



**SKILLS FOR A  
SUSTAINABLE  
SKYLINE**

Skills for a Sustainable Skyline Taskforce's  
**Future Skyline Skills Commitment  
and Skyline Skills Hub**

**8 July 2025**

**Chris Oldham, City of London Corporation**

# Who are we?

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- The new '**Future Skyline Skills Commitment**' and the Skyline Skills Hub were created by the Skills for a Sustainable Skyline Taskforce.
- **The Skills for a Sustainable Skyline Taskforce aims to address green skills and workforce diversity gaps for Central London's commercial built environment.** The Taskforce has a membership of **over 350 firms** from across the built environment, who have all volunteered their pro bono expertise to drive change in the green real estate skills space.
- The Skyline Taskforce is **currently raising awareness of the new Future Skyline Skills Commitment** and the Skyline Skills Hub so that it achieves its aim of **increasing green training and diverse new entrants** into the sector.
- Although the Skyline Skills Hub is focused on London's commercial sector, **much of the Hub's content is also relevant to other UK cities** and the **domestic built environment**

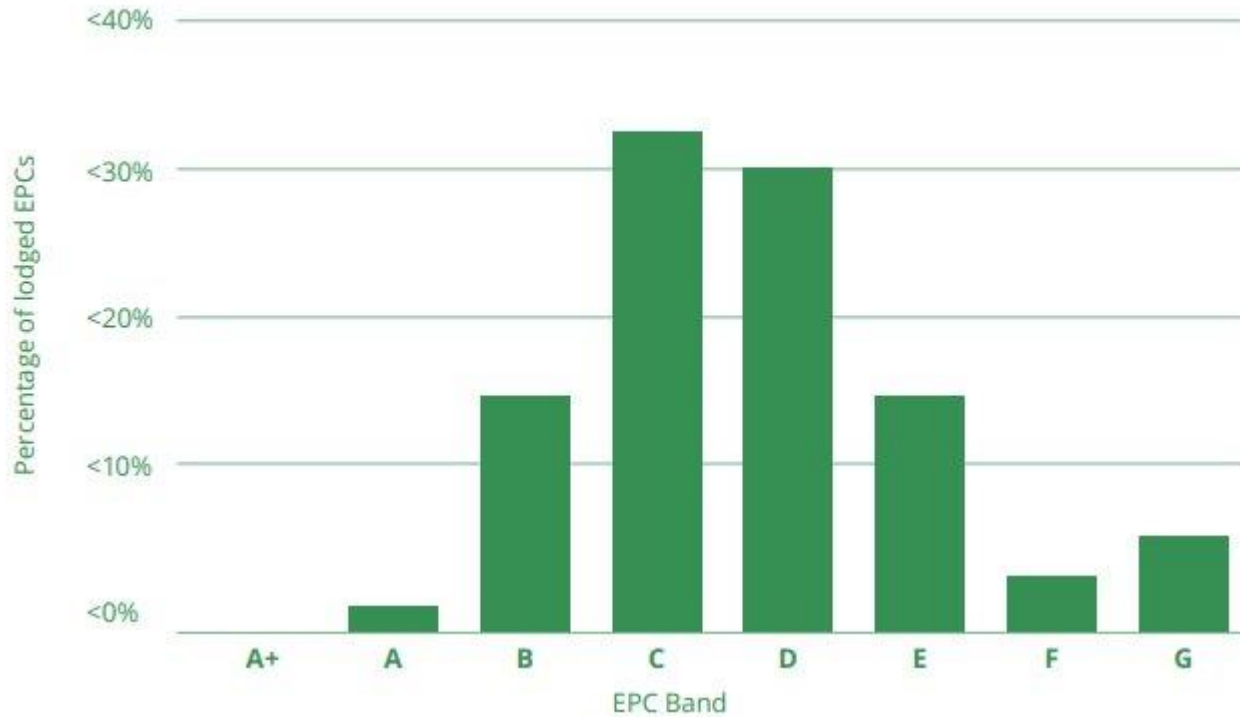


# Skyline Skills Recommendations Report



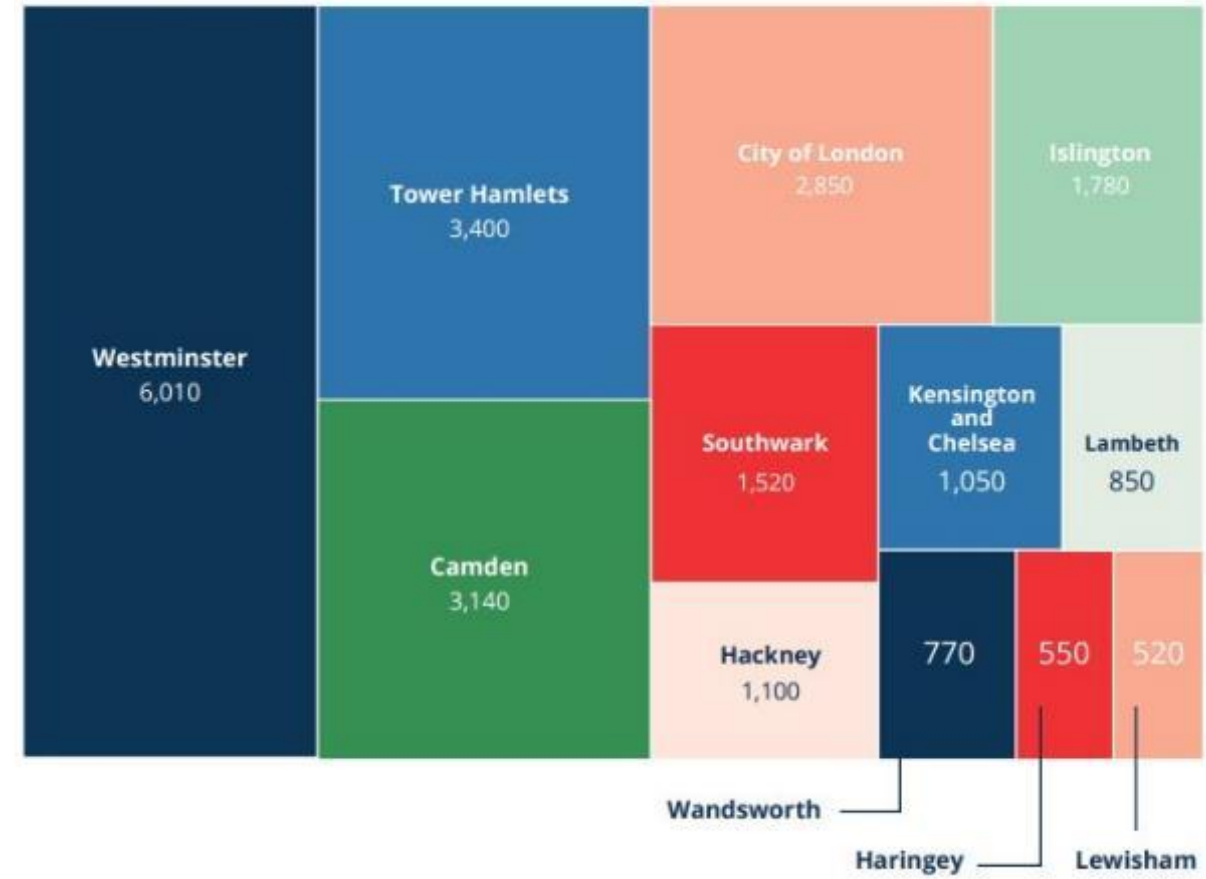
# Skyline Skills Recommendations Report

**Figure 1:** EPC profile of commercial properties across the 12 boroughs



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**Figure 2:** Estimated low carbon skill need for the 12 boroughs: person-years



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# Skyline Skills Recommendations Report

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## High Level Recommendations



### The Planning Pipeline

**Recommendation 1:** Create an easily accessible way to collect and share data on upcoming developments and retrofit activities within Central London so that the sector can better quantify workforce skills shortages needed to undertake the work. This platform could build on the Greater London Authority's existing platform: the Planning London Datahub.



### Industry Accountability

**Recommendation 2:** The sector should have senior-level accountability for sustainability and skills training. Organisations should also develop targeted strategies to encourage sustainable design and retrofit as well as to work with clients and tenants to efficiently run in-use operations.



### Training and Apprenticeships

**Recommendation 3:** Develop sustainability training, apprenticeships, and upskilling courses for emerging job roles by actively engaging and collaborating with IfATE and training providers.



### Policies for a Skilled Workforce

**Recommendation 4:** Work with government to set more ambitious green skills legislation for the built environment. This can include exploring ways to reform Section 106 policies, playing an active role in shaping the Procurement Bill (currently being reviewed by Parliament), and reforming the Apprenticeship Levy.



### Diversity and Culture

**Recommendation 5:** Invest in attracting diverse candidates to a wider spectrum of sustainable roles across the built environment. Achieving this will involve collecting diversity data, setting targets and strategies, and taking action to reform organisational cultures so that they are fair and inclusive.



### Promotion and Engagement

**Recommendation 6:** Engage with schools and colleges as well as generate positive PR to better promote the sector's role in addressing climate change and its wide-ranging career pathways.

# *What is the Skyline Skills Hub?*

The Skyline Skills Hub is a new, **free website showcasing and signposting to best practice for green skills** across Central London's commercial built environment.

This includes:

- **Showcasing and signposting to best practice** across London in green upskilling, reskilling and attraction of diverse new entrants
- **Interactive content, including videos and a careers and upskilling guide to encourage disadvantaged and underrepresented groups** to pursue a career in the sustainable built environment in Central London.
- **Key messages** to amplify on green skills, which has come from the Skyline Taskforce's research and consultations with industry over the past two years.

The Hub is designed **to raise awareness of the good jobs in the sector, encourage new entrants, and promote green upskilling and reskilling**. It poses a **compelling argument for addressing the green skills gap** through investing in the workforce.

# *What is the Skyline Skills Hub?*

The Skyline Skills Hub's **main target audiences** are:

1. **Employers**; building clients, developers and contractors
2. **Workforce**; SMEs and sole traders etc
3. **New Entrants**; young people, parents/teachers and experienced hires from other sectors
4. **Policy Makers**; local authorities, Government departments, training providers etc

The **Hub's delivery**:

- The Hub is being **actively promoted** to its target audiences **throughout 2025**, and maintained and **updated post-2025** by industry experts.
- The **main ask** on industry is that **organisations use their internal and external events, meetings and social media activity** to showcase the value of the new Hub and encourage the four target audience to start using it.

# What is the Skyline Skills Hub?

## Join us as we build a greener, more sustainable London together!

The Skyline Skills Hub is aimed at the four groups of people who we believe have the biggest role to play in using their skills to green the built environment.



### Employers

For business leaders, building owners, and SMEs interested in integrating green practices into their operations.

[View more](#)



### Workforce

For employees, career changers, job seekers, and sole traders looking to develop green skills and pursue sustainable careers.

[View more](#)



### New Entrants

For career switchers, young Londoners, career advisers, teachers, and parents who are guiding the next generation towards careers.

[View more](#)



### Policymakers

For local authorities, government departments, philanthropic organisations, and training providers shaping sustainable policies.

[View more](#)

## Why does the built environment need people like you?



Research from Kingfisher plc, owner of B&Q and Screwfix, found that over half of the tradespeople surveyed had seen an increase in requests for green jobs.



Between 2022 and 2023, the share of green talent in the workforce grew by a median of 12%, while the share of job postings requiring green skills grew 22.7%



Around a quarter (27%) of working adults in Great Britain reported in May 2023 that they would describe any part of their job as a "green job", while around 1 in 20 (4%) reported that all or most of their job relates to "green" activities.

### Testimonials

**Dr Bola Abisogun**  
OBE, Founder & CEO,  
Digital Twin Skills  
Academy

"Positive" social change and everything we do is founded in promoting greater equity, diversity, and inclusion, for all".

[View more](#)



[View all testimonials](#)

# What is the Skyline Skills Hub?

## General resources

What does **best practice** and **existing opportunities** look like for green skills across Central London's commercial built environment?

Whether you're an experienced professional in the built environment, a school leaver, a career switcher or a guardian of a young person looking for a potential career, organisations across the sector are already running a huge range of green skills programmes and initiatives.

You can find a tailored selection of best practice resources and existing opportunities in each section of the Hub.

## Why focus on green built environment skills?

## Drive Business Growth with a Green Skilled Workforce

Central London's built environment sector is a major driver of the UK's sustainability ambitions. Buildings are responsible for nearly 40% of global greenhouse gas emissions and 76% of emissions in London alone. Building retrofit is critical to our decarbonisation agenda, with 95% of emissions from the built environment over the next 30 years expected to come from existing buildings. Embracing sustainability not only makes sound business sense for the future but also brings significant advantages today.

The need for skilled workers is urgent; to achieve sustainability goals, an estimated 26,000 additional built environment workers will be needed in Greater London by 2026. However, the current workforce is neither sufficiently skilled nor expanding quickly enough to meet this demand. As an industry leader, your role in preparing your workforce for sustainability is crucial.

This section provides insights and guidance on actively upskilling and reskilling your teams, and adopting a collaborative approach to training and recruitment. The time for action on green skills is now – and London needs sustainability leaders like you to play your crucial part.



### The Way

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[View more](#)



### City and Guilds – Green Skills and Sustainability

Highlighting the benefits of green skills training programmes and initiatives

[View more](#)



26,000

Over 26,000 extra construction workers are needed in Greater London by 2026.



100,000

The UK is anticipating that over 100,000 people will need to be recruited and upskilled to carry out the work required.



76%

In London, buildings contribute 76% of greenhouse gas emissions. 95% of emissions over the next 30 years come from existing buildings.



10%

By 2050, 10% of London jobs will be green, but the workforce is not growing fast enough to meet the demand for these roles.

Discover opportunities

Resources

# Invitation to explore the Skyline Skills Hub

Visit the Hub website by using this link:

[SkylineSkillsHub.co.uk](https://SkylineSkillsHub.co.uk)



## Adapting Roles and Skills for Green Building Innovations

In addition to existing skills gaps, the transition to sustainability is increasingly impacting certain roles that are becoming increasingly outdated, and will require upskilling or reskilling to meet the sustainability challenge:

Surveyors

Surveyors measure ground and inland buildings, structures, locations, providing key data for many projects. Now, surveyors also train as retrofit specialists, leading the charge in making homes and buildings greener. You'll play a crucial role in upgrading properties with eco-friendly tech, reducing carbon footprints, and shaping a sustainable future. This career blends innovation with environmental impact – perfect for anyone wanting to make a real difference.

Electrical Engineering

Roofers

Architects

Plumbers



Guide for parents, teachers and career advisers

## An exciting commercial built environment career for young person!

The built environment is one of the largest and most significant sectors in the world. It impacts on our daily lives in so many ways, from the buildings we live work in, to the systems that provide us with water, to the transportation systems we use to get from A to B.

It is a vibrant and rewarding sector in which you young person can thrive and grow, with very competitive salaries, exceptional training and progression opportunities and the chance to do the world. The truth is there has never been a time to join the industry!

Case studies

**What does best practice look like in business?**

### LSBU Green Skills Hub

The LSBU Green Skills Hub is an innovative project designed to provide training and education in green skills. The hub offers courses in areas such as retrofitting and renewable energy, helping to equip the next generation of workers with the skills they need for the green economy.

View more



# Future Skyline Skills Commitment

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## Future Skyline Skills Commitment

### Investing in the future of London's built environment workforce

The new Future Skyline Skills Commitment aims to encourage built environment employers to offer more employment and training opportunities for new entrants, including for young people aged 16-18+.

The Commitment will be self-monitored and will include three levels for businesses to opt into joining. The Skills for a Sustainable Skyline Taskforce is working at pace to encourage building clients and developers to give preferential supplier status to firms who sign up to the new commitment, in recognition of their work to recruit new entrants into the sector. The new 'Future Skyline Skills Commitment will launch in September 2025 and will be hosted on the Hub when it goes live.

The new Future Skyline Skills Commitment aims to encourage built environment employers to offer more employment and training opportunities for new entrants, including for young people aged 16-18+.

**To apply, please register your interest at:**

[skillsforasustainableskyline@cityoflondon.gov.uk](mailto:skillsforasustainableskyline@cityoflondon.gov.uk)

# *What is the Future Skyline Skills Commitment?*

The **Future Skyline Skills Commitment** is a new, **free employer pledge**, to increase **the number of diverse new entrants** across the built environment.

## The Future Skyline Skills Commitment:

- The Commitment is **completely free** to take part in. Although much of the language is tailored towards firms working in London's commercial sector, the Commitment is open **for any built environment firm in the UK**.
- The Commitment asks are **non-legally binding**, and are **based on best endeavours**;
- The supporting documentation in the Framework doc (e.g. the new Matrix and the Pathway) are **designed as optional materials to support firms with meeting the Commitment asks**.
- It is expected that, for many firms, **you may well already be delivering many of the Commitment asks**. If this is the case, the value of joining the Commitment will be in terms of **using the Commitment Badge to receive well-deserved recognition for your excellent social value work**How this will work in practice is firms will be **given a virtual template to fill in and show on their company website**, along with a **virtual Badge**, to showcase their social value work. This Badge is updated annually.
- The **first 50 signatory firms** will be recognised on the Skyline Skills Hub as '**early adopters**' – **will your firm be among them?**

# Future Skyline Skills Commitment

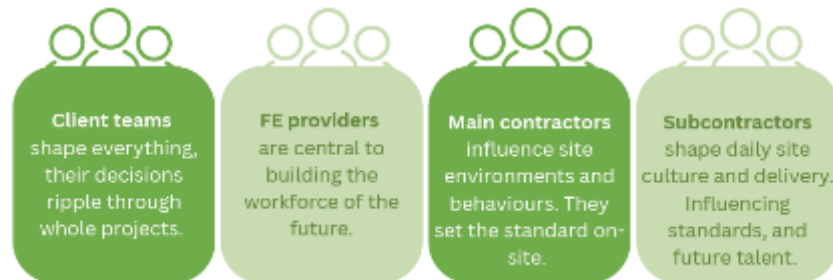
## How does the Commitment work?

The Future Skyline Skills Commitment (FSSC) is a project-based commitment built around four core elements: **stakeholders**, who you are and the role you play; **certification**, what you gain by taking part; **levels**, what actions you take; and **resources**, including the Skyline Skills Pathway and Skyline Skills Matrix, which support you to deliver meaningful, lasting change. We'll guide you through each of these below.



### Step 1 Select which stakeholder group you identify with

Everyone in the system has a role, and we can't afford for anyone to opt out. This framework sets out clear, actionable asks for each stakeholder:



### Step 2 Select which level to work towards

The commitment model is structured across four progressive levels: Strengthen, Inspire, Build, and Lead. Each of the four levels builds on the last. You don't need to do everything at once, but you do need to start with the foundations and complete each level in order.



**Can we count you in for the  
Future Skyline Skills Commitment  
when we launch on 1 October?**

# Final thoughts

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Thank you for supporting the Future Skyline Skills Commitment and the Skyline Skills Hub.

## Next Steps:

**Thank you for sharing your thoughts today** – we will reflect on today's insights when we are next reviewing and updating the Hub.

Please sign up to the Future Skyline Skills Commitment and continue to share the Hub as widely as possible so that we can drive forward the green skills agenda – contact [Chris.Oldham@cityoflondon.gov.uk](mailto:Chris.Oldham@cityoflondon.gov.uk) to explore how we can collaborate to raise awareness of the Hub via your networks.

**SkylineSkillsHub.co.uk**