



RISE

Retrofit information,
support & expertise

Introduction to retrofit careers

Supply chain advice pack

July, 2025

Funded by:



Department for
Energy Security
& Net Zero

www.riseretrofit.org.uk



Introduction

This guide is for anyone curious about retrofit careers—whether you're a college leaver exploring green jobs, a tradesperson looking to upskill, or someone considering a move into a more sustainable sector. It's designed to give you a clear starting point and help you understand the opportunities available in the retrofit industry.

Why retrofit careers matter

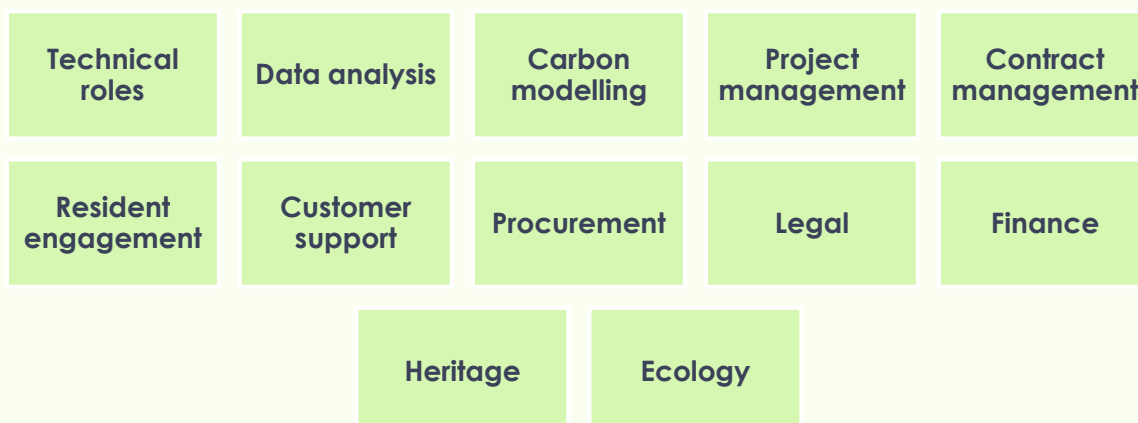
The domestic retrofit industry faces a significant skills shortage as demand for energy-efficient homes grows. In 2024, the residential sector made up approximately 25% of the UK's total final energy consumption, with around 80% of that household energy use attributed to space heating and hot water—reflecting the ongoing dependence on gas boilers and the relatively slow adoption of low-carbon heating technologies (DESNZ, 2025). As of 2025, 48% of UK homes are below EPC C, making retrofit careers essential for reaching net zero by 2050 (BRE, 2025). With high demand across the country, careers in retrofit offer good salaries, excellent progression opportunities, and sustainability impact, making this an ideal sector for professionals looking to reskill or advance.

Why choose a career in retrofit?

- **Sustainability:** Contribute to net zero targets and improve energy efficiency.
- **Growing demand:** Retrofit professionals are needed nationwide.
- **Competitive salaries:** The average salary for retrofit careers in 2025 is £34,000 (UK Government, 2025).
- **Diverse career paths:** Opportunities span across technical roles, project management, resident engagement, procurement, and installation.
- **Skill development:** Gain expertise in engineering, environmental science, and sustainable technologies.

Overview of retrofit career areas

Retrofit careers span a wide range of disciplines, including:



Getting started in retrofit

Whether you're considering a career change or already have skills that could transfer into the retrofit sector, there are several accessible ways to begin your journey. From hands-on apprenticeships to flexible training options and recognised qualifications, the retrofit industry offers multiple entry points for people at all stages of their careers.

Apprenticeships

- Provide entry-level training with hands-on industry experience.
- Employers benefit from funding support and long-term workforce development.
- Recommended for newcomers seeking structured career progression.

Qualifications and certifications

Technical building knowledge

For those working directly on retrofit assessments, coordination, or design:

- Domestic Energy Assessor (DEA) – Required for Retrofit Assessor training.
- Level 5 Diploma in Retrofit Coordination & Risk Management – For Retrofit Coordinators.
- Retrofit Designer Training – For qualified architects, surveyors, or technologists.

General energy awareness

Ideal for those in resident engagement, customer support, or early-stage roles:

- Level 2 Award in Understanding Retrofit.
- Level 3 City & Guilds Energy Awareness.
- Domestic Energy Assessor, Retrofit Assessor or Retrofit Advisor

Heritage retrofit

For professionals working on older or traditional buildings:

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

How to encourage careers in retrofit

- Offer apprenticeship schemes.
- Invest in training (consider training payback clauses).
- Have open days for people to find out more.
- Do talks or send information to schools, colleges and universities.
- Support career change applicants.
- Make the career paths as accessible as possible.
- Make it rewarding!
- Focus on retention as well as new hires.

- Encourage career growth and invest in training.

What's next?

This is the first in a series of retrofit career advice packs. Future editions will explore specific roles in greater depth, focusing on both operational and technical pathways, including:

Operational roles

1. Project management
2. Contract management
3. Resident engagement
4. Data analysis
5. Procurement
6. Other: Asset management, financial and legal roles

Technical roles

7. PAS 2035
8. Heritage Buildings
9. Related Building surveys
10. Air permeability
11. Ecology and biodiversity

What the pack covers

- a) Importance for the retrofit supply chain
- b) Examples of retrofit roles
- c) Examples of routes to the roles
- d) Examples of relevant qualifications
- e) Examples of tasks for competencies
- f) Examples of progression routes
- g) Example benefits to a career in this area

References

- BRE (2025) Warm Homes Plan: briefing note on energy efficiency statistics, February 2025. Available at: <https://bregroup.com/documents/d/bre-group/bre-warm-homes-plan-briefing-feb-2025>
- Department for Energy Security and Net Zero (2025) Energy Trends: March 2025. London: UK Government. Available at: https://assets.publishing.service.gov.uk/media/67e4f5d855239fa04d412067/Energy_Trends_March_2025.pdf
- UK Government (2025) Find a Job – Retrofit roles, GOV.UK. Available at: <https://findajob.dwp.gov.uk>

RISE resources



Podcast:
"Apprenticeships in retrofit with Warmworks"
available [here](#).

Masterclasses: "Green Skills and teams for your Warm Homes project"
available [here](#).



Podcast: "Building Green Futures with Efficiency North"
available [here](#).

Supply Chain Toolkit:
"Apprenticeships in retrofit for the supply chain" available [here](#).



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