



Consultation Report:

The introduction of a CSCS logoed card for learners undertaking T Level and other industry work placements



Background

The Government in England has introduced changes to its educational policy to better ensure equity between academic attainment and apprenticeships and vocational training. Amongst other things, this has seen the introduction of new T Level qualifications.

As a result of these changes the Department for Education (DfE), the Institute for Apprentices and Technical Education, employers, training providers and other interested parties are calling on the construction industry to introduce a card to identify these individuals on construction sites.

In early 2021 the Construction Leadership Council (CLC) called for a consultation to be carried out to better understand the views of the industry on the issue of a card for those on qualification programmes requiring substantial industry placements.

Scope

T Levels have been approved for use in England for Building Services Engineering and On-Site Construction. It is envisaged that only a small number of the CSCS logoed certification schemes will be impacted by this initiative. Degree placement programmes will be relevant to all card schemes displaying the CSCS logo, and there may be future qualification initiatives that will require such placements and be applicable to all.

Research objectives

- To determine whether the changes to educational policy in England warrant the recognition, of industry placements through use of a CSCS Logoed card,
- To determine a preferred carding solution for recognising students on industry placements, should it be required, including eligibility criteria and renewal status,
- To determine whether CSCS and its partner schemes should all use the same carding solution and eligibility criteria should one be required.

Consultation approach

There has been considerable discussion between DfE, the Institute for Apprenticeships and technical Education, employers, certification schemes, training providers, awarding organisations and others over the requirement to introduce a means of recognising students on work placements.

On 15th February 2021, a summary of these discussions, including potential carding options were published in a [consultation document](#).

The consultation document also made a recommendation to introduce a card specifically for those learners undertaking T Level and other industry work placements of a minimum duration of 45 days.

Interested organisations were invited to submit their views via an online survey and these included:

- The Department for Education
- The Institute for Apprentices and Technical Education
- Industry card schemes displaying the CSCS logo
- Employers
- Employer Federations
- Trade Unions
- Awarding Organisations
- Training providers, includes further education colleges and universities
- Professional Bodies
- And other interested parties.

When considering responses, appropriate weighting was given to representative organisations who provided a single response on behalf of large memberships.

The consultation ran for 3 weeks from 15th February to 5th March 2021.

“Longer placements are more likely to need a CSCS card than short term ‘work experience’ programmes that would be of limited value. The inclusion of a placement card for T Level learners on a 45-day placement plus CSCS HSE test would help to remove some barriers put up by industry to offering placements”

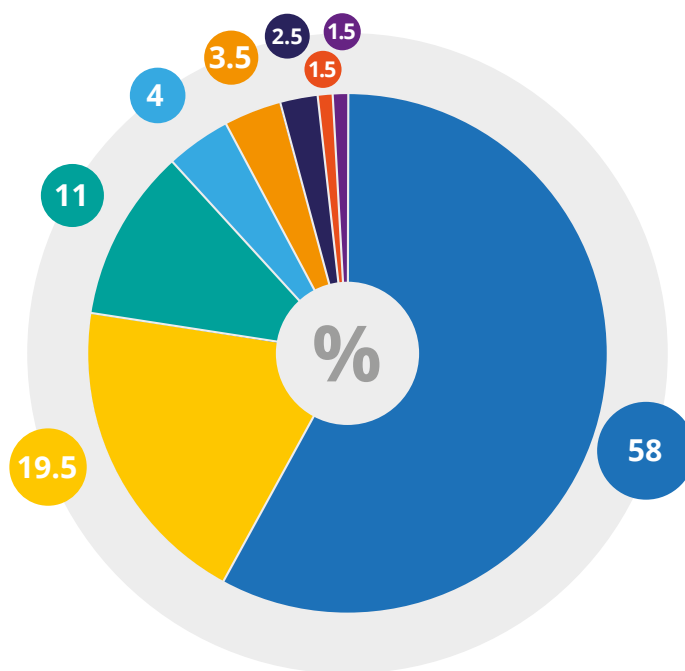
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Response rate and respondent profile

The survey response rate was exceptionally good with 287 respondents.

These can be broken down as follows:

- Providers 58%
- Employers 19.5%
- Partner Card Schemes 11%
- Other 4%
- Federations/Associations 3.5%
- Awarding organisations 2.5%
- Professional Bodies 1.5%
- Schools 1.5%



Conclusions

There was a clear majority (89.51%) of respondents who consider that changes being made to educational policy, including the introduction of T Levels, warrants the recognition of industrial placements by cards schemes displaying the CSCS logo.

Most respondents (89.34%) believe that the CLC requirements do allow for the recognition of industry placements and 85.54% agree that they should be recognised by the introduction of a specific 'Industry Placement' card.

78.88% consider the existing Trainee cards should not be used for student industry placements. Reasons given for using the Trainee card include, to avoid confusion by not introducing another card.

The majority of respondents (89.76%) agree that the term 'placement' is normally associated with longer periods with an employer.

14.6% of respondents think that an Industry Placement card should recognise placement programmes that are of less than 45 days duration, with 30 days being quoted as a suitable alternative. It should be noted however that several representative bodies including the Association of Colleges (who represent 93% of the

"We believe that 45 days is too long. Traineeship programmes for example can involve a shorter period of work placement but are focused on sector specific employment."

Association of Colleges

further education and sixth form colleges in England) were in this 14.6% grouping and so appropriate weighting of their responses is required when making any recommendation over this.

The main reason given for disagreeing with a minimum placement duration of 45 days include the need to recognise other significant initiatives such as Traineeships, the Kickstart programme and routes through HE that require placements that have shorter durations.

Conclusions (cont.)

There is a more diverse view over the eligibility criteria of an Industrial Placement card. 74.69% of respondents agree that it should only require a pass in the CITB Health, Safety and Environment Operative test or an equivalent test offered by a CSCS Partner Scheme. Several respondents feel that there should be proof of registration onto an appropriate educational qualification and that there should also be a requirement for some form of recorded induction covering topics such as “site hierarchy” and “industrial relations”.

66.80% of respondents agreed that the Industrial Placement card should be valid for two years only and not be renewable.

Of the 33.20% who disagreed, most were only concerned with the length of the card's validity, stating that it needs to be longer than two years. Reasons for this included the need to recognise the one-year transition onto a two-year T Level programme and its end exam period, the likelihood of learners needing longer than two years to complete their qualification programme through sickness or changing their chosen qualification optional route. Learner difficulties and course disruption such as being witnessed with the pandemic was also mentioned.

Many respondents in this grouping think the card validity should be three years, as is the case with most of the Trainee cards issued by CSCS logoed card schemes. Again, several membership organisations including the Association of Colleges were in this group.

A clear majority (90.25%) of respondents think that the eligibility criteria for an Industrial Placement card should be the same across all CSCS logoed card schemes.

Note: The detailed survey results are set out in Annex 1.

“Health and Safety: Construction T Level courses must deliver the necessary health and safety training to ensure that students have sufficient knowledge to pass the Health, Safety and Environment (HS&E) test (or equivalent) before any work experience elements of their course are undertaken on site and this point should be made to DfE.”

Build UK

Recommendation

The survey results demonstrate a clear consensus that the CLC requirements do allow for the introduction of a card that will recognise students on T Levels and qualification programmes requiring longer periods of work placement. It is therefore recommended that:

- A specific card is introduced by all CSCS logoed schemes required to recognise these types of student.
- The card will be named a ‘Industry Placement’ card.
- ECS and JIB PMES should rename their Work Experience card accordingly.

The eligibility criteria for this card should be as follows:

- Be aged 16 or above
- Registered onto a qualification or training programme requiring a minimum of 30 days’ work placement and that will ultimately lead to becoming eligible for an Apprentice, Skilled Worker, Supervisor or Manager card.
- Short work experience initiatives such as the two-week statutory school curriculum requirement will not be in scope.
- Successfully pass the CITB Health, Safety and Environment Operative test or one of the equivalent tests offered by CSCS Partner Schemes.
- The card should be valid for three years, not be renewable and of a design to fit with that currently used by individual schemes.
- The card should meet the recently (December 2020) revised CLC requirement around the use of smart technology which states *“By 31 March 2022, all card schemes must use smart technology which has the capability to electronically check agreed information relevant to a cardholder, using a common interface, without the need to manually enter data.”*
- It should be up to each individual card scheme to set the price of the card.
- If required, it will be possible to extend the validity of a single card should there be an acceptable reason given by the cardholder. This process should be managed via the relevant card schemes appeals process.

Important note: Holding a valid Industry Placement card will not guarantee a student's safety. It remains the responsibility of site management teams to develop plans that ensure their safety when on site. What that plan looks like is up to each individual site, but it would most likely include an induction highlighting the specific dangers on site.

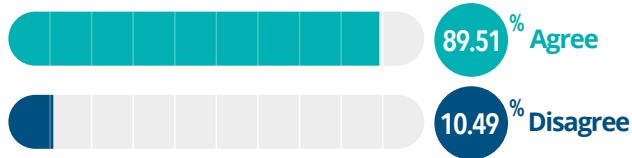
Next steps

Week commencing 22nd March 2021, this consultation report will be submitted to the Construction Leadership Council for review. It will be the Construction Leadership Council who will make the final decision on whether a card is to be introduced for learners undertaking T Level and other industry work placements.

Survey Results: Annex 1

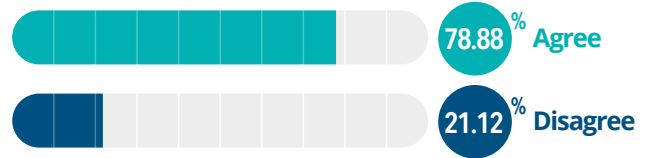
Question 1:

Do you agree that the changes made to educational policy in England warrants the introduction of an Industry Placement card for T level and other qualification placement programmes by the card schemes displaying the CSCS logo?



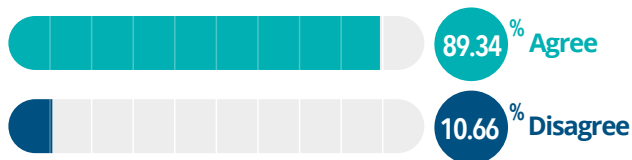
Question 5:

Do you agree that the current Trainee card should only be used to recognise trainees on occupational qualifications that conform to the CLC minimum standard of a Level 2 N/SVQ or equivalent qualifications?



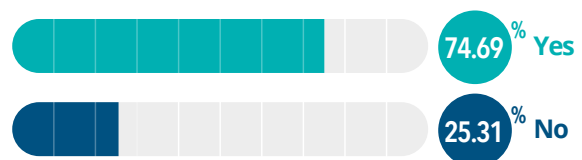
Question 2:

Do you agree that the CLC Requirement that "cards for new entrants, apprentices, trainees, labourers or workers in the process of obtaining formal qualifications will be clearly and easily identifiable" can be interpreted to include T Level and other placement programmes requiring a minimum of 45 days?

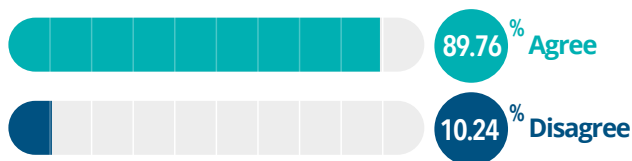


Question 6:

Do you think that a pass in the CITB Health, Safety and Environment Operative test or one of the equivalent tests offered by CSCS Partner Card Schemes should be the only requirement for an Industry Placement card?

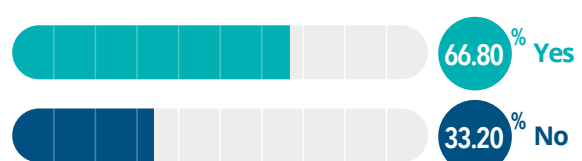


Question 3: The term 'industry placement' is generally recognised as meaning longer periods with an employer than that as for "work experience". Do you agree with this interpretation?



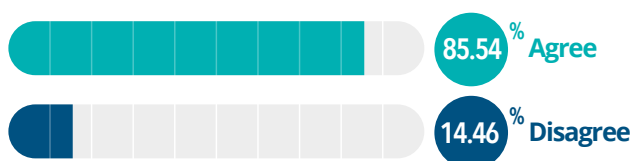
Question 7:

If implemented, do you agree that the Industry Placement card should have a limited two-year validity and not be renewable?



Question 4:

Do you agree that the preferred option of recognising such industry placements should be through the use of a specific industry placement card?



Question 8:

Do you think that the eligibility criteria for an Industry Placement card should be the same across all CSCS Partner Schemes?

