

# CSMB RMI SKILLS WORKING GROUP

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(Policy Pillar Context Note)

The five Policy Pillar papers that accompany this Evidence Summary were commissioned by the CSMB RMI Skills Working Group and authored by external sector experts and organisations between November and December 2025. They reflect a robust, evidence-led assessment of workforce challenges and practical interventions at that point in time.

Since their completion, the Government has published the Warm Homes Plan (January 2026). The purpose of this note is not to amend or reinterpret the pillar papers, but to set out how their findings and recommendations align with the Warm Homes Plan as it moves into delivery.

The Policy Pillar papers remain valid in full. None of their findings or recommendations are superseded by the Warm Homes Plan. Instead, the Plan reinforces many of the conditions identified by authors as necessary for delivery at scale, particularly around long-term certainty, coordination, workforce confidence and SME participation.

## Pillar 1 – Confidence to Employ and Invest

Pillar 1 highlights the need for long-term certainty, reduced risk and clear pipelines of work to enable SMEs to recruit, train and invest. The Warm Homes Plan's commitment to sustained public funding, area-based delivery and a shift away from short-term schemes responds directly to these concerns. However, the pillar paper correctly identifies that funding certainty alone is insufficient without procurement models, sequencing and demand visibility that work for micro and small firms.

## Pillar 2 – Strengthening New Entrant Pathways

Pillar 2 focuses on the lack of clear, visible entry routes into RMI and retrofit careers, particularly for SMEs. The Warm Homes Plan reinforces the importance of new entrant pathways through its workforce commitments, including taskforce activity and expansion of relevant provision. The pillar paper remains highly relevant in highlighting the practical barriers that must still be addressed to translate policy intent into employer uptake.

## **Pillar 3 – Access to Provision and Practical Support to Train**

Pillar 3 identifies uneven access to training, geographical gaps and inflexible provision as binding constraints on workforce growth. The Warm Homes Plan’s emphasis on place-based delivery and regional coordination aligns strongly with these findings. The paper provides a practical lens on how local delivery models will need to engage training providers and SMEs if workforce capacity is to scale in step with demand.

## **Pillar 4 – Funding That Works**

Pillar 4 sets out the complexity and fragmentation of current funding routes and the misalignment between training costs, certification requirements and SME cashflow. The Warm Homes Plan’s move towards a more coherent funding landscape reinforces the need for the reforms identified in this paper, particularly the importance of funding mechanisms that reflect the commercial realities of small and micro-businesses.

## **Pillar 5 – System Leadership and Coordination: Reliable and Rewarding Careers**

Pillar 5 addresses the need for stronger system leadership, coordination and coherence across policy, funding and delivery. This aligns closely with the Warm Homes Plan’s recognition of past fragmentation and its intention to create clearer national stewardship alongside local delivery. The paper provides important insight into the workforce implications of system design choices as the Plan moves into implementation.

Taken together, the Policy Pillar papers provide a detailed, practitioner-led assessment of the workforce conditions required to support delivery at scale. Read alongside the Warm Homes Plan, they offer a practical framework for understanding where implementation risks remain and where targeted intervention will be needed to ensure ambition is matched by delivery capability.