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Career paths to install heat pumps

Green Heat Installer
Engagement Programme

22 November 2023



Presenters

Pilar Rodriguez	Green Heat Installer Engagement Programme Manager, Energy Saving Trust	Presenter, Q&A Panel
John Renwick	Sector Manager – Construction, Energy Skills Partnership (ESP)	Presenter, Q&A Panel
Sam Thomson	Curriculum Manager, SQA Senior Verifier - Building Services Engineering, Glasgow Kelvin College	Presenter, Q&A Panel
Steven Morrison	Learning and Skills Manager, West Lothian College	Presenter, Q&A Panel

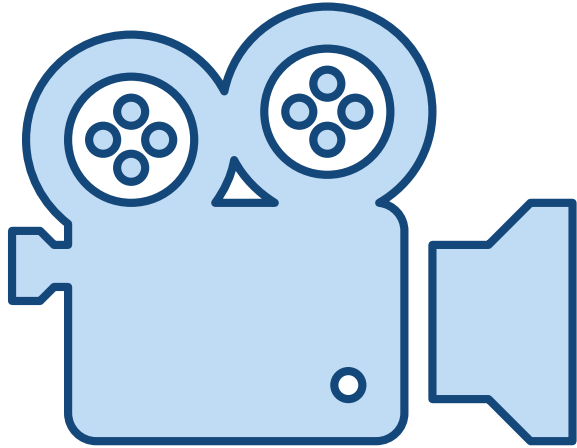
Questions

Type questions into the **Questions** pane of the control panel

You can send in your questions at any time during the presentation. These will be collected and addressed during the Q&A session at the end of the presentations.



Recording



This presentation is being recorded but your name and attendance are hidden from the recording.

The recording will be uploaded and will be made available to watch again.

Details of how to do this will be shared with you via email after the webinar has ended.

Have Your Say



There will be a short feedback survey after the webinar has finished.

Please complete this if you can so we can continue to improve the webinars we offer.

The key role of heat pumps in decarbonising Scotland

Pilar Rodriguez
Programme Manager,
Green Heat Installer Engagement Programme
22 November 2023



Green Heat Installer Engagement Programme



Resources hub

Support hub for small businesses working on energy efficiency, heating systems and micro generation. Find research, case studies and online tools to...



Green heat installer events

We organise networking events, webinars, workshops and information sessions. All free of charge. Find out more about our upcoming sessions.



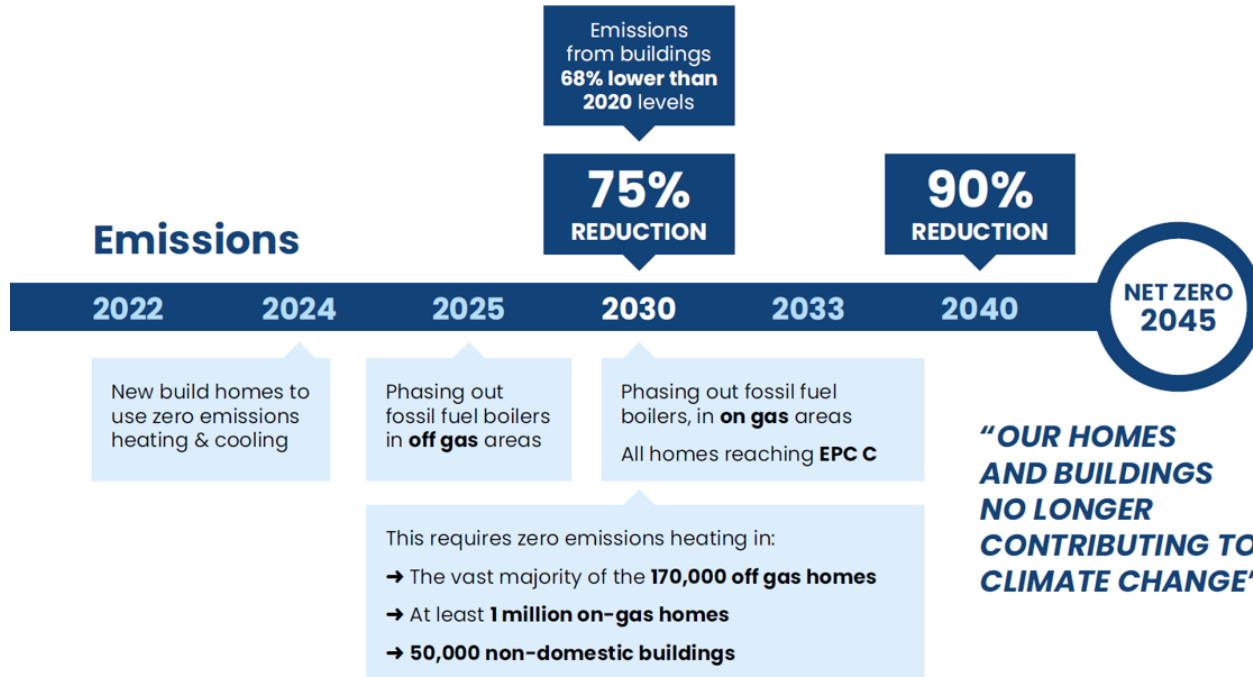
Skills, funding and certification

Discover the certification requirements as an installer or assessor looking to carry out work under various schemes.

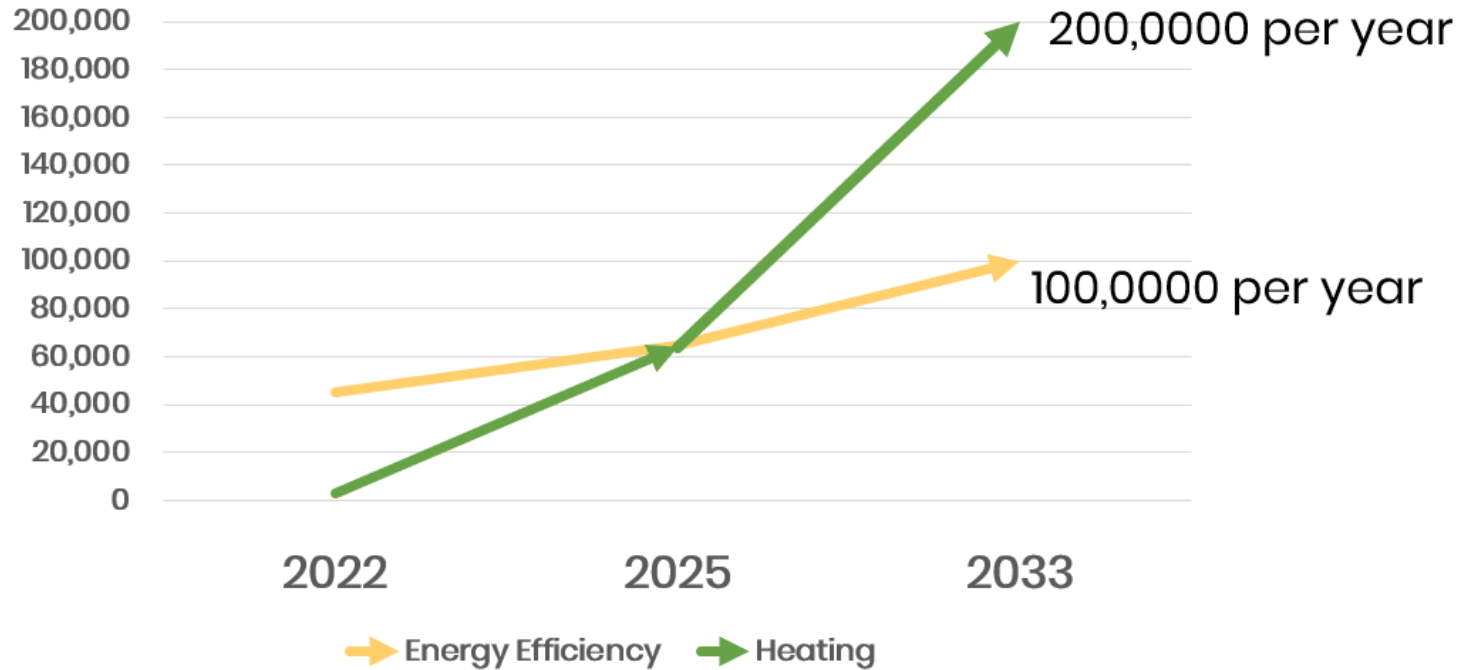


Funding for your customers

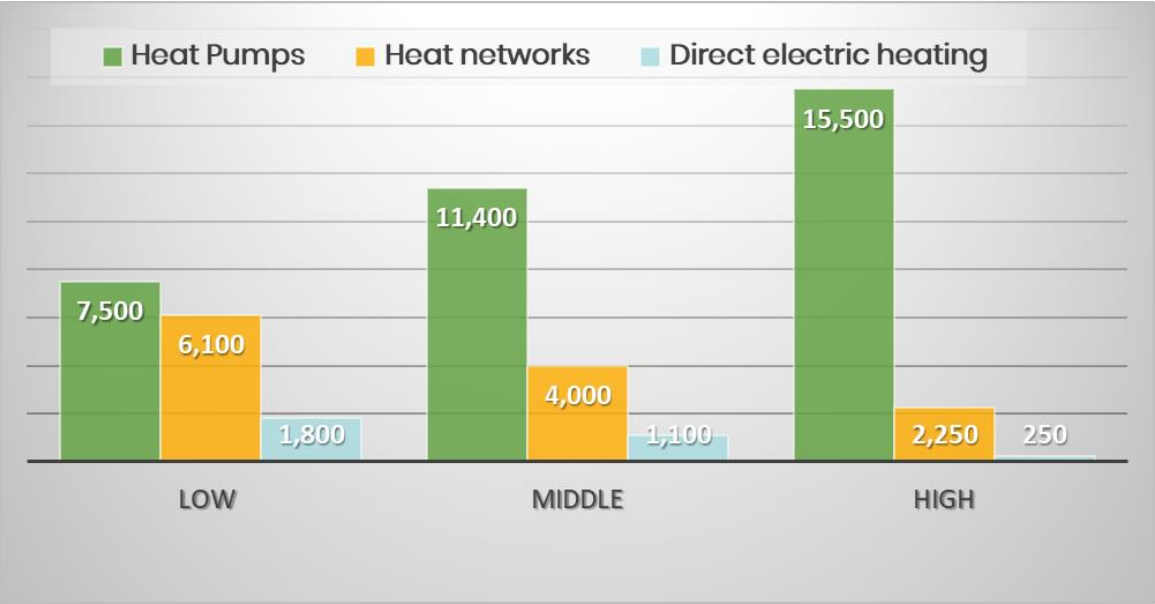
Energy Saving Trust helps consumers access funding to make energy efficiency improvements and renewable energy additions to their property.



Domestic green heat installations



The scale – workforce requirements



www.climatechange.org.uk/media/5361/cxc-clean-heat-and-energy-efficiency-workforce-assessment-april-2022.pdf

Support and funding for heat pumps in Scotland – domestic and non-domestic

	Grant Funding	Loan Funding	Total Funding
SME Loan Scheme	£10,000	£100,000	£110,000
Home Energy Scotland Grant and Loan schemes	£7,500	£7,500	£15,000
Home Energy Scotland Grant and Loan schemes rural uplift*	£9,000	£7,500	£16,500

**The rural uplift is available to households in eligible rural and island postcodes*



Resources

- [How to become a heat pump installer in Scotland](#)
- [Domestic heat pump best practice guide](#)
- [Procurement guide](#)
- [Case studies to encourage the industry to upskill](#)
- [Recorded webinars](#)



Resources hub



Green heat installer events

Heat Pump Installer Toolkit

The screenshot displays the Energy Saving Trust website for the Heat Pump Installer Toolkit. The main header features the Energy Saving Trust logo and the title 'Heat pump installer toolkit'. Below this, a sub-header states 'Everything you need to know about becoming a heat pump installer in Scotland.' and includes a 'Go to toolkit' button. A large image shows a technician installing a heat pump unit. A navigation menu is visible, listing seven sections: 1. Why heat pumps?, 2. Installation considerations, 3. Upskilling & qualifications, 4. Heat pump certification, 5. Business considerations, 6. Information for your customers, and 7. Resources for installers. The '3. Upskilling & qualifications' page is currently selected, showing a breadcrumb trail 'Installer toolkit / 3. Upskilling & qualifications' and the main heading '3. Upskilling & qualifications'. The page content includes a paragraph about the importance of correct qualifications and a 'Copy page link' button. A 'Continue reading' section lists three sub-topics: 3.1 Installer skills matrix, 3.2 Training providers, and 3.3 Funding to support installer training.

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Heat pump installer toolkit

Everything you need to know about becoming a heat pump installer in Scotland.

[Go to toolkit](#)

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Installer toolkit / 3. Upskilling & qualifications

3. Upskilling & qualifications

When installing heat pumps, it's vital that you have the correct qualifications for the work you're completing. This ensures you are installing systems to a high standard, giving confidence to both the customer and yourself.

[Copy page link](#)

Continue reading

- [3.1 Installer skills matrix](#)
- [3.2 Training providers](#)
- [3.3 Funding to support installer training](#)

heatpumpinstallertoolkit.org

Working in partnership



Mobile Heat Pump Training facility



energysavingtrust.org.uk/business/energy-efficiency/green-installer/heat-pump-training

Funding for MCS certification



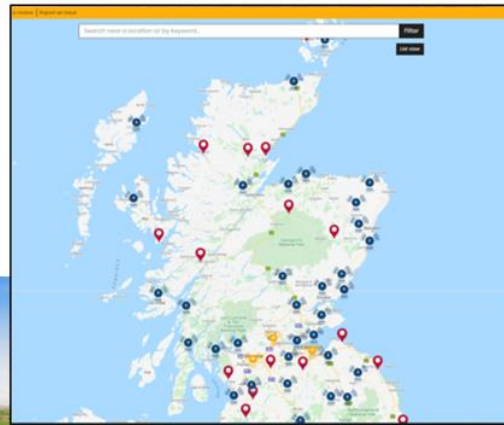
Scottish Government MCS certification fund for heat pumps :

- For heating engineers with an interest in installing heat pumps (either air, ground or water source)
- The grant pays 75%, up to a maximum of £1,000, of the certification fees
- Until the end of March 2024 or until funds run out.

energysavingtrust.org.uk/grants-and-loans/mcs-certification-fund

The Renewables Installer Finder

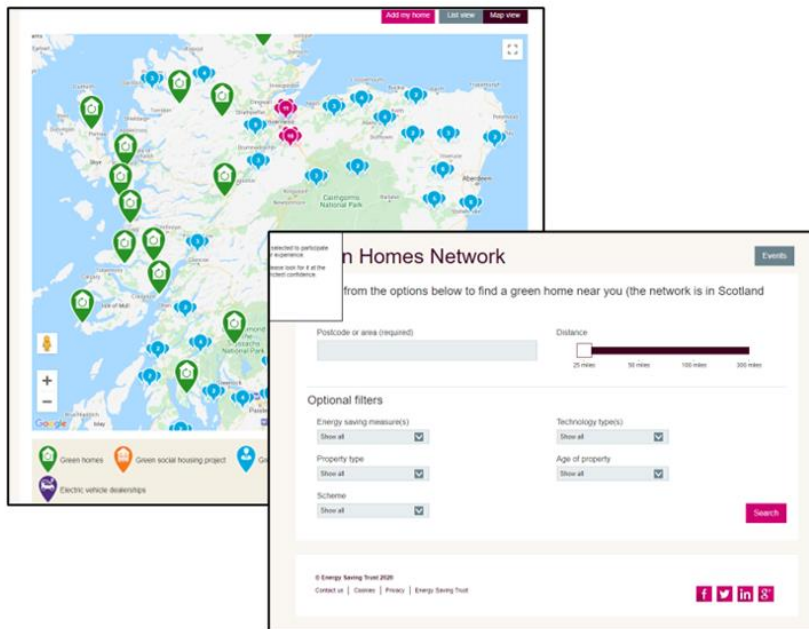
- Free to join for MCS installers operating in Scotland
- Customer reviews of installed systems
- More than 600 reviews last year
- Customers can search by name, location and technology
- Register using MCS email address and password
- Direct links to profile page



rif.est.org.uk/Installer/Registration

Green Homes Network

- Database of customer case studies to showcase work done.
- Customers can read about people who have done work that they are considering
- In some cases we can arrange email/phone calls/visits



energysavingtrust.org.uk/tool/green-homes-network/

Green Heat Installer Engagement Programme – useful links



Email: GreenInstallerScotland@est.org.uk



LinkedIn Group: www.linkedin.com/groups/5139242



Email updates and quarterly newsletter subscription: bit.ly/2PSatKL



Website: energysavingtrust.org.uk/business/energy-efficiency/green-installer

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Thank you





Scottish Funding Council

Promoting further and higher education

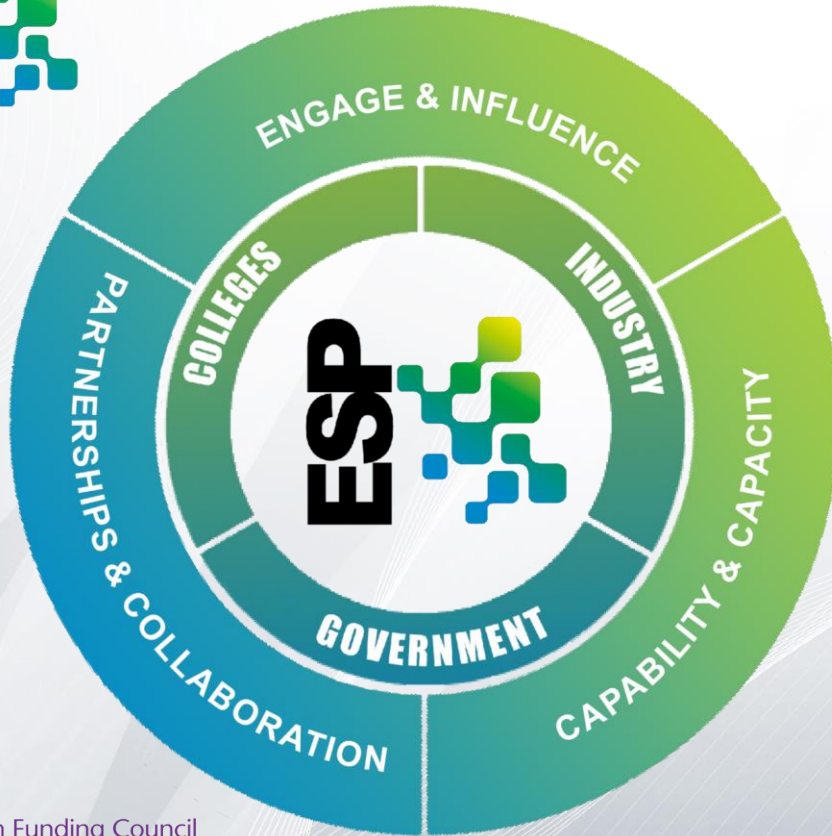
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Skills Webinar Heat Pumps

22nd Nov 2023

John Renwick
Sector Manager
Construction
ESP

Scotland's colleges – delivering skills for the energy, engineering and construction sectors



About us

WHO ARE WE ?

ESP is the college sector agency in Scotland for the energy, engineering and construction sectors. Whilst also being the college sector lead for STEM and the college sector agency leading on the Climate Emergency Skills Action Plan.

OUR VISION

A college sector working in partnership with Government, agencies and industry to meet national and regional skills needs, maximising investment and job opportunities aligned with emerging technologies, the **Climate Emergency** and the **Just Transition to Net Zero**.



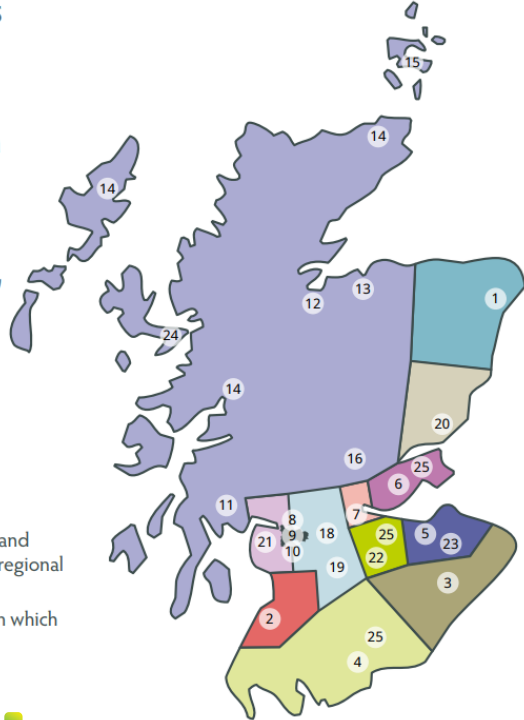
Scottish Funding Council
Promoting further and higher education

Scotland's colleges – delivering skills for the energy, engineering and construction sectors

Our Colleges



Scotland's 24 colleges operate in 13 regions across the country, allowing them to plan locally, regionally, and nationally for the benefit of individuals, communities, the economy, and wider society.



*includes Newbattle Abbey College and Sabhal Mòr Ostaig which sit outwith regional arrangements.

SRUC is a higher education institution which delivers further education provision.

Region	College
Aberdeen and Aberdeenshire	1. North East Scotland College
Ayrshire	2. Ayrshire College
Borders	3. Borders College
Dumfries and Galloway	4. Dumfries & Galloway College
Edinburgh and Lothians	5. Edinburgh College
Fife	6. Fife College
Forth Valley	7. Forth Valley College
Glasgow	8. City of Glasgow College
	9. Glasgow Clyde College
	10. Glasgow Kelvin College
Highlands and Islands	11. UHI Argyll
	12. UHI Inverness
	13. UHI Moray
	14. UHI North, West and Hebrides
	15. UHI Orkney
	16. UHI Perth
	17. UHI Shetland
Lanarkshire	18. New College Lanarkshire
	19. South Lanarkshire College
Tayside	20. Dundee & Angus College
West	21. West College Scotland
West Lothian	22. West Lothian College
Sit outwith regional arrangements	23. Newbattle Abbey College
	24. Sabhal Mòr Ostaig
	25. Scotland's Rural College (SRUC)

Green Heat Supply Chain

Recommended Minimum Skills and Qualifications

Transitioning
our workforce



Scottish Government
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CLICK HERE



Installers Skills Matrix

Developed by the sector skills bodies for construction, heating and electrical, trade associations, Scottish colleges, skills agencies and other stakeholders.

Scottish Government - [The Heat in Buildings Supply Chains Delivery Plan: Towards an Industry for Green Heat](#)

Incorporated into the updated
BSI PAS 2030 (2019) standards

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Comments in relation to the skills matrix please
email skillsmatrix@esp-scotland.ac.uk



Route to become a Heat Pump Installer

Recommended Minimum



Installers
MUST Have an
SVQ or Equivalent
in

Plumbing,
Refrigeration,
Ventilation or Gas
Engineers

Bolt on

Heat Pump Qual
Water Byelaws
Regs
Domestic Vented
Unvented Hot
Water Storage

**AND (only if
working on pre-
1919 buildings)**

Level 3 Award in
Energy Efficiency
Measures for Older
and Traditional
Buildings

**Competent
and Qualified
Heat Pump
Installer**



Skillsets & Qualifications

[Installers Skills Matrix](#)



Scottish Government
Riaghaltas na h-Alba
gov.scot

[The Heat in Buildings Supply Chains
Delivery Plan: Towards an Industry
for Green Heat](#)



Supply Chain Skills Pipeline

(Competent Low Carbon Heat Installers)

- Upskilling/Re-skilling
- New Apprentices
 - Young
 - Adult



2020

80,000-100,000 heat pumps installed cumulatively



2026

- Phasing out fossil fuel boilers in off gas areas
- 20,000+ new build properties are fitted with heat pumps

170,000 Installs Per Year



2030

- Phasing out fossil fuel boilers, in on gas areas
- All homes reaching EPC band C



2040

NET ZERO 2045

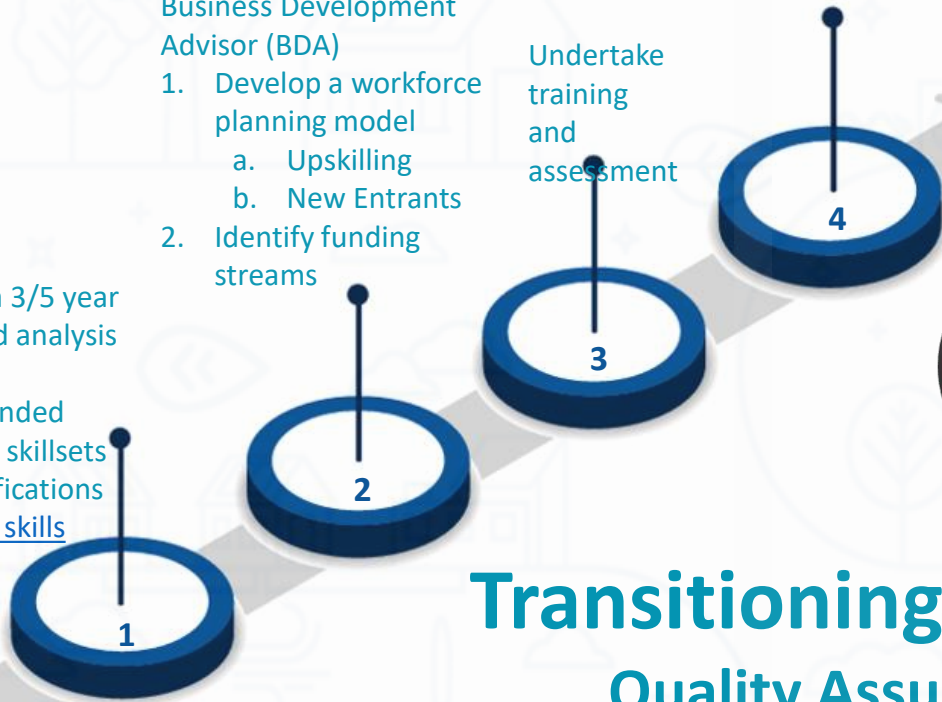




Engage with your regional college's Business Development Advisor (BDA)

1. Develop a workforce planning model
 - a. Upskilling
 - b. New Entrants
2. Identify funding streams

Develop a 3/5 year skills need analysis using recommended minimum skillsets and qualifications [installers skills matrix](#)



“Net Zero Delivery”



“Green Heat Supply Chain”

Transitioning at Pace

Quality Assurance



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GREEN HEAT INSTALLER VAN LIVERY



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Available to all
Scottish Colleges
Sep 2023



- Industry up-skilling/re-skilling
- Heat Pump Awareness
- Community projects
- Schools / STEM projects
- Industry events
- Supply chain merchants



Transitioning at Pace

Mobile Heat Pump Training & Assessment Centre Delivery Partners



Industry up-skilling/re-skilling



Sector awareness



Community projects

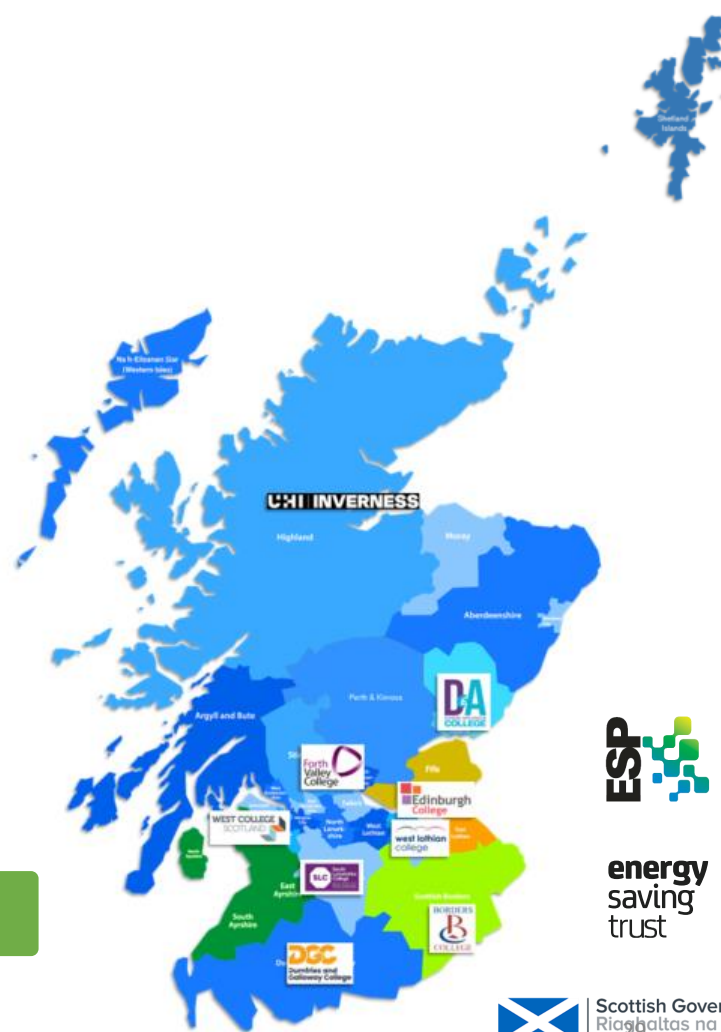


Schools / STEM projects



Events

[Further Information – Mobile HP Training](#)



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gov.scot



John Renwick
Sector Manager –
Construction



Samuel Thomson – Curriculum
Manager, Glasgow Kelvin

Steven Morrison – Learning &
Skills Manager, West Lothian
College

Glasgow Kelvin College

Glasgow Kelvin College is one of three colleges within the Glasgow Regional Board Area.

Glasgow Kelvin College is a Centre of Excellence for Building Services Engineering, and all BSE related occupations require competence in the Installation and Maintenance of Heat Pump Systems.

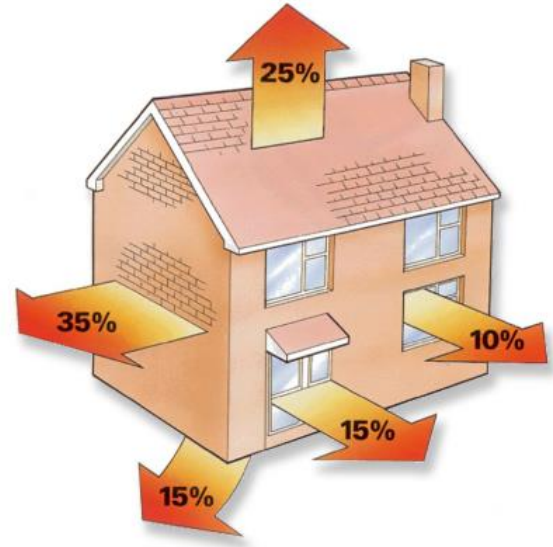
Glasgow Kelvin College has invested circa £50k in our Green Academy, Approximately 50% of that expenditure was provided by the Scottish Government Low Carbon Skills Fund.

West Lothian College

- Only regional college in West Lothian
- Currently transitioning our curriculum from a traditional offering to a more sustainable curriculum offering
- Invested £500k placed based investment from West Lothian Council to create a Eco house on campus

Fabric first approach

- Are Heat pumps suitable for all Buildings?
- Fabric 1st approach
- Ensuring the building is free from defects
- Ensuring the building can maintain as much heat as possible



Benefits of Heat Pumps

- Heat Pumps are more environmentally friendly than direct emissions appliances. Replacing direct emissions appliances with Heat Pumps will reduce Carbon Dioxide emissions and help prevent climate change.
- A Heat Pump System designed with a Co-Efficient of Performance of 4.5 would result in lower energy running costs (1kW/Hr of electrical energy produces 4.5 kW of Heat Output).
- The principles of heat are consistent with accurate system design. Data measurement of Heat Pump operation informs the consumer of the benefits of this system, an accurately designed system will inevitably lower energy running costs.
- Heat Pump systems can be integrated with Solar Photovoltaic systems for generating electricity. This would offset running costs further.

Heat Pump Industry pre-requisites

- The Installers Skills Matrix identifies how to access a Heat Pump Systems course in Scotland.
- Pre-requisite qualifications in either SVQ Level 3 Plumbing, Heating and Ventilation, and Refrigeration and Air Conditioning are required along with a Water Byelaws/Regulations qualification.
- Further information can be found on the Energy Savings Trust website.

Delivery Model

- West Lothian College – main target audience is to upskill industry in Heat pumps and will be delivered on campus with short course
- Glasgow Kelvin College – Glasgow Kelvin College is currently delivering Heat Pump Systems to Modern Apprentices in our SVQ Level 3 BSE courses. There will be events during the session to upskill industry operatives who meet eligibility requirements. All Heat Pump Systems activity takes place at our Springburn Campus.
- Or can be delivered remotely using the Mobile heat pump assessment centre which we can come to you all over Scotland



Funding opportunities

- West Lothian based companies can access the economic development fund and they can access £5k worth of training
- This is funded by West Lothian Council and accessed via West Lothian College
- Glasgow Kelvin College encourages businesses to check if they meet eligibility criteria for accessing Scottish Enterprise funding to support Heat Pump Installers, this is a pilot initiative.
- Glasgow Kelvin College also recommends that installers access the Energy Savings Trust website for further funding opportunities.

College Contacts

- Steven Morrison – smorrison@west-Lothian.ac.uk for curriculum and for funding Angela Bell – Abell@west-Lothian.ac.uk
- Sam Thomson – samthomson@glasgowkelvin.ac.uk and for Employers/Employees please contact training@glasgowkelvin.ac.uk

You can ask questions by typing them into the questions box of the control panel

Panellists:

Pilar Rodriguez	Green Heat Installer Engagement Programme Manager, Energy Saving Trust
John Renwick	Sector Manager – Construction, ESP
Sam Thomson	Curriculum Manager, SQA Senior Verifier – Building Services Engineering, Glasgow Kelvin College
Steven Morrison	Learning and Skills Manager, West Lothian College



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- **Email:**
GreenInstallerScotland@est.org.uk
- **LinkedIn Group:**
<https://www.linkedin.com/groups/5139242/>
- **Email updates and quarterly newsletter subscription:**
bit.ly/2PSatkl
- **Website:**
<https://energysavingtrust.org.uk/business/energy-efficiency/green-installer/>

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Thank you for
attending