



UK Government



Southern Uplands Partnership Services Ltd.



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UK Community Renewal Fund Project Report

Developing Construction Sector Supply Chains Towards Net Zero

Training Needs, Outreach and Collaborative Approaches

October 2022

Southern Uplands Partnership Services Ltd

Project Outline and Outputs

'The Scottish Government's Climate Change Plan Update (Securing a Green Recovery on a Path to Net Zero) notes that heat in buildings accounts for around 20% of Scotland's greenhouse gas emissions. The transition to zero emissions heat will involve changing the type of heating used in over two million homes by 2045, moving from high emissions heating systems, reliant on fossil fuels, to low and zero emissions systems such as heat pumps, heat networks and other technologies.'

The Zero Emissions Social Housing Taskforce Report 2021

In this project we set out to undertake three key activities which had been identified in work we undertook on behalf of Scottish Borders Council and the South Scotland Economic Partnership (now SoSE) which were considered to be essential to the development of the construction industry supply chain for delivering on net-zero. The sector is predominantly made up of micro-businesses and sole-traders, making it very different to the sector in more urban settings.

Activity 1. Training Needs and Quality Assurance

At present there is little interest from the energy efficiency supply chain trades to take up training opportunities because of their cost in time and money. To overcome this, a local fund is proposed to pay suitable people to access training and achieve accreditation requirements set by Scottish Government/Energy Skills Partnership reskilling initiatives.

CRF funding is needed to scope out the priority training needs (links to Changeworks project); identify who can provide such training courses; what the training costs are and how such a system will operate. To include application procedures, promotional materials, monitoring etc.

We will develop a suitable scheme. We will also explore opportunities for "fast track" routes into specific skills such as internal and external wall insulation, airtightness, energy assessor roles, retrofit advisors/coordinators (PAS 2035).

Outputs

We will work with local, regional and national partners to scope future skills needs, develop future proofed pathways to training and accreditation and determine the cost of supporting such a scheme. We will also examine possible new routes for people with transferrable skills to enter the sector (the scale of work to deliver net zero cannot be undertaken by existing professional trades alone and we will need to increase the local workforce). This work will include:

- Scope all likely changes to market needs from PAS 2030/35 and investigate future technology needs (no new gas installations from 2025, increasing requirement for electric vehicle charging points etc).

- Investigate range of courses available locally and online for each technology and if they have a governing body (airtightness and heat recovery currently do not, there may be others)
- Determine which courses have an accreditation (MCS, OLEV, Trustmark) route and scope likely costs and requirements (i.e. enhanced insurance) for each technology
- Future construction is likely to require quality assurance particularly for public contracts. Costs and routes need to be determined to fully understand the scale of upskilling required for all construction roles and skills.
- Many of the PAS2030/35 roles and skills will not require expertise. Determine which roles can be undertaken by those with transferable skills and work with Borders College to scope 1-year fast track routes for insulation, energy calculations, energy assessors, retrofit advisers, etc.,
- Map skills gaps where possible and likely routes to mitigate
- Scope existing trade bodies, government incentives, etc., to determine any routes or available funds to offset costs
- Determine any aggregated opportunities for Scottish Borders in terms of training, accreditation, etc.,
- Produce easy to understand literature and marketing information for tradespeople and small business to understand the various routes and cost/time implications.
- Design application procedures and monitoring materials.

Activity 2. Marketing and Outreach

It is clear that the scale of the work required to get homes and business properties to the appropriate energy efficiency standards is not yet fully understood. We will therefore develop a ready-to-deliver programme of road shows, films/webinars and promotional materials to make more people aware of the business opportunities around energy efficiency and the transition to net zero. The aim would be attract new people (with appropriate transferable skills) into the sector. We will utilise social media to encourage take up of the opportunities; to ensure the sector is fully informed and involved (this has proven a successful method in our current project). We will aim to have dialogue with at least 300 businesses. It may be possible to start this programme within the project timeframe.

Working with Borders College, High Schools Careers Service, SoSE and Trade Bodies we will design materials and develop a programme of events to increase awareness of the likely increase in demand for EE services and the business opportunities that will be forthcoming and promote the training opportunities in item 1 above as they become clear.

Outputs

- We will scope a minimum of 10 roadshow/training events across Scottish Borders to engage tradespeople. We will target places where tradespeople gather to encourage drop in visits. We will consider film/webinar events to educate the sector on future technology, materials and opportunities. We would aim to interact with at least 300 people/businesses. All of these activities will be supported by social media and direct messaging apps where appropriate.

- Work with trade bodies, high school Careers Service, Borders College and SOSE to develop relevant materials and methods to target each sector (existing business, young people, unemployed, those with transferrable skills, etc.,)
- Design programmes and routes.

Activity 3. Collaboration

Our research has highlighted the predominance of small and micro businesses in this sector in the Borders. Most are busy, single person businesses, too small to bid for significant contracts and reluctant to take on any additional admin. We therefore want to explore how best to encourage and support small businesses to work collaboratively to deliver larger (and more cost-effective) contracts and help to develop procurement skills (link to the Supplier Development Programme). Such a support-body could also help to coordinate shared apprenticeships - which are seen to be an attractive prospect by many very small construction businesses.

We will contract a suitable consultancy to identify how best to support collaboration to increase the ability to bid for and deliver local contracts and to support shared local apprenticeships. A social enterprise model may be the most effective mechanism but other options will also be explored.

Outputs

- Produce ITT documents, for the feasibility study with input from key partners. Promote and award tender, manage tender process and ensure timeous delivery of final feasibility study.

Please note: This report covers Section 1: Training Needs and Quality Assurance and Section 2: Marketing and Outreach (except Education which will be covered in a separate report from Ran Boydell)

‘With approximately 2.6 Million homes in Scotland, which will require some form of retrofit of fabric solutions (new or upgraded) and energy system installation (given the future reduction in gas) and net zero targets, the scale of the task ahead is immense. It is important to also consider other pressures on market supply of low carbon material solutions, skills and energy systems in the UK and Europe, with 26 million and 330 million existing homes respectively. Both these large market sectors will require similar delivery of net zero retrofit measures over future timelines, as will other countries and continents. Taking a normal year of 365 days and removing weekends, holidays and occasional delays due to bad weather it is likely that the working ‘calendar’ year would be approximately 230 days. Over 23 years (2022-2045) and the target year of 2045 for net zero outcomes this would require 113,000 homes to be retrofitted per year, or 490 homes per day. Given the approximate 75:25 splits between privately owned (75%) and the combined RSL and LA housing stock (25%) this would equate to the number of homes being retrofitted per day as 368 private sector and 122 for RSL/LA. The UK as a whole would require to retrofit over 850,000 homes per annum and Europe over 11.5 million per annum.’

Developing Net Zero Technical Solutions for Scotland’s Future Mass Retrofit Housing Programme
ZEST Task Group 2021

Section 1 Training Needs and Quality Assurance

In this project we set out to determine the level of energy efficiency training that had been undertaken by local trades and professionals and develop programmes and routes to increase up take in energy efficiency skills. Our previous research for the Tweeddale Energy Efficiency Supply Chain Project (TEESCP) suggested that very few people had been trained in energy efficiency measures and that there were a number of barriers for sole traders and micro businesses to upskill including: awareness of future market needs and available technologies, low local demand for energy efficiency works, no funding streams for sole traders to upskill and loss of income whilst in training.

At present there is a shortage of suitably skilled and accredited businesses to undertake the work that is going to be required to meet net zero by 2045 (grant funding routes and tender processes will require contractors be accredited by a quality assurance scheme i.e. MCS, OVEZ, Trustmark). We need to urgently increase the level of skills, encourage professionals to become multi skilled, develop educational pathways for young people and attract those with transferrable skills into the sector to create a greener regional economy and stimulate regional growth.

Our TEESCP research suggests that we will need to increase the energy efficiency work of the construction sector currently being undertaken by 50% if we are to achieve net zero. This work cannot be undertaken by the current number of skilled professionals and we will need to examine new routes to service the demand. Our estimates have been supported by research from the University of Edinburgh School of Engineering report (Delivery Needs for Green Economy Skills: Future low carbon heating systems and other net zero infrastructure. Professor Sean Smith) which suggests that to meet net zero we need to increase the number of qualified plumbers, heating engineers and electricians by 115-117% annually and retrofit 720,000 homes over 18 years (net zero heating targets) which is equal to almost 1,000 homes per week (these figures represent south east Scotland only).

‘Energy efficiency measures means retraining and creating new roles by 2028 for 22,500 people.’

CITB – Building Skills for Net Zero in Scotland. 2021 Industry Insights and Analysis

1.1 Contact List

Work began on expanding the contact list in order to reach out to local trades and professionals. Previous totals: 167 email addresses and 67 WhatsApp contacts. Total 211

Current numbers: 395 email addresses, 518 postal addresses, 251 mobiles. Current total 667 active contacts.

1.2 Trades Survey

There will be significant demand for professionals working in retrofitting, insulation, heat pump technologies, solar technologies and energy assessments as we move towards net zero. Data from the earlier TEESCP research suggested that energy efficiency training is not being undertaken by local tradespeople and very few have the necessary skills.

To support our initial findings, we set out to determine the level and type of energy efficiency training sole traders and micro businesses currently have through a Survey Monkey survey which was sense checked against PAS 2030/35 guidance <https://www.surveymonkey.co.uk/r/ConstructionSB> to ensure coverage of key skills.

The 10-question survey was designed to determine the level of local energy efficiency training across all construction skill sets and highlight the barriers to training access which included loss of earnings. Previous research had highlighted this as one of the major barriers for small traders as they are not entitled to subsidised training through CITB. At the time of application to CRF, no funds were available to support small businesses.

SBCF TRADES SURVEY 2022

Results Summary

Training



Only 16% have undertaken any energy efficiency training in the last 5 years



93% would be willing to undertake energy efficiency training if funds were available



88% require training for themselves



36% require training for their employees

Loss of Earnings



91% need a training subsidy to cover loss of earnings

Accreditation



Only 26% are accredited with an industry standard body

Memberships



Only 38% are members of a trade or professional organisation

Local Training Required



76% would like to have training delivered at a local facility such as Borders College

Most popular subjects include: Ground Source/Air Source, Retrofitting, Insulation, Heat Pump Technologies, Solar PV/Thermal and Energy Assessor Roles

All trade and professional roles have responded to the survey – joiners, plumbers, builders, architects and surveyors being the most popular.

The 10 question trades survey was developed and promoted from April to August 2022 via social media, posters in trade outlets, WhatsApp messages, emails, newsletters, partner networks and letters to target local trades and professionals.

Results would suggest that the main reason for the lack of uptake is the cost to small businesses and that a well-targeted support structure such as a training fund that would also cover loss of earnings would result in a significant increase in the uptake of training opportunities by local businesses in Scottish Borders.

Those responding expressed a desire for local onsite training which can only be fulfilled through substantial investment in new training facilities and courses as many energy efficiency courses are not currently available locally.

Survey findings suggest that local businesses are not seeking accreditation for their working practices and are reluctant to be members of national trades bodies.

85 trades and professionals responded to the survey from across the region

The infographic (SBCF Trades Survey 2022 results summary) provides a summary of data from the survey. Complete survey results can be found in 4.1 alongside all advertising and marketing resources used to promote the survey.

Key messages from the survey:

- There is significant unmet demand for retrofit training which is currently blocked by the cost to small businesses.
- Well-targeted support would result in a significant increase in the take-up of training opportunities by local businesses.
- People want to train locally which supports place plans and 20-minute neighbourhoods and will benefit local organisations such as Borders College.
- Need to provide far more education around the need for accreditation as this message is not filtering down from industry bodies.
- Tradespeople are not using existing support structures – this is likely due to cost/perceived benefit

1.3 Training Courses

There will be significant demand for professionals working in retrofitting, insulation, heat pump technologies, solar technologies and energy assessments as we move towards net zero. From 2026 no new gas or oil-fired boilers can be installed in new builds and there are plans for a 'heat pump first'*¹ approach. TEESCP estimated the need for 58,000 retrofits in Scottish Borders to meet net zero which has been supported by University of Edinburgh*² retrofit projections. There is increasing demand for electric vehicle charging points as more people move to greener transport options and it is estimated that we will need to install an average of 11,000 EV charging points per year over 18 years in south east Scotland*²

'Work done by the South of Scotland Destination Alliance (SSDA), estimates that 40% of visitor journeys will be by electric vehicles in 2026 and 70% by 2031. That suggests around 5,500 charging points will be required across 1,000 sites by 2026 and 9,500 by 2031. There are currently less than 100 across serviced and non-serviced accommodation.'

SOSE - Powering Change: calling the south of Scotland to action

Extensive research was conducted to investigate the range of courses available locally, Scotland wide, nationally and online for each technology highlighted through the survey findings. Which included likely market changes outlined in PAS2030/35. This involved meeting with industry experts to ensure the training pathways determined were correct for the sector and covered all aspects of training for both professionals and those entering the sector.

Once a range of courses were identified, we set about sourcing courses in the local area and widened this out to Scotland, the UK and online if no other options were available. All Scottish colleges, UK trade and industry bodies and private providers were contacted to determine if any new courses were in development. Courses were checked against accreditation routes, skills gaps and fast track options to ensure development routes were in place. Some technologies such as high efficiency electrical appliances and small/micro wind turbines have no current training courses. In both instances, information has been provided in the brochure (see below) to assist those wishing further information.

When all relevant information was assembled and checked for accuracy, it was transferred to a comprehensive document SBCF Training Courses 2022 (see link below) which details cost, duration, qualification, accreditation route (if applicable) and entry requirements. The document also includes a range of fast-track routes and information for new entrants to the sector including those with transferrable skills. The document was shared via social media, emails, newsletters, WhatsApp messaging and printed versions are being made available for local events throughout October 2022.

Part of the research was to determine available fast track routes for those with no construction experience as there is a need to attract far more people into the construction sector if we are to meet net zero. Very few opportunities currently exist without undertaking some form of apprenticeship. Routes identified include: domestic energy assessor training which provides a route to PAS 2030/35 retrofit coordinator and adult gas apprenticeship short course which allows successful candidates to bypass basic plumbing modules to become a heating engineer.

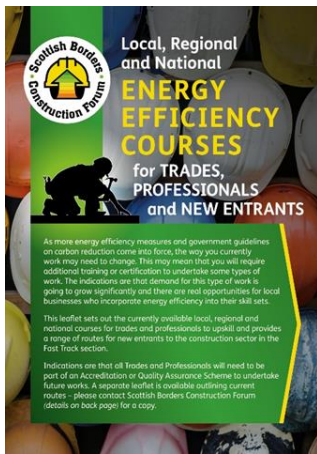
It is important to note that insulation training, which is required for retrofitting, is currently only available for onsite operatives and does not cover retrofit. A new course has been developed; SVQ Insulation and Building Treatments (Construction) SCQF levels 5 and 6. The course is being launched by Edinburgh College and will be open to those with

¹ <https://www.gov.uk/government/consultations/phasing-out-fossil-fuel-heating-in-homes-off-the-gas-grid>

² University of Edinburgh School of Engineering report - Delivery Needs for Green Economy Skills: Future low carbon heating systems and other net zero infrastructure. Professor Sean Smith

no construction experience. The course will play an important role in allowing local trades and new entrants access to new skills in retrofitting which was the second highest training need from our trades survey.

No plans are in place to offer the course locally as Borders College would need to build a new unit to house the infrastructure required and source qualified lecturing staff (which are in high demand due to market changes) for the course which would require significant investment.



8-page Training Brochure

<https://sup.org.uk/wp-content/uploads/SBCF-training-courses-2022-CRF-compressed.pdf>

Part of our work was to scope existing trade bodies (such as: Gas Safe Register, NAPIT, NICEIC, CIPHE, HETAS, SMAS, MRICS, RICS, DEA), government incentives, etc., to determine any routes or available funds to offset training costs. During 2022 discrete funds were made available to sole traders through the National Transition Training Fund which were promoted to local traders through regular newsletters and email/WhatsApp updates. The fund closed in August 2022 and it is hoped that further government incentives will be made available towards the end of 2022 – no details are available at time of writing.

Wide-ranging research was undertaken to determine whether membership of a trades body could assist small traders to gain new skills through accredited courses via discounted training programmes and member benefits (in the trades survey only 38% were members of a trades body). In all cases, annual membership fees added to course costs far outweighed any member discounts offered and were therefore not cost effective for sole and micro traders.

Some private training organisations such as Skills Training Group and Nationwide Training Services intimated that discounts would be made available if sole traders and micro businesses could be brought together. These aggregated opportunities would require coordination and local funds to implement.

‘Supply chains are well positioned to deliver Net Zero homes. For supply chains to have enough confidence to invest in training and accreditation, it is absolutely critical that government policy provides long-term support, and assurance there will be a viable future market for this work.’

Dr Faye Wade, Chancellor’s Fellow, University of Edinburgh

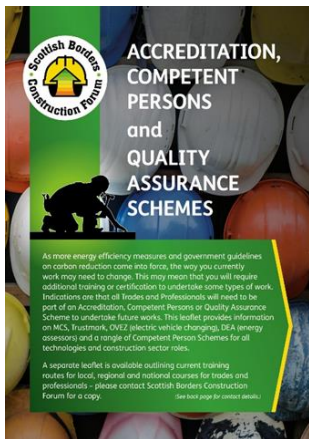
1.4 Accreditation Routes

Future construction is likely to require quality assurance particularly for public contracts in the short term and for all works going forward (in our trades survey only 26% were accredited through an industry standard body).

Certification schemes can be costly, particularly for sole and micro traders. In July 2022 Scottish Government launched the MCS Certification Fund to assist heating engineers (not already MCS certified) to become quality assured through provision of a £1,000 grant. Details of the scheme were circulated to sole and micro traders in

Scottish Borders through newsletters, emails and WhatsApp messages. <https://energysavingtrust.org.uk/grants-and-loans/mcs-certification-fund/>

As part of our research, we looked in detail at the range of accreditation, quality assurance and competent persons schemes available to built environment trades and professionals. A comprehensive guide (see link below) was produced from this information aimed at sole traders and micro businesses to help navigate the confusing range of schemes and incentives. The SBCF Accreditation Guide sets out detailed guidelines on MCS, Trustmark, OVEZ and Domestic Energy Assessors application procedures alongside a list of national Competent Persons Schemes for each technology and discipline. The guide was shared through social media, newsletters, email lists and WhatsApp messaging and is being made available in printed form for local events in October 2022.



4-page Accreditation Brochure

<https://sup.org.uk/wp-content/uploads/SBCF-accreditation-guide-2022.pdf>

1.5 Net Zero Construction Sector Challenges

‘There are major shortfalls facing the industry in a large number of specific trades and professions. Modelling from the CCC requires rapid scaling up of supply over the next seven years reaching a peak in 2028.’

Building Skills for Net Zero in Scotland, CiTB 2021

Our research into training and accreditation routes has highlighted a number of issues across built environment supply chains that will need to be addressed if we are to reach net zero.

There are very limited fast-track training routes for new entrants. Nationally we need skilled operatives in insulation, retrofitting (including coordinators and designers), mechanical ventilation and heat recovery, EV charging, battery storage, solar, wind, biomass, small scale hydro, energy efficient electrical appliances, project planners, developers and design engineers. Most of these roles require long term education and/or onsite training which has significant financial implications for individuals and small businesses. Some roles can be fulfilled in the short term (6-12 months) such as insulation operatives, heating engineers and energy assessors but high training costs are a significant barrier and no funds are currently available to cover these. It is important to note that local colleges are unable to provide a wide range of energy efficient courses as they do not have resources to build bespoke training facilities and it is difficult to source qualified trainers for many of the energy efficient technologies.

There is limited funding for small traders (most not levy paying³) to upskill and no real incentives to do so (proof of work) as supply and demand are not being developed concurrently. This has resulted in low numbers of local contractors able to undertake retrofit and energy efficiency works, few multi skilled contractors (i.e. roofers able to

³ CiTB offer training funds to levy paying employers. These funds are only available to those working in building, joinery, plastering, etc., and they are required to sign up to the scheme if they have 5 employees or more (suspect many are not part of the scheme in rural areas). Electricians, heating engineers, gas installers do not fall within CiTB scope.

fit solar panels, etc.,) and virtually no local repairs engineers (many reports of people having to call in engineers from Manchester or Glasgow as not locally available). Repairs and servicing will present major issues going forward as there are no courses (other than by single manufacturer for their own product range) in the UK as a whole.

In order to move forward, supply, demand and fabric first guidelines have to be developed concurrently to provide both proof of market and to inspire confidence across the construction sector as a whole. As yet, there are no plans to financially assist able to pay/homeowners to undertake energy efficiency measures such as fabric first retrofits. Added to this, there are 'no solutions for multi tenure with multi ability to pay or bulk buying options (38% of Scotland's 2.7 million homes are flats, complex tenure, etc.⁴) for retrofit works' which will be a particular problem in rural areas due to the range of building types, owners and tenants. We urgently need to develop comprehensive and easy-to-follow guidelines for each property type around fabric first/retrofit if we are to move forward on net zero and provide easy-to-understand information around changes ahead to inform the sector and general public.

Wider issues will also have a detrimental effect on the net zero agenda such as the predominance of pre 1919 building stock in rural areas and few traditional building skills technicians (there are 12 stone masons in Scottish Borders and no local courses) to undertake repairs. In the 2006 Scottish Small Towns Report 70% of homes were not wind and watertight which adds further pressure to an already under resourced sector (majority of construction sector businesses interviewed in the TEESCP project had full order books for 2 years in advance).

The Draft Heat in Buildings Strategy includes a commitment to establish a Green Heat Finance Task Force to provide recommendations to Scottish Government on potential new financing models and routes to market for low and zero carbon heat by May 2023. Public sector funding from the Scottish Government, UK Government, local authorities, or investment from new institutions like the Scottish National Investment Bank, will be a part of the solution to deliver the scale of transformation needed by 2045. However, private investment will also play a role – whether that be from homeowners, landlords or business paying for their own properties.'

ZEST Report 2021

1.6 Subsidised Training Scheme

'I have no EPC training at all & no other training in the past 5 years, largely due to costs. I would welcome this which would benefit my business greatly'.

SBCF Trades Survey Respondent

Our survey of the Borders trades has shown that the cost and time requirement for up-skilling are both barriers to uptake. A training subsidy (that also compensates for lost income) would make training much more attractive and we are keen to identify funds to support such an initiative. The support scheme would target specific skills shortages around retrofit and energy efficiency.

Research by the University of Edinburgh³ has highlighted the need to increase the number of plumbers from 130 to 280 (115%) per year and electricians from 170 to 370 (117%) per year to meet replacement demand and installation of heat pumps, etc., in south east Scotland. These figures were determined from 4 colleges. Crudely, by using population size as an indicator, Scottish Borders region equates to 1/10th which is equivalent to 28 new plumbers (current trainees in Scottish Borders: 14 in 2022 cohort, 15 in 2021 and 6 in 2020) and 37 (current trainees in Scottish Borders: 13 in 2022 cohort, 9 in 2021 and 7 in 2020) new electricians required annually to reach net zero and to cover replacement demand. Our survey suggests 84% of Borders trades people have not undertaken any EE training. We believe there are around 1,000+ trades in the area which suggests we need to upskill 840 existing trades locally. There

⁴ Future Green Economy Skills South East Scotland, University of Edinburgh School of Engineering

are no figures currently available to suggest replacement demand levels for wider trades such as builders and without detailed retrofit plans by building type, it is impossible to calculate the number of new entrants we will need to undertake fabric first retrofit i.e. insulation operatives, etc.,

In our trades survey 93% of respondents stated that they would be willing to undertake energy efficiency training if funds were available and 91% would need a training subsidy to cover loss of earnings. 88% (74 people) said they required training for themselves and 36% (30 businesses) for their employees (101 people).

‘We are too small a firm to afford to pay workers during training.’

SBCF Trades Survey Respondent

Such a scheme could be made available to sole traders and micro businesses with less than 5 employees as these do not qualify for levy paying employer incentives and therefore, have difficulty in sourcing training funds.

A sample scheme which outlines costs to support 90 sole traders or 30 small businesses with employees has been developed. Outlined costs have been determined from cost of training, number of days, average accommodation costs and a £200 per day loss of earnings subsidy. The proposed scheme would train 90 individuals across 11 key energy efficiency roles including: EV charging, ground source and air source, solar thermal and photovoltaic, biomass, energy assessment, retrofit assessment and retrofit coordination. The scheme could be delivered locally for £196,000 plus VAT – see full cost breakdown in section 4.3 Chart 1. A sample application procedure and application form for the proposed scheme can also be found in section 4.3

‘Urgent action is needed now to ensure the education and training infrastructure is responsive to emerging skills requirements and the future training needs of employers. It is critical that the regulatory, investment and market approaches adopted by governments create a pipeline of the size and scale needed to hit Net Zero targets, and to give employers the confidence to invest in new skills.’

Building Skills for Net Zero in Scotland, CiTB 2021

Section 2 Marketing and Outreach

We set out to develop a ready-to-deliver programme of road shows, films and promotional materials to make more people aware of the business opportunities around energy efficiency and the transition to net zero with the aim of attracting new people with appropriate, transferable skills into the sector. Working with Borders College, DYW Borders, SoSE, Trade Bodies and wider partners we have designed materials and developed a programme of events to increase awareness of the likely increase in demand for EE services alongside business and training opportunities.

One of our aims was to increase awareness of energy efficiency career opportunities to young people to create pipelines and routes to further and higher education. To do this we commissioned 3 sample films and created a range of opportunities to engage young people (see report from Ran Boydell).

Alongside the resources we developed as part of the project we have also been promoting wider initiatives such as the new CiTB platform that lists 182 construction sector roles <https://www.goconstruct.org/construction-careers/browse-all-job-roles/>

Throughout the project we have been increasing contact lists through online business searches, social media, trades survey, partner networks and recording information from tradesman's vehicles. We currently engage with 667 active contacts (395 email addresses, 518 postal addresses, 251 mobiles) which is a 216% increase from start of project.

We have posted project news and initiatives to our CRF project page <https://sup.org.uk/projects/scottish-borders-construction-forum/> via Borders Construction Forum Facebook page <https://www.facebook.com/BordersConstructionForum> and through two newsletters <https://sup.org.uk/wp-content/uploads/Borders-Construction-Forum-Newslette-1-May-2022.pdf> and <https://sup.org.uk/wp-content/uploads/Issue-2-Borders-Construction-Forum-Newsletter-August-2022.pdf> There is also a dedicated YouTube channel for video content <https://www.youtube.com/channel/UCrOo3wd8zlw0RO2fWCULf4g>

2.1 Events and Materials

We conducted research to determine likely costs and resources required to undertake a round of roadshows and training events aimed at the built environment sector to raise awareness of the pressing need for people to upskill or retrain in energy efficiency.

The suggested schedule outlines a series of Net Zero Training Roadshows visiting 11 Scottish Borders towns to engage existing trades and professionals, young people, career changers, high school students and unemployed. We would aim to target places where tradespeople gather such as central locations close to bakeries and coffee shops to encourage drop in visits.

The roadshow events would be backed up by media campaigns, webinars and film content (see Filmmaking Creative Commission below) to educate the sector on future technologies, materials and opportunities. Literature would include detailed training course information, funding sources (if available), apprenticeship opportunities and general information on the market as a whole. We would aim to interact with at least 400 people/businesses and the activities would be supported by social media and direct messaging apps where appropriate.

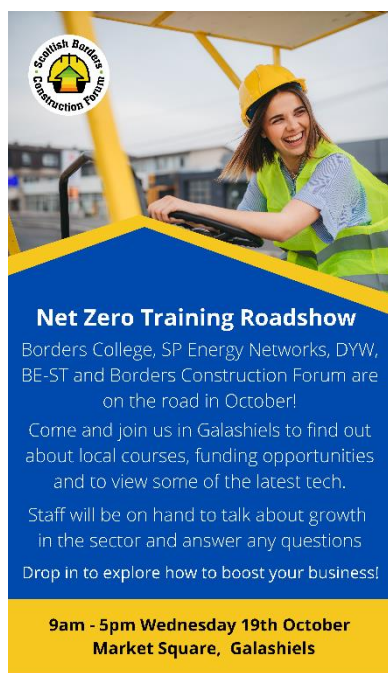
Partners have been approached and include: Borders College, BE-ST (formerly Construction Scotland Innovation Centre), DYW Borders, SPEN and Digital Construction. All have agreed to provide equipment, technology and information for the roadshow events. The range of resources available includes: VR headsets, drones, mini robots, 3D printer, Passivhaus rig, insulation rig, mobile apps for small traders, staff and literature.

We envisage the roadshow events in town centres from 8am – 5pm in the following locations across a 3-week period: Galashiels, Peebles, Hawick, Eyemouth, Melrose, Earlston, Duns, Kelso, Jedburgh, Selkirk, Lauder.

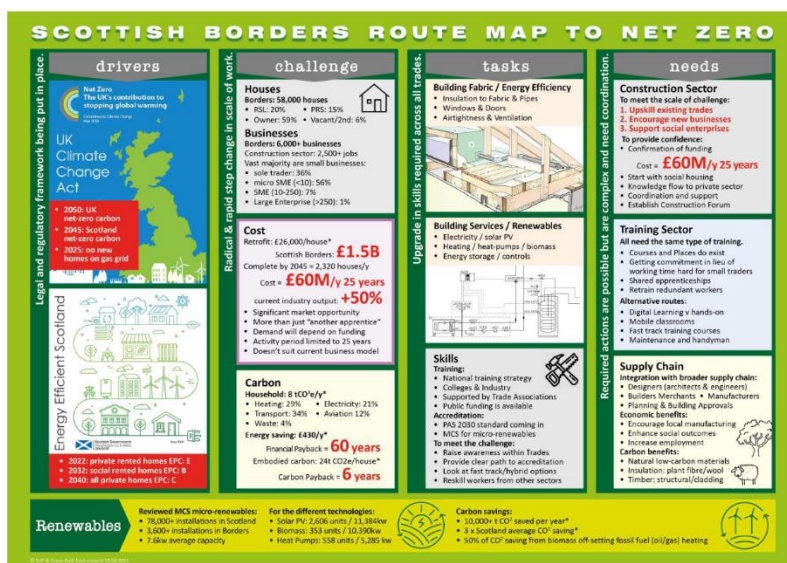
The roadshows would be supported by a wider series of engagement events and information sessions including visits to the STEM Hub in Hawick, local energy efficient properties and targeted webinars on funding, training,

apprenticeship opportunities and fast track routes. Chart 2 in section 4.4 outlines a comprehensive programme which could be delivered for £47,000. The breakdown of costs can be found in Chart 3, section 4.4

The programme would be supported by a range of resources such as the training and accreditation brochure, information fliers and a padlet to provide access to all resources highlighted throughout the programme and wider opportunities within the sector. See <https://padlet.com/DYWBorders/bl8uqx3s3967x1f> for examples.



Sample Roadshow Flier



Sample Information Leaflet

2.2 Filmmaking Creative Commission

As part of the project, we commissioned 3 short sample films and are proposing a longer series of targeted short films as a way of increasing awareness of the opportunities in the construction sector amongst key audiences including: primary age children, lower and upper secondary students, parents, teachers, entrepreneurs, women and existing trades people.

All areas of Scotland are experiencing the same issues around lack of medium to large businesses within the construction sector and as we move closer to net zero those areas, as with Scottish Borders, will be unable to attract expertise from other regions. It is therefore of vital importance that we begin to educate our young people around the opportunities within the built environment. One way to reach these audiences is through short targeted messages to inspire our young people. The film series would be backed up by educational resources and regular events. We envisage the series could be used by all rural education providers across Scotland as part of a year on year rolling programme.

A brief was developed with help of creative agencies such as CABN, local film makers and SOSE. This was uploaded to Creative Scotland, Creative Carbon, CABN, SOSE, Live Borders, Moving Image Makers Collective, Berwick Creative Guild and local independent film makers. <https://opportunities.creativescotland.com/opportunity/index/b2e62df0-e6fc-4eb5-a913-380c77803a03>

The opportunity was shared on Facebook to SUP, CABN, SOSE and further shares were provided by Outpost Arts, Visit Moffat, What's on Langholm, CABN, DG Unlimited, Creative Scotland and private pages.

The offer attracted 16 requests for further details and this produced 2 applications. Interviews took place on Zoom in May and a contract was awarded to Flatpack Media.

Background work was undertaken to determine which audiences to sample, what messages would be most relevant for each audience and to decide on a format for each short sample film. Throughout the production process we met weekly with the production team. It was decided that animation was most appropriate for junior pupils, stop motion animation for high school students and documentary type footage for existing tradespeople.

The three film samples can be viewed on YouTube at the following links:

How to Build a Bridge (Secondary Pupils) <https://www.youtube.com/watch?v=DVDCucXKwj8>

Quest for Net Zero (Primary Pupils) <https://www.youtube.com/watch?v=li7A9oGYgq4>

Construction Trades and Professionals https://www.youtube.com/watch?v=_JehJXtPY-4

Tender documents and outlines for the commission have been attached as a separate file to this document.

We held 9 project meetings with the team throughout the process.

Wider Commission to provide detailed costs and content plans

Though we had received professional advice on likely sample film costs we quickly realised that the estimates were vastly under budget. Project mop up funds were used to provide detailed costings for a wider commission to complete this portion of the project (please see Content Plan and Costing Treatment attached separately). Flatpack Creative provided two programmes in their Content Plan and Costing Treatment.

The first (programme 1) is for a large-scale project that we envisage being used in all rural areas of UK to generate new workforces, change perceptions around working in the construction sector, inspire young people to consider the built environment as a career choice, promote the sector to new and existing entrepreneurs, engage girls and young women (locally we have just 5 women working in the construction sector) and upskill existing traders. The films would be used throughout primary, secondary and higher education facilities, youth projects, job centres, television and social media platforms.

The second (programme 2) is for a discrete local project to encourage school leavers and existing traders to seek a career within the built environment and upskill in energy efficiency.

Programme 1

32-month production programme to produce animation, stop motion and documentary films and social media shorts for the following audiences:

Primary School Students 10 films

Secondary (S1-S2) 20 films

Secondary Leavers (16–18-year-olds) 65 films

Parents and Teachers 16 films

Girls and Young Women 16 films

Young Women in Further Education 24 films

Existing Traders 49 films

Those with transferrable skills 38 films

Entrepreneurs 25 films

Full production cost £1,224,931 plus VAT

Programme 2

4-month programme to produce stop motion and documentary films for the following audiences:

Existing traders 7 films

Secondary school leavers 30 films

Full production costs £69,405 plus VAT

2.3 Marketing Advice

We conducted local research to source professional marketing advice which will be required in order to distribute the finished film series. Two suitable local companies were approached and the contract was awarded to McGowan Marketing.

The McGowan Marketing Report outlines detailed proposals for all relevant media forms and a spreadsheet of campaigns to target particular sectors including: stakeholder groups and messages, continuity and creativity, selection of marketing channels and information dissemination routes. The spreadsheet and report have been attached as separate files.

McGowan Marketing

2. Stakeholder Groups and Messages

The eight stakeholder groups identified by SUP Services are diverse and broad, each with its own message and desired call to action or objective.

Stakeholder	Message	Call to Action/Desired Outcome
Primary school children	To educate primary school children on the opportunities of working with the construction sector, net zero and renewables.	Pupils are aware, recall and understand career opportunities
Secondary school children	To educate secondary school children on the job opportunities in the construction sector and further change perceptions of the industry by increasing young people's awareness of how innovative, scientific, and digital the sector is.	Students make enquiries, research or take career development action, i.e. to apply for FE/HE studies or apply for MA/roles in any of the sectors noted
School leavers	To highlight the career and apprenticeship opportunities within the construction sector.	Leavers take career development action, i.e. apply for FE/HE studies or apply for MA/roles in any of the sectors noted
Parents	To change parents' perceptions around the construction industry and highlight the breadth and depth of careers available with the aim that they would encourage their children to pursue a career in the industry.	Parents to be informed, supportive and encouraging of children in considering a career in the industry
Girls and women	To break down barriers for girls and women by providing positive role models to inspire careers in the construction industry.	More females to apply for positions in the construction industry More females to develop skills for roles in the construction industry

Screen Shot of
Marketing Advice
Report

Section 3 Collaboration

Our previous research highlighted the predominance of small and micro businesses in this sector in the Borders. Most are busy, single person businesses, too small to bid for significant contracts and reluctant to take on any additional administration. We wanted to explore how best to encourage and support small businesses to work collaboratively to deliver larger (and more cost-effective) contracts and help to develop procurement skills and in roads to the Supplier Development Programme (SDP). As with many rural areas, medium to large scale infrastructure projects are delivered by businesses outside the area as local firms do not have the resources to develop bids and their order books are not big enough to meet the required minimum turnover levels. This has a knock-on effect for the local economy and rural areas lose the benefits such as employment, supply chain business opportunities and apprenticeships.

We contracted a suitable consultancy to identify how best to support collaboration to increase the ability to bid for and deliver local contracts and to support shared local apprenticeships. We believed a social enterprise model may be the most effective mechanism but other options were explored. Such a support-body could also help to coordinate shared apprenticeships which are seen to be an attractive prospect by many very small construction businesses.

We had hoped to gain fine detail on legal structures, procurement processes and financial implications (minimum turnover, reserves, insurances, etc.,) in setting up the recommended vehicle (suggested by the commissioned report) to support shared apprenticeships and aggregated bids/joint tendering. Unfortunately these in-depth questions will require additional support from a lawyer and procurement specialist (this information is not available through Enterprise Agencies, Business Gateway or SDP). After much searching we have secured a quote for this portion of the work but no available funds to complete it. The quote for £4,140 from Intend Business Development has been supplied as a separate file.

The commissioned report by CLES has been attached as a separate document.

Section 4: Appendices

4.1 Trades Survey

Survey Results

Question 1: Have you undertaken any Energy Efficiency Training in the last 5 years including energy assessor roles? (sample size 73)

No 84%

Yes 16%

Types of training undertaken:

- ACS GAS
- Air tightness training and level 2 retro fit insulation
- Building Air tightness
- CPD relating to retrofit of existing buildings
- Domestic energy assessor
- MCS, EV charging points.
- NDEA. Historic sap and u value assessor for domestic as well
- NEA Energy Efficiency in the Home
- Part L energy efficiency
- Retrofit Assessor and Retrofit Coordinator
- SAP, PHPP and Thermal bridge calculations

Question 2: If funds were available to cover the cost of your training would you be more willing to upskill/reskill in Energy Efficiency? (sample size 79)

Yes 93%

No 7%

Question 3: Would a training subsidy to cover the cost of lost earnings for you or your employees help you to undertake Energy Efficiency training? (sample size 45)

Yes 91%

No 9%

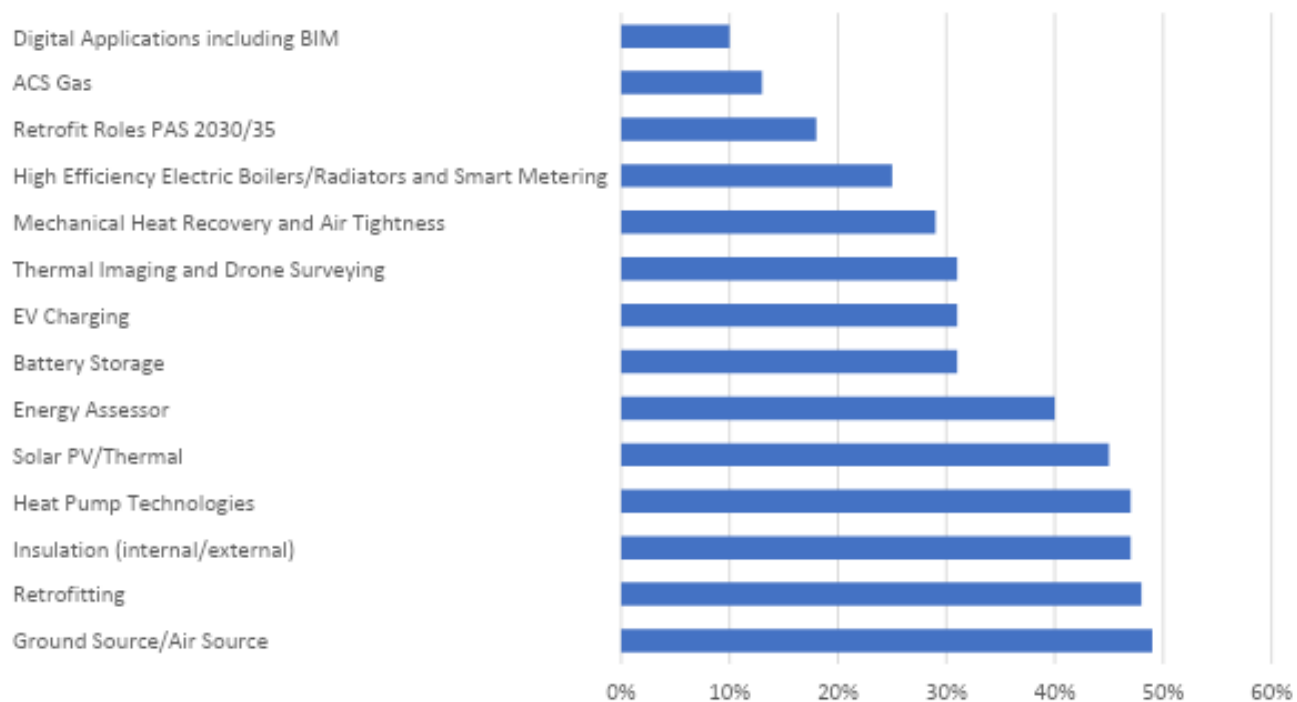
Comments:

- We are too small a firm to afford to pay workers during training
- We're trying our best just to stay afloat with reverse charge vat, staff absence through Covid and people taking longer to pay us.
- I have no EPC training at all & no other training in the past 5 years, largely due to costs. I would welcome this which would benefit my business greatly.

Question 4: What type(s) of Energy Efficiency training are you interested in? Please select all that apply: (sample size 83)

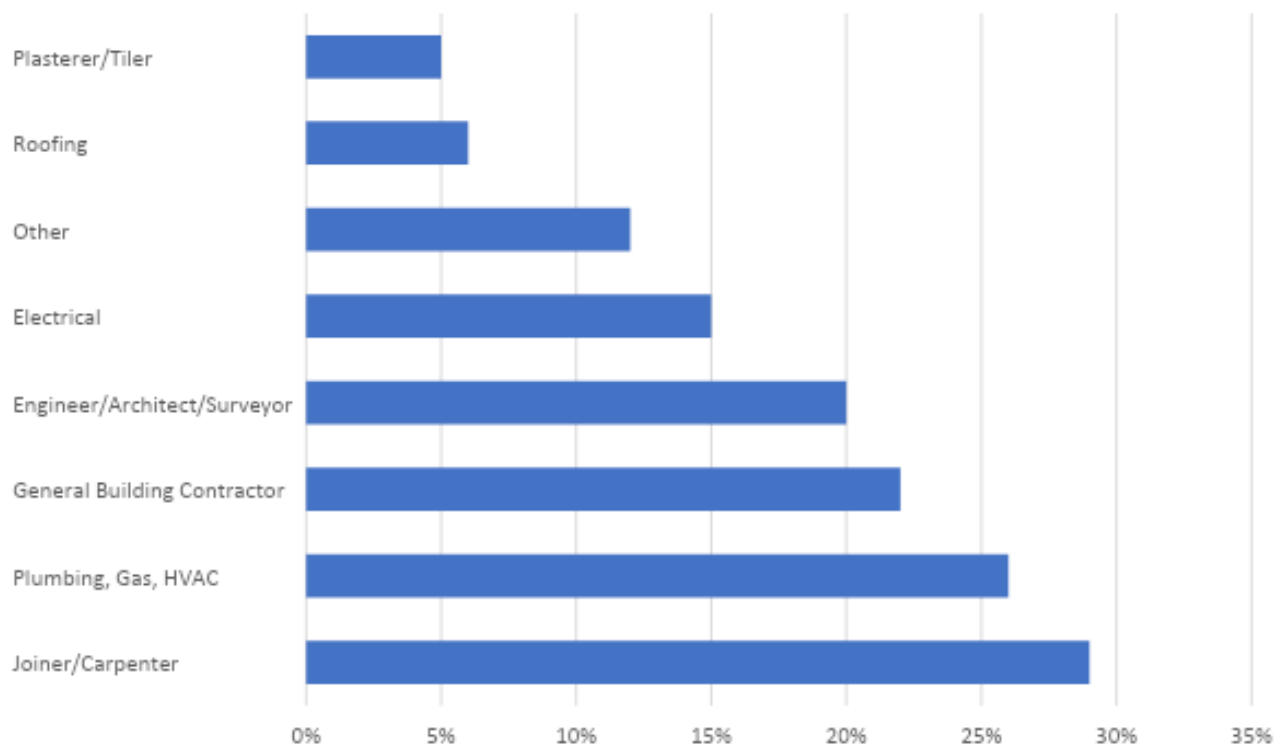
What types of energy efficiency training are you interested in? Sample

size 83

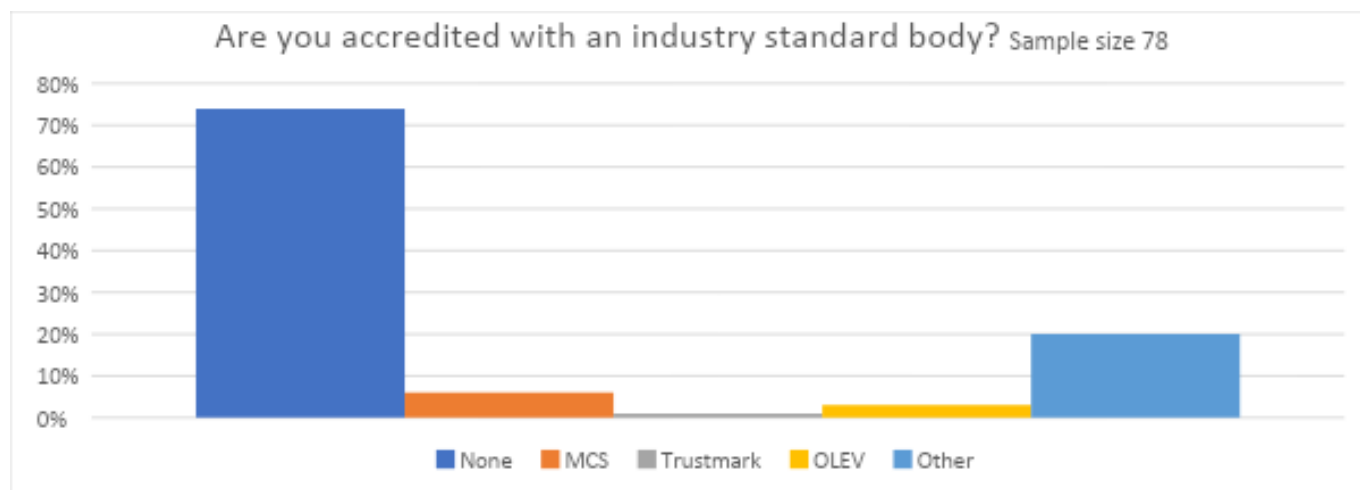


Question 5: Type of profession or trade you currently work in. Please select all that apply: (sample size 85)

Type of trade or profession you currently work in. Sample size 85



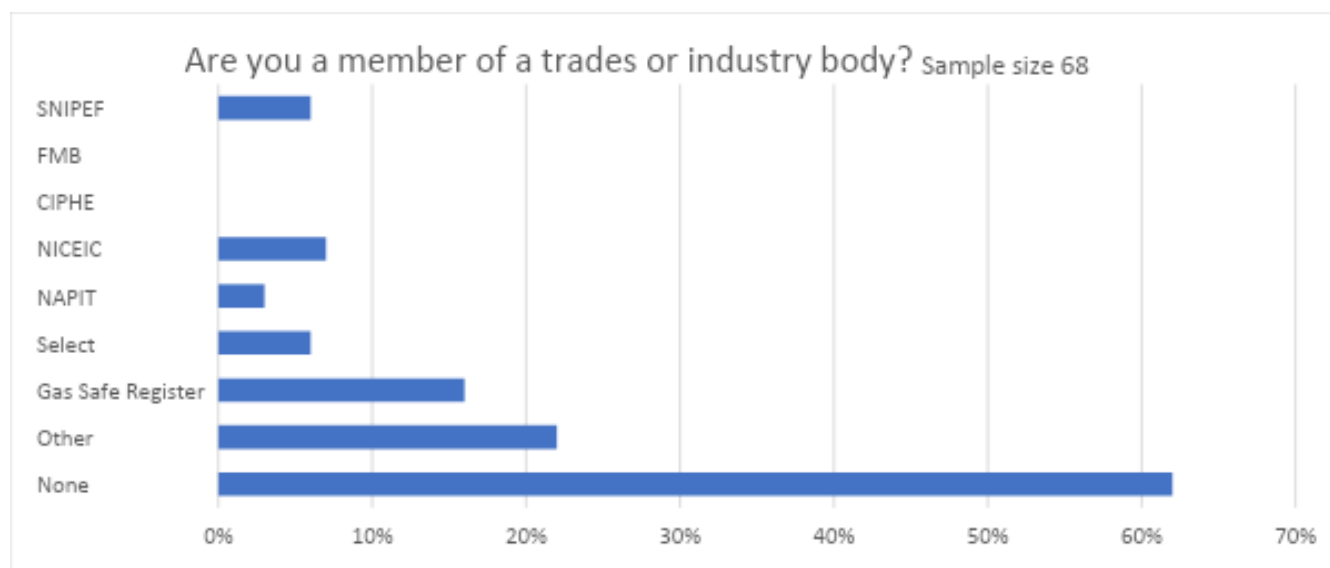
Question 6: Are you accredited with any industry standard body? Please select all that apply: (sample size 78)



Other

- ACE, SER
- CIAT
- Constructionline. BSI Ce Marking BSEN 1090: 1
- Gas safe register
- HETAS
- MCIAT (CHARTERED INSTITUTE OF ARCHITECTURAL TECHNOLOGISTS) AssocRICS
- MRICS, RICS registered valuer, DEA
- NASC
- Part 6 Certifier of Design
- RIAS
- RICS
- SMAS
- SNIPEF

Question 7: Are you a member of a trade or industry body? Please select all those that apply: (sample size 68)



Other

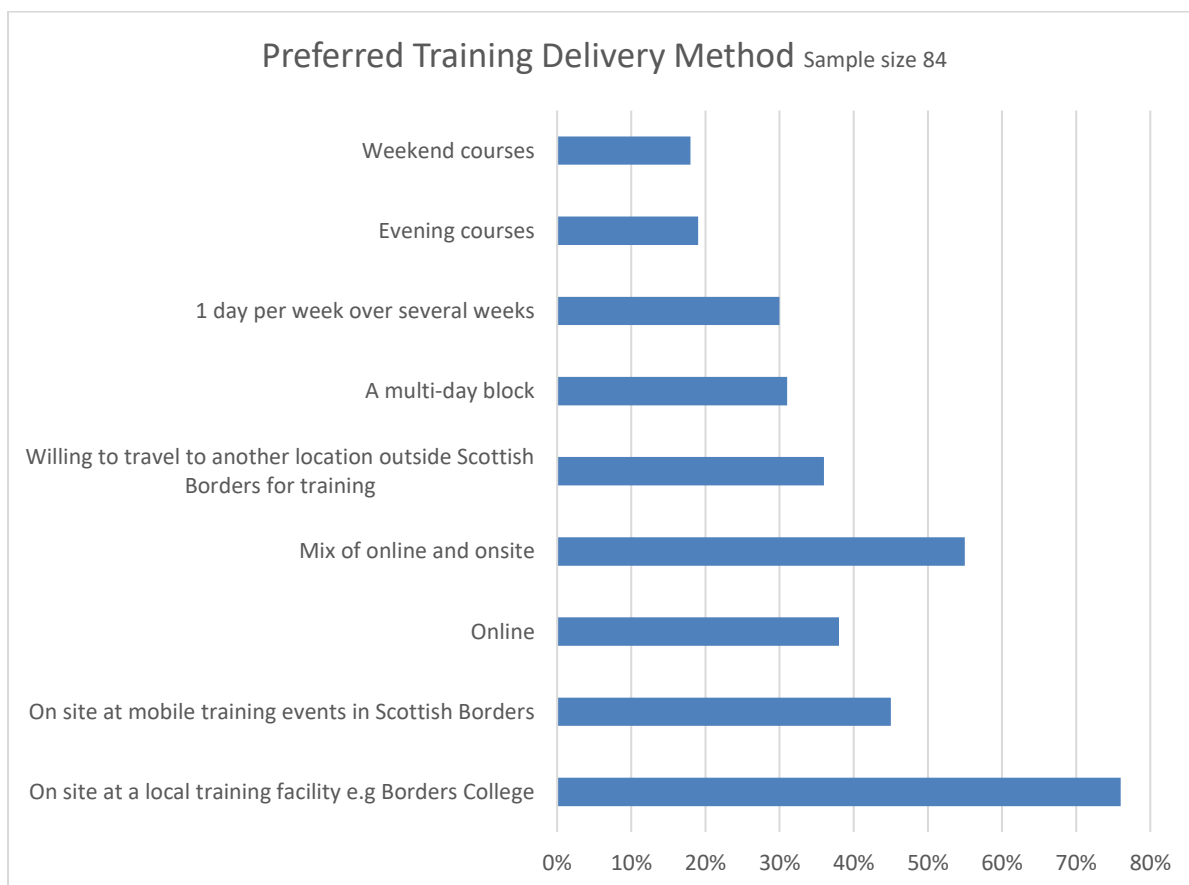
- Acclaim accreditation
- CSCS
- Gas safe registrar .OFTEC
- NASC
- OFTEC
- Other -please specify
- RIAS
- RIAS ARB
- RIBA RIAS
- RICS
- Scottish Engineering
- SMAS WORKSAFE
- SMAS/safe contractor

Question 8: Who is the training required for? (sample size 84)

Self: 88% (74 people)

Employee: 36% (101 people)

Question 9: Please select the delivery method of training you would prefer. Please select all that apply: (sample size 84)



Question 10: Invitation to include email address for further updates (sample size 58)

58 people included an email address

4.2 Survey Marketing

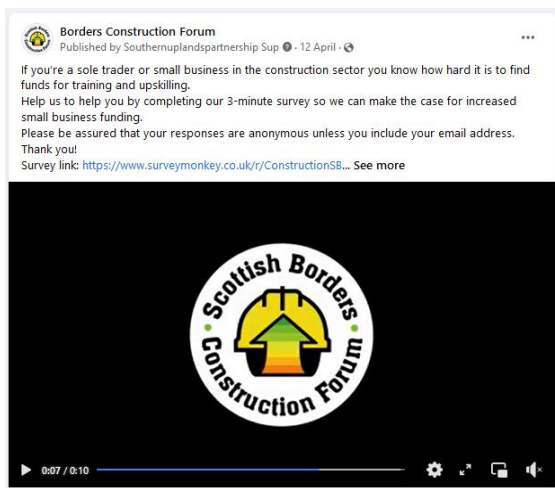
- Facebook advertising campaign – 4 paid adverts
 - April 2022 1st targeting contact list, 2nd targeting construction trades (SB, 18-64, Plasterer, Air source heat pumps, Renewable energy, Construction, Plumbing, Renewable fuels, Solar Installer, Electrical contractor, Joiner, Heating Engineer, Woodworker, Bricklayer, construction apprentice) 7-day campaign. Reach 2,746 Impressions 5,816 Hits to landing page 36, Additional survey responses 10
 - June 2022 3rd targeted: Location – Duns (+35 km), Eyemouth (+33 km), Jedburgh(+12 km), Peebles (+28 km), Selkirk (+40 km) Scottish Borders, Age: 18-65+ People who match Interests: Building material, Construction surveying, Roofing Contractor, Surveying, Electric vehicles, Insulated glazing, Masonry, Renewable energy, Building insulation, Domestic roof construction, Roof, Electrical engineering, Boiler, Construction, Plumbing, Heat pump, Solar power, Hot water storage tank, Painting Contractor, Solar Installer, Electrical contractor, Joiner, Apprentice, Tiler, Building Manager, Carpenter, Labourer, Insulation Installer, Electrician Assistant, Heating Engineer, Plumber, Woodworker, Glazer, Carpenter Bricklayer, Architecture, engineering, Installation, repair services. Reach 7,292 Post engagement 3,201 Hits to landing page 138 Additional survey responses 5
 - June -July 2022 Living in: United Kingdom: Eyemouth (+40 km), Kelso, Scottish Borders (+40 km), Selkirk (+40 km) Scotland; Scottish Borders Scotland. Age: 18-65+ Interests: Building material, Construction surveying, Roofing Contractor, Surveying, Electric vehicles, Insulated glazing, Apprenticeship, Plasterwork, Masonry, Renewable energy, Training, Carpentry, Building insulation, Domestic roof construction, Roof, Electrical engineering, Boiler, Construction, Plumbing, Building, Heat pump, Solar power or Hot water storage tank, Employers: Painting Contractor, Job title: Solar Installer, Electrical contractor, Joiner Apprentice, Tiler, Building Manager, Carpenter/Labour, Insulation Installer, Electrician Assistant, Heating Engineer, Woodworker, Journeyman Carpenter or Bricklayer Apprentice. 10-day campaign . Reach 12,920 Hits to landing page 226, Additional survey responses 10
 - August 10 day campaign borders area, no specific targeting . Reach 19,306 Hits to landing page 456 clicks, Additional survey responses 2
- Shared via WhatsApp 5 times to mobile contact list
- Shared via Facebook page 5 times – Borders Construction Forum
- Shared to Facebook groups and pages 5 times – SOSE, SUP, Project Hawick, Scottish Borders Noticeboard, Greener Melrose, Peebles W4, Scottish Borders Businesses, Greener Ettrick and Yarrow, Greener Berwickshire, Businesses and Services SB, Duns Business Directory, I love Gala, Tweedbank, Coldstream Community Group, Eyemouth Community Noticeboard, Denholm Village, Greener Ettrick and Yarrow, Kelso Connect, Tweedgreen, Construction Plant Testing and Training, Sustainable Selkirk, Borders Telegraph, Business Gateway, Southern Reporter, Scottish Borders Chamber of Commerce, Hawick Community Energy Group, Sea the Change.
- Shared to email contact list and requested partners forward survey x3
- Landing page on SUP website <https://sup.org.uk/projects/scottish-borders-construction-forum/> the page has had 187 views at time of writing
- Emailed and phoned news groups (SR/BT) no response
- Shared with SBC Comms who will disseminate via social media and through Procurement Team

- 20 posters printed and distributed to trade outlets with QR code x2
- 520 information brochures mailed out to small businesses August 2022
- Fliers to Fuel Change event Borders College August 2022
- Posters in STEM Hub Hawick June 2022
- Page in Borders Construction Forum Newsletter May 2022 and August 2022
- Flyers for Classic Car Rally (STEM Hub stand) June 2022
- Flyers for Border Union Show (Borders College stand) July 2022

Survey responses 85

<https://www.surveymonkey.co.uk/r/ConstructionSB>

Facebook Adverts





Trades Poster

Scottish Borders Construction Survey



If you're a **sole trader** or **small business** in the construction sector you know how hard it is to find **funds for training and upskilling**.

Help us to help you by completing our **3-minute** survey so we can make the case for increased **small business funding**.

Please be assured that your responses are anonymous unless you include your email address.

Scan the QR Code with your phone or go to:

<https://www.surveymonkey.co.uk/r/ConstructionSB>
Thank you!

This project has been supported by the UK Community Renewal Fund

Scottish Borders Construction Forum



4.3 Outline Costs, Sample Application Form and Guidance Note – Training Subsidy Scheme

Application Procedure

The fund would be advertised through local channels to encourage uptake from sole traders and micro businesses. Applicants would be invited to apply to the fund (see sample application form) and eligibility would be checked at time of application. Checks would be made through colleges to ensure they had not received other subsidies. The fund would pay out course costs to the training provider and loss of earnings and travel expenses to each applicant (not the business owner unless they are applicant).

Scottish Borders Construction Trades Subsidy Scheme

Application Form

Please note: SBCTSS is open to those that are self employed or non levy paying employers

Section 1: Contact Details and Business Type

Please provide details of yourself or your business - tick the description that is most applicable

Self Employed	Sole Trader	Micro Business	Small Business
---------------	-------------	----------------	----------------

Please provide your name, business/trading name and contact details

Name:

Business or Trading Name:

Address:

Email address:

Telephone:

Mobile Phone:

Section 2: Eligibility

Are you a levy paying employer?	Yes	No
---------------------------------	-----	----

Have you or your employees been in receipt of any training funds in the last five years including those made available through the National Transition Training Fund?

Yes	No
-----	----

If yes, please state number of people and type of course funded:

Name of fund:

Number of people:

Name/Type of course(s):

Please state the total amount received by yourself or you business from the fund

£

Please note that we will run checks to ensure no funds have been received from other sources

Section 3: Training Required

Please list the courses you require training for and the number of people for each course

Course 1:

Number of people:	Duration of course (days):
-------------------	----------------------------

Course location:	Cost per person:	£
------------------	------------------	---

Name of course:

Names of people who wish to undertake training:

Is each person able to meet the eligibility requirements for the course i.e. 18th edition, etc.,?

Yes	No
-----	----

Course 2:

Number of people:	Duration of course (days):
-------------------	----------------------------

Course location:	Cost per person:	£
------------------	------------------	---

Name of course:

Names of people who wish to undertake training:

Is each person able to meet the eligibility requirements for the course i.e. 18th edition, etc.,?

Yes	No
-----	----

Course 3:

Number of people:	Duration of course (days):
-------------------	----------------------------

Course location:	Cost per person:	£
------------------	------------------	---

Name of course:

Names of people who wish to undertake training:

Is each person able to meet the eligibility requirements for the course i.e. 18th edition, etc.,?

Yes	No
-----	----

If you would like to undertake more than 3 courses please include information on a separate sheet

Section 4: Training Costs

Are you applying for training funds only or training funds and loss of earnings? Please tick

Training funds only	Training & loss of earnings
---------------------	-----------------------------

Total required:	£	Total required:	£
-----------------	---	-----------------	---

Do you require travelling and/or accommodation costs? y/n

If yes, please itemise and total all expected costs

£

Please sign and date the form below and return it to:

Signature of applicant:

Date:

Please note: we aim to process your application within 20 days of receipt

Guidance Notes: Scottish Borders Construction Trades Subsidy Scheme

Each person can apply for a maximum of 5 training courses during the fund.

Your business address must be registered within Scottish Borders.

Applications will be considered on a first come first served basis. Once the fund is complete no further applications will be accepted.

Funds cannot be used retrospectively.

Your business must be registered in one of the following categories: construction, plumbing, heating, renewables, architecture, energy assessor, construction engineering, retrofitting, insulation, energy efficiency.

The loss of earnings fund is only open to persons earning £45,000 or less. Proof of earnings will be required for each person applying in the form of 3 recent pay slips or a copy of your business accounts for the last financial year.

Travel: If travelling by public transport please insert journey costs to and from your destination. Mileage will be paid at £0.45 per mile.

We will pay accommodation costs (if required) for each night (i.e. 4 days training = 3 nights' accommodation) to a maximum of £50 per person per night

Chart 1: Projected Training and Loss of Earnings Costs (excluding VAT)

Course	Cost	Travel/Accommodation	Notes
10x EV Charging	£11,600		Available locally
10x Ground Source or Air Source	£22,000		Available locally
10x Solar Thermal	£18,200		Available locally
10x Heat Pumps	£16,150	£2,500	
10x Solar Voltaic	£18,000	£2,500	
10x Biomass	£31,940	£3,500	
10x Electrical Energy Storage Systems	£12,450	£1,500	
10x Thermal Insulation	£9,050	Onsite training only	Difficult to calculate loss of earnings for course work as 1130 hours
10x Energy Assessors	£32,500	online	Energy assessors would go on to Assessor/Coordinator Roles
5x Retrofit Assessors	£5,475	online	
5x Retrofit Coordinators	£20,000	online	

Fund administration	£8,000		advertising fund, processing applications, checking eligibility etc.,
Totals for 90 people	£185,565	£10,000	£195, 565

4.4 Events Schedule and Full Cost Breakdown

Chart 2: Events Schedule Outline

Week	Day	Event Type	Location
1	Monday	EE Training Courses Webinar	Online
	Tuesday	Site Visit to EE buildings	Kelso
	Wednesday	Stem Hub Open Evening	Hawick
	Thursday	Roadshow	Galashiels
	Friday	Roadshow	Melrose
2	Monday	Roadshow	Lauder
	Tuesday	Roadshow	Peebles
	Wednesday	Fast Track Training Webinar	Online
	Thursday	Roadshow	Hawick
	Friday	Roadshow	Jedburgh
3	Monday	Roadshow	Earlston
	Tuesday	Roadshow	Duns
	Wednesday	Roadshow	Kelso
	Thursday	Funding Webinar	Online
	Friday	Site Visit to EE buildings	Peebles
4	Monday	Roadshow	Selkirk
	Tuesday	Roadshow	Eyemouth

	Wednesday	Apprenticeships Webinar	Online
	Thursday	STEM Hub Open day	Hawick
	Friday	Site Visits to EE buildings	Selkirk

Costs have been determined to cover all aspects of the roadshow and supporting events as follows

Chart 3: Outline Costs for 11 Roadshows and Supporting Events

Item	Cost excluding vat per day	Costs per item
4.3M Trailer Hire per day	£350	£4,200
4x4 Vehicle to pull trailer	£75	£900
Delivery and uplift of trailer to SB	£600	£600
Petrol for pulling trailer, returning to same location daily and generator fuel		£800
Overnight Storage of trailer - secure location	£30	£360
Trailer Artwork	£525	£525
Professional and knowledgeable Staff (will have to be able to answer questions) x2	£800	£8,800
Generator hire – low noise, suitable for computers and technologies	£100	£1,100
Printing 2,500 A4 8-page booklet full colour, 5,000 £1,155 A4 4-page Booklets (2 designs) full colour £1,450, 6,000 A5 double sided fliers full colour £420		£3,025
Staff to flyer towns 3 hours x 2 people	£60	£660
Advertising: Radio 112 x 30 second ads over 4 weeks, 12 voiceovers (one for each town), script writing £3,620 Newspaper 8x4 columns full colour x 6 £1,710 Social media campaigns targeting each town and overall campaign £1,200		£6,530
Pop Up Banners x2	£400	£400
4x4m gazebo and weights		£620
Event Management 30 days at £400		£12,000
Equipment and staff mileage		£800

Speakers for webinars, roadshows and site visits x10	£400	£4,000
Site visits to EE buildings, transport, refreshments, printing, etc., x3		£1,500
All costs exclude VAT		£46,820

4.5 Project Contact Lists

Number of project team meetings 19

Partner Meetings (Main contacts)

Borders College 18

Digital Construction on a Shoestring 5

SoSE 12

Scottish Borders Council 7

CSIC/BE-ST 8

DYW Borders 13

Partners and Collaborators

A C Whyte	GMS Ltd	SBC
BEAR Scotland	Grampian Housing	SBS Galashiels
Border Architects	Green Power Renewables	Scotland Excel
Cademuir Construction	Greenheat Renewables	Scottish Borders Housing Association
Changeworks	Historic Environment Scotland	Scottish Enterprise
Charlesfield farms	Hub South East	Scottish Government
CiTB	Hub South West	Scottish Land and Estates
City Plumbing	Jewson	Scottish Renewables
Construction Equity Plan	JT Dove	SOSE
CSIC	LESSIN	Southern Reporter
EDR	LOCO Home Coop	SP Energy Networks
Eildon Housing	MKM Building Supplies	Supplier Development Programme
Elmhurst Energy	Morrison Construction	Sustainable Selkirk
Energy Skills Partnership	Muirhall Energy	The Bridge
ENV Consultants	Novo Design	Tradepoint
ESES Communities	PAUL Heat Recovery	University of Edinburgh
FSS Ltd	Radio Borders	WM Marjoribanks
Fuel Change	Renew Green Energy	Wolseley
GKM Property	Retrofit Academy	
Glasgow University	Rexel	
	Roger Builders	

Training and Accreditation Contacts

1st Class Gas

Air Tightness Testing and Measurement Association - ATTMA	Dundee and Angus College	NICEIC
Association of Plumbing and Heating Contractors (Certification) Limited - APHC	Ecostrad	OFTEC
Assure Certification Limited	Edinburgh College	Options Skills
Ayrshire College	Elmhurst Energy	Options Skills
BAXI	Energy Skills Partnership	PAUL Heat Recovery
Blue Flame Certification Limited	FENSA	Quidos Training
Borders College	Fischer Future Heat	Retrofit Academy
BRE Academy	Forth Valley College	RIAS
Building Engineering Services Competence Assessment Limited - BECSA	Gas Safe Register	RICS
Capita Gas Registration and Ancillary Services Limited - Gas Safe Register	GTEC	SELECT
Cavity Insulation Guarantee Agency Limited - CIGA	HETAS	Skills Training Group
Certass Limited	iRED Remote Sensing	SMAS
CIPHE	MCIAT	SMASFMB
CiTB	MCS	Solaflair
DEA	MCS Certified	Target Zero Group
	MCS Certified	Target Zero Training
	MRICS	Trustmark
	NAPIT	West College
	NASC	Wind Exchange
	Nationwide Training Services	
	NESCOL	

Please note: The contact list for local businesses has not been included in this report as many are self-employed sole traders and their information has been sourced through social media, phone numbers on vans and trade contacts. Adding their names to this document would not comply with GDPR.