

BCIA reflects on a year of growth, skills development and sector influence

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Insight from Stacey Lucas, BCIA President

The [Building Controls Industry Association \(BCIA\)](#) has marked 2025 as a year of significant progress, citing major achievements in skills development, industry engagement and policy influence across the building energy management systems sector.

The association reported a milestone year for its Level 4 Building Energy Management Systems (BEMS) Controls Engineer Apprenticeship Programme, with more than 270 apprentices enrolled and the first cohorts successfully completing their End Point Assessments to qualify as BEMS Controls Engineers. The development is seen as a critical step in strengthening the future skills pipeline for the sector.

During the year, the BCIA also took steps to strengthen its internal capabilities. This included expanding the team and bringing training company management in-house, allowing training operations to function as a fully integrated department within the association.

Against a backdrop of increased regulatory scrutiny around skills and qualification verification, the BCIA was tasked with consulting the industry on a new competence revalidation system. The proposed framework is intended to support individuals, employers and the wider sector by creating a full career competency pathway. This would enable professionals to evidence experience, qualifications and skills in order to achieve the appropriate Electrotechnical Certification Scheme card.

The consultation attracted strong engagement from across the BEMS community, providing insight into both the challenges and opportunities associated with competence revalidation. The findings will inform the next phase of development in 2026.

The BCIA also expanded its thought leadership activity with the launch of its first technical white paper, *Comfort, Efficiency and Health: The Untapped Potential of Building Energy Management Systems*. Unveiled at a House of Lords event, the paper highlights the role of building controls and automation in supporting decarbonisation, economic resilience and energy efficiency, using real-world data to demonstrate impact.

To further raise awareness of smart building technologies, the association hosted a panel discussion at the Smart Buildings Show at Excel London in October. The session, titled *Unlocking the Benefits of High-Performing Buildings*, brought together senior industry figures to explore how facilities managers and occupiers can maximise building performance.

Engagement with policymakers also featured prominently throughout the year. The BCIA worked closely with government departments, MPs, ministers and other stakeholders, with early results including the recognition of building controls by the Climate Change Committee as a key technology in the Seventh Carbon Budget. The committee suggested advanced building controls and automation systems could deliver energy consumption reductions of up to 30 per cent.

The BCIA's Young Engineers Network also recorded a strong year, with membership growth and its largest-ever event. Thirty young engineers attended a visit to 150 Holborn in London, followed by a separate visit to Distech Controls' Birmingham training facility, providing hands-on experience with the latest building management systems technology.

Industry recognition was further highlighted through the BCIA Awards, which featured ten categories and showcased innovation across the building controls and automation sector. The accompanying Members' Conference was the largest to date, attracting 75 industry professionals for networking and discussion.

Membership of the association continued to grow, with 27 new organisations joining during the year. The BCIA also acknowledged the contribution of members who support working groups, projects and events, as well as those serving on the Management Committee.

Looking ahead, the association said the progress made in 2025 has laid strong foundations for continued development, positioning 2026 as another year of opportunity for the BCIA and the wider building controls community.