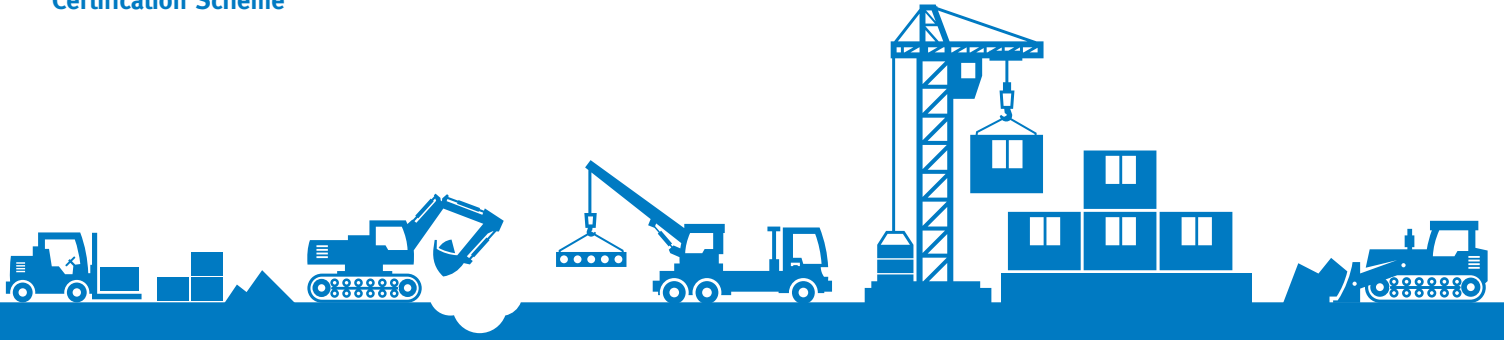




Construction Skills  
Certification Scheme

# Annual Review 2014



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## Chairman's Introduction



Mick Clapham, Chairman

**“Changes to the green card, along with the introduction of the Academically Qualified Person (AQP) card in September 2013 fully supports the industry's desire to achieve a qualified workforce.”**

As I come to the end of my three year term as CSCS Chairman I thought it worth sharing with you the progress made by the organisation during that period.

CSCS was established in 1995. Its primary objective is to provide proof that individuals working on construction sites have the required training and qualifications.

The scheme has grown considerably since inception. Along with our Affiliates we now have 1.9 million CSCS cardholders. The scheme represents a wide spectrum of occupations from Labourer to Professional and with Board representation comprising Employers and Unions, the scheme remains truly representative of the UK construction industry.

It would be misleading to say the last 19 years have all been plain sailing. Balancing the expectations from our many and diverse stakeholders has been challenging.

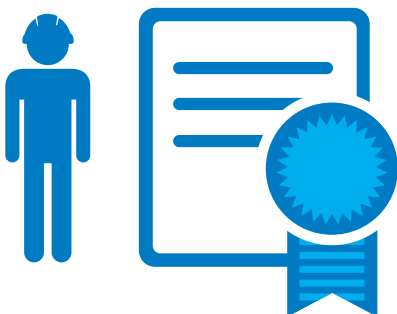
Government pressure on the industry in 2002 to improve the safety record in construction led to the introduction of the green Construction Site Operative card. In hindsight this decision was flawed, resulting in

the issue of approximately 700,000 green CSO cards. Obtaining the CSO card required no qualifications and was viewed as the easiest route to gain access to site.

The CSO card was withdrawn in July this year and replaced by the Labourer card, requiring achievement of a knowledge based qualification 'Health and Safety in a Construction Environment', or a recognised equivalent.

Changes to the green card, along with the introduction of the Academically Qualified Person (AQP) card in September 2013 fully supports the industry's desire to achieve a qualified workforce.

Following a resolution at our Board meeting in September I have agreed to extend my period as CSCS Chairman and look forward to working with my fellow Board members and the CSCS executive team to further strengthen the scheme and our relationships with all industry stakeholders.



Over 11,000 people have completed the new level 1 award 'Health and Safety in a Construction Environment' (or a recognised equivalent)

# 11,000



# Governance

CSCS is owned by the construction industry for the construction industry.

CSCS is a not for profit organisation which is registered as a company limited by guarantee and, therefore, has no shareholders.

CSCS is owned by 4 employer organisations and 3 unions representing the breadth of the construction industry.

CSCS is managed by CSCS Limited whose 7 non-executive Directors are nominated from the following owner organisations:

- Civil Engineering Contractors Association (CECA)
- Federation of Master Builders (FMB)
- GMB Union
- National Specialist Contractors Council (NSCC)
- UK Contractors Group (UKCG)
- Union of Construction Allied Trades and Technicians (UCATT)
- UNITE the Union

Also represented on the Board, but not nominated by the owner organisations are 2 independent non-executive Directors nominated by:

- The Construction Clients Group (CCG)
- The Construction Industry Council (CIC)

The Chairman provides leadership to the Board and is appointed by the Board members.

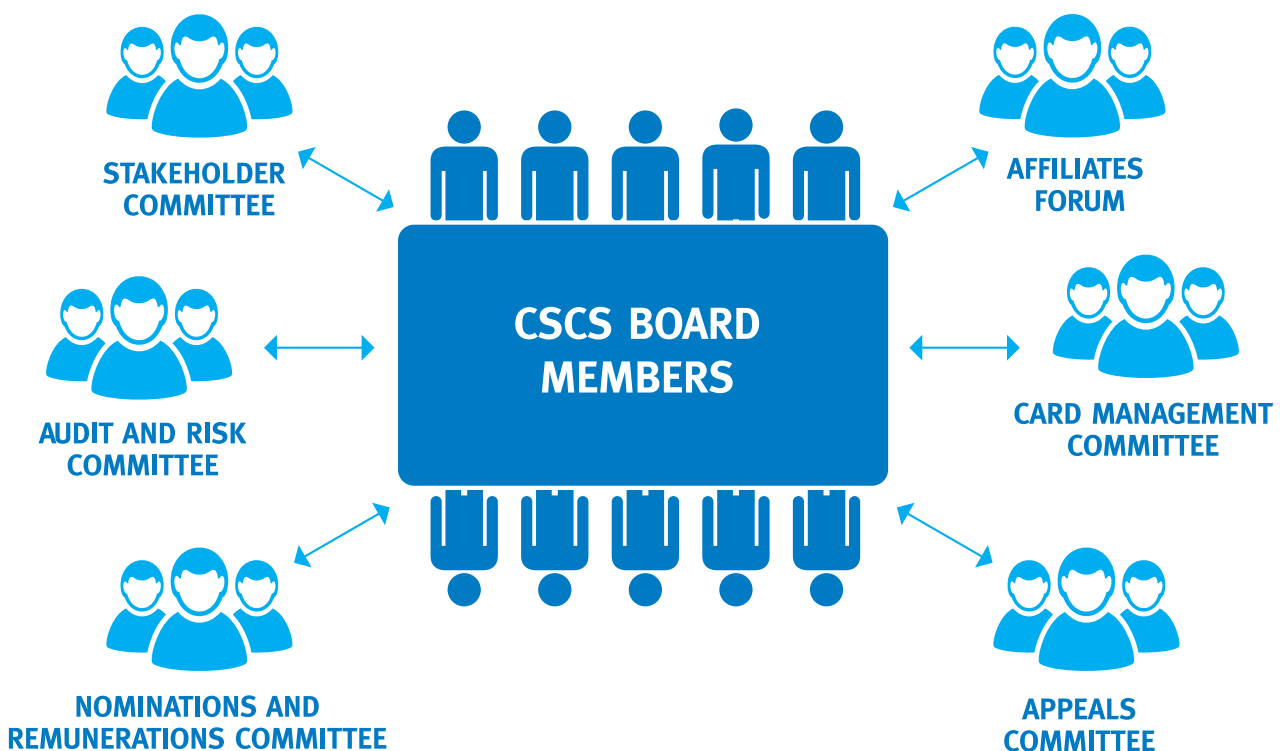
CSCS Board Director responsibilities include:

- Management of the scheme, providing leadership and setting CSCS's strategic aims and policies
- Ensuring the necessary resources are available to meet CSCS's objectives and review performance
- Participate in a number of key committees which ensure appropriate governance of the scheme.

The CSCS Board also works closely with 10 other affiliated schemes and the CSCS stakeholder forum (made up of organisations not represented on the CSCS Board) to share ideas that help drive the scheme forward to meet the wider needs of industry.

CSCS has a Chief Executive and a small directly employed team based in London responsible for running the scheme.

**“... representing the breadth of the construction industry”**





## Board Members



**Mick Clapham**

**Independent Chairman**

Mick joined the Board as Chairman in 2011. He spent 18 years in Parliament as MP for Barnsley West and Penistone. For 15 years Mick was Chair of the All-Party Parliamentary Occupational Safety and Health Group. Mick was also Deputy-Chair of the All-Party Parliamentary Construction Group.



**Suzannah Nichol**

**Owner: National Specialist Contractors Council (NSCC)**

Suzannah joined the Board in 2008. The NSCC works to improve the business environment on behalf of Specialist Contractors. The NSCC represents 30 member organisations and over 7,000 businesses in the specialist sector.



**Kevin Bennett**

**Owner: Civil Engineering Contractors Association (CECA)**

Kevin joined the Board in 2010. CECA members deliver, upgrade and maintain the country's infrastructure. Its members carry out around 75% of all civil engineering activity across the UK.



**Ian Dickerson**

**Owner: UK Contractors Group (UKCG)**

Ian joined the Board in 2010. The UKCG is the primary association for contractors and their supply chain partners. Its members account for approximately one third of construction output in the UK.



**Brian Sutherland**

**Owner: Federation of Master Builders (FMB)**

Brian joined the Board in 2012. The FMB represents the interests of small and medium sized building firms across the UK. The FMB is the largest trade association in the building industry representing over 9,000 companies.



**Steve Murphy**

**Owner: Union of Construction, Allied Trades and Technicians (UCATT)**

Steve joined the Board in 2012. Steve is UCATT General Secretary. UCATT specialises in construction and has around 85,000 members.



**Phil Whitehurst**

**Owner: GMB Union (GMB)**

Phil joined the Board in 2012. GMB is a general trade union with over 630,000 members, of which many work in the construction sector.



**John Allott**

**Owner: Unite the Union**

John joined the Board in 2010. Unite has around 50,000 members in building, construction and allied trades.



**Gren Tipper**

**Independent: Construction Clients Group (CCG)**

Gren joined the Board in 2006. The CCG works to improve value for money and best practice on construction projects. Its members include government and organisations across a wide range of sectors.



**David Watson**

**Independent: Construction Industry Council (CIC)**

David joined the Board in 2010. CIC represents professional bodies, research organisations and specialist business associations. Its members include 500,000 individual professionals and 25,000 firms of construction consultants.



## Highlights and Accomplishments

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The launch of the new CSCS green card, together with the withdrawal of the construction site operative (CSO) card represents the biggest change to the scheme since its creation in 1995.

The CSCS Board agreed that the new green card should be called Labourer to make it clear who the card is designed for. This change was introduced in July 2014 and requires applicants to achieve a knowledge based qualification 'Health and Safety in a Construction Environment' or a recognised equivalent. By early December over 11,000 cards have been issued. This is the first step in the process and by the middle of 2019 we will see the last Construction Site Operative card being converted to the new green Labourer card.

In order for industry to adjust to the new Labourer card CSCS introduced the Provisional card, which is issued following the achievement of the Health, Safety and Environment Test. This card is valid for 6 months, after which the card holder will be expected to be registered for, or have achieved, a qualification relevant to their job. From the 31st January 2015 the

Provisional card will no longer be available to CSO card holders.

CSCS has worked closely with stakeholders to ensure the scheme meets the requirements of the UK construction industry. Perhaps the most notable evidence of this is the introduction of the Apprentice card which recognises the requirements of Scotland, England, Wales and Northern Ireland.

CSCS has also agreed a new formal partnership with the Scottish Building Federation and works closely with CECA Scotland, to ensure that the scheme fully meets the needs of the Scottish construction industry.

Due to strong demand for CSCS cards we have been working closely with our service provider CITB to streamline the application process. We have made system

improvements and CITB have appointed an additional 30 members of staff. CITB has also opened an additional Contact Centre in Glasgow to help deal with the level of enquires we continue to receive. We remain committed to further improvement and have already begun working with CITB to develop an online application process.



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**There were over 550,000 telephone calls to the CSCS contact centre in the last 12 months.**

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**“... we have been working closely with our service provider CITB to streamline the application process.”**



# 390,000



390,000 CSCS cards issued  
in the last 12 months





## The Future

We have several notable milestones to look forward to in 2015, all aimed at further improving the scheme and strengthening our position within the construction industry.

By early 2015 all core scheme cards will be Smart. This key milestone will strengthen our position when communicating to industry the benefits and potential cost savings SmartCard technology can bring.

We expect to be issuing the 2 millionth card in 2015, another milestone that will further build on CSCS's position as the pre-eminent "training and qualifications" certification scheme for those working in the construction industry.

2015 also marks CSCS's 20th anniversary. This is a significant milestone and throughout 2015 we will be celebrating two decades of supporting the construction industry.

While 2015 has many things to celebrate there are key priorities in the year ahead that require our full attention. These

include working closely with industry to drive forward further changes that will strengthen the scheme and support industry's desire to achieve a qualified workforce.

One such change is the Board's desire to move to one card. There are currently 13 different types of CSCS card and we are now seeking to simplify the scheme by moving to one type of card by the end of 2016. This is a significant step that will require extensive industry consultation before a final decision is made. During 2015 we will gather stakeholder views about how this proposal should be progressed.

Throughout 2015 we will continue to monitor the work carried out by the Construction Leadership Council and in particular the proposed move to use CSCS as the single industry-recognised logo,

to be used by all schemes meeting an accepted minimum standard.

The Council's proposal supports industry's aim of providing a consistent means of recognising that an individual has achieved an agreed minimum standard of qualification and skill for the occupation they are working in.

The majority of card schemes already carry the CSCS logo and we look forward to working with all of our key stakeholders to help achieve the aims of the Industrial Strategy for Construction.

**"...throughout 2015 we will be celebrating two decades of supporting the construction industry."**

**"By early 2015 all core scheme cards will be Smart"**

Do you use Twitter?



Keep up to date with  
what's going on @CSCS





There are currently 13 different types of CSCS card in use



We are now seeking  
to simplify the scheme  
by moving to one type  
of card by the end  
of 2016





## Closing Statement



Graham Wren, Chief Executive

**“Communication is a vital element of our future success and early consultation on all planned changes remains a key objective of the executive team.”**

May 1st 2014 marked two events in the CSCS calendar. Firstly our move from Crawley to offices in The Building Centre in Central London. Secondly my two year anniversary as CEO of CSCS. The time has passed remarkably quickly.

On joining the organisation in 2012 the Board were clear regarding my ‘to do’ list. A review of the scheme, in particular the green CSO card, was paramount. Re-establish a strong working relationship with CITB, both as CSCS’s service provider and strategically on the wider competence issue. Review CSCS governance. Establish strong links with industry stakeholders and promote the use of smart technology.

We have made significant progress on all of these issues. Changes to the scheme, including introduction of the Labourer and AQP card, together with future planned changes, fully meet the original objectives of CSCS. We have a renewed and stronger working relationship with CITB, both as service provider and as the largest Sector Skills Council in Construction. Difficulties relating to poor service levels were overcome through constructive dialogue with CITB resulting in the required investment in additional resources.

We’ve made changes to the way we operate and govern. Beyond the Board we have strengthened our Stakeholder committee which now comprises representation from across industry. Output from the Stakeholder committee helps the Board in its decision making process. We’ve

formed a Card Management Committee, comprising representatives from across industry, to review and make key recommendations on the CSCS scheme for the future.

With nearly 1.4 million SmartCards in circulation we remain focussed on demonstrating the benefits, both to business and the individual, on using the technology embedded in a CSCS SmartCard.

Finally we have re-established strong links with our many stakeholders. Communication is a vital element of our future success and early consultation on all planned changes remains a key objective of the executive team.

My thanks are extended to the Board for their strong support and guidance, the CSCS executive team for their continued hard work and wider industry stakeholders for their continued commitment to CSCS.


As we move from recession to growth the industry will face many challenges, not least balancing a growing skills shortage with the commitment to ensure a qualified workforce. I look forward to working with all sectors of the industry to ensure CSCS remains fit for purpose and valued by client, business and individual.

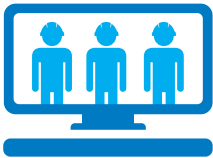



10  There are currently 10 organisations with schemes affiliated to CSCS

8,000  The CSCS newsletter is sent to over 8,000 people

11,000  Over 11,000 people have completed the new level 1 award 'Health and Safety in a Construction Environment' (or a recognised equivalent)

32,500  There are approximately 32,500 CSCS cards issued every month

150,000  There are over 150,000 visits to the CSCS website every month

550,000  There were over 550,000 telephone calls to the CSCS contact centre in the last 12 months

1.9m  Along with our affiliates we now have 1.9million CSCS card holders



Construction Skills  
Certification Scheme

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## Contact Us



**Call our Contact Centre**

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**Send us an email**

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**Visit our website**

[www.cscs.uk.com](http://www.cscs.uk.com)



**Write to us**

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