

Institute for Sustainability - FLASH seminar

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Scaling Up Retrofit

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The Workforce



The Workforce

- irrepresible?



The Workforce

- irreplaceable?
- under-valued?



The Workforce

- irreplaceable?
- under-valued?
- under-challenged?



The Workforce

- irrepresible?
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- under-challenged?
- under-achieving?



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Scaling up retrofit needs many highly skilled people

The Workforce



UK Construction industry:
300 firms employing over 2 million people

The Workforce



2million people....

need to fix 500,000 homes / year > 2050

The Workforce



4 homes need to be fixed / person / yr

The Workforce



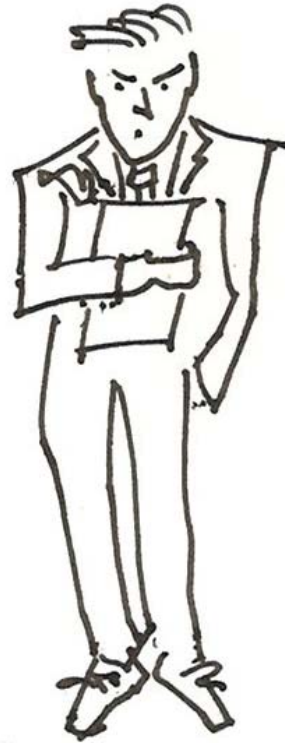
Starting NOW until 2050....

The Workforce



How will these lads manage it?

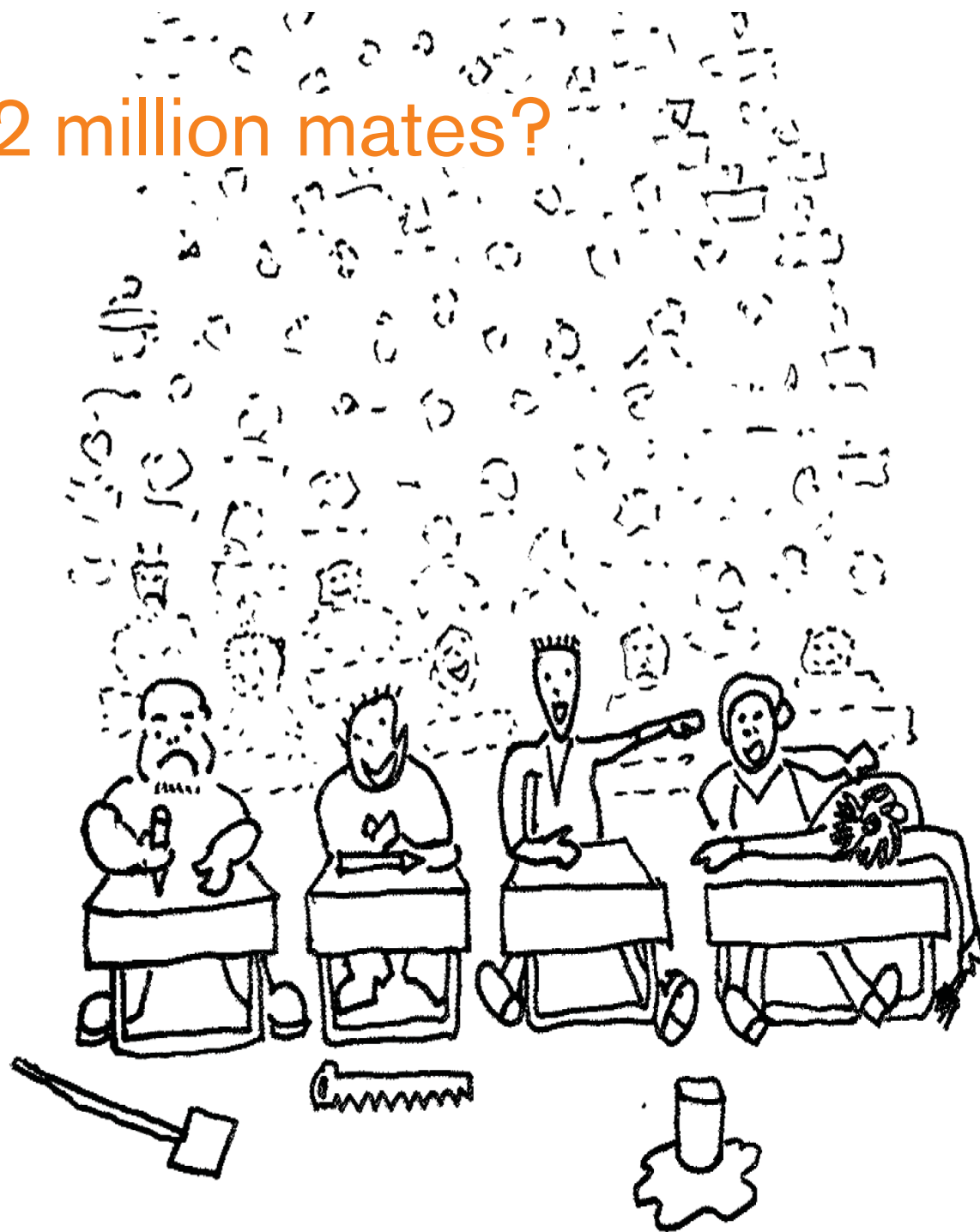
How do we build the
skills base for scaling
up retrofit?



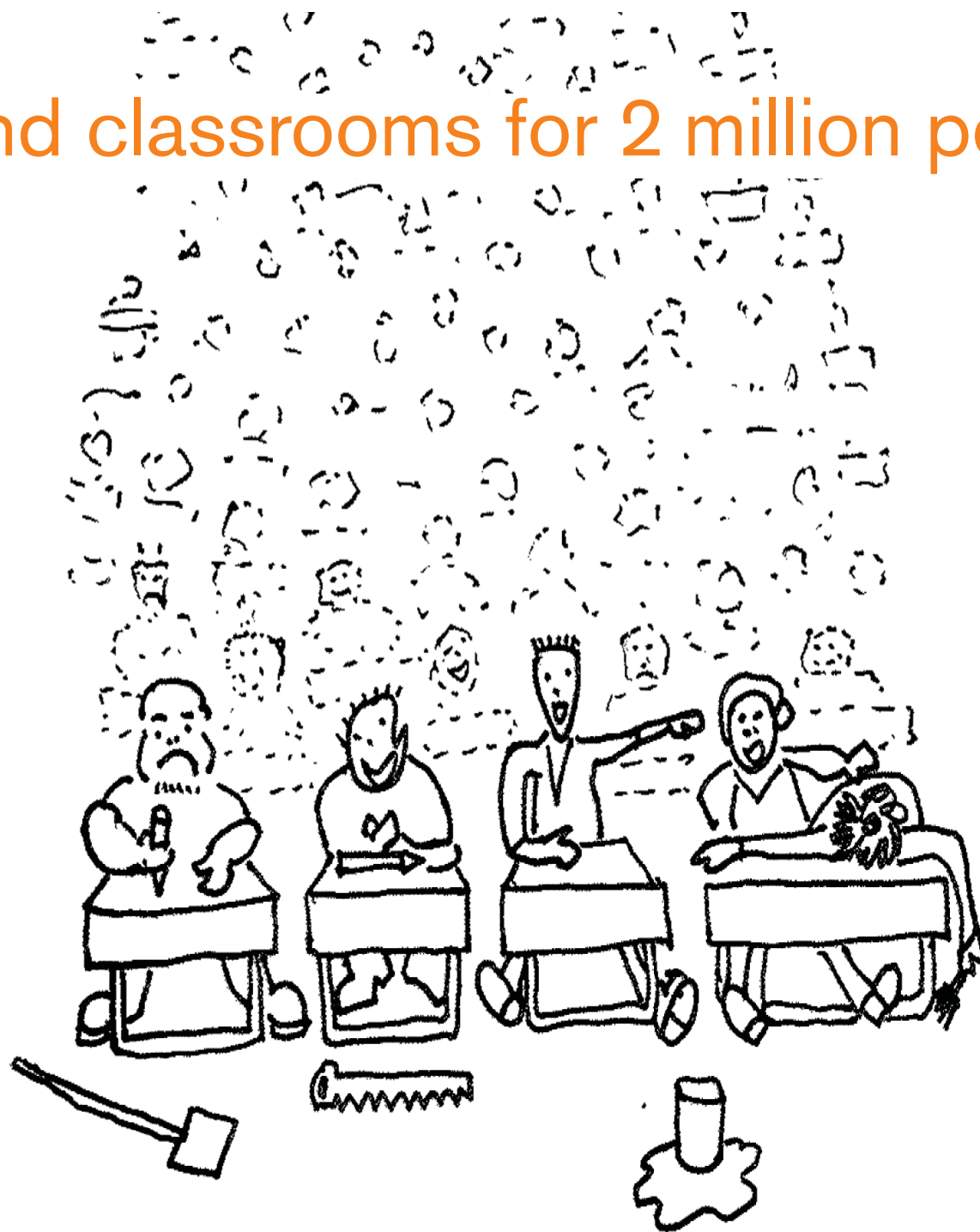
Send them back to school?



Along with 2 million mates?



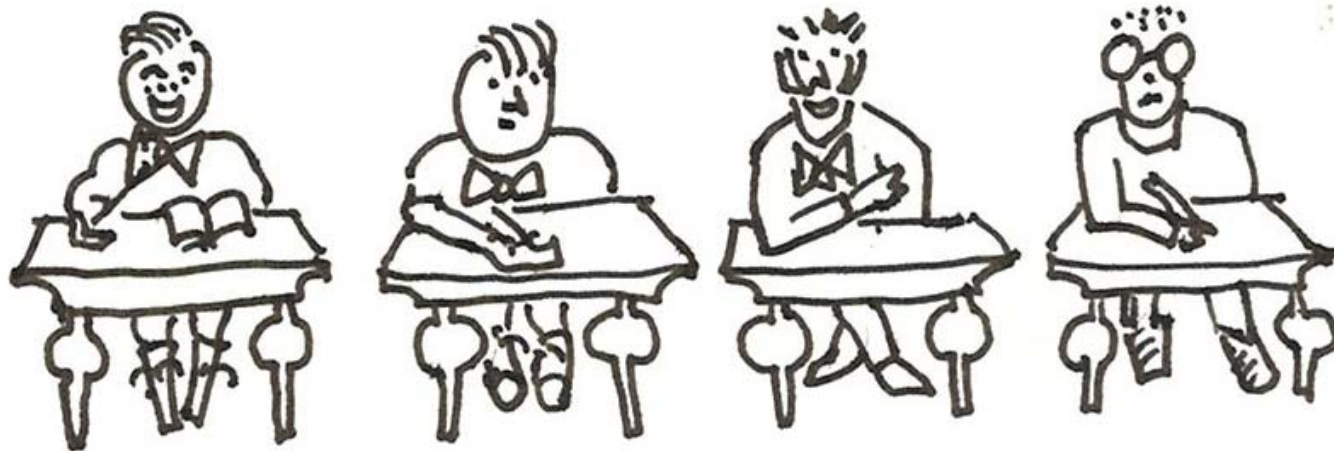
Teachers and classrooms for 2 million people?(!)



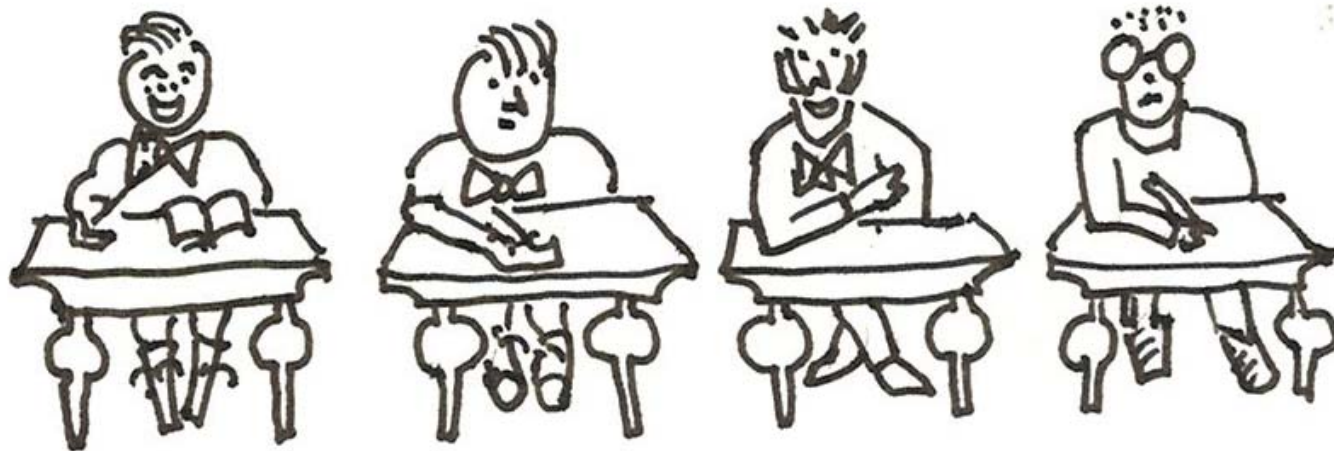
There are 28,000 artist-architects in the UK



Send them back to school!



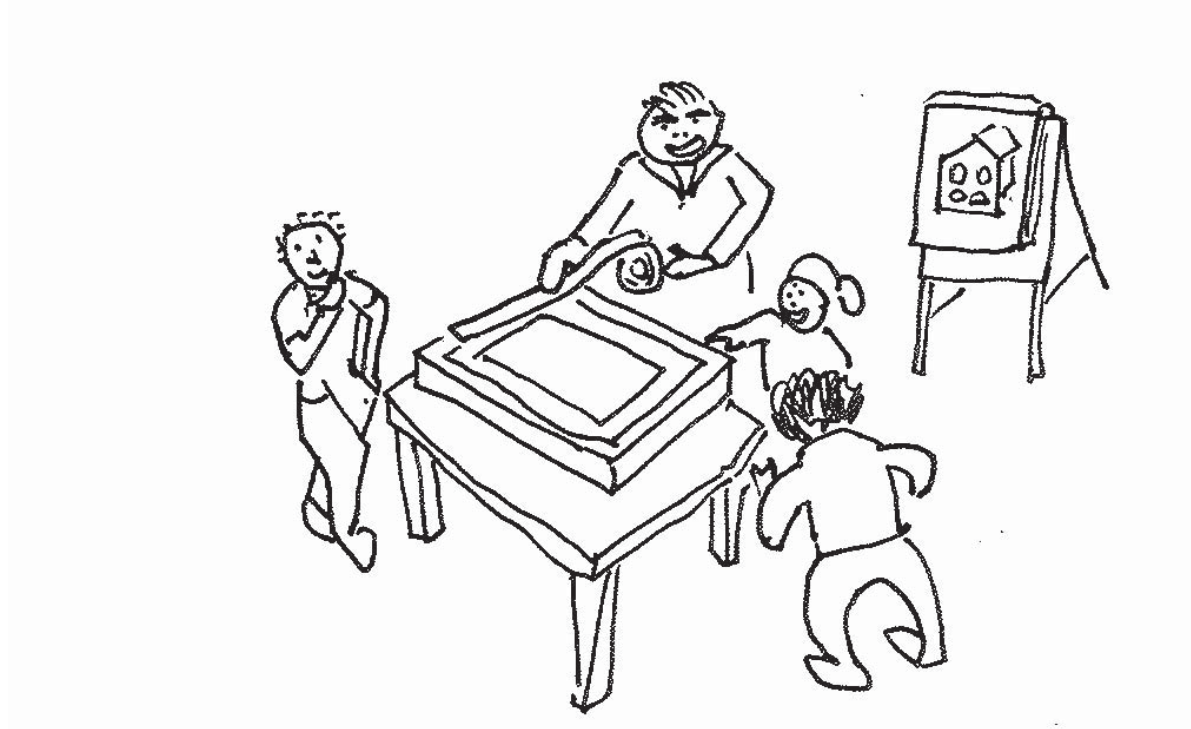
...to learn about science and art!



To make them fit-for-purpose!



Architects - the up-skill leaders



Training on the job, without loss of productivity



Practical training will produce showcase results!

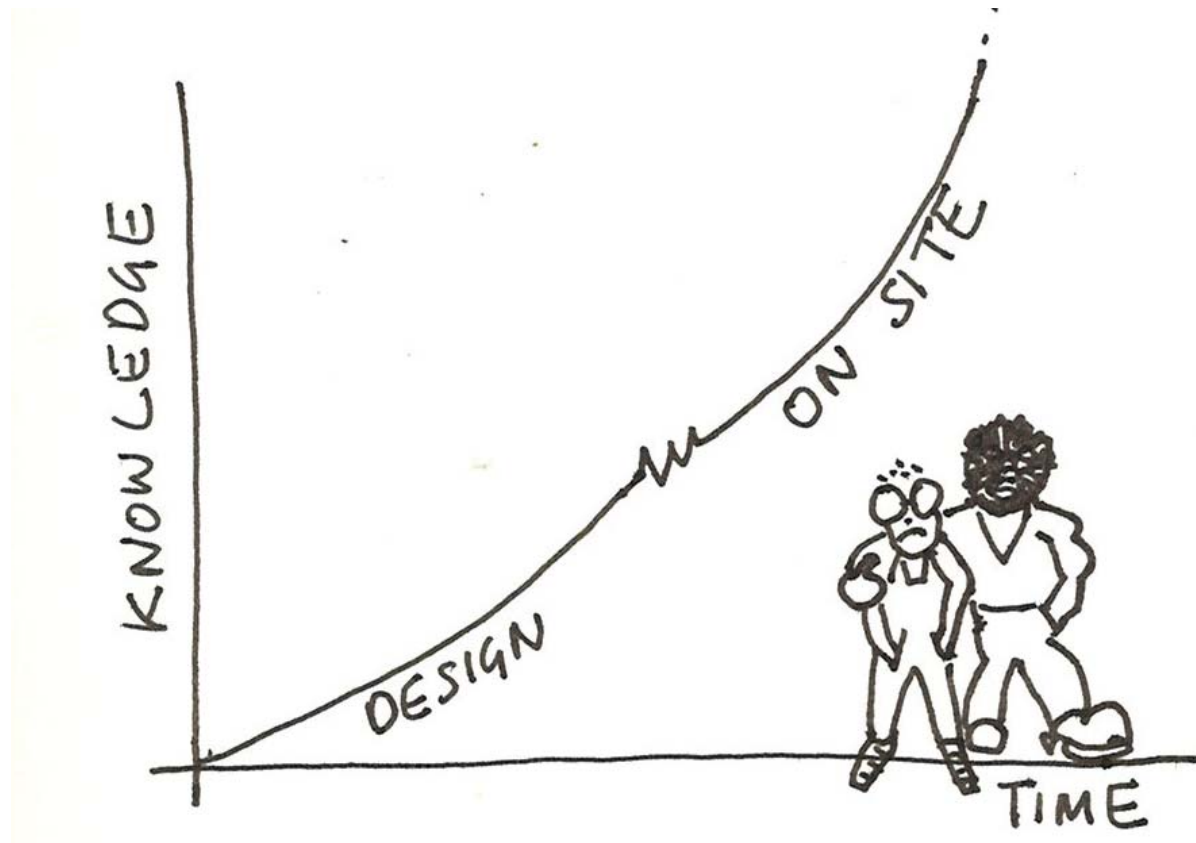


The knowledge gap:

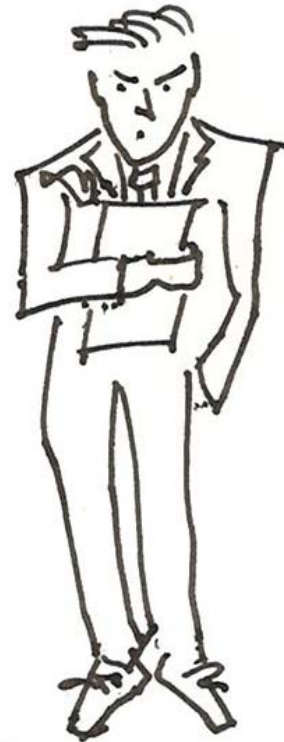


Overcome

.....by architects collaborating on scale-up of skills



Does the industry really need more training?

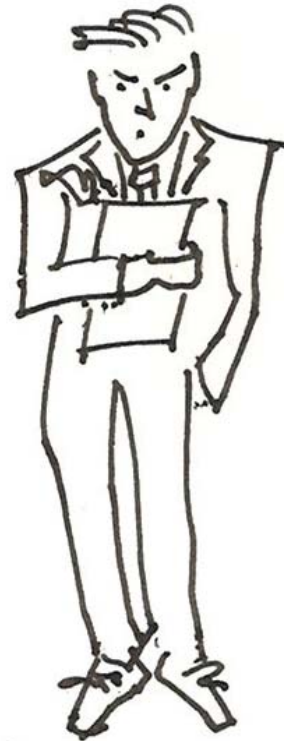


"80% OF THE
BENEFIT CAN
BE ACHIEVED
FOR 20% OF
THE EFFORT"



Show me an example
of 80% benefit! I say
this is an excuse for
sloppy thinking

So, in response to this suggestion:



"80% OF THE
BENEFIT CAN
BE ACHIEVED
FOR 20% OF
THE EFFORT"



This 'green deal' statement is so disingenuous



"THE SAVINGS
ON ENERGY BILLS
FROM THE
INCREASED
EFFICIENCY MUST
EXCEED THE
COST OF THE
LOAN OVER
ITS TERM"

Can a professional really just sit and watch?



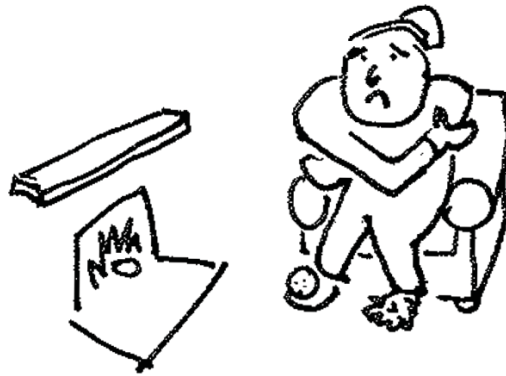
...this bunch

let loose without professional leadership?



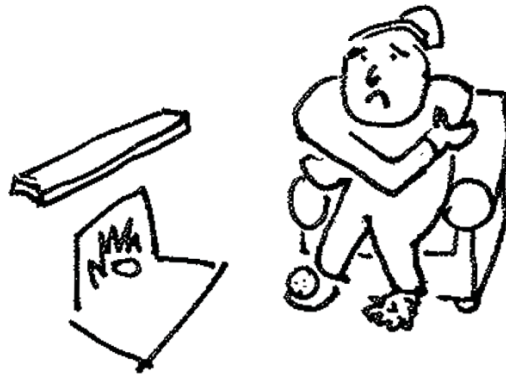
lurking entrepreneur
(probably ex used-car salesman)

By definition, professionals must serve the public



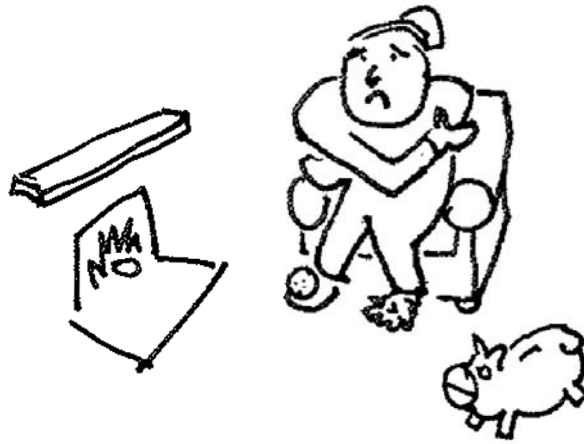
Retrofit is not about money....

By definition, professionals must serve the public



Retrofit will not yield short-term profit....

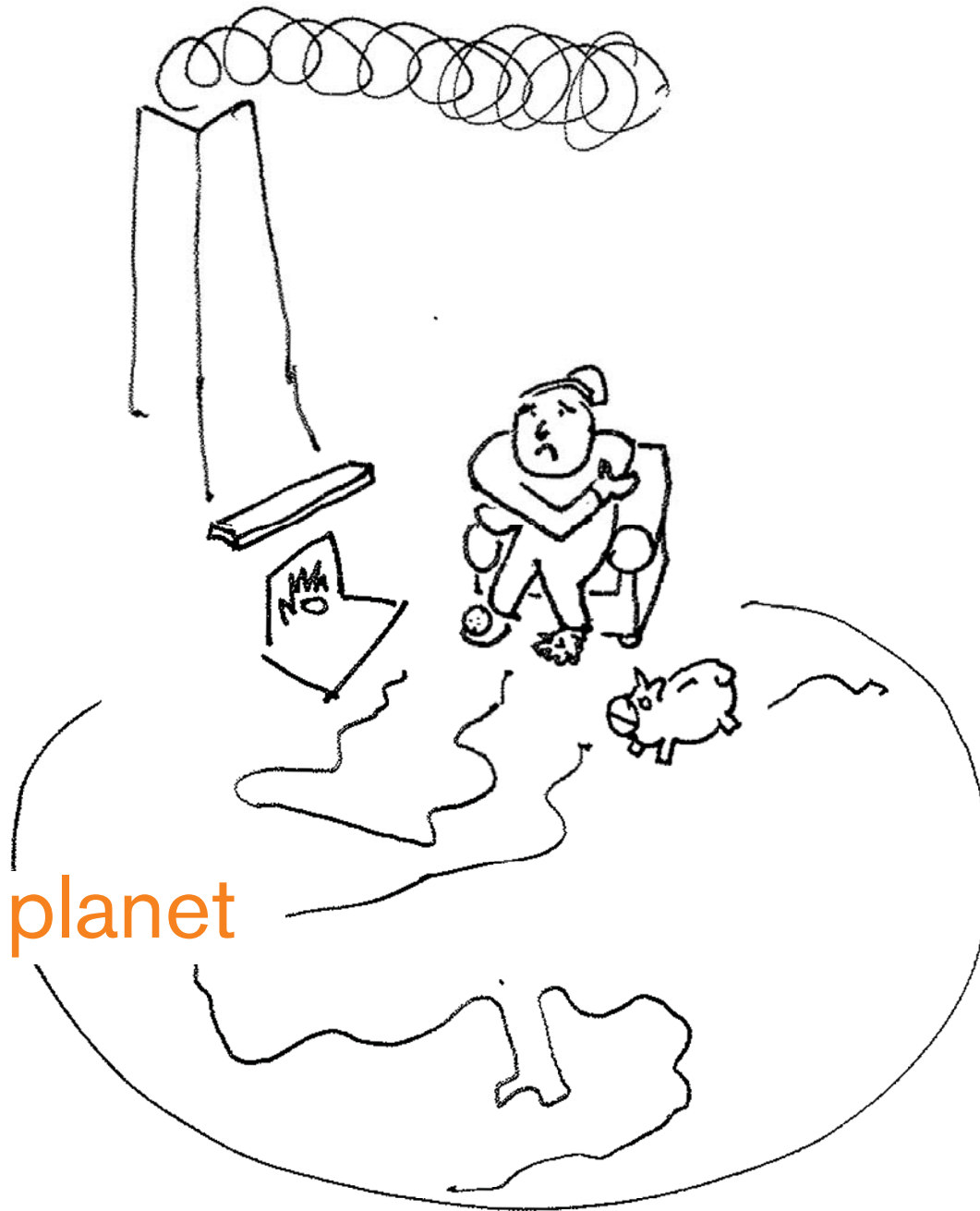
retrofit is about people



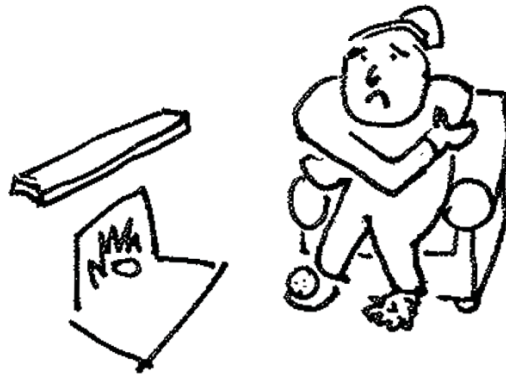
Retrofit is about people's comfort and their savings



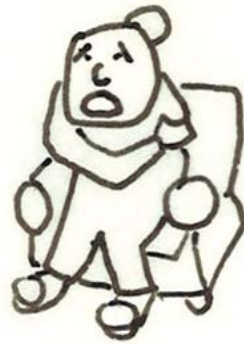
....about pollution and the environment



...about the planet



Many people are struggling to keep warm

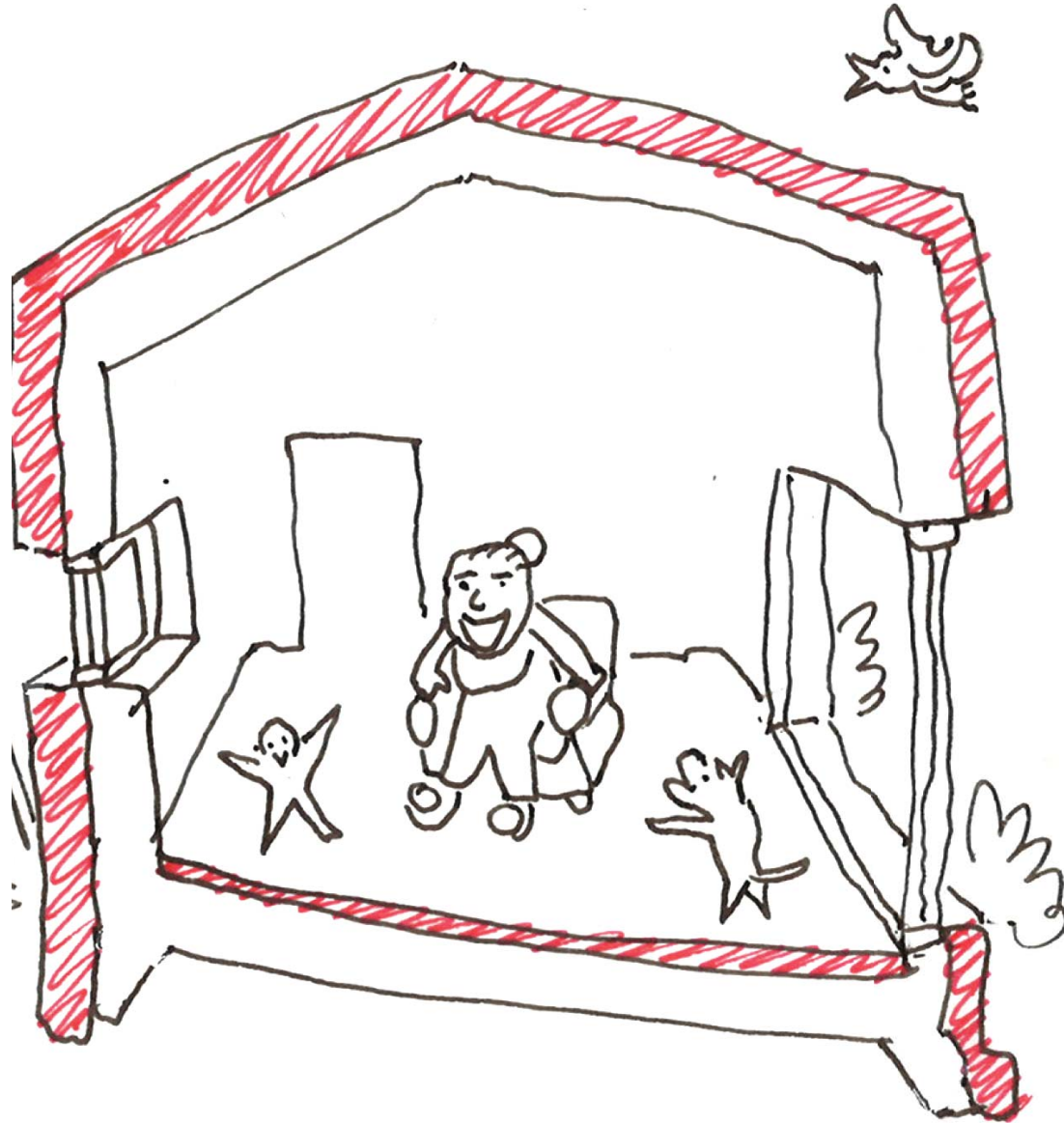


...loose their winter warmth and life will be different

....retrofit can change lives for generations to come



...so we do it for our children - not just for ourselves!

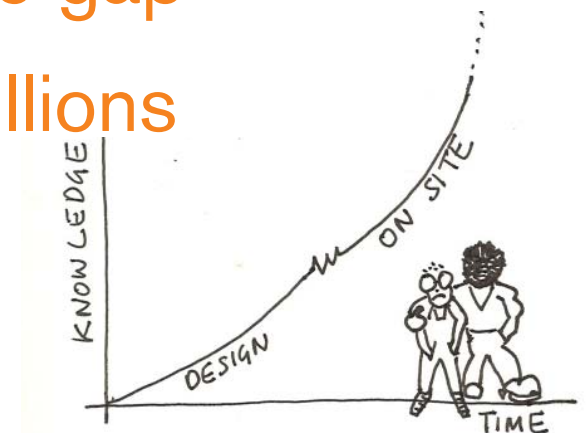


....and we make renewables viable



Conclusions:

- Skill-up to Scale-up
- It's cheaper and more effective to skill up 28,000 architects than 2,000,000 builders
- 2 million builders are best trained 'on the job'
- Skilled architects have role in doing the training
- Skilled architects can close the knowledge gap
- Closing the knowledge-gap will save £ millions



Thank you

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