

Training the Next Generation of Installers



YOUR
ENERGY
YOUR WAY



Can the ageing sector deliver?

There are currently 120,000 gas boiler installers but to meet Net Zero targets the number of heat pump installers will likely need to rise from 2000 to around 50,000-100,000

To maintain the existing number of electricians, we need to **increase recruitment to 6%** of the existing workforce, with apprentice recruitment accounting for 5% of total numbers. **The current average in England is less than 4%**

More worryingly only 7,500 engineers (6%) of the workforce are under 35 and if current trends continue, there may only be a further 7,500 new gas engineers in the next decade.

By 2029, the total workforce could shrink by over 30,000, even if engineers continue to retire later than the current average.*

Our research has found that most programmes are currently focused on retraining the above ageing workforce to operate in accordance with the green agenda.

How can diversity help?

There are approximately 12,000—15,000 female plumbers in the UK, or around 1% of the total number, which sits somewhere between 120,000—150,000. Electricians have the second-lowest representation of women in construction roles in the UK, with only 1.7 per cent

The BBC reported in September 2021 that nearly 60% of young people approached said they felt very worried or extremely worried about climate change.

The renewables industry needs these young people to make the link between reducing CO2 emissions and a career in the sector.

We believe the female population of this country is a massive untapped resource when it comes to the renewables industry.

What are the barriers for female candidates?

- Lack of role models
 - Lack of opportunity to see the work first-hand
 - Near impossibility of finding an apprenticeship
 - Lack of supportive environment once in the role
 - We believe most female candidates that want to get into this industry are older than 16. So, lack of ability to live on £6.40 per hour (standard apprenticeship wage) is another barrier.
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How is YEYW overcoming these barriers?

- We install ground and air source heat pumps, solar PV, EV chargers, batteries, air conditioning, underfloor heating and MVHR. We employ experienced installers, who provide a supportive, caring environment to new trainees
- We work on a low volume of high margin renewable installations where quality is more important than speed, giving us ample opportunity to train on the job
- We work on all areas of renewable installations, from consultancy, sales, design, installation and maintenance of solar PV, solar thermal, EV chargers, home batteries, air and ground source heat pumps, very often combining more than one technology in each project
- Our customers are committed to doing the green right thing and support our vision to train a diverse workforce
- We are a not for profit, social enterprise, specifically set up to create opportunities for women in this sector.



How is it going?



- We are currently a firm of 12 with 8 women working for us, 4 of whom are female apprentices
- We pay the National Living or Minimum Wage (dependent on age) so that our program is truly open to all, not just those who can survive on low wages for the first year of their apprenticeship.
- We have ambitious plans for growth so that we can take on and train up more apprentices in time.