need for home-grown talent. An analysis of their potential impacts should be included. (Recommendation, Paragraph 34)

The role of the Department and its Office for Clean Energy Jobs

7. For workforce planning to be effective, it is important that there is some shared definition of the jobs under discussion for support, encouragement and incentivisation; the Government's clarifications around definitions has been helpful. We also welcome the Government taking an expansive approach to the scope of roles included and the focus on ensuring high quality, well-paid careers. (Conclusion, Paragraph 50)

8. In our Report on retrofitting homes for net zero we concluded that there was a reluctance to invest in courses that were associated with, among other things, uncertainty and weak promotion of careers. The Office for Clean Energy Jobs should work with its stakeholder community to tackle that uncertainty and, thereby, encourage investment in, and the promotion of, retrofit skills and careers. The Warm Homes Plan will be an opportunity to show how it will do this. (Conclusion, Paragraph 51)

9. The Department for Energy Security and Net Zero should have demonstrated its firm grasp of the skills landscape by having published a workforce strategy much sooner. (Conclusion, Paragraph 52)

10. The Warm Homes Plan is crucial for retrofit workforce planning and should be published as soon as possible. It must set out a clear framework of responsibilities to ensure joined-up delivery. It should demonstrate the Government is putting good quality, well-paid careers, rather than just jobs, at the heart of its workforce planning. It should also demonstrate the Government is tailoring its messaging around roles in retrofit to reflect the various cohorts and motivations involved. Clear indications of levels of support for training routes should be included. (Recommendation, Paragraph 53)

11. The Office for Clean Energy Jobs should be effectively resourced so that its remit and activity can encompass both the clean energy and the retrofit workforces. (Recommendation, Paragraph 54)

Collaborating with and supporting stakeholders

12. National workforce planning will need to be delivered beyond Whitehall and devolved levels of government have a crucial role to play. National plans need to recognise that delivery of the workforce may diverge according to local circumstance and need while providing both a consistent quality in career pathways, standards and training and a portability of skills across the UK's nations. (Conclusion, Paragraph 71)

13. Training needs to meet the needs of employers, current and future workers. There also needs to be more certainty around the longevity of government policies. That will give confidence both to employers investing in training and to workers considering entering the workforce, upskilling and retraining. (Conclusion, Paragraph 72)

14. We welcome the Government's attention to leveraging the significant potential of various levels of devolved government across different parts of the UK. They should be empowered to lead on approaches tailored to local or regional strengths and weaknesses. Furthermore, the Government must provide the Office for Clean Energy Jobs and Skills England with the authority and resources to meaningfully co-ordinate policies with counterparts in the UK's nations to ensure consistency in training and therefore the portability of skills. (Recommendation, Paragraph 73)

15. Now that the Spending Review has been published, the Government needs to accelerate its adoption of policies relevant to clean energy and retrofit skills. These policies need long timescales to be most effective. The Government should have a ten-year horizon for initiatives and funding which should be revised, and extended, every five years to give confidence to both trainers and the industry. (Recommendation, Paragraph 74)

16. The Government must demonstrate how it is working with employers and the education sector to deliver clear career pathways, particularly for those workers who will not go through the technical excellence colleges. It should report on the success of the Regional Skills Pilots by summer 2026 with a view to expanding them. Future funding should be allocated to employers to ensure those being trained receive real-world experience. (Recommendation, Paragraph 75)

17. We further recommend that Government expand and formalise 'try-before-you-buy' training opportunities to improve conversion rates from training into employment. Evidence received indicates that up to 70% of individuals starting construction-related FE qualifications do not complete or do not enter the sector, with FE students often lacking structured opportunities to translate classroom learning into on-site experience. SMEs, which form the backbone of the construction and retrofit supply chain, frequently operate on short-term contracts and cannot absorb the risk of taking on inexperienced trainees without support. We heard clear examples of effective early-exposure models, such as on-site skills hubs, employer-supported placements, and programmes like B4Box and the Vaillant SME apprenticeship initiative, that reduce barriers for both learners and employers. The Government should therefore expand these practical entry pathways across clean heat, low-carbon construction, and retrofit, ensuring funded, flexible, short-duration placements are available nationwide. (Recommendation, Paragraph 76)

18. Given the scale of workforce demand in construction and retrofit, including the need for an estimated additional 250,000 workers to meet new housing targets and millions more for retrofit we recommend that Government work with CITB, Skills England, and industry to establish a nationally recognised, industry backed construction and retrofit skills programme. Evidence demonstrates that the current system lacks alignment between education and industry, and that professional pathways remain unclear to prospective entrants. Witnesses highlighted persistent diversity gaps, including women making up less than 15% of the construction workforce, and under-representation among ethnic minority groups. A national programme, backed by CITB or a comparable body, could raise the profile of construction and retrofit as mission-driven, net-zero careers, improve the attractiveness and clarity of pathways, and support higher-quality, employer-endorsed training. We recommend that Government develop such a programme to

inspire new entrants, support experienced workers into teaching roles, and ensure the sector attracts a wide and diverse workforce. (Recommendation, Paragraph 77)

Measures aimed at demand and at boosting skills supply directly

19. Consumer and public sector demand have a significant role to play in increasing the demand for, and therefore exerting influence on the supply of, skills. Longer and more detailed time frames will provide certainty not just for consumers in seeking to adopt technologies but also for employers to invest in the skills needed to develop, manufacture and install them. The demand for the work needs to come first for the investment in skills to follow. (Conclusion, Paragraph 91)

20. The Government has at its disposal a range of measures, not all of which involve spending public money. There is scope for using procurement, and similar policy levers, to create the demand for skilled roles. (Conclusion, Paragraph 92)

21. Targeting consumer demand on its own is necessary but not sufficient and public funding is needed aimed at addressing the supply of skills directly. The commitments in the Spending Review and Industrial Strategy are welcome as is the direction of travel. At some point market signals will be strong enough and funding can be scaled back but we are not at that stage yet. While public funding could be deployed across a variety of worthy initiatives, the schemes the Government chooses to fund must be robustly and regularly evaluated to ensure they adequately address the skills shortages identified in its workforce strategies. (Conclusion, Paragraph 93)

22. In addition to increasing the overall number of workers, we recognise that productivity improvements and new working practices will be essential to meet the scale of labour demand identified in this Report. Evidence submitted on the sheer volume of work required, including retrofitting most UK homes to EPC C by 2035 and delivering 1.5 million new homes and 5 million retrofits, with at least a quarter of a million additional workers needed for new build alone, suggests that relying solely on headcount growth will be challenging. The Government's workforce planning should therefore explicitly consider how digital skills, new technologies and modern methods of construction can help increase productivity, improve quality and reduce bottlenecks, particularly in off-site manufacture, design, surveying, grid connection and project management. Skills England and the Office for

Clean Energy Jobs should work with industry to ensure that occupational standards and training provision reflect these evolving practices. (Recommendation, Paragraph 94)

23. The Government should, as a matter of urgency, clarify its stance on the balance of levies between electricity and gas, revisions to the EPC regime and the role of hydrogen in heating. (Recommendation, Paragraph 95)

24. We look forward to the Government's Warm Homes Plan and their estimate of workforce needs and how they will meet it. The Government's Warm Homes Plan should facilitate a greater role for local authorities to accelerate the roll-out of retrofit. (Recommendation, Paragraph 96)

25. The Government should carry out and publish a thorough impact assessment before deciding to use conditionality as a policy lever in procurement to mandate skilled labour requirements in contracts for clean energy retrofit works in public sector buildings. (Recommendation, Paragraph 97)

26. We emphasise that workforce expansion in retrofit and clean heat must go hand-in-hand with high and verifiable standards of competence. Written evidence criticised aspects of the existing skills and competence system in retrofit and related sectors, calling for tighter and more rigorous training standards, improved accreditation and the raising of quality where some courses were described as being of 'dubious value'. Other submissions advocated expanding mandatory certification and restricting grants to certified contractors as a way to protect consumers and ensure high-quality works. The Government's workforce strategy should therefore link investment in training to nationally recognised, portable accreditation and competence frameworks, so that consumers, social landlords and public bodies can have confidence that retrofit and clean-energy works are being carried out by properly trained and certified workers. (Recommendation, Paragraph 98)

27. The Government should commit immediately to at least maintaining its support for measures aimed at increasing demand for retrofit during this Parliament. It should also commit to carrying out and publishing an evaluation of the impact of its funding schemes directly addressing the supply of skills before the end of the Spending Review period. (Recommendation, Paragraph 99)

Formal minutes

Tuesday 25 November 2025

Members present:

Bill Esterson (Chair)

Ms Polly Billington

Sir Christopher Chope

Lizzi Collinge

Graeme Downie

Mike Reader

Claire Young

Workforce planning to deliver clean, secure energy

Draft Report (*Workforce planning to deliver clean, secure energy*), proposed by the Chair, brought up and read.

Ordered, That the draft Report be read a second time, paragraph by paragraph.

Paragraphs 1 to 99 read and agreed to.

Summary agreed to.

Resolved, That the Report be the Sixth Report of the Committee to the House.

Ordered, That the Chair make the Report to the House.

Ordered, That embargoed copies of the Report be made available, in accordance with the provisions of Standing Order 134.

Adjournment

Adjourned till Wednesday 3 December 2025 at 2.30pm.

Witnesses

The following witnesses gave evidence. Transcripts can be viewed on the inquiry publications page of the Committee's website.

Wednesday 5 March 2025

Dr Christian Calvillo, Research Fellow at Centre for Energy Policy, University of Strathclyde; **Dr Richard Hanna**, Research Associate, Centre for Environmental Policy, Imperial College London; **Professor James Robson**, Director of the Centre for Skills, Knowledge, and Organisational Performance (SKOPE) and Associate Professor of Tertiary Education Systems, University of Oxford Q1–76

Wednesday 26 March 2025

Brian Berry, Chief Executive, Federation of Master Builders; **Simon Ayers MBE**, Chief Executive Officer, TrustMark; **James Fotherby**, Senior Policy Officer, Aldersgate Group; **Anna Markova**, Senior Policy Officer, Trades Union Congress Q77–116

David Hughes CBE, Chief Executive Officer, Association of Colleges; **Andrew Hockey**, Chief Executive Officer, Engineering Construction Industry Training Board; **Tim Balcon**, Chief Executive Officer, Construction Industry Training Board; **Katy Heidenreich**, Supply Chain and People Director, Offshore Energies UK Q117–144

Wednesday 30 April 2025

Sue Ferns, Senior Deputy General Secretary, Prospect; **Jodie Coe**, Director of People and Change, Northern Powergrid Q145–175

Leah Robson, Founder, Your Energy Your Way; **Tom Jarman**, Director, Low Carbon Journey Q176–206

Tuesday 13 May 2025

Sarah Jones MP, Minister of State, Department for Energy Security and Net Zero; **Hugo Jones**, Deputy Director for Green Growth, Department for Energy Security and Net Zero Q207–276

Published written evidence

The following written evidence was received and can be viewed on the inquiry publications page of the Committee's website.

WFP numbers are generated by the evidence processing system and so may not be complete.

1	Aldersgate Group	WFP0138
2	Aldersgate Group	WFP0030
3	Ashden; and National Retrofit Hub	WFP0026
4	Association for Consultancy and Engineering	WFP0018
5	Association of Colleges	WFP0110
6	Ayrshire College; and North Ayrshire Council	WFP0039
7	BUUK Infrastructure	WFP0016
8	Bathroom Manufacturers Association	WFP0006
9	British Solar Renewables	WFP0013
10	Brunel University of London	WFP0020
11	Building Controls Industry Association	WFP0116
12	CATCH UK Limited	WFP0041
13	Carbon Capture and Storage Association (CCSA)	WFP0054
14	Canovan, Dr Cherry (Research Fellow, University of Central Lancashire); and Walsh, Professor Robert (Professor of Solar Physics, University of Central Lancashire)	WFP0007
15	Catch22	WFP0068
16	Celtic Sea Power Ltd	WFP0032
17	Center for Global Development	WFP0142
18	Center for Global Development	WFP0108
19	Centre for Energy Policy, University of Strathclyde	WFP0012
20	Chartered Institute of Housing	WFP0009
21	Chartered Institute of Plumbing and Heating Engineering	WFP0052
22	Chartered Management Institute	WFP0095
23	Checkatrade	WFP0015

24	City & Guilds	WFP0071
25	City Energy Network	WFP0065
26	Civil Engineering Contractors Association	WFP0129
27	Clarke, Professor Linda (Emeritus Professor, Centre for the Study of the Production of the Built Environment (ProBE), University of Westminster)	WFP0055
28	Cogent Skills	WFP0094
29	Communities that Work	WFP0057
30	Construction Industry Training Board (CITB)	WFP0137
31	Construction Industry Training Board (CITB)	WFP0001
32	Department for Energy Security and Net Zero	WFP0115
33	Department of Earth Sciences, Royal Holloway, University of London	WFP0067
34	E.ON	WFP0098
35	EDF	WFP0074
36	Electrical Contractors Association	WFP0104
37	Electrical Safety First	WFP0042
38	Energy & Utilities Alliance (EUA)	WFP0062
39	Energy & Utility Skills Ltd	WFP0033
40	Energy Demand Research Centre	WFP0051
41	Energy Saving Trust	WFP0080
42	Engineering Construction Industry Training Board	WFP0114
43	Engineering and Building Services Skills Authority	WFP0126
44	EngineeringUK	WFP0143
45	Enginuity	WFP0038
46	Environmental Investigation Agency (EIA)	WFP0060
47	Equinor	WFP0133
48	Federation of Environmental Trade Associations	WFP0125
49	First Light Fusion	WFP0008
50	Fortescue	WFP0085
51	Fuels Industry UK	WFP0097
52	GMB Union	WFP0120
53	GREEN JOBS FOUNDATION	WFP0101

54	Good Energy	WFP0083
55	Greener Jobs Alliance	WFP0127
56	Greenworkx	WFP0045
57	Groundwork UK	WFP0027
58	Heat Networks Industry Council	WFP0081
59	Heat Pump Association	WFP0050
60	Her Retrofit Space (part of Her Own Space CIC)	WFP0019
61	Hertfordshire Futures	WFP0004
62	Hydrogen In Aviation (HIA)	WFP0076
63	Hydrogen Skills Alliance	WFP0034
64	Hydrogen UK	WFP0073
65	INCA Leading the UK EWI Industry.	WFP0017
66	Imperial College London	WFP0136
67	Institute for Public Policy Research (IPPR)	WFP0088
68	Institute of Environmental Management and Assessment	WFP0021
69	Institute of Materials, Minerals and Mining	WFP0070
70	Institution of Civil Engineers	WFP0053
71	Institution of Mechanical Engineers	WFP0082
72	JTL	WFP0091
73	Just Transition Wakefield	WFP0128
74	Kingfisher Plc	WFP0090
75	Lambeth Council; Southwark Council; and Lewisham Council	WFP0066
76	Logistics UK	WFP0099
77	Low Carbon Journey	WFP0003
78	Maltby, Dr Tomas (Reader in International Politics, Department of Political Economy, King's College London); and Harry, Dr Steve (Lecturer in Human Geography, Department of Geography, King's College London)	WFP0092
79	Marine Energy Council	WFP0131
80	Marine Energy Wales	WFP0040
81	Mott MacDonald	WFP0123
82	NAPIT	WFP0024
83	NPC (New Philanthropy Capital)	WFP0061

84	Naked Energy	WFP0111
85	National Energy Action	WFP0069
86	National Home Decarbonisation Group	WFP0118
87	National grid	WFP0093
88	Net Zero Careers Accelerator (GoodPeople); Clarion Housing; Polln; Communities that Work; Peabody; Phoenix Community Housing; Axis Europe; and London South Bank University	WFP0103
89	Northern Powergrid	WFP0141
90	Northern Powergrid	WFP0072
91	Nuclear Industry Association	WFP0077
92	OFTEC	WFP0096
93	OPITO	WFP0029
94	Pearson UK	WFP0121
95	Phoenix Group	WFP0036
96	Porritt, Catherine	WFP0130
97	Prospect	WFP0087
98	RWE	WFP0075
99	Reed in Partnership	WFP0106
100	Regen	WFP0124
101	RenewableUK & OWIC	WFP0112
102	Road Haulage Association	WFP0107
103	Roberts, Professor Simon (Honorary Professor, Brunel University London); and Axon, Dr Colin (Reader, Brunel University London)	WFP0049
104	Robson, Professor James (Professor of Tertiary Education Systems; Director of Centre for Skills Knowledge & Organisational Performance (SKOPE) , University of Oxford); and Killip, Professor Gavin (Professor of Buildings & Energy Policy, Nottingham Trent University)	WFP0022
105	Rossendale Valley Energy Community Benefit Society	WFP0043
106	Royal Institution of Chartered Surveyors	WFP0117
107	SSE	WFP0089
108	Santander UK	WFP0134
109	ScottishPower	WFP0078

110	Shell UK	WFP0084
111	Siemens Energy	WFP0102
112	Society for the Environment (SocEnv), secretariat of the Environmental Policy Forum (EPF)	WFP0056
113	Solar Energy UK	WFP0058
114	Statkraft	WFP0119
115	Subsurface Task Force	WFP0046
116	Sureserve	WFP0047
117	Thatcham Research	WFP0028
118	The Association for Decentralised Energy (ADE)	WFP0035
119	The Association of Colleges	WFP0139
120	The Burning Glass Institute	WFP0025
121	The Energy Efficiency Infrastructure Group	WFP0122
122	The Green Edge	WFP0023
123	The Housing Forum	WFP0048
124	The Installation Assurance Authority Federation	WFP0037
125	The MCS Foundation	WFP0031
126	Tomato Energy	WFP0005
127	Trades Union Congress	WFP0100
128	TrustMark	WFP0086
129	UK100	WFP0105
130	Uplift	WFP0059
131	Veolia Environmental Services	WFP0014
132	Wales and West Utilities	WFP0109
133	Warmur	WFP0135
134	West Yorkshire Combined Authority	WFP0063
135	Wittke, Ines (Policy and programmes Officer, Imperial Policy Forum, Imperial College London); Hanna, Dr Richard (Research Associate, Centre for Environmental Policy, Imperial College London); Collado, Dr Elisa Fregoso (Knowledge Ecxchange Officer, Energy Futures Lab, Imperial College London); Camacho McCluskey, Kaylen (Research Assistant, Energy Futures Lab, Imperial College London); Rhodes, Dr Aidan (Energy Policy Briefing Papers Fellow, Energy Futures Lab, Imperial College London);	

Carmichael, Dr Richard (Research Fellow, Centre for Environmental Policy, Imperial College London); and Moustafa, Dr Nadine (Research Associate, Department of Chemical Engineering and the Centre for Environmental Policy, Imperial College London) WFP0010

136 Your Energy Your Way WFP0140

List of Reports from the Committee during the current Parliament

All publications from the Committee are available on the publications page of the Committee's website.

Session 2024–26

Number	Title	Reference
4th	The new National Policy Statement for nuclear energy generation	HC 1212
3rd	Pre-appointment hearing for the Chair of the Climate Change Committee	HC 1186
2nd	Gridlock or growth? Avoiding energy planning chaos	HC 868
1st	Retrofitting homes for net zero	HC 453
3rd Special	The new National Policy Statement for nuclear energy generation: Government Response	HC 1508
2nd Special	Gridlock or Growth? Avoiding energy planning chaos: Government Response	HC 1507
1st Special	Retrofitting homes for net zero: Government Response	HC 1260