



Case Study

0191 466 1024
training@regeon.co.uk
www.regeon.co.uk

Part of the
RE:GEN
GROUP

NORTH
OF TYNE
COMBINED
AUTHORITY

New
College
Durham

SKILLS
FOR LIFE

North East
Local Enterprise Partnership

Contents



Page 3 - Cohort 1/2
(RE:GEN Group Pilot)



Page 9 - Cohort 3
(Fortify Solutions)



Page 13 - Cohort 4
(Elvet Chartered Surveyors)



Page 17 - Cohort 5/6
(Isoler)



Page 22 - Cohort 7/9
(Managers)



Page 26 - Cohort 8
(Advisors)

Cohort 1/2

The Pilot

Understanding Retrofit Pilot with:



(Employed 63 GLH) NRCG29

As a forward-thinking, multifaceted regeneration specialist, RE:GEN Group has grown from humble beginnings to become one of the preferred partners in delivering the best-in-class solutions to social housing across the North East. Leading the way in the domestic retrofit sector.

RE:GEN is experiencing substantial growth and in order to meet their forecasted human capital demand to carry out their projects, they needed to fill several key positions including:



Quantity
Surveyor



Project
Managers



Customer
Experience
Coordinator



Site
Managers



Business
Admin

The main purpose of the Pilot was to observe, and identify how varying roles and disciplines with an organisation interact with the content of our programme. The aim is to use this insight to test the feasibility of delivering a bespoke work-study programme to fit an employer's specific needs. Refining our offering to effectively fill gaps within the business to future-proof their operations, secure pipelines and get more people into the right roles.



RE:GEN

29 roles

featured across 2x Pilot cohorts
from From C-level to entry level:

- CEO
- Managing Director
- Commercial Director
- Partnership Director
- Operations Director
- Head of Strategy
- Leadership & Wellness Coach
- Health & Safety Tutor
- Leaner Engagement Officer
- Community Partnership Manager,
- Sustainability Co-ordinator
- Workplace Co-ordinator
- Social Value Coordinator



RE:GEN
GROUP

Cohort 1

This is our first bootcamp within Retrofit and we have selected a cross section of participants from the CEO (with vast experience of retrofit work) to senior managers and quantity surveyors (with lots of experience), all the way through to business admin and middle level staff who have very little to no experience of both Construction or Retrofit. This intention of this was to gather as much feedback from

the group as possible to allow to shape the development of future courses. The NOCN Level 2 Understanding Domestic Retrofit is being used to deliver this bootcamp with a nationally recognised qualification, which again is the first time this has been delivered through ourselves at RE:geon Training.

- **Classroom hours 63**
- **Total GLH 63**

Day	Content	Delivery staff	GLH
1	<ul style="list-style-type: none"> • Introduction to the course content, purpose and requirements • The company (RE:GEN), its background and what the company wants to gain from this training • Sustainability (what is sustainability, how does it fit in with retrofit how can this bring benefit to the business) 	Delivery team Nominated employer	7
2	<p>Unit 1 - Be able to interpret domestic retrofit information specific to the work activities and resources</p> <p>Delivery content: The aim of this learning outcome is to provide the learners with the knowledge to identify the main types of documents used in domestic retrofit, typical organisational structures and different types of information and how it is used. The learner must:</p> <ul style="list-style-type: none"> • Identify the main types of documents used in the domestic retrofit industry and interpret their information, including basic: <ul style="list-style-type: none"> ■ drawings ■ specifications ■ schedules ■ method statements ■ risk assessments ■ manufacturers' information ■ data sheets. • Explain typical organisational structures in the domestic retrofit industry • Define the different types of domestic retrofit information, its source and how it is applied in terms of: <ul style="list-style-type: none"> ■ types of construction ■ energy efficiency measures ■ design ■ standards ■ official guidance ■ current legislation and regulations governing buildings <p>Live evaluation and feedback on the session and content</p>	Delivery team	7
3	<p>Unit 2 - Be able to interpret health and safety information.</p> <p>The aim of this learning outcome is to provide the learners with the knowledge to identify the current legislation applicable to domestic retrofit, how to respond to emergencies and typical reporting procedures. The learner must:</p> <ul style="list-style-type: none"> • Identify the relevant current legislation, standards and official guidance applicable to domestic retrofit • State how to respond to emergencies in the place of work in relation to: <ul style="list-style-type: none"> ■ fires ■ spillages 	Delivery team	7
4	<p>Unit 3 - Be able to identify the risk of damage to the work and the surrounding area.</p> <p>The aim of this learning outcome is to provide the learners with the knowledge to keep a work area clean and tidy and protect the surrounding work area from damage and how to legally dispose of waste. The learner must:</p> <ul style="list-style-type: none"> • Explain why it is important to maintain a safe, clear and tidy work area • State how to dispose of waste in accordance with current legislation • Describe how to protect work and its surrounding area from damage and adverse weather conditions. <p>Live evaluation and feedback on the session and content</p>	Delivery team	7

Cohort 1 Cont'd

5	<p>Unit 4 - Be able to understand the basic principles for domestic retrofit installations.</p> <p>The aim of this learning outcome is to enable learners to understand the basic principles for domestic retrofit, including pre-installation requirements, installation details and installation problems. The learner must:</p> <ul style="list-style-type: none"> • Explain how to carry out basic external and internal pre-installation checks in regard to domestic retrofit • List the basic general building defects including but not limited to: <ul style="list-style-type: none"> ■ salt contamination ■ causes of dampness ■ rain penetration ■ rising damp ■ internal moisture vapour ■ damaged services ■ structural defects. <p>Live evaluation and feedback on the session and content</p>	Delivery team	7
6	<p>• Describe how the methods of work for domestic retrofit are carried out to meet the specification, relating to the following:</p> <ul style="list-style-type: none"> ■ checking materials against specification ■ how to record and report issues or defects with the materials ■ the need to ensure that all necessary repairs are completed prior to installation ■ the implications that basic types of construction and materials have on the introduction of energy efficiency measures with specific reference to: - roofs - walls including internal and external finishes - floors - windows and doors - chimneys and fireplaces - flues and combustion ventilation - fabric interfaces - building services and associated EEM improvements. ■ basic sequencing for the installation of energy efficiency measures ■ typical problems associated with domestic retrofit installations, including: <ul style="list-style-type: none"> - water ingress - thermal bridging and bypassing - condensation - lack of attention to detail at corners, junctions, edges and interfaces - condensation - air tightness and air leakage - ventilation and air flow - mould and fungal decay ■ how to identify what and when specialist skills and knowledge is required. <p>Live evaluation and feedback on the session and content</p>	Delivery team	7
7	<p>Unit 5 - Be able to understand how to carry out basic domestic retrofit installations</p> <p>The learner must:</p> <ul style="list-style-type: none"> • State the importance of team work and communication • Explain how to carry out the following work skills when installing internal insulation systems including: preparation, measuring and marking out, calibrating, cutting, fitting/fixing/securing, sealing and finishing insulation materials. • Explain how to use and maintain hand tools, portable power tools and ancillary equipment • Describe the processes for preparing and installing domestic retrofit systems, including: <ul style="list-style-type: none"> ■ roofs ■ pipes, tanks and/or cylinders access hatches ■ internal and external solid wall insulation ■ cavity walls ■ suspended and solid floors <p>Live evaluation and feedback on the session and content</p>	Delivery team	7
8	<p>Unit 6 - Be able to identify the materials required for work activities in domestic retrofit.</p> <p>The aim of this learning outcome is to provide the learners with the knowledge to identify the key characteristics for domestic retrofit resources, how resources are selected and how to ensure they conform to specifications. The learner must:</p> <ul style="list-style-type: none"> • State the key characteristics of the materials used in domestic retrofit • Explain how to ensure that materials conform to specifications. <p>Live evaluation and feedback on the session and content</p>	Delivery team	7
9	<p>Revision session and preparation for final test</p> <p>Overall exploratory feedback</p> <p>Final test</p> <p>Presentation, graduation & Interview</p>	Delivery team	7

Cohort 2

This bootcamp is for both the apprentices and staff of RE:GEN. Despite being incredibly successful, RE:GEN as a business face many challenges when it comes to remaining competitive within the retrofit tendering and delivery area of the business due to the requirement under the PAS 2035 and PAS2030/19 standards. The provision of this training will significantly support their future success not only in upskilling their staff in the

requirements of retrofit and the PAS standards but also in remaining competitive within the marketplace. This bootcamp leads on from Cohort 1, with the NOCN Level2 qualification now taken out and a workbook added. It includes content changes based on the feedback provided and an analysis of what content was needed / what wasn't appropriate.

- **Classroom hours 63**
- **Total GLH 63**

Day	Content	Delivery staff	GLH
1	<ul style="list-style-type: none"> • Introduction to the course content, purpose and requirements • The company (RE:GEN), its background and what the company wants to gain from this training • Sustainability (what is sustainability, how does it fit in with retrofit how can this bring benefit to the business). 	Delivery team Nominated employer	7
2	What is domestic Retrofit Climate change – Net Zero – what's our issue and what's needed to get to net zero	Delivery team	7
3	The retrofit challenge Introduction to PAS2035 + Pas 2030/19 and the documents to be used within these standards and the role requirements	Delivery team	7
4	HAWA 74, Management regulations, CDM Regs, First aid, PPE, Manual handling, COSHH Working at height, Asbestos awareness, Risk assessments	Delivery team	7
5	Introduction to the issues of insulation, lesson learned from poorly managed insulation and the materials out there to support using less energy to heat your home and to retain that heat within a home through use of good insulation materials and making a home airtight	Delivery team	7
6	How to protect the work area when retrofitting, why protect the work area and the techniques to be used.	Delivery team	7
7	Work specifications, data sheets, method statements, quotations and specifications Looking into each person's role and how this affects them and how they can ensure best outcomes	Delivery team	7
8	Communication, working as a team, planning and preparation, specifications for each area	Delivery team	7
9	Presentation, graduation & Interview	Delivery team	7

NOCN Level 2 Understanding Domestic Retrofit:

We delivered this over 60GLH, focusing on one aim per session. The session was split with the Morning dedicated to delivering the module and in the afternoon, we created space for an open discussion with to gain feedback on each of the aims and if they were fit for purpose to achieve general understanding of retrofit as a whole. Taking this approach enabled us to refine and redevelop our offer.

The NOCN qualification was very broad and mainly focussed around the installation process. The focus sessions identified that the course needed to aim towards a wider audience to give everyone a good understanding of the retrofit journey as a whole. With the requirement to delve deeper into the understanding all roles and responsibilities within retrofit.

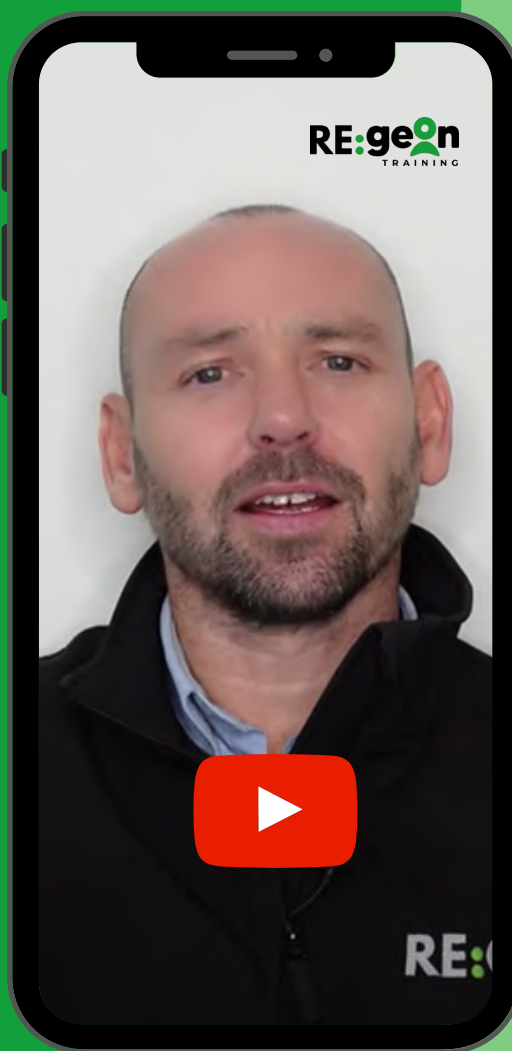
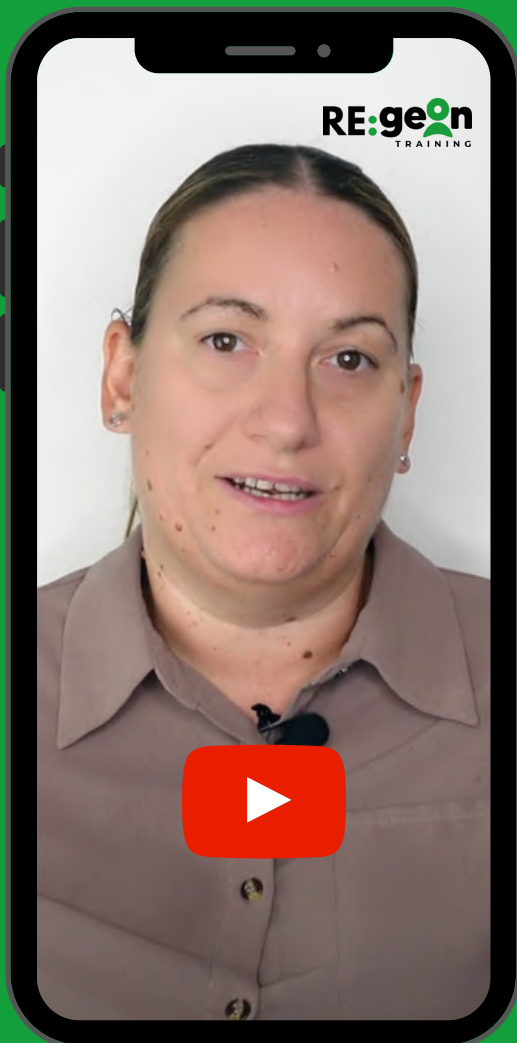
Key takeouts summarised below:

- This course is NOT a level 2 Award, its pitched far too wide and in far too much detail for the level that its set. For example covering the in depth knowledge of cavity wall, internal wall, external wall, floor insulation). The way this is tested and the depth of knowledge expected aligns closer to a High Level 2 diploma or even Level 3.
- The course has too much of a bias towards installers (almost every slide in the retrofit online delivery), however as in the title "understanding" domestic retrofit we feel that this completely excludes the wider audience of who would be needing this nationally recognised qualification.
- A lot of the questions on the 4 paper based exam papers were either extremely vague and could have a potential of 2 correct answers, so tripped up even our most qualified and experienced participants.

Success
16
11
5
 Participants sat the classroom based exam
PASSED
FAILED



- Some of the questions were not based on current best practice, standards or guidance i.e cavity wall drill depths or drill space widths.
- The level of depth and width of the content was unnecessary and made the course particularly challenging.
- We thought the title of the course didn't match with the name of the course and as opposed to raising the level of understanding it actually made it confusing and went far to specific for the level of qualification



The Output

After the 2nd cohort within the Pilot completed the programme, we went away and redesigned the bootcamp based on the employer feedback. The output was the development of a Level 2 and 3 non accredited programme which we are working towards gaining an accreditation for. We also have a Level 4 in development.

Cohort 3

Understanding Retrofit Pilot with:



(Unemployed, 77 GLH)

Fortify are rapidly expanding Building Integrity Specialists who deliver on retrofit contracts in a sub contract capacity for larger prime contract holders such as RE:GEN Group. Despite rapid growth due to the plethora of services they offer, Fortify are experiencing significant challenges due to the ever changing retrofit standards and the subsequent requirements of these standards.

Recruitment and qualification is one of the main issues currently experienced. Fortify need assurance on being supplied with high calibre applicants and as such as looking for:



Insulation
Technicians



Bricklayers

The main purpose of this bootcamp is to deliver on Fortify's immediate need to be supplied with high calibre applicants specialising in Retrofit to ensure they meet their growth plans. As part of our depth conversations and planning with the senior management team, it is agreed that key consideration must be given to ensuring that candidates are provided with exceptional and in depth training in the below three areas:

- The WHY behind the Retrofit challenge
- The legal requirements of Retrofit
- The detail surrounding specific roles such as installers and extractors. As well as the brick trade, specific to new approaches and methodologies that Retrofit demands.



NOCN Level 2 Understanding Domestic Retrofit:

As part of the programme, we developed and executed a marketing campaign to recruit the ideal candidates, using social media platforms, leading job boards and hosted free Q&A 'Meet the Employer' webinars. We also engaged with local colleges and training providers to attract candidates who had some previous knowledge of the sector. We created detailed job descriptions and hosted these on our Vacancies page for applications to be made.

Once signed up and on programme we delivered the bootcamp over 77GLH, which was built up of 56x Classroom hours and 21x Work Placement hours.



Day	Content	Delivery staff	GLH
1	<ul style="list-style-type: none"> Introduction to the course content, purpose and requirements Fortify, who are we, what do we do, why are we so successful and what retrofit has to do with all of the staff that work for us. What is a technical installer and why are they so important to hit our Net Zero Target 	Delivery team Fortify Director	7
2	<ul style="list-style-type: none"> Level 1 NOCN Health & Safety and CSCS 	Delivery team	7
3	<ul style="list-style-type: none"> What is Domestic Retrofit Domestic Retrofit documents Retrofit Materials Protecting the work area 	Delivery team	7
4	<ul style="list-style-type: none"> Health & Safety in construction Asbestos awareness Working at height Risk assessment 	Delivery team	7
5	<ul style="list-style-type: none"> Retrofit Installers Understanding cavity wall insulation Cavity Wall Extraction Cavity Wall Materials 	Delivery team	7
6	<ul style="list-style-type: none"> Retrofit Bricklayers Pointing – What's the issue with the housing stock How should houses be repointed and to what standard/specification 	Delivery team	7
7	<ul style="list-style-type: none"> Employer led day by Fortify - this will be onsite training specific to what Fortify do with each of the roles available. The learners will be able to see what's being done and to be able to be trained doing the tasks 	Delivery team	7
8	<ul style="list-style-type: none"> Work placement days with Fortify 	Fortify Staff	7
9	<ul style="list-style-type: none"> Work placement days with Fortify 	Fortify Staff	7
10	<ul style="list-style-type: none"> Work placement days with Fortify 	Fortify Staff	7
11	<ul style="list-style-type: none"> Presentation, graduation & Interview Challenges 	Delivery team	7

The Results

Success

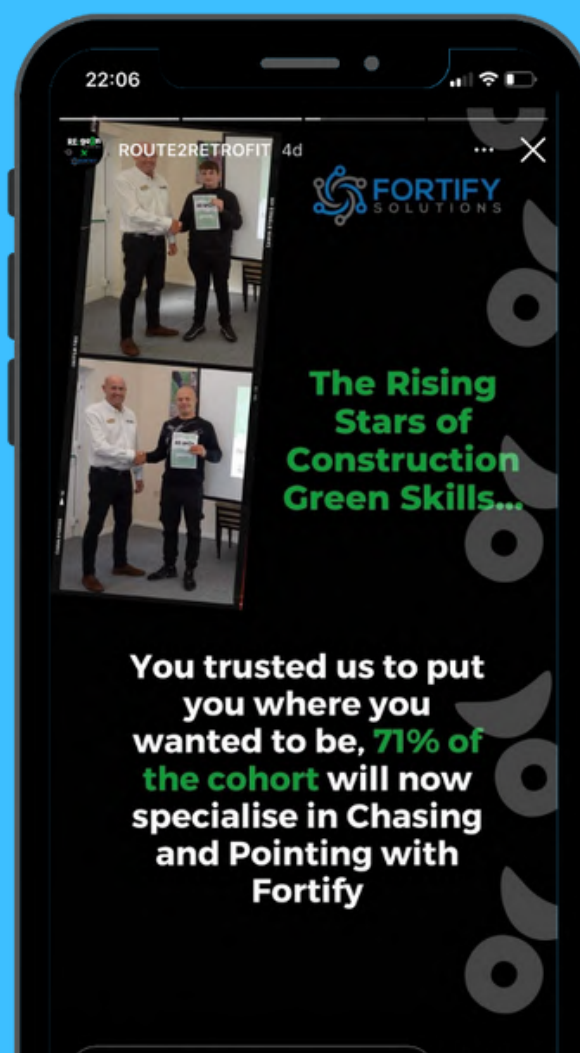
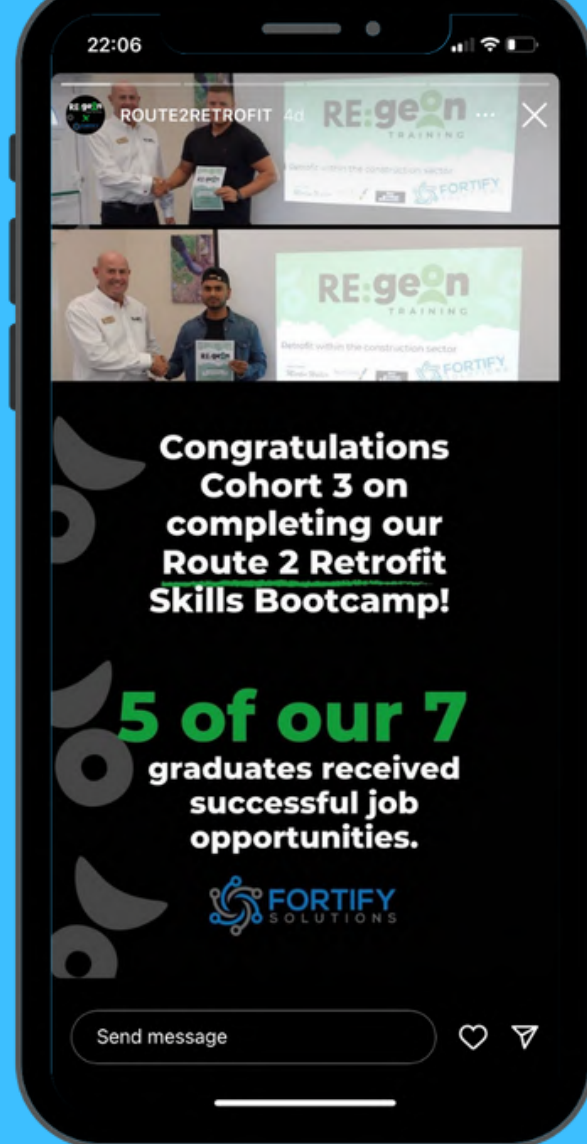
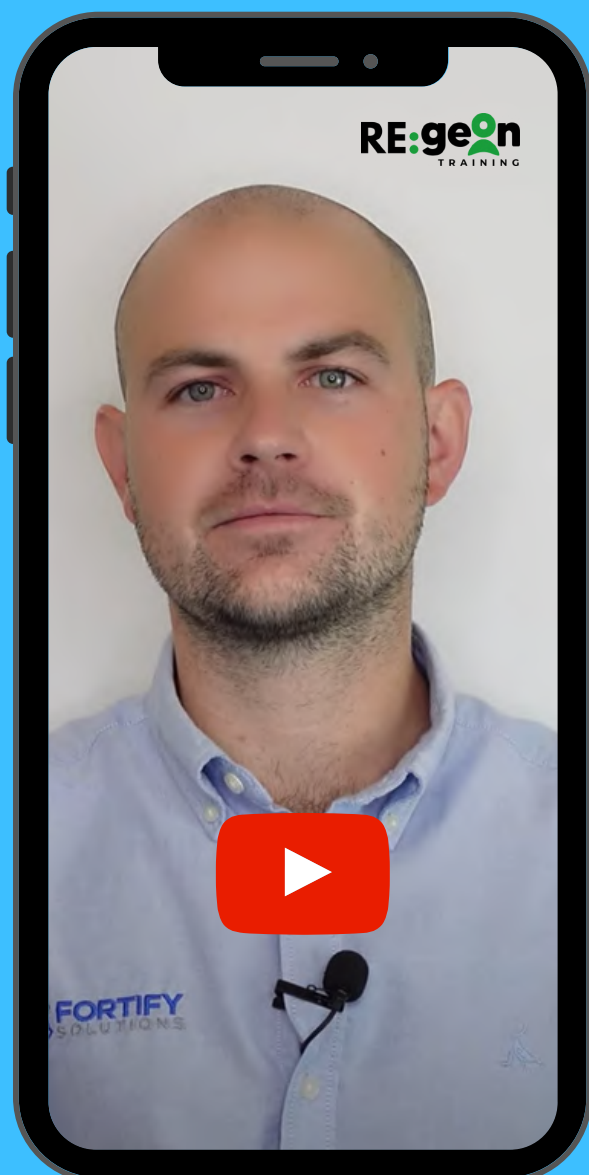
8 Started

7 Completed

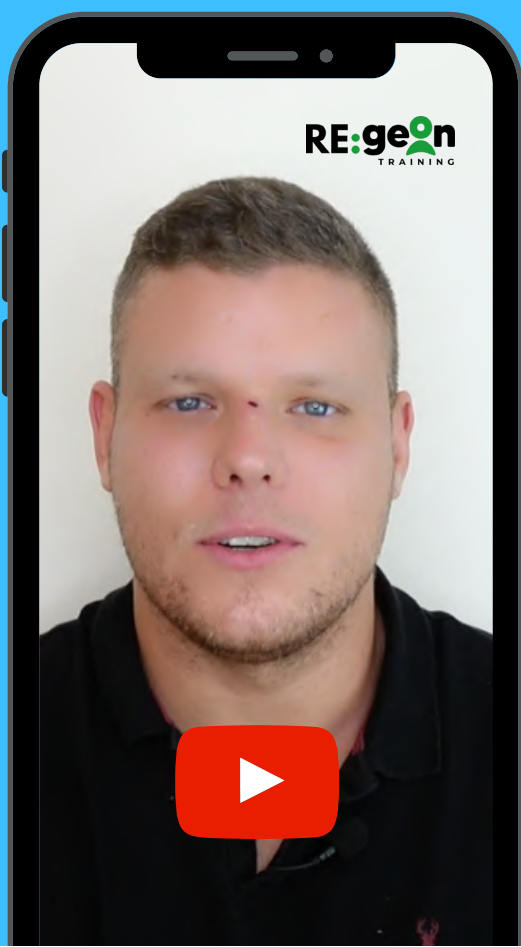
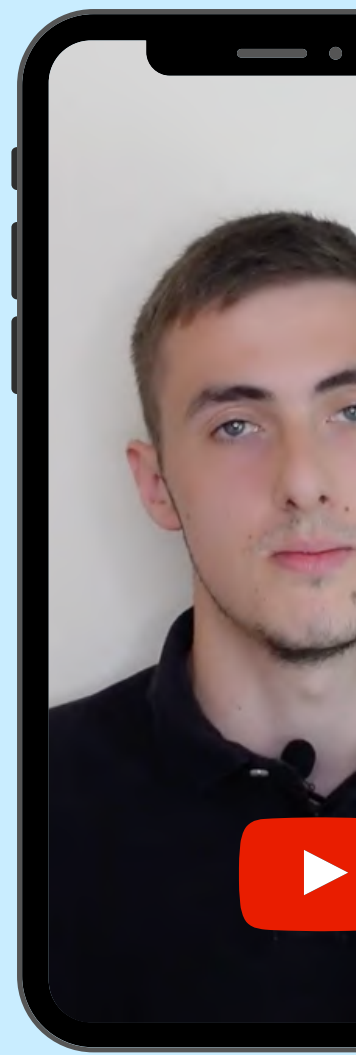
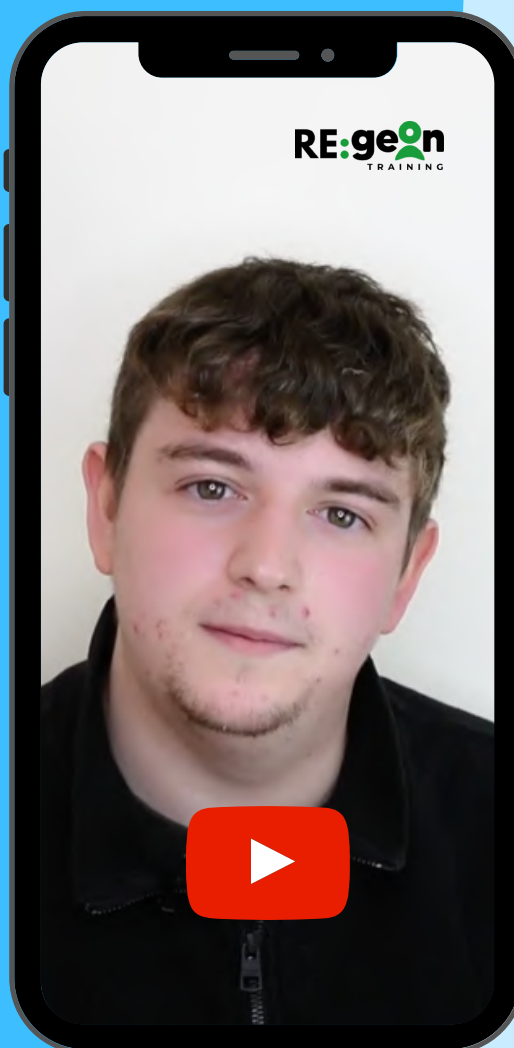
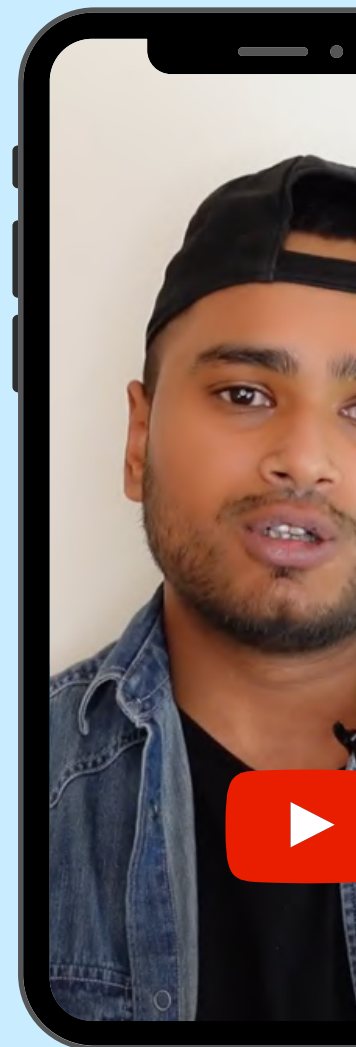
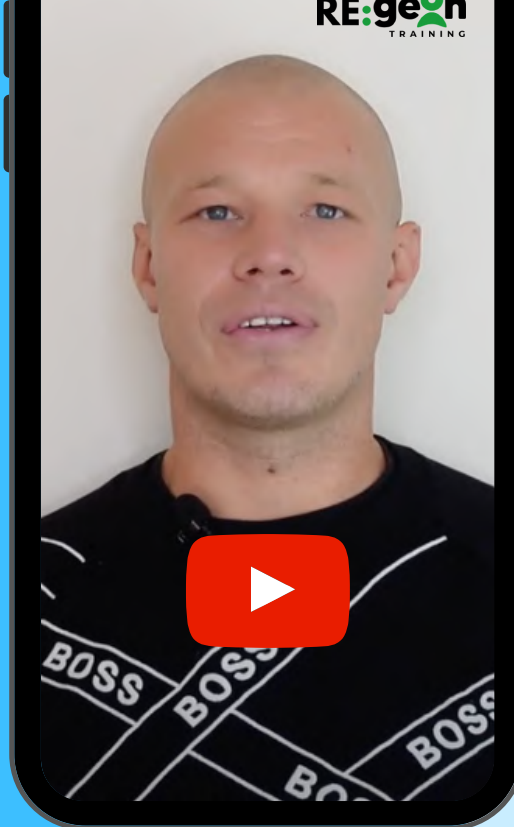
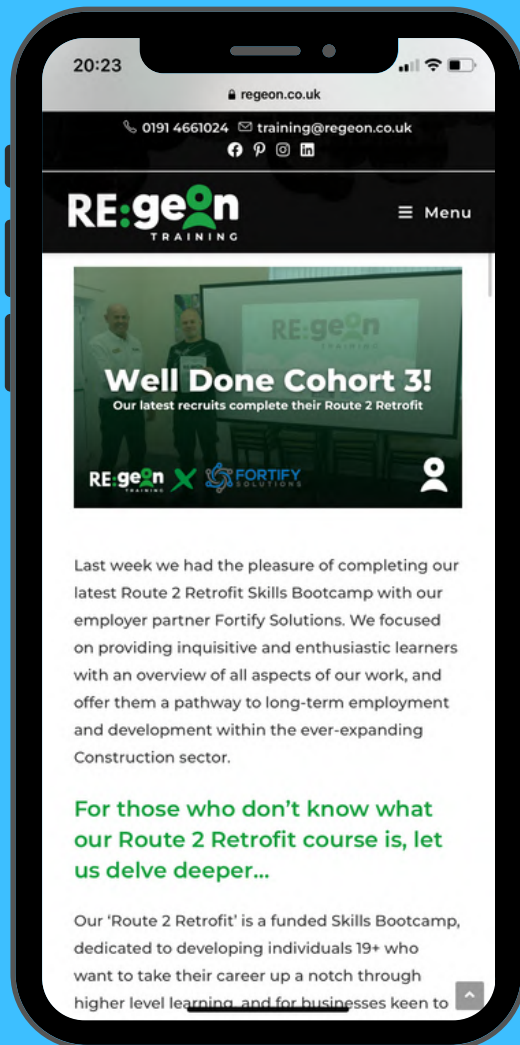
5 Offered Jobs

Employer Review
Michael Scott, Director

Feedback



Learner Reviews & Wrap Up Blog



Cohort 4

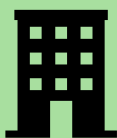
Understanding Retrofit Pilot with:



(Unemployed, 77 GLH)

Elvet Chartered surveyors are an award winning consultancy practice within the construction sector delivering three core services, which include: Project management, Cost Management and Building Surveying.

Elvet work in key sectors around the North East region from public to private housing, education, commercial, public buildings, and infrastructure. As a small business with a large pipeline of work, they are looking for apprentice building and quantity surveyors as well as business administrators to strengthen their operations and fill the skills gaps within their business.



**Apprentice
Building
Surveyor**



**Apprentice
Quantity
Surveyor**



**Apprentice
Business
Admin**

The main purpose of this bootcamp is to deliver on Elvet's need to be supplied with high calibre applicants. In the past they have struggled to find the right people using the traditional methods of recruitment. They also struggled with the apprenticeship process and finding the right providers, due to the experience becoming incredibly time consuming. Our bootcamp must therefore support Elvet in alleviating these pressures by recruiting, training and retaining new talent into the business.



	<ul style="list-style-type: none"> Know the importance of safe manual handling in the workplace. 	<ul style="list-style-type: none"> State the reasons for ensuring safe manual handling in the workplace. State potential injuries and ill health that may occur from incorrect manual handling State the employee's responsibilities under current legislation and official guidance for: - moving and storing materials - manual handling - mechanical lifting State the procedures for safe lifting in accordance with official guidance. State the importance of using site safety equipment when handling materials and equipment. List aids available to assist manual handling in the workplace. State how to apply safe work practices, follow procedures and report problems when carrying out safe manual handling in the workplace. 		
4	<p>Level 1 QNUK Health & Safety and CSCS</p> <ul style="list-style-type: none"> Know the importance of working safely at height in the workplace. <ul style="list-style-type: none"> Know risks to health within a construction environment. 	<ul style="list-style-type: none"> Define the term 'working at height' State the employee's responsibilities under current legislation and official guidance whilst working at height. List hazards and potential risks associated with the following: - dropping tools and debris - stability of ladders - overhead cables - fragile roofs - scaffolds - internal voids - equipment - the working area - other people State how hazards and potential risks associated with working at height can be controlled. State the regulation that controls the use of suitable equipment for working at height. List the main groups of substances hazardous to health under current regulations. List common risks to health within a construction environment. State the types of hazards and potential risks that may occur in the workplace linked with use of drugs and alcohol. State the importance of the correct storage of combustibles and chemicals on site. State the importance of personal hygiene within a construction environment. State the potential risks to the health of workers exposed to asbestos. State types of asbestos waste. State types of personal protective equipment (PPE) used when dealing with hazardous materials. List ways in which moving plant, machinery or equipment can cause injuries. State hazards/risks relating to the use of plant and equipment. State the importance of safeguards located near where plant, machinery and equipment are being used. State the importance of keeping a safe distance away from plant, machinery or equipment until clear contact is made with the operator. Outline how method statements can assist in ensuring the safety of workers where moving plant, machinery or equipment is in use. 	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links,
	<ul style="list-style-type: none"> Know the importance of working around plant and equipment safely. 	<ul style="list-style-type: none"> State the ways to eliminate or control risks relating to working around plant, machinery or equipment. Identify hazard warning signs and symbols used when operating, working with, around or in close proximity to plant, machinery or equipment 		
5	Work placement days	On site with employer	On site work-based learning	
6	Work placement days	On site with employer	On site work-based learning	
7	Work placement days	On site with employer	On site work-based learning	
8	<p>Asbestos Awareness</p> <ul style="list-style-type: none"> To provide an awareness and develop the knowledge amongst employees as regards the hazards and risks posed by asbestos containing materials (ACM's). The course further gives an overview of the legislative measures in place to permit employees to safeguard themselves and others affected by work activities. <p>Work At Height.</p> <ul style="list-style-type: none"> To give an overall awareness of the Hazards and Risks of working at height and the consequences of getting it wrong! To provide an overview of Working at Height Legislation, provide an awareness of safe working at height methods and industry standard control measures and to provide delegates with the knowledge to select suitable access equipment for a task. <p>Presentation Skills (skills development and preparation for final day employer presentation)</p> <p>Mock interview Skill, the development of interviews skills with continuous feedback being provided.</p>	<ul style="list-style-type: none"> Have an increased awareness of the nature and properties of asbestos and its effects on health, including the increased risk of lung cancer for asbestos workers who smoke; Be familiar with the types, uses and likely occurrences of asbestos in buildings; Know how to avoid the risks from asbestos Undertake work activities in a safe manner and without risk to themselves or others. Have an awareness of the general legislation in relation to health and safety and asbestos in particular. Procedures to be followed when coming into unintentional contact with ACM's and an understanding of the appropriate emergency arrangements. Have an awareness of the consequences of getting it wrong Identify Working at Height Legislation Know the hierarchy of control measures State the duties of both the employer and employees. Identify the safe use of scaffold and mobile towers when used for access Understand the safe use of and different types of MEWPS (Mobile Elevated Work Platforms) Identify methods to Mitigate effects from falls from height Recognise Dangers associated with Roof Work 	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links,
9	<p>Module 1 Cavity wall insulation Module 2 Cavity wall Extraction Module 3 - Pointing & Brickwork + Module 4 - Loft Insulation</p> <p>These modules have been simplified to provide a less detailed overview of the areas. This is due to the roles that the learners are aiming for.</p> <p>The role of the quantity surveyor in the construction sector and the skills involved within the role</p> <p>A day in the life of a quantity surveyor</p>	<ul style="list-style-type: none"> Identify what cavity wall insulation is and why insulation is required in some retrofit works Types of UK domestic walls and cavity walls within the domestic property stock Why extraction of poor insulation is required and the process of cavity extraction and the standards required under PAS2030 PAS2030 insulation standards for installers Identify why there is a need for the racking out and repointing of brickwork to houses within retrofit works Understanding the standards of racking out and re pointing under the requirements of the PAS2030 specification Identify the types of loft insulation available and their benefits to the property owner Identify the installation requirements under PAS2030 for loft insulation Understanding the health and safety requirements for carrying out loft insulation 		PowerPoints, Video links,
10	Final assessment day	<ul style="list-style-type: none"> Presentation to employer with Q & A Feedback 	Group discussions, full group activity, small group activity, flipchart activity	PowerPoints, Video links,

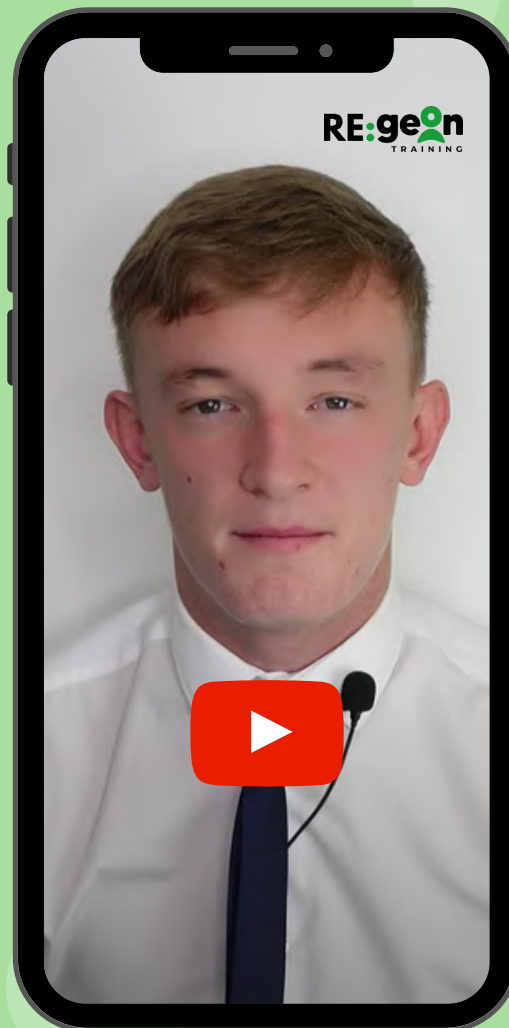
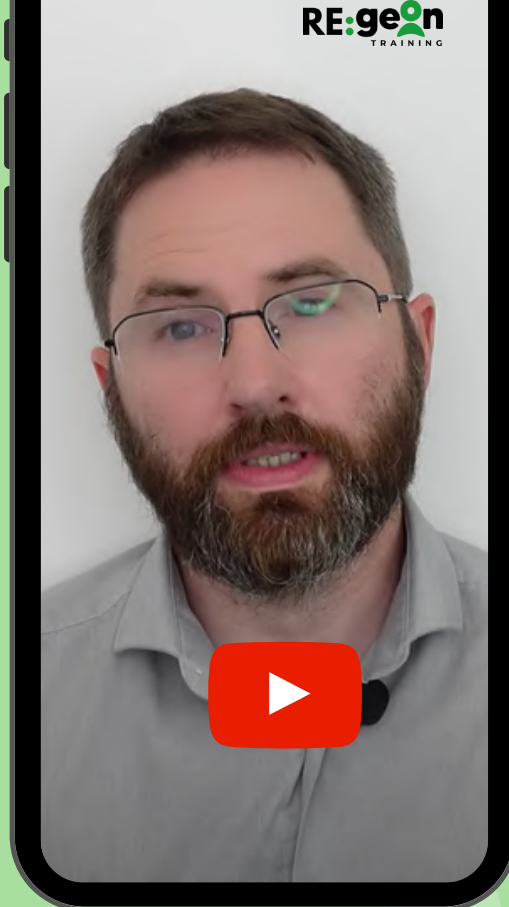
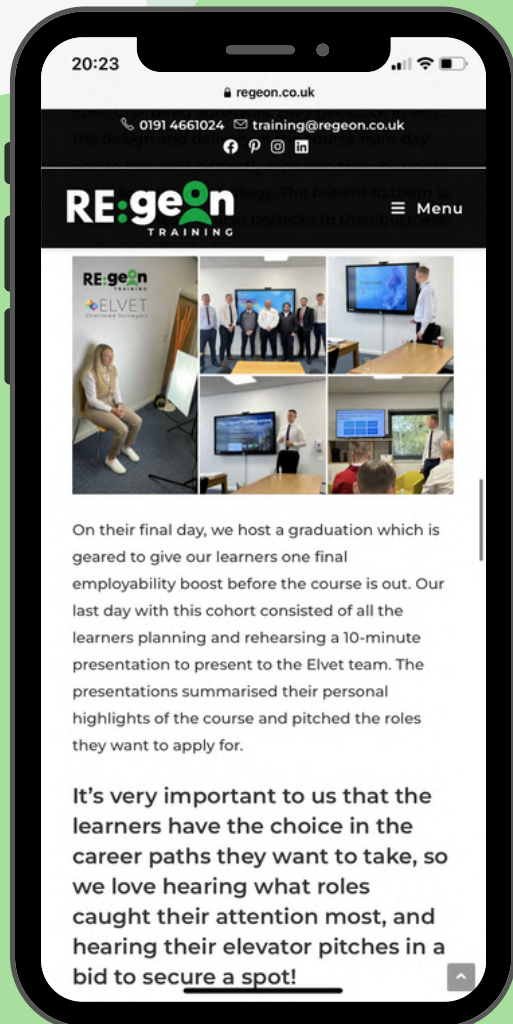
The Results & Feedback

Success

8 Started
8 Completed
3 Jobs Offered

Employer
Review
Glen Griffiths,
Director

Wrap up Blog



Cohort 5/6

Understanding Retrofit Pilot with:

ISOLER

(Unemployed, 77 GLH)

Isoler provides a comprehensive range of building integrity services to the public sector and the construction industry in the North of England. They believe heavily in retaining good employees and pride themselves on being able to offer opportunities for upskilling and progression. Isoler are a rapidly expanding business delivering retrofit contracts as a sub contractor to larger prime contract holders.



Apprentice
Fire Stoppers



Apprentice
Joiners



Apprentice
Plasterers



Apprentice
Painters &
Decorators



Apprentice
Quantity
Surveyor



Apprentice
Dry Liners



Apprentice
Bricklayers

Whilst Isoler are experiencing rapid growth due to they do have some significant challenges due to the retrofit standards and the requirements of these standards. The main purpose of this bootcamp is therefore to deliver on Isoler's immediate need to be supplied with high calibre applicants who are in it for the long haul to ensure they meet their growth plans. As part of our depth conversations and planning with the senior management team, it is agreed that key consideration must be given to ensuring that candidates are provided with exceptional and in depth training in Retrofit.



New
College
Durham

SKILLS
FOR LIFE

North East
Local Enterprise Partnership

Delivered by
RE:geon
TRAINING

NOCN Level 2 Understanding Domestic Retrofit:

As part of the programme, we developed and executed a marketing campaign to recruit the ideal candidates, using social media platforms, leading job boards and hosted free Q&A 'Meet the Employer' webinars. We also engaged with local colleges and training providers to attract candidates who had some previous knowledge of the sector. We created detailed job descriptions and hosted these on our Vacancies page for applications to be made. We had a fantastic response to the vacancies and signed up 19 learners. We split them into 2 cohorts and delivered the bootcamp over 77GLH, built up of 56x Classroom hours and 21x Work Placement.



Cohort 5

Day	Content	Delivery staff	GLH
1	<ul style="list-style-type: none"> Introduction to the course content, purpose and requirements Employers, who are we, what do we do, why are we so successful and what retrofit has to do with all of the staff that work for us Isoler 9.30 – 10.30pm 	Delivery team Director from each organisation required for each timeslot	7
2	<ul style="list-style-type: none"> Level 1 NOCN Health & Safety and CSCS 	Delivery team	7
3	<ul style="list-style-type: none"> Climate change and the global problem we have The world response to climate change The UK response to climate change What is Domestic Retrofit 	Delivery team	7
4	<ul style="list-style-type: none"> Domestic Retrofit documents (PAS 2030/35) Retrofit Materials in use Retrofit assessment 	Delivery team	7
5	<ul style="list-style-type: none"> Health & Safety in construction Asbestos awareness Working at height Risk assessment 	Delivery team	7
6	<ul style="list-style-type: none"> Work placement days with 	Delivery team	7
7	<ul style="list-style-type: none"> Work placement days with 	Delivery team	7
8	<ul style="list-style-type: none"> Work placement days with 	Employer led	7
9	<ul style="list-style-type: none"> Module 1 Cavity wall insulation Module 2 Cavity Wall Extraction 	Delivery team	7
10	<ul style="list-style-type: none"> Module 3 Passive fire Final day, presentation, graduation and interviews 	Delivery team Employer present	7

Cohort 6

Day	Content	Learning outcomes The learner will be able to:	Delivery type	Resources
1	<ul style="list-style-type: none"> Introduction to the course content, purpose and requirements Employer session, who are we, what do we do, why are we so successful and what retrofit has to do with all of the staff that work for us. <p>Climate Change</p> <ul style="list-style-type: none"> What is Climate Change Fossil fuels and their impact with CO2 Climate Change reversal Deforestation and its impact on climate change Hydrogen and its role in Net zero Personal carbon usage review 	<ul style="list-style-type: none"> Know more about the company they are potentially working for. Know how their company fits into the supply chain What the potential is for future growth of the company and themselves Identify what climate change is Identify kinds of fossil fuels and why they have such a bad impact Explain what CO2 is Describe what it's needed to reverse climate change Identify what deforestation is and why protecting this is so important Describe the potential importance of hydrogen in the climate change challenge Be able to carry out a personal carbon usage review (laptops/iPads needed) 	<p>Employer led discussions</p> <p>Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,</p>	<p>PowerPoint and handouts</p> <p>PowerPoints, Video links, Electronic Workbooks, Internet Research,</p>
2	<ul style="list-style-type: none"> Climate Change into action World commitments to climate change UK response and commitments to climate change UK's previous response and lesson learned PAS 2030 requirements and its purpose Basic property assessments PAS 2035 requirements and its purpose PAS 2035 roles explained Issues with the UK housing stock 	<ul style="list-style-type: none"> Identify what the UK has committed to, to date for climate change Describe the reason that retrofit has had failures to date Describe the purpose of PAS 2030 Explain the reason for PAS accreditation Carry out a basic practical property assessment Check the EPC rating of the property they live in and identify Identify the reason for PAS 2035 being introduced Identify the roles introduced within PAS 2035 List some of the issues with the UK housing stock 	<p>Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,</p>	<p>PowerPoints, Video links, Electronic Workbooks, Internet Research,</p>
3	<p>Level 1 QNUK Health & Safety and CSCS</p> <ul style="list-style-type: none"> Know the principles of risk assessment for maintaining and improving health and safety 	<ul style="list-style-type: none"> State the purpose of risk assessments and method statements State the legal requirements of risk assessments and method statements. State common causes of work-related: - fatalities - injuries. State the implications of not preventing accidents and ill health at work. State the meaning of the following in relation to health and safety at work - accident - near miss - hazard - risk - competence List typical hazards/risks associated with the following: - resources - equipment - obstructions - storage - services - wastes - work activities. State the importance of reporting accidents and near misses 	<p>Group discussions, full group activity, flipchart activity,</p>	<p>PowerPoints, Video links, MCQ Assessment (Accredited with certificate)</p>
	<ul style="list-style-type: none"> Know the importance of safe manual handling in the workplace. 	<ul style="list-style-type: none"> State typical accident reporting procedures State who is responsible for making accident reports State the purpose of dynamic risk assessments State the reasons for ensuring safe manual handling in the workplace. State potential injuries and ill health that may occur from incorrect manual handling State the employee's responsibilities under current legislation and official guidance for: - moving and storing materials - manual handling - mechanical lifting State the procedures for safe lifting in accordance with official guidance. State the importance of using site safety equipment when handling materials and equipment. List aids available to assist manual handling in the workplace. State how to apply safe work practices, follow procedures and report problems when carrying out safe manual handling in the workplace. 		
4	<p>Level 1 QNUK Health & Safety and CSCS</p> <ul style="list-style-type: none"> Know the importance of working safely at height in the workplace. Know risks to health within a construction environment. 	<ul style="list-style-type: none"> Define the term 'working at height' State the employee's responsibilities under current legislation and official guidance whilst working at height. List hazards and potential risks associated with the following: - dropping tools and debris - stability of ladders - overhead cables - fragile roofs - scaffolds - internal voids - equipment - the working area - other people State how hazards and potential risks associated with working at height can be controlled. State the regulation that controls the use of suitable equipment for working at height. List the main groups of substances hazardous to health under current regulations. List common risks to health within a construction environment. State the types of hazards and potential risks that may occur in the workplace linked with use of drugs and alcohol. State the importance of the correct storage of combustibles and chemicals on site. State the importance of personal hygiene within a construction environment. State the potential risks to the health of workers exposed to asbestos. State types of asbestos waste. 	<p>Group discussions, full group activity, small group activity, flipchart activity,</p>	<p>PowerPoints, Video links, MCQ Assessment (Accredited with certificate)</p>
	<ul style="list-style-type: none"> Know the importance of working around plant and equipment safely. 	<ul style="list-style-type: none"> State types of personal protective equipment (PPE) used when dealing with hazardous materials. List ways in which moving plant, machinery or equipment can cause injuries. State hazards/risks relating to the use of plant and equipment. State the importance of safeguards located near where plant, machinery and equipment are being used. State the importance of keeping a safe distance away from plant, machinery or equipment until clear contact is made with the operator. Outline how method statements can assist in ensuring the safety of workers where moving plant, machinery or equipment is in use. State the ways to eliminate or control risks relating to working around plant, machinery or equipment. Identify hazard warning signs and symbols used when operating, working with, around or in close proximity to plant, machinery or equipment 		
5	<p>Asbestos Awareness</p> <ul style="list-style-type: none"> To provide an awareness and develop the knowledge amongst employees as regards the hazards and risks posed by asbestos containing materials (ACM's). The course further gives an overview of the legislative measures in place to permit employees to safeguard themselves and others affected by work activities. <p>Work At Height.</p> <ul style="list-style-type: none"> To give an overall awareness of the Hazards and Risks of working at height and the consequences of getting it wrong! To provide an overview of Working at Height Legislation, provide an awareness of safe working at height methods and industry standard control measures and to provide delegates with the 	<ul style="list-style-type: none"> Have an increased awareness of the nature and properties of asbestos and its effects on health, including the increased risk of lung cancer for asbestos workers who smoke; Be familiar with the types, uses and likely occurrences of asbestos in buildings; Know how to avoid the risks from asbestos Undertake work activities in a safe manner and without risk to themselves or others. Have an awareness of the general legislation in relation to health and safety and asbestos in particular. Procedures to be followed when coming into unintentional contact with ACM's and an understanding of the appropriate emergency arrangements. Have an awareness of the consequences of getting it wrong Identify Working at Height Legislation Know the hierarchy of control measures State the duties of both the employer and employees. Identify the safe use of scaffold and mobile towers when used for access Understand the safe use of and different types of MEWPS (Mobile Elevated Work Platforms) 	<p>Group discussions, full group activity, small group activity, flipchart activity,</p>	<p>PowerPoints, Video links, MCQ Assessment (in-house certificate)</p>

[illegible]

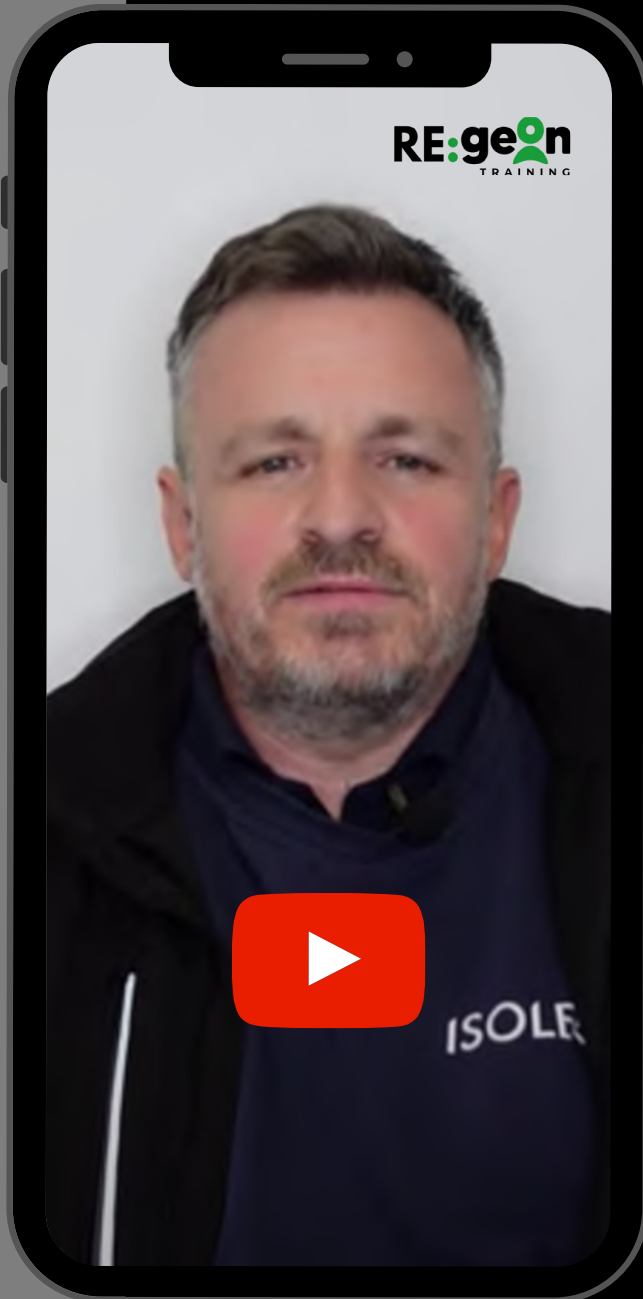
Success

10 Started

7 Completed

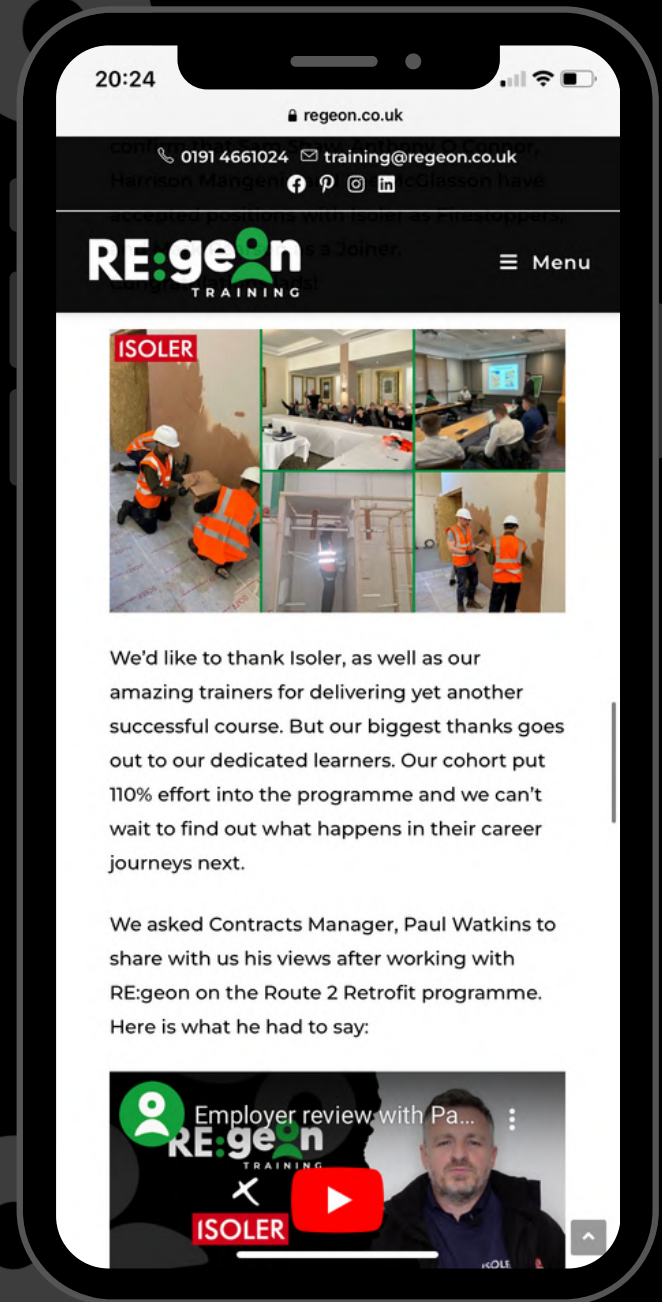
5 Offered Jobs

As the programme rolled out we identified that 5 learners from each cohort weren't suitable for the level of the qualification. They weren't ready to be put into a work placement with the employer, so to support them in their own journey, we signposted them to a lower level programme with another provider and merged the 2 cohorts together.



**Employer Review
Paul Watkins,
Contracts Manager**

Wrap up Blog



Cohort 7/9

The Pilot

Understanding Retrofit Pilot, for the Managers

This programme was co - designed and delivered with RE:GEN Group. Taking the findings and feedback we received from Pilot in cohort 1 - we went on to develop a programme that was more in depth targeted towards managers and leaders within social housing.

We have delivered Cohorts 7 and 9 as a Level 4 bootcamp and it was made up of a variety of managers, building surveyors and business owners from both small and rapidly growing business to housing associations.

This programme was not designed or developed around any of the attendees companies, we wanted to specifically test our products viability within the social housing sector as a whole.

The main purpose of this pilot was to identify if this programme would be beneficial to managers and leaders within social housing, we wanted to see if this was fit for industry and not just the RE:GEN Group.

The content of the bootcamp delivered every aspect of retrofit from its origins of climate change to the whole requirements of the PAS standards (2030 and 2035), along with the requirements for accreditation, funding opportunity and requirements as well as compliance. This really develops a broad understanding of the retrofit process generated from both the classroom as well as work based learning onsite.



25 individuals

from multiple businesses across the North East signed up to our Pilot split across the Managers & Advisors programmes including:



This bootcamp has been designed for people working within both the Retrofit and Construction sector as either managers, senior managers, building and quantity surveyors, or business owners. Participants will develop a strong and deep understanding of what domestic retrofit is, how it will affect their business, what roles and responsibilities are required as well as the opportunities Net Zero presents and how to go about

working in and being supported by funding within UK domestic retrofit. This bootcamp will feature a wide selection of retrofit specialists from up and down the country, which will bring a wealth of experience into a particularly inexperienced and unknowledgeable sector who are being invited in to present some honest real-world day to day experiences from the sector.

Day	Content	Learning outcomes <i>The learner will be able to:</i>	Delivery type	Resources
1	<ul style="list-style-type: none"> Climate Change The Global Agreement UK Actions past and present PAS 2030/35 introduction Who, where, what and why 	<ul style="list-style-type: none"> Identify what climate change is Identify kinds of fossil fuels and why they have such a bad impact Explain what CO2 is Describe what its needed to reverse climate change Identify what deforestation is and why protecting this is so important Describe the potential importance of hydrogen in the climate change challenge Be able to carry out a personal carbon usage review (laptops/iPads needed) 	Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,	PowerPoint and handouts PowerPoints, Video links, Electronic Workbooks, Internet Research,
2	PAS Detailed (Guest Speakers – Ash Crawford – CC Ltd., Sandra Williams – British assessment) <ul style="list-style-type: none"> Retrofit assessor roles and responsibilities (Ash Crawford) Retrofit Coordinator Responsibilities (Ash Crawford) Pathways A,B,C (Ash Crawford) Ventilation Strategy (Ash Crawford) Property packs (Ash Crawford) PAS 2030 accreditation and its benefits in access to funding - Sandra PAS accreditation process - Sandra 	<ul style="list-style-type: none"> Identify what the UK has committed to, to date for climate change Describe the reason that retrofit has had failures to date Describe the purpose of PAS 2030 Explain the reason for PAS accreditation Carry out a basic practical property assessment Check the EPC rating of the property they live in and identify Identify the reason for PAS 2035 being introduced Identify the roles introduced within PAS 2035 List some of the issues with the UK housing stock 	Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,	PowerPoints, Video links, Electronic Workbooks, Internet Research,
3	PAS Funding – guest Speakers Brian Bedford – Asimina Cole & Andrew Mayo <ul style="list-style-type: none"> Building regulations and its history – Andrew Mayo Update to the building regulations June 22 – Andrew Mayo UK Climate Action – Brian Bedford Funding available and history - ECO - SHDF - PSDS - GHNF - BUS - HNES - Brian Bedford Trustmark Accreditation - its reason and the process Overview of recent retrofit projects within REGEN Retrofit (Asimina + Brian Bedford) UK Energy use by type – Brian Bedford 	<ul style="list-style-type: none"> Understanding the background to the building regulations, its history and its purpose Identify the key changes introduced to the building regulations in June 2022, the impacts on retrofit and building businesses of all sizes Understanding the various funding available to the retrofit sector, its intention and availability Identify what energy consumption the UK has both imported and produced within and also the trends and movement over the years and where we are targeted to get to 	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (Accredited with certificate)
4	Retrofit Assessor – Guest Speaker – Matt Hetherington (Greener Solutions) <ol style="list-style-type: none"> A day in the life of a retrofit assessor Real life retrofit assessments SAP Reports UValue requirements Thermal Photography Air permeability testing Afternoon session <ul style="list-style-type: none"> Site visit to Whinfield – a complex retrofit working site in Washington covering EWI, ventilation, Windows and warm roof 	<ul style="list-style-type: none"> Identify what a retrofit assessment is and to be able to identify good assessment from the bad What is a SAP report and understanding the need for SAP reporting and the use of RDSAP Identify what a UValue is and its importance when retrofitting Identify what thermal imaging is and its importance with retrofit and EPS pre and post assessments Identify what thermal imaging is and its importance within the retrofit sector and its importance within pre and post EPC assessments 	Group discussions, full group activity, small group activity, flipchart activity, Site Induction Classroom and Site tour	Group discussion 1-2-1 chat
5	Open Online Classroom	Learners' login and have access to one-to-one support with their work they have been set	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (in-house certificate)
6	Open Online Classroom	Learners' login and have access to one-to-one support with their work they have been set	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (in-house certificate)
7	Carbon measurement and carbon reduction – Guest Speaker - Lee Jackson @ Smart Carbon Carbon Reduction Carbon Measurement Carbon Reduction plan	<ul style="list-style-type: none"> Identify what carbon measurement is and the part it has to play in Net Zero Be able to identify how to measure carbon footprint both personally and for business use. Identify what a carbon reduction plan is and its importance Identify the 3 scopes to carbon measurement 	Group discussions, full group activity, small group activity, flipchart activity,	
8	Open Online Classroom	Learners' login and have access to one-to-one support with their work they have been set	Set Online Teams task around carbon measurement	
9	Final Delivery Day Recap on the managers bootcamp content Evaluation and feedback on the managers bootcamp Review and support session for work that has been set Completion of workbooks	<ul style="list-style-type: none"> Recap session solidify learning Be able to provide informative feedback on the pillion managers bootcamp which will be used to develop the course Identify any area of the work they have been set and identify if they are on track Complete the workbooks to a satisfactory standard of achievement 	Group discussions, full group activity, small group activity, flipchart activity,	Online Task: carbon measurement and carbon footprinting
10	Open Online Classroom	Learners' login and have access to one-to-one support with their work they have been set	Group discussions, full group activity, small group activity	
11	Open Online Classroom	Learners' login and have access to one-to-one support with their work they have been set		

What we delivered?

We held a series of workshops supported by CENE and we had 25 individuals from multiple businesses sign up for the 3 pilots.

We split the cohorts into 3 depending on the individual's roles and responsibilities. From this we delivered 2 bootcamps at a Managers Level 4 (Cohorts 7 & 9) and Cohort 8 was delivered at an Advisor Level 3. (See page 26 for more on Cohort 8)

We also engaged with some leaders in the field of retrofit from across the UK. Namely:

- Greener solutions – Retrofit Assessment
- CC Ltd (Ash Crawford) – Retrofit Coordinator of the Year
- British Accreditations – Retrofit Accreditation
- Smart Carbon – Carbon measurement and reduction
- RE:GEN – (Brian Bedford, Asimina Cole and Andrew Mayo) – sharing details on Building Regulations update (Retrofit), Working Retrofit projects completed, the difficulties and rewards associated as well as the considerations for Funding Retrofit.

Overall, we had 18 managers who referred themselves on to this Managers programme following a marketing campaign pushed out onto social media and through email. All participants were, from different backgrounds and positions – but they all worked within Construction and Social housing.

Challenges

- Due to the employees referring themselves on to the programme, the employers were not willing to pay the contribution of 10-30% in this occasion as they were involved in the development and design in the course.
- Therefore New College Durham have rejected Milestone 2.3 for these cohorts. Although everyone completed and passed and enhanced their roles, this won't reflect on our KPI's.

Units:

- Climate Change
- Climate change into action
- The Global Agreement
- UK actions past and present
- PAS 2030/35 Detailed – Guest speakers
- PAS Accreditation Process
- PAS Funding
- Building Regulations
- Trustmark Accreditation
- Retrofit Assessor
- Sap Reports
- U value requirements
- Thermal Photography
- Retrofit Advisor
- Retrofit Designer & Coordinator
- Carbon Measurement
- Carbon reduction
- Carbon reduction plan
- Retrofit action plan
- Thermal photography
- Air permeability testing

Success

18 started

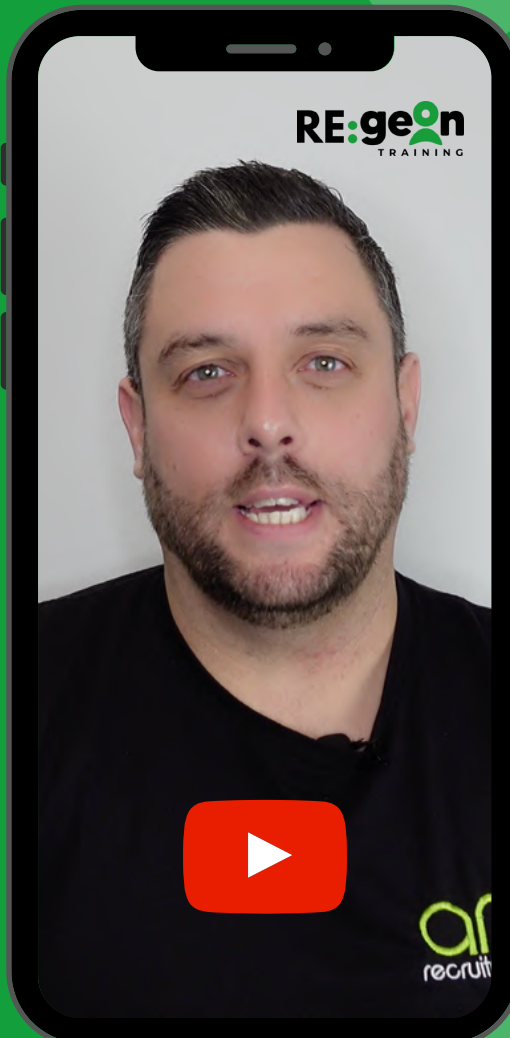
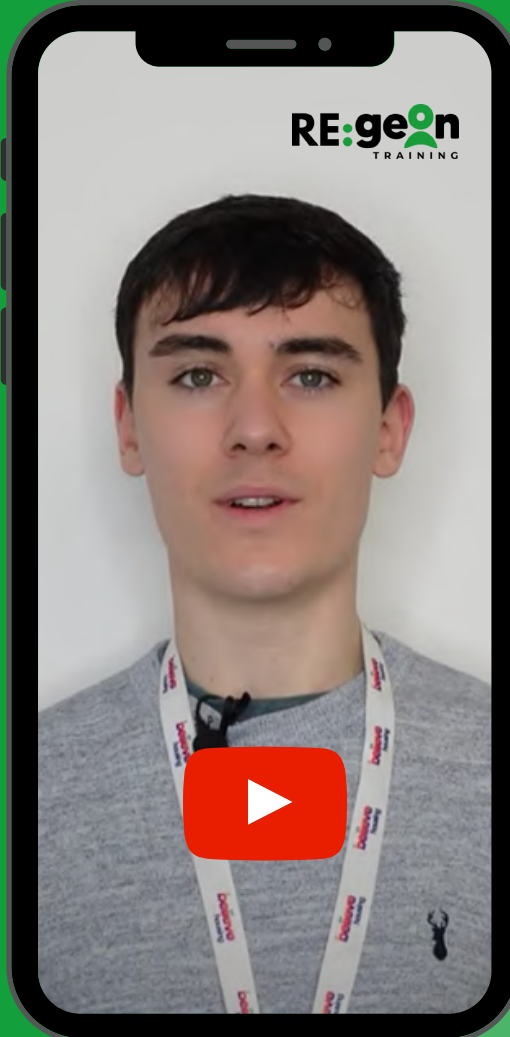
18 completed

18 Enhanced Roles

The Results

The Feedback

This bootcamp was delivered with great success and fantastic feedback was received. However we still want to improve this and provide more value back to the delegates.



Cohort 8

The Pilot

Understanding Retrofit Pilot, for the Advisors

This programme was co - designed and delivered with RE:GEN Group. Taking the findings and feedback we received from pilot in Cohort 1 - we went on to develop a programme that was more in depth than the Level 2 but not as in depth as the Level 4 managers.

We delivered Cohort 8 to support staff. Those who are working in social housing in and around retrofit but with very limited knowledge of the bigger picture of retrofit presents. For example those who specialise in customer facing roles like Resident Liaison Officers (RLO's), Customer Experience Coordinators (CEC's) and Administrators. The course was pitched lower than the Managers and aimed to widen their knowledge and understanding.

The main purpose of this bootcamp was to give the participants a general understanding of what retrofit is, what it means to social housing, and the increasing impact climate change is having on the sector. As well as identifying what we need to do to hit our Net Zero targets as a region. In doing so, the bootcamp seeks to sufficiently increase the participants' capacity within their roles. Empowering them to be confident and able to provide better advice on Retrofit, yielding a better response from the tenants into the benefits of these retrofit works being carried out in their properties for wider adoption.



25 individuals

from multiple businesses across the North East signed up to our Pilot split across the Managers & Advisors programmes including:



This bootcamp is intended for non-installers and non-managers within the retrofit sector. Instead, anyone and everyone who sits outside of these roles. Examples of roles include: Customer Service Staff, Sales Teams, Project Management teams, Strategy, Bid Writers, Marketing Departments, HR and Business Administration. This bootcamp is designed to

widen the participant's knowledge over the entire, end-to-end Retrofit process. As part of the syllabus we have arranged for a site visit to what is deemed a complicated 'deep' Retrofit project to enable participants to see in real terms the works being carried out and gain true insight into some of the issues and complexities associated to broaden their understanding.

Day	Content	Learning outcomes The learner will be able to:	Delivery type	Resources
1	<ul style="list-style-type: none"> Introduction to the course content, purpose and requirements Climate Change <ul style="list-style-type: none"> What is Climate Change Fossil fuels and their impact with CO2 Climate Change reversal Deforestation and its impact on climate change Hydrogen and its role in Net zero Personal carbon usage review 	<ul style="list-style-type: none"> Identify what climate change is Identify kinds of fossil fuels and why they have such a bad impact Explain what CO2 is Describe what its needed to reverse climate change Identify what deforestation is and why protecting this is so important Describe the potential importance of hydrogen in the climate change challenge Be able to carry out a personal carbon usage review (laptops/iPads needed) 	Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,	PowerPoint and handouts PowerPoints, Video links, Electronic Workbooks, Internet Research,
2	<ul style="list-style-type: none"> Climate Change into action World commitments to climate change UK response and commitments to climate change UK's previous response and lesson learned PAS 2030 requirements and its purpose Basic property assessments PAS 2035 requirements and its purpose PAS 2035 roles explained Issues with the UK housing stock 	<ul style="list-style-type: none"> Identify what the UK has committed to, to date for climate change Describe the reason that retrofit has had failures to date Describe the purpose of PAS 2030 Explain the reason for PAS accreditation Carry out a basic practical property assessment Check the EPC rating of the property they live in and identify Identify the reason for PAS 2035 being introduced Identify the roles introduced within PAS 2035 List some of the issues with the UK housing stock 	Group discussions, full group activity, small group activity, flipchart activity, self-study, internet activity,	PowerPoints, Video links, Electronic Workbooks, Internet Research,
3	<ul style="list-style-type: none"> Retro-Fit assessment and Feedback Social Housing Decarbonisation Fund (SHDF) power point – Ref to The National TOMs – Themes, Outcomes and Measures Embedding Social Value in Retro-fit projects (Social Housing Retro-fit Accelerator SHRA podcast) <p>Materials/Installers</p> <ul style="list-style-type: none"> External Wall Insulation Internal Wall Insulation Pointing and brickwork Loft insulation inc. Room in roof, 	<ul style="list-style-type: none"> Produce R/A on property Research funding into SHDF and government funding options. Produce a power point or paper-based version of embedding social values within their roles. <p>Knowledge & Practical unit options</p> <ul style="list-style-type: none"> EWI - Describe the purpose of external wall insulation EWI - Describe the fitment process of external wall insulation EWI - Secure external wall insulation into place IWI - Describe the purpose of internal wall insulation IWI - Identify U-values of at least two variations of internal wall insulation IWI - Describe the fitment process of internal wall insulation 	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (Accredited with certificate)
		<ul style="list-style-type: none"> IWI - Select, cut and fit internal wall insulation IWI - Secure internal wall insulation into place Pointing and brickwork – Describe the issues with aged mortar joints and its effects on carbon emissions Pointing and brickwork – Identify the requirements under PAS 2030 when carrying out re pointing on domestic retrofit RIR – identify the installation requirements for the room in roof installation within a domestic property under PAS 2030 RIR – Identify a basic U-value calculation for a RIR installation 		
4	Gentoo, Whinell Site Visit, Washington	Onsite visit: Must comply with site policies and procedures.	Site Induction Classroom and Site tour	Group discussion 1-2-1 chat
5	<p>Recap – Social Values within their companies.</p> <p>Materials/Installers</p> <ul style="list-style-type: none"> Cold/Warm Roof Cavity Wall Insulation/Extraction Floor Insulation Solar & Heat Pumps Air permeability & Thermal photography 	<ul style="list-style-type: none"> Produce a power point or paper-based version of embedding social values within their roles. <p>Knowledge & Practical unit options</p> <ul style="list-style-type: none"> Cold/Warm Roof – Identify the installation requirements for the room in roof installation within a domestic property under PAS 2030 Cold/Warm – Identify a basic UValue calculation for cold/warm installation Cold/Warm – Accurately measure, cut and install the insulation into both the cold/warm Cavity Wall – Identify the installation requirements for the room in cavity wall insulation within a domestic property under PAS 2030 	Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (in-house certificate)
			Group discussions, full group activity, small group activity, flipchart activity,	PowerPoints, Video links, MCQ Assessment (in-house certificate)
6	Carbon measurement and carbon footprinting	Identify the difference between carbon neutral and Net Zero Use data available on .GOV website Produce a basic carbon measurement plan		
7	Open Online Classroom		Set Online Teams task around carbon measurement	
8	Online Task: carbon measurement and carbon footprinting	Use data available on .GOV website		Online Task: carbon measurement and carbon footprinting
9	Online Task: carbon measurement and carbon footprinting	Use data available on .GOV website Produce a basic carbon measurement plan	Group discussions, full group activity, small group activity	Online Task: carbon measurement and carbon footprinting

We held a series of workshops supported by CENE and we had 25 individuals from multiple businesses sign up for the 3 pilots.

We split the cohorts into 3 depending on the individual's roles and responsibilities. From this we delivered 2 bootcamps at a Managers Level 4 (Cohorts 7 & 9) and Cohort 8 was delivered at an Advisor Level 3.

By participating in this programme the employees were more aligned with their company's own objectives and are now better equipped to support the organisation as they transition to Net Zero.

Success

- 7** Started
- 7** Completed
- 7** Enhanced Roles

Challenges

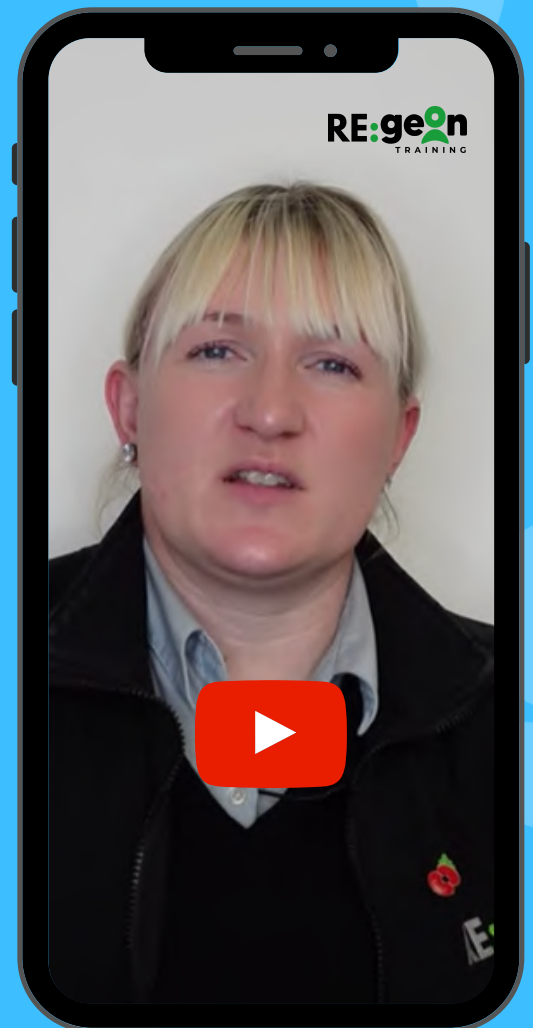
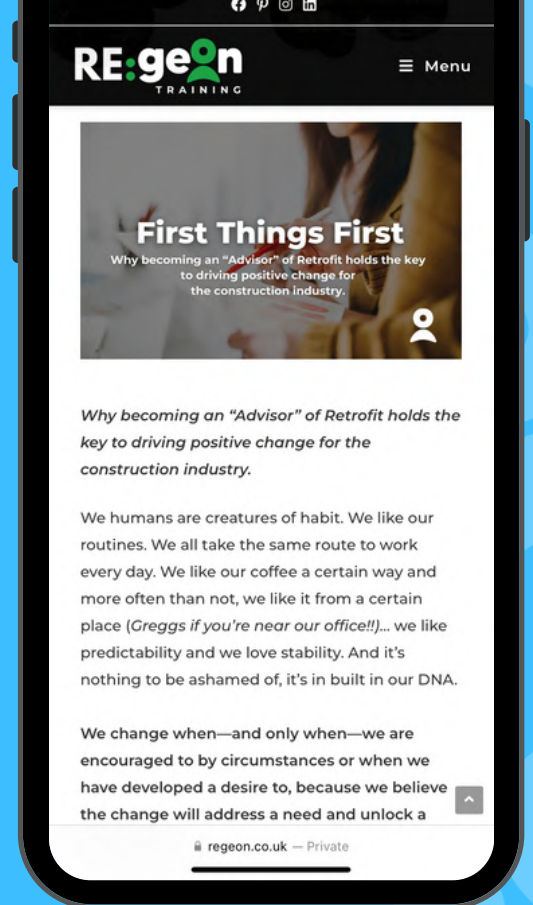
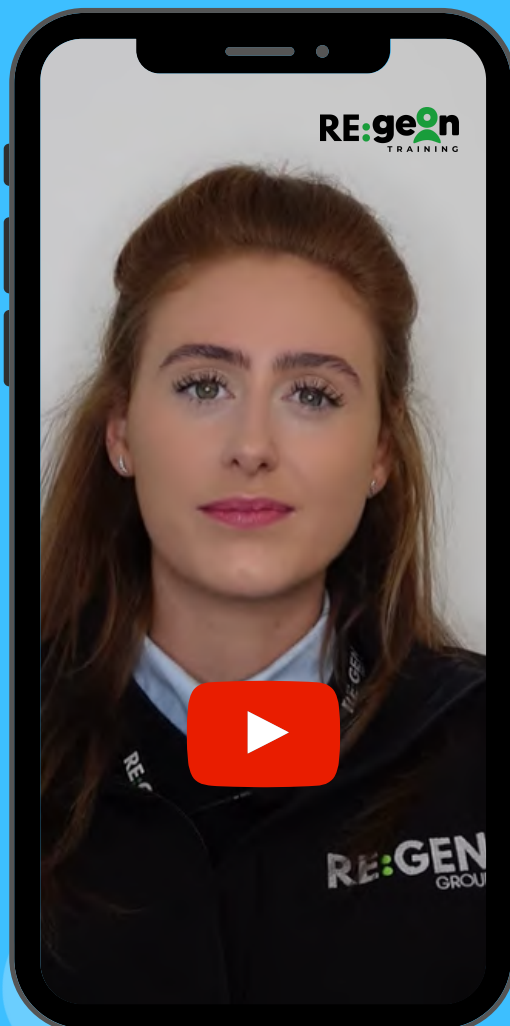
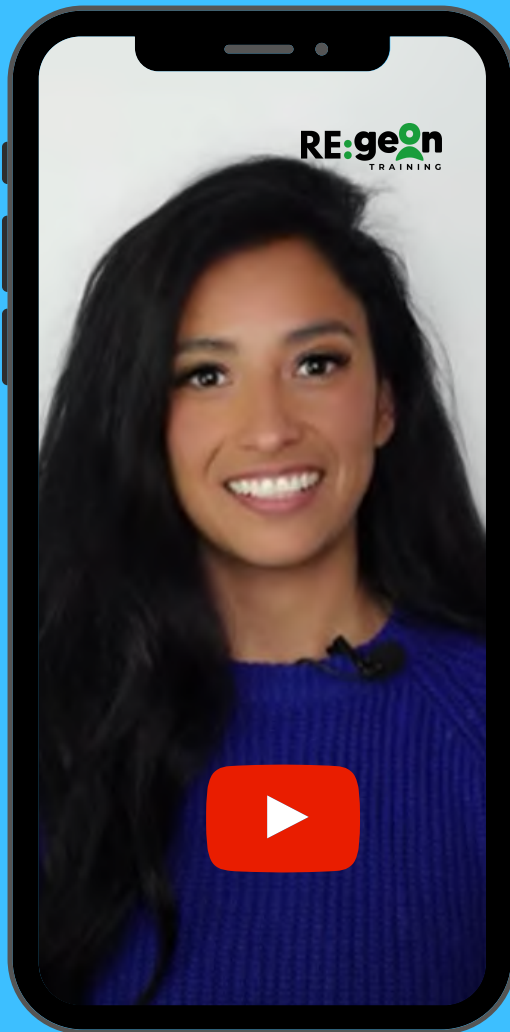
- Due to the employees referring themselves on to the programme, the employers were not willing to pay the contribution of 10-30% in this occasion as they were involved in the development and design in the course.
- Therefore New College Durham have rejected Milestone 2,3 for these cohorts. Although everyone completed and passed and enhanced their roles, this won't reflect on our KPI's.

Units:

- Climate Change
- Climate change into action
- The Global Agreement
- UK actions past and present
- PAS 2030/35 Detailed – Guest speakers
- PAS Accreditation Process
- PAS Funding
- Building Regulations
- Trustmark Accreditation
- Retrofit Assessor
- Sap Reports
- U value requirements
- Thermal Photography
- Retrofit Advisor
- Retrofit Designer & Coordinator
- Carbon Measurement
- Carbon reduction
- Carbon reduction plan
- Retrofit action plan



Feedback





Thank you

0191 466 1024
training@regeon.co.uk
www.regeon.co.uk

Part of the
RE:GEN
GROUP

NORTH
OF TYNE
COMBINED
AUTHORITY

New
College
Durham

SKILLS
FOR LIFE

North East
Local Enterprise Partnership