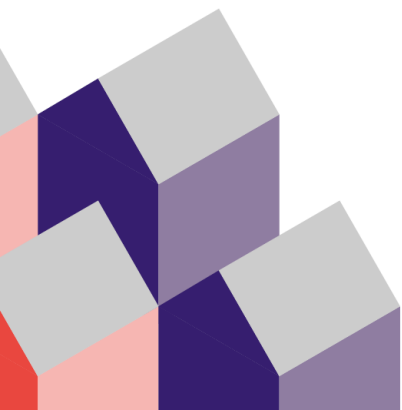




**TAI**

**2025**



# Breakout - Legislative changes: Building safety

## Sesiwn Fach - Newidiadau deddfwriaethol: Diogelwch adeiladau



Sarah Cullen  
Head of building  
safety, Welsh  
Government



Douglas Haig  
Board member, CIH Cymru and  
non-executive director, National  
Residential Landlords Association



Alan Brunt  
Chief executive, Bron  
Aron



Sue James  
Relationship manager  
South Wales, Aico





# TAI Conference 2025

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Legislative Changes: Building Safety

Alan Brunt, Chief Executive



# Breakout - Developing skills: Bridging the skills gap

**Sesiwn Fach - Datblygu sgiliau: Pontio'r bwlch sgiliau**



Menna Lewis  
**Project Manager, All  
Wales Net Zero  
Carbon Hwb Project**



Fran Richley  
**Operations  
manager, Eden  
Gate**



Robin Staines  
**Co-lead, Local  
Authority Delivery  
Programme**



Sarah Dunkerley  
**Director of  
membership &  
professional  
development, CIH**



# A Social Housing Development Academy for Wales

TAI 25



# 1. The Challenge

- 20k target and SHG+ needs skilled officers
- Job complexity, demands and pressures
- Capacity and remuneration challenges
- No single professional route or accredited QF

# Phase One – Assess Sector Appetite

- Survey (Top 3 skills – PM, people and budget)
- Interviews
- Conversations
- Advisory Group

*highly positive response for the principle*



# Phase Two – Identifying Delivery Options

- Criteria includes - uniquely Welsh, single-entry point, delivery across Wales.
- Assessed market and interviewed training providers
- Potential options
  - 1. Do nothing model*
  - 2. A Welsh hwb model*
  - 3. Membership model***





# Phase Three - Developing a Business Case

- Consortium led membership model - subscription
- CPD accredited modular training course
- Qualifications Wales accredited Level 3
- Mainly on-line and bi-lingual
- Responsive and adaptable



Thanks for listening

[robin.staines@gov.wales](mailto:robin.staines@gov.wales)

07863 981414

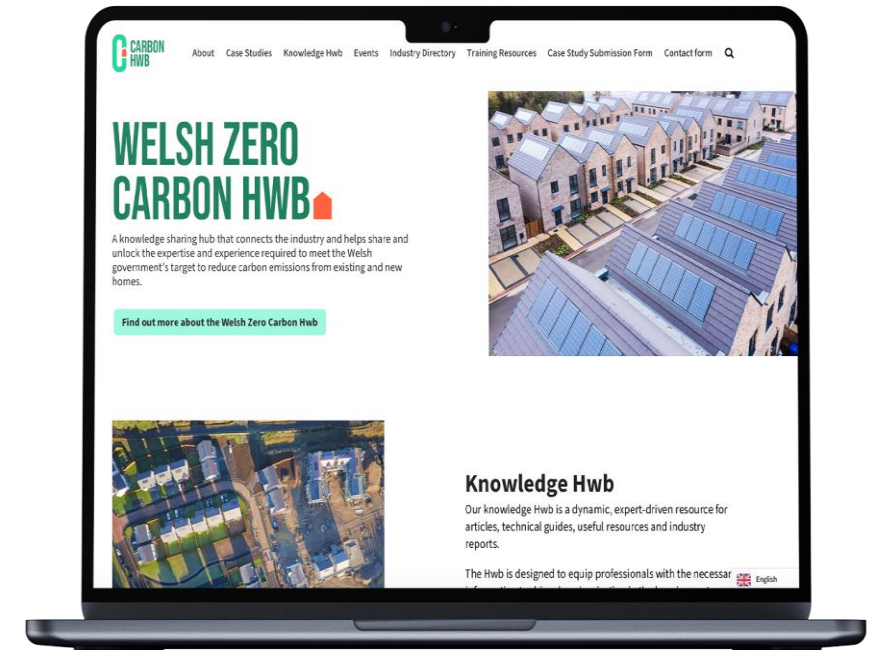


# Bridging the Skills Gap

Menna Lewis

# Background

- The Zero Carbon Hwb is a collaboration between Welsh Government, Local Authorities and Housing Associations to gather and share best practice on the decarbonisation of new and existing homes in Wales.
- Led by a steering group, the Hwb is a knowledge sharing online portal where publicly-funded organisations are able to use the information as a catalyst for change.
- The Hwb focuses primarily on publicly funded housing programmes and the sharing of knowledge to be able to increase scale and pace.
- The Hwb has identified knowledge gaps in the sector and provided up-to-date best practice and lessons learned.
- The Zero Carbon Hwb is a 3 year project (funded by WG)



# Housing Challenge - Wales



1.5 Million homes in Wales identified through 2021 census. ( 240,000 are social)

To meet the government target that means over **142** homes require retrofitting per day (7 days a week) for the next 25 years .

Retrofitting 24.8 million homes in England and Wales will require the existing workforce to upskill while recognising a UK gap of c.350k roles in domestic retrofit. For Wales we believe we need circa 27,000 new retrofit roles by 2030.

It is estimated that around 12% of Welsh Households are in fuel poverty.

A further challenge are:

- Ensuring that work conducted is compliant and to the required standards
- Our ageing workforce - A fifth of the construction workforce is aged 55 or over and most will have retired by 2030 .
- Lack of appetite to join the sector – we need to educate our younger population of the careers available.
- Lack of suitability qualified lectures and cohort size.
- Balancing Academic and Practical Learning .

# Training

One of our key deliverables was to identify strategic skills and training priorities for delivering Net Zero Carbon including the design of a Net Zero training programme for HA Site Inspectors and Project Managers.

The course was launched in November 2024 and is free of charge for the first 200 registrants.

The training programme includes nine modules, each focusing on aspects of net zero housing and is available through our online e-learning platform:

1. Background to Welsh Social Housing Policies and Regulations
2. Foundation: An Introduction to Sustainable Building
3. PAS 2030/2035: Retrofit for Site Inspectors and Project Managers
4. Monitoring, Reporting and Reducing Carbon Emissions
5. Heat Pumps and Solar PV guidelines
- 6 A. Airtightness: Retrofit of Homes
- 6 B. Heat Loss in New Build Homes
7. Modern Construction Methods for New Build Homes
8. Ventilation: Retrofit and New Build Homes
9. Building Performance Evaluation (BPE) in Practice



# Hi Menna!

Welcome to the Welsh Zero Carbon Hwb e-learning platform.



## 1. Background to Welsh social housing policies and regulations

Online Course · 20m

Enrol



## 2. Foundation: An introduction to sustainable building

Online Course · 1h 45m

Enrol



## 3. PAS 2030/2035: Retrofit for site inspectors and project managers

Online Course · 1h 50m

Enrol



## 4. Monitoring, reporting and reducing carbon emissions

Online Course · 1h

Enrol



## 5. Heat pumps and solar PV guidelines

Online Course · 1h

Resume



## 6A. Airtightness: retrofit of homes

Online Course

Enrol



## 6B. Heat loss in new build homes

Online Course · 1h 6m

Enrol



## 7. Modern construction methods for new build homes

Online Course · 1h 20m

Enrol



## 8. Ventilation: retrofit and new build homes

Online Course · 1h 50m

Enrol



## 9. Building Performance Evaluation (BPE) in practice

Online Course · 50m

Enrol



75 active learners to date from HA's and LA's

4 Modules CPD accredited and the remaining 4 currently being reviewed

**Feedback to date:**

Loved the course, such a great eLearning course.

I will question during the construction stage whether systems are in place to ensure de- carbonisations is achieved

The content was really useful and I will use it to grow monitoring for ORP into BPE, as a long term goal

I will talk to the head of maintenance and suggest they do the course, it may help with some of the issues we have found.

I really enjoyed the course and it was a good bit of revision of the MSc short course I did at Keele many years ago. It has given me the confidence to use some of this knowledge and take a more active role in new builds at the council. It will also help with the ORP and retrofit work I am doing as it has some cross over with U values and insulation.

Knowledge is power. Only way to improve is to know what steps you can take to make a difference



# Qualifications and Training Map



Directory links to qualifications relevant to retrofit, including both retrofit-specific courses and entry-level construction courses that can lead to further retrofit-related training and apprenticeships currently in development. Informal training is also included in a separate 'Masterclasses and Webinars' tab for those looking to deepen their understanding of various topics.

[Qualifications and training map National Retrofit Hub – WG3.xlsx](#)

This is a working document, and we will continue to collaborate to ensure it remains up to date. Please take a look and share it with your community.

Please note, the list of courses is not an endorsement by Welsh Zero Carbon Hwb, but we hope having all the information in one place will be helpful.

Additionally, please ensure you review the courses available in Wales via:

- [The Welsh Government Optimised Retrofit Programme \(ORP\)](#)
- [Courses Wales Course Search](#)
- [Net Zero and your career | Working Wales](#)
- [Stronger, fairer greener Wales: net zero skills | GOV.WALES](#) .
- [Net Zero leadership programme – Academi Wales](#)



# Diolch/Thank you

Follow us on Linked in ([13\) The Welsh Zero Carbon Hwb: Overview | LinkedIn](#))  
Sign up to our Newsletter (<https://zerocarbonhwb.cymru/newsletter-sign-up/>)  
and engage with others on our eForum (<https://zerocarbonhwb.cymru/forum/> )

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