



Green Skills and Employment Update

Employment, Skills and Adult Learning

Skills, Economy and Growth Scrutiny Commission
23rd February 2026



Connecting residents to green construction jobs

Hackney has established a green construction pathway to connect residents into jobs linked to retrofit and low-carbon construction. The pathway brings together adult learning, specialist construction training, employer engagement, and employment support into a coordinated offer.



Awareness and entry

The pathway starts with short, practical courses for residents in community venues, introducing green construction and entry-level roles. Courses include First Steps in Construction, Environmental Awareness and Sustainability, Wellbeing, and Health and Safety.



Training linked to live recruitment

Residents can move into training for roles that are actively recruiting, including specialist insulation and cladding. The training is designed with employers and includes hands-on learning, so people are site ready. We also ensure participants gain essential site requirements, including a Construction Skills Certification Schemes (CSCS) card.



Jobs and apprenticeship progression

Training links directly to employment opportunities through employers and Hackney Works. Residents are supported to apply for vacancies. Apprenticeships provide a route into skilled roles, enabling individuals to earn while gaining recognised qualifications and experience.

Green construction jobs available via Hackney Works

Pathway stage	What this looked like in practice	Typical live opportunities	Volume in the pipeline
Pre-entry / Pre-employment	Short courses that help residents get site-ready quickly, including support to access CSCS	CSCS pre-employment, construction pre-employment, health & safety, basic retrofit or sustainability awards	High volume. This is the main entry point into the pathway
Entry-level work	Paid entry-level roles, few formal requirements, used to get a foot on the ladder, site entry requires CSCS card	Labourer, general operative, site support	High volume. Most job outcomes sit here
Demand-led roles	In-demand specialist site roles requiring skills and practical experience - qualifications may follow	Facade and cladding operatives	Medium volume.
Early progression / Skilled entry	Skilled roles that need site experience, with better pay and progression	Carpentry apprenticeships (L2), trainee site managers, assistant roles, retrofit installer pathways	Medium volume.
Apprenticeships	Apprenticeships and other structured routes that support progression into skilled jobs	Levels 2–6 - Carpentry, electrical, site supervision, project management, quantity surveying	Low volume. Targeted progression rather than a mass route.
Professional / Higher-level roles	Higher-level roles that show longer-term progression within construction and retrofit	Project management, quantity surveying, digital construction, compliance, sustainability	Low volume. Important roles but smaller numbers

Note: Indicative snapshot based on 12 months of opportunities handled by the Hackney job brokerage/Hackney Works team, from January to December 2025.

Green construction partnership

LB Hackney has partnered with the Build East Skills Centre on the Olympic Park to launch a green skills hub delivering hands-on training in cladding and building fabric skills for Hackney residents.

492 Hackney residents participated in training linked to green/construction roles

50 training programmes delivered

104 residents moved into paid jobs

103 paid placements

14 apprenticeships secured

21 current employers taking on paid placements



Exploring the next phase- links to LB Hackney housing development and housing maintenance

- Joint working group with Employment Skills and Adult Learning, Housing Services, and Housing Regeneration & Delivery on the LB Hackney Housing workforce skills needs linked to Hackney's new build housing programmes and the maintenance of existing and new homes.
- Early-stage discussions with partners, including Build East.
- Laying the groundwork for improving alignment between housing and green skills provision within the Council over time.



Using council contracts to support green skills

Beyond construction, there is work with Procurement to use Council contracts to widen access to green sectors. For example, Zest, which holds two EV charger installation and maintenance contracts with the Council, has delivered employability sessions on routes into green jobs for Hackney residents.



Green careers workshop:

To mark Climate Action Week, Zest hosted a Green Careers Workshop for Hackney residents focused on routes into the sustainability sector.

Zest delivered two online workshops covering in-demand green roles, key skills and CV preparation, with 30 residents attending.

Hands-on green skills and EV careers workshop

Zest delivered a session on careers in EV infrastructure, including a demonstration of an EV charging point in Hackney and guidance on skills and entry routes.

7 residents attended, with positive feedback and expressed interest in EV-related roles.