CSCS

Corporate Overview
2016-2020

CSCS Industry Vision

To provide the construction industry with a means to certify that individuals working on construction sites have the required qualifications and training for the type of work they carry out.

Objectives

- Provide a scheme that ensures construction workers have achieved or are working towards a construction related qualification
- All card schemes carrying the CSCS logo to have smart technology available by 2020.

The leading certification card scheme for construction

The Scheme keeps a database of people working in construction who have achieved, or are committed to achieving a recognised construction related qualification (generally an NVQ) or be working towards one.

Construction workers with appropriate construction related qualifications are issued with a CSCS card confirming their identity and qualifications. The card also confirms that the holder has met the necessary Health and Safety requirements for their occupation.

The Scheme is widely used on the majority of UK construction sites. There are over 1.5 million CSCS cardholders with an additional 500,000 cards issued through recognised Partner Schemes that carry the CSCS logo.

Owned by industry for the industry

CSCS is managed by Construction Skills Certification Scheme Limited whose non-executive Directors come from the construction industry. It is a Company Limited by Guarantee and therefore has no shareholders. The Board Directors are from:
- Build UK
- Civil Engineering Contractors Association (CECA)
- The Construction Clients Group (CCG)
- The Construction Industry Council (CIC)
- Federation of Master Builders (FMB)
- GMB Union
- Union of Construction, Allied Trades and Technicians (UCATT)
- UNITE the Union

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

Construction Leadership Council: One Industry Logo

At the beginning of 2015 the Construction Leadership Council (CLC) announced (via the Industrial Strategy: Construction 2025) that industry, including trade associations, contractors, clients and government should specify and promote card schemes carrying the CSCS logo with no equivalents accepted.

They went further and listed the requirements necessary for a card scheme to qualify for the CSCS logo, which include:

- agreeing appropriate qualifications for each occupation
- setting a minimum standard for skilled occupations at NVQ Level 2
- introducing smart technology by 2020.

The objectives of this action are fully in line with CSCS' principle objectives of developing a fully qualified and trained UK construction workforce.

The CLC action provides clients, employers and contractors with a consistent means of recognising that an individual has achieved the agreed standard of qualification and skill in the occupation they are working in and to give the industry confidence in that scheme.

The CSCS logo displayed on any scheme card will guarantee the cardholder has achieved the standard necessary to carry out their job. The CSCS executive team is working with other industry card schemes to develop plans in order to meet the CLC's requirements within the necessary timescales.

Partner Card Schemes

CSCS works closely with a number of partner card schemes authorised to use the CSCS logo

- ACE - Assuring Competence in Engineering Construction (Engineering Construction Workers)
- CCDO - Certificate of Competence for Demolition Operatives
- CISRS - Construction Industry Scaffolders Record Scheme
- CPCS - Construction Plant Competence Scheme
- CSR - Construction Skills Register (cards issued in Northern Ireland)
- ECS - Electro-technical Certification Scheme (Electrical Workers)
- EUSR - Energy and Utility Skills Register (Utility Services Workers)
- JIB PMES - Plumbing Mechanical Engineering Services (Plumbing Workers - England and Wales)
- NPORS - National Plant Operators Registration Scheme
- SAFed - The Safety Assessment Federation
- SEIRS - Storage Equipment Installers Registration Scheme
- SICCS - Shopfitting and Interiors Contracting Competence Scheme
- SkillCard - Building Engineering Services (Heating, Ventilating, Air Conditioning and Refrigeration Workers)
- SNIJIB - Scottish and Northern Ireland Joint Industry Board (Plumbing Workers)

Partner schemes maintain databases of those working in construction that have achieved an appropriate qualification. Successful applicants are issued with a card giving them a means of identification and proof of their achievements.

Recent Changes

In order to comply with the CLC requirements and achieve a fully qualified workforce, CSCS have introduced a number of changes to the scheme.

Closure of new Profiled Route applications for managers

CSCS stopped accepting new Profiled Route applications from April 2016. This route only required applicants to submit evidence of their experience for independent review, as opposed to completion of a nationally recognised qualification. Profiled Route does not meet industry's desire to qualify the workforce and as such is no longer available to new applicants.

Changes to the Trainee Card

The construction industry requested that CSCS only issues Trainee Cards when the qualification is based on a National Occupational Standard that leads to a skilled CSCS card. From August 2016, only one Trainee card (irrespective of occupation) will be available. The card is valid for five years and is non-renewable. Before applying for a card an applicant must register for a recognised construction related qualification.

The card will be clearly marked "Trainee", making those in the process of obtaining formal qualifications easily identifiable to others on site.

Withdrawal of the Construction Related Occupation (CRO) card in 2017

CSCS will stop issuing CRO cards from 31st March 2017. All CRO cards issued since October 2015 will expire on 30th September 2017 and applicants are expected to register for a nationally recognised construction related qualification prior to card expiry. Those who do not register for a construction related qualification by 30th September 2017 will be unable to obtain a CSCS card.

These measures mark another significant step towards a fully trained and qualified UK construction workforce. By April 2017 all new CSCS card applications, with the exception of trainees, apprentices and site visitors, will require an academic or vocational qualification for the first time in the scheme's history.

Future Priorities

Industry Accreditation (IA)

Cards issued under IA (also known as Grandfather Rights) were based on evidence of experience and knowledge rather than the achievement of a construction related qualification.

CSCS no longer accepts new IA applications however existing cardholders can still renew their card through IA every five years. On this basis IA does not support industry's desire to qualify the workforce and CSCS will introduce measures to phase out cards issued through this route by 2020. This approach is fully in line with the requirements of the CLC.

CSCS will work with relevant standard setting bodies, such as CITB, to ensure appropriate routes are developed to convert IA cardholders to an appropriate industry recognised qualification.

Before any action is taken on IA extensive industry-wide consultation will be carried out.

Promote the use of SmartCard technology

Through survey we know contractors and employers are not taking advantage of the technology embedded in every CSCS card.

By simply downloading free software this technology enables the user to quickly check the information held on the card using a card reader, a smartphone or tablet device.

CSCS SmartCards can also be used for a wide range of applications including access control, managing on-site training records and time and attendance recording.

Using CSCS SmartCards can cut costs and increase on-site efficiency by:
- check workers are holding the right card for the job, saving supervisor/management time
- reduce the number of different cards needed to access sites
- store evidence of additional training all on one card
- preventing incorrect or fake cards gaining access to site

CSCS is committed to working with industry to promote the use of the SmartCards and will keep the industry informed as and when further developments in smart technology are made available.

Checking CSCS cards

To ensure that everyone on site holds the appropriate qualifications and a valid CSCS card for the job they are undertaking, an efficient method is needed to carry out checks.

The smart technology built into CSCS cards means they can be checked electronically using a smartphone, tablet or PC card reader.

Checking CSCS SmartCards electronically will save valuable time and money. Site managers can quickly access the information stored on the card, such as the cardholder's photo, their qualifications and the date the card expires.
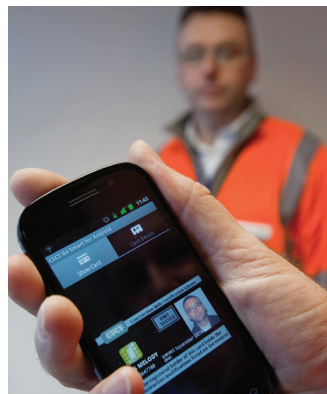
Electronic card checks take no more than few seconds, eliminating the need for paper records or waiting on the phone while the CSCS helpdesk checks a cards validity.

The CSCS SmartCard has a high capacity chip that can be used for many purposes beyond storing operative qualifications and training data. The card can link with access control systems, improve management of training records and connects with project management systems and payroll.

CSCS card check using smartphone or tablet device

CSCS card check using card reader connected to a PC or laptop

Benefits of SmartCard technology

• Portable means of providing evidence of qualifications and training

• Efficient card checking method – reduces staff time spent manually checking cards and carrying out data entry

• Eliminate incorrect/fake cardholders gaining access to site

• Enables access to other data on multiple databases

• Can be used for other purposes, including:
   - Managing training records
   - Site access control
   - Managing inductions and toolbox talks.

**For more information visit
www.cscs.uk.com/smartcard**