

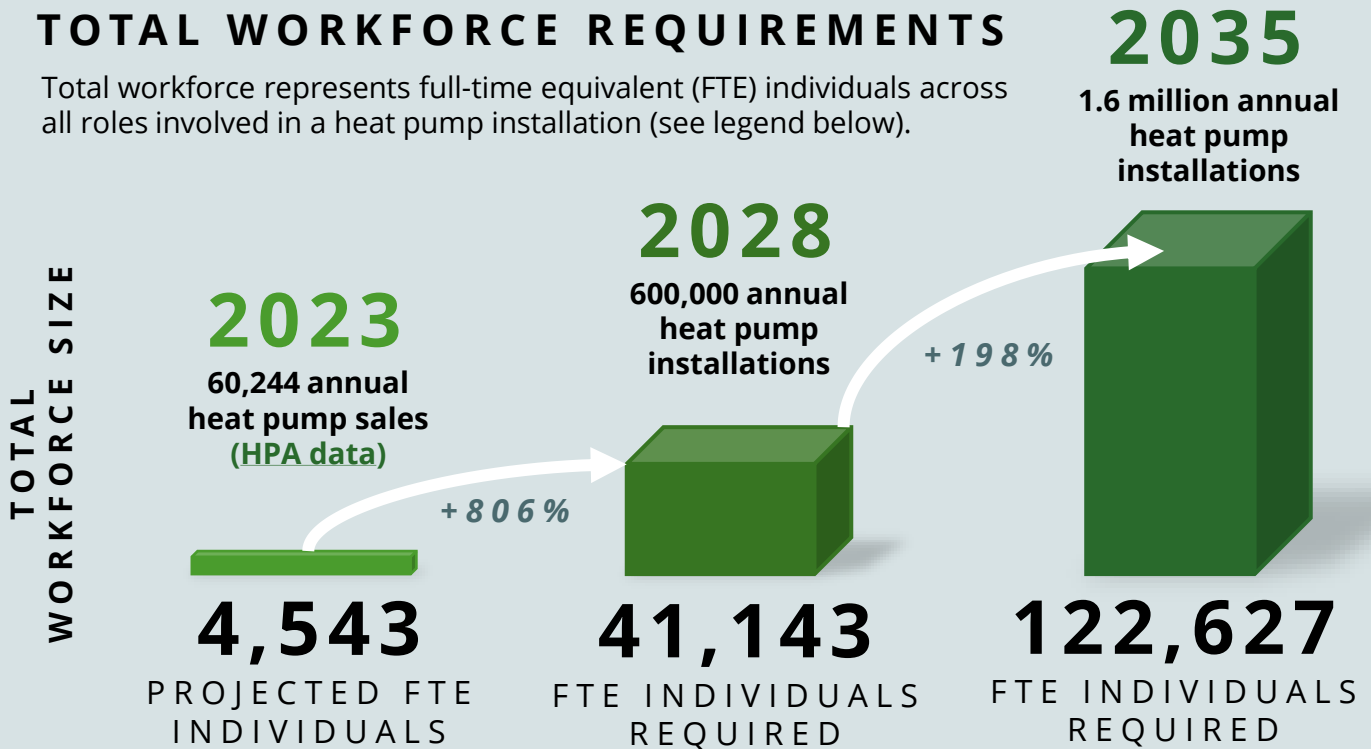
# PROJECTING THE FUTURE DOMESTIC HEAT PUMP WORKFORCE

This summary provides an overview of the heat pump workforce needed to install 600,000 heat pumps annually by 2028 and 1.6 million heat pumps annually by 2035.

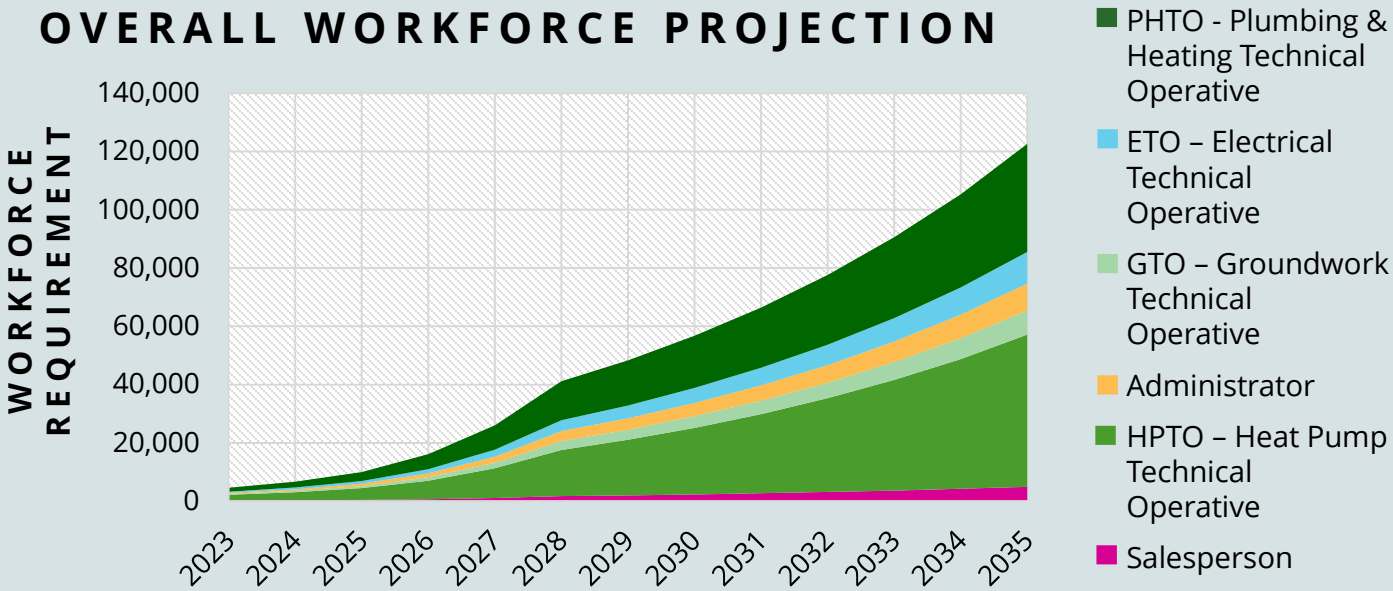
It also showcases the sector's capacity for heat pump training in the UK and recommends areas for policymakers and industry to review further.

## TOTAL WORKFORCE REQUIREMENTS

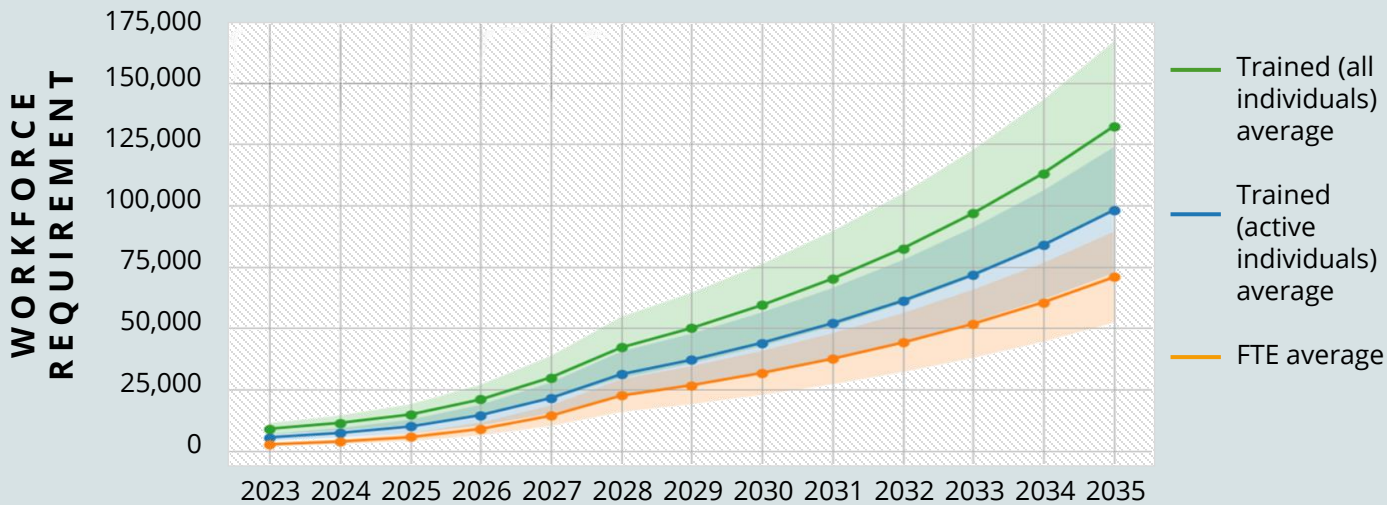
Total workforce represents full-time equivalent (FTE) individuals across all roles involved in a heat pump installation (see legend below).



## OVERALL WORKFORCE PROJECTION



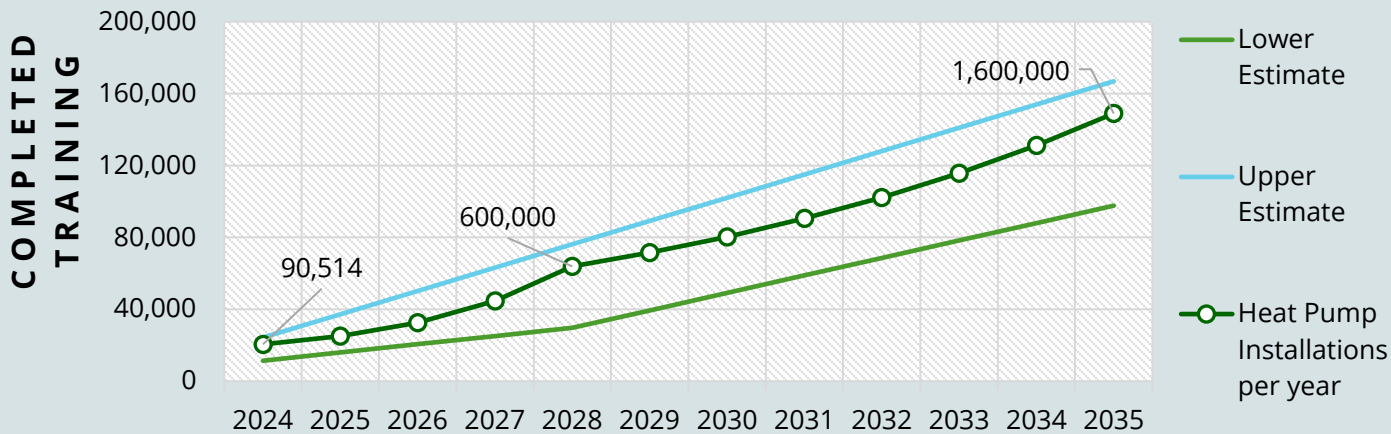
# INDIVIDUALS WHO ARE QUALIFIED TO INSTALL HEAT PUMPS WORKFORCE REQUIREMENT



Above shows the range and average number of individuals trained, active and qualified to install heat pumps that will be needed to meet the 600,000 heat pump installations annually by 2028 and 1.6 million installations by 2035. This considers the number of trained and active individuals and the total number of individuals that the sector will need to train. Shaded blocks represent the upper and lower limits of training needed.

To install 600,000 heat pumps annually by 2028...	22,561 FTE, 31,261 trained and active, meaning 42,152 trained installers are needed.
To install 1.6 million heat pumps annually by 2035...	70,786 FTE, 98,038 trained and active, meaning 132,353 trained installers are needed.

## TRAINING RATE REQUIRED



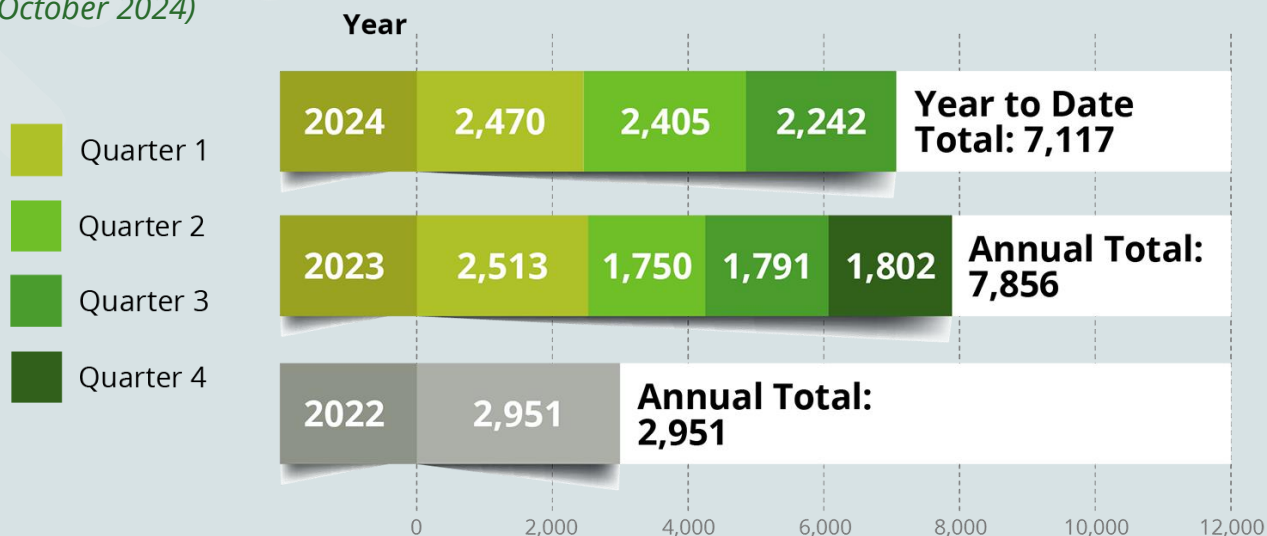
The graph above shows upper and lower estimates for the training rates required to meet demand.

1. The upper estimate requires 12,961 candidates to be trained in heat pump installation each year until 2035.
2. The lower estimate represents a two-speed training profile, with 4,581 to be trained each year until 2028, which then jumps to 9,709 from 2028 until 2035. This is the absolute minimum training necessary to meet government targets.
3. The average flatlined training profile is 10,267 candidates to be trained each year until 2035.



# HEAT PUMP TRAINING DATA

Number of individuals who have successfully completed a recognised<sup>1</sup> Heat Pump Training Course: [HPA Statistics](#) (October 2024)



<sup>1</sup> A recognised Heat Pump Training Course is defined as a training course [listed as eligible](#) for the Heat Training Grant

## CURRENT WORKFORCE

9,288

CURRENT PROJECTED  
ACTIVE MCS HPTO  
WORKFORCE <sup>2</sup>

1,935

MCS CERTIFIED  
BUSINESSES <sup>4</sup>



150,729

INDIVIDUAL GAS  
ENGINEERS <sup>3</sup>

76,630

GAS SAFE REGISTERED  
BUSINESSES <sup>3</sup>

<sup>2</sup> Based on MCS data as of July 2024, it should be noted that this figure does not cover all of the market, because not all heat pump contractors operating in the market are MCS certified.

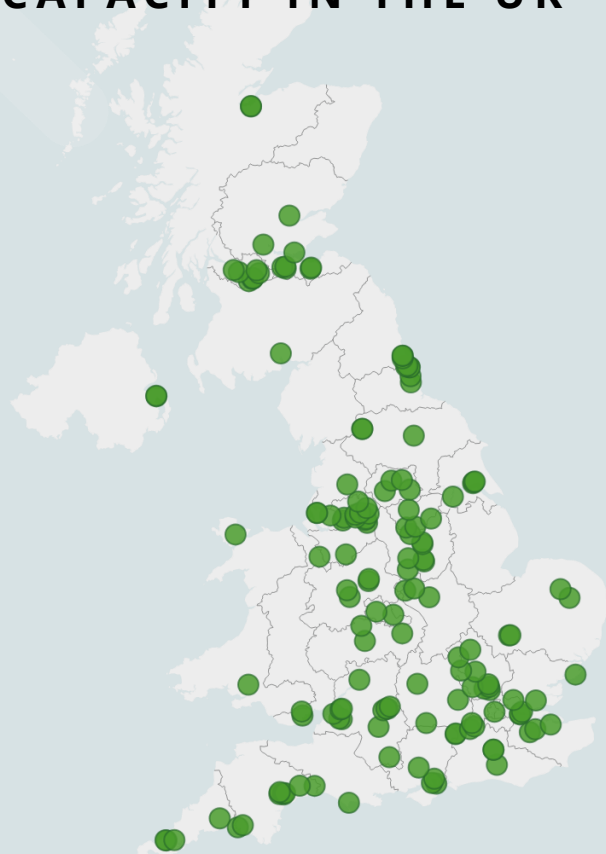
<sup>3</sup> Gas Safe Register (2024). [At a Glance Report 2023/24](#).

<sup>4</sup> MCS (2024). Find a Contractor. Available at: <https://mcs-certified.com/find-an-installer/>

FOR MORE INFORMATION READ THE HPA'S  
'PROJECTING THE FUTURE HEAT PUMP  
WORKFORCE' IN [FULL](#).



# HPA MEMBER'S HEAT PUMP TRAINING LOCATIONS & CAPACITY IN THE UK



**268**

TOTAL HEAT PUMP TRAINING LOCATIONS

**28,810**

ANNUAL RECOGNISED HEAT PUMP TRAINING CAPACITY

**50,548**

ANNUAL HEAT PUMP MANUFACTURER SPECIFIC TRAINING CAPACITY

Data collected from 28 HPA members in response to a survey conducted in June 2024. Map represents 147 addresses provided by members showing locations offering recognised heat pump training and/or manufacturer training. Additional training provided digitally. Maps created with [Datwrpper](#).

## PLUMBING & DOMESTIC HEATING TECHNICIAN TRAINING PROVIDERS

**123**

Locations of colleges in England that offer plumbing and domestic heating technician (level 3) training. Renewable training pathway availability varies.

Data from [Gov.UK](#) as of 3<sup>rd</sup> September 2024.

## LOW-CARBON HEATING TECHNICIAN TRAINING PROVIDERS

**23**

Locations of colleges in England that offer low-carbon heating technician apprenticeship (level 3) training.

Data from [Gov.UK](#) correct as of 3<sup>rd</sup> September 2024.



BASED ON THE FINDINGS OF  
THE HPA '**PROJECTING THE  
FUTURE DOMESTIC HEAT PUMP WORKFORCE**'  
REPORT AND HEAT PUMP TRAINING CAPACITY  
IN THE UK, **WE CALL ON THE GOVERNMENT TO:**



Provide market confidence and clarity on the heat pump installation pipeline to boost demand visibility, encouraging more qualified installers to actively install heat pumps and driving further investment from the sector in training.



Provide greater support for apprenticeships and school leavers to enter the low carbon workforce.



Explore the impact of heat pump deployment on the total workforce including electrical technical operative capacity and heating and plumbing technical operatives.



Continue to fund and extend current funding schemes to support installers in becoming trained, e.g. the Heat Training Grant.



Deliver on the commitment to require all fossil fuel boiler installers to undertake low-temperature system training.



Publish the updated Mandatory Technical Competencies which underpin Competent Person Schemes to ensure accreditation, certification and standards remain up to date.



Provide further support for heat pump skills development through increased devolved funding for local government.

## THE HEAT PUMP ASSOCIATION

The Heat Pump Association is a dedicated voice for the heat pump sector and works to drive widespread deployment of heat pump technology throughout the UK. The Association supports policymakers in the development of effective heat decarbonisation policy and other matters that affect the interests of end users, wider stakeholders, and the industry. In addition, the HPA coordinates technical and market research into areas of mutual interest identified by members, the aim of which is to improve market opportunities and help markets transform to low carbon heating solutions and technologies.

