



ANNUAL REVIEW 2023

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CHAIR'S INTRODUCTION

A warm welcome to the Annual Review for 2023...



Carolyn Uphill
Chair- CSCS

This year marks my sixth and final Annual Review as I move on from the role in April 2024.

It has been an enormous privilege to serve as chair for six years and I hope my fellow board members and the wider industry are proud of how the scheme has grown and evolved during that time.

I am genuinely proud of the progress made by the CSCS Board to raise standards over the last six years. Despite the impacts of the Covid-19 pandemic, the scheme has continued to grow and reinforce its position as the leading skills certification scheme within the UK construction industry.

Since joining the Board in 2018, over 500,000 previously unqualified construction workers have gained a recognised qualification. This is a major cultural shift that lays solid foundations for the continued upskilling of the workforce.

The CSCS Alliance has also been a major positive of my time in post. The collective voice of the 38 card schemes carrying the CSCS logo has already made an impact on the industry with the introduction of the CSCS Smart Check platform as well as the Industry Placement card.

With the scheme on a solid footing and ready to develop further to meet the constantly changing requirements of the sector, the process to find my replacement is well underway and I want to wish whoever takes on the role every success- I know they will be ably supported by the talented CSCS team.

True to form, my final year as CSCS Chair brought plenty of changes and improvements to the scheme. Our Strategic Plan lays out the Board's vision of how the scheme must adapt and grow to ensure it meets the needs of the industry, particularly in light of the Building Safety Act.

CSCS has continued to engage with the industry to ensure those affected by the withdrawal of Industry Accreditation (IA) understand the comprehensive package of support and guidance that is available to aid their transition to a recognised qualification.

In addition, the CSCS Alliance continued its impressive journey with a strong presence at the UK's largest construction event, UK Construction Week, in May.

With thousands visiting the CSCS Alliance stand and the accompanying breakout session, the event was a real success in terms of informing the industry about the vision of the Alliance and the benefits of CSCS Smart Check.

As we look ahead to 2024, I am in no-doubt that my successor will have a busy in-tray. The fight against card fraud must continue to build on the significant gains made over recent years in tackling fraudsters while, with less than 12 months to go before IA cards are fully withdrawn, the industry needs more support than ever to assist those transitioning to recognised qualifications.

The Building Safety Act and how CSCS cards can verify areas such as Fire Safety Training and CPD will also likely be front and centre over the coming months.

As I approach the end of my term as Chair, I would like to take this opportunity to thank my fellow Board members, the CSCS executive team and the CSCS committees for their continued commitment and hard work. It is their collective vision and determination to qualify the workforce that is leading to improved standards and safety on UK construction sites.

I am sure that 2024 will bring further success and milestones under the guidance of the next chair.

Carolyn Uphill
Chair- CSCS

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

GOVERNANCE

CSCS is a not for profit distribution organisation, which is registered as a company limited by guarantee and without shareholders.

CSCS members are represented by three employer organisations and two unions representing the breadth of the construction industry.

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

- Civil Engineering Contractors Association (CECA)
- Federation of Master Builders (FMB)
- GMB Union
- Build UK
- UNITE the Union

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

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

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

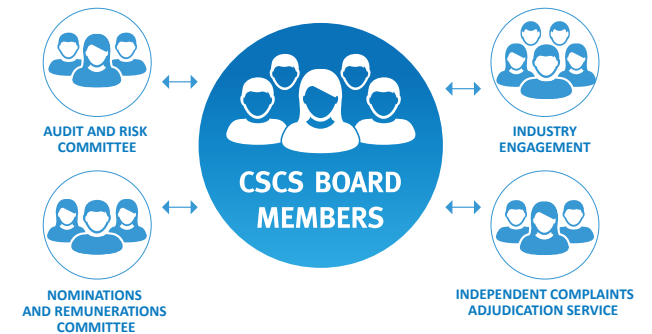
CSCS Board Director responsibilities include:

- Management of the scheme, providing leadership and setting CSCS's strategic direction and policies

- Ensuring the necessary resources are available to meet CSCS's objectives and review performance
- Participation in a number of key committees which ensure appropriate governance of the scheme.

The CSCS Board also works with other card schemes and 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.



BOARD DIRECTORS



Carolyn Uphill
Independent Chair

Carolyn has 30 years' experience running a Construction Equipment Manufacturing, Sales and Plant Hire Company. She has also chaired a leading Trade Association whose stated objectives are to improve standards and encourage training towards accreditation.



Jerry Swain
Unite the Union

Jerry joined the Board in 2017 following the merger of Unite and UCATT. Unite has around 50,000 members in building, construction and allied trades.



Kevin Bennett
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.



John Allott
Unite the Union

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



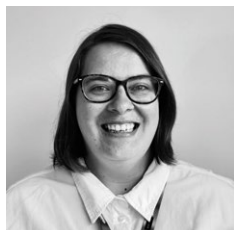
David Barnes
Federation of Master Builders (FMB)

David joined the Board in 2015. 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.



Suzannah Nichol
Build UK

Suzannah Nichol is the Chief Executive of Build UK and joined the Board of CSCS in 2008. Build UK is the leading representative organisation for the UK construction industry bringing together Clients, Main Contractors, Trade Associations and other organisations committed to industry collaboration.



Charlotte Brumpton-Childs
GMB Union (GMB)

Charlotte joined the board in 2021. GMB is a general trade union with over 630,000 members, of which many work in the construction sector.



Steve Beechey
Build UK

Stephen Beechey is Group Public Sector Director at the Wates Group which is a Contractor Member of Build UK, and he joined the Board of CSCS in 2020. Build UK is the leading representative organisation for the UK construction industry bringing together Clients, Main Contractors, Trade Associations and other organisations committed to industry collaboration.



David Watson
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.



Gren Tipper
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.





HIGHLIGHTS & ACCOMPLISHMENTS

Industry Accreditation

All Industry Accreditation (IA) cards issued from 1st January 2020 will expire on 31st December 2024 and cannot be replaced using IA.

This is to meet industry requirements, which state that all construction industry card schemes must operate with nationally recognised qualifications in place for all occupations.

CSCS has been part of a cross-industry task group set up to assist and support those impacted by the withdrawal of IA.

Alongside stakeholders from across construction, the group put together a package of support and guidance including enhanced CITB grant funding of up to £1500 for employers to assist with the cost of qualifications. Flexible training methods such as on-site assessments and professional reviews are also available to ensure individuals do not need to attend college.

Off the back of those measures, CSCS staff have implemented an extensive programme of direct engagement with industry to spread the word about what help is available and how to access that assistance.



CSCS Smart Check

Following the launch of CSCS Smart Check in 2022, the app was updated this year to allow its API to be integrated into the various existing gate entry systems used by contractors and employers. The platform enables industry to check the validity of a card from every CSCS Alliance scheme.

The integration has ensured a huge uplift in scans being done by the app, while it has been downloaded via the Apple Store and Google Play almost 80,000 times to phones and tablets in 2023.

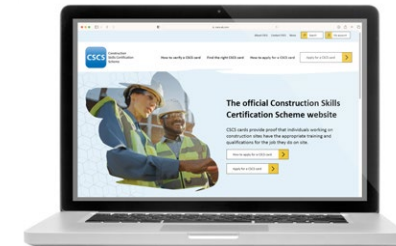
Following consultation with the 38 CSCS Alliance member schemes, further planned updates and developments are underway, while the previous system Go Smart is to be discontinued from the end of March 2024 as it only has access to 12 schemes' card data.



78,855
CSCS Smart Check app
downloads in 2023



284,474
Total cards scanned by CSCS
Smart Checkin 2023



New website - CSCS.uk.com

The CSCS.uk.com website was completely refreshed during 2023, taking on board feedback from various stakeholders including training providers, employers and other areas of industry.

The new design is focused on displaying the most useful and often visited areas of the site as prominently as possible and ensuring those wishing to apply for, or renew, a CSCS card can do so quickly and efficiently.

Legal cases for trademark infringements

CSCS continues to take action against those who unlawfully infringe its copyright and trademarked works. During 2023, the scheme successfully took Construction Help Centre and its director to court for the use of its logo and card images, which marked another step in successfully ensuring the industry is clear as to which is the only official CSCS card application service.

Further agreements were also reached with a number of other third party organisations to stop them illegitimately using trademarked CSCS works such as logos and card images.



UK Construction Week

The CSCS Alliance enjoyed a strong presence at UK Construction Week in London during May, hosting attendees at their stand while CSCS Alliance chair Jay Parmar and CSCS Chief Executive Sean Kearns hosted a discussion session detailing the Alliance's achievements to date and their priorities for the future.

Chief among those highlights and priorities were the ongoing implementation of CSCS Smart Check across the industry and ensuring CSCS-logged cards play a key role in clearly surfacing areas such as CPD and Fire Safety Training in light of the Building Safety Act.



CSCS Contact Centre statistics

Number of calls handled	256,817
Average wait time	21 seconds
Web chats handled	40,364



CSCS Cards issued

CSCS cards issued during 2023	248,047
Total CSCS cards in circulation*	1,018,311

*As of 31/12/23



PRIORITIES FOR 2024

Industry Accreditation

The number of those holding Industry Accreditation (IA) cards has been reducing steadily in recent months but moving the remainder of those affected onto qualification-backed cards remains a key priority for the coming 12 months.

All IA cards issued since 2020 will expire on December 31st 2024 and from July 2024 CSCS will cease renewing IA cards entirely. This is to ensure industry has a fully qualified workforce from 2025 in line with Construction Leadership Council requirements.

Guidance and support are available for those impacted by the withdrawal of IA, including unprecedented levels of CITB grant funding for employers and flexible assessment routes that ensure individuals will not need to attend college to gain a qualification.



For more information on with withdrawal of Industry Accreditation, visit: [CSCS.uk.com/IA](https://www.cscs.uk.com/IA)



Data insights

Each CSCS Alliance member holds valuable data on their carded workforce. This includes, but isn't limited to, details on occupations, qualifications, training achievements, skill levels, location, age, nationality and gender profiles.

The collection of data to provide a complete picture of the existing carded workforce emerged as a priority during 2023 and work is under way to define what data is to be collected, how it is to be gathered and the frequency this should take place.

By combining versions of the 38 schemes' data sets, the CSCS Alliance will develop a granular understanding of the entire carded workforce across the UK and how that changes year on year.

The potential of the project is huge and is designed to see the CSCS Alliance become the industry's one true data source on workforce skills, training, and competence.

Transitioning from Go Smart to CSCS Smart Check

As CSCS Smart Check continues to evolve and provide industry with everything it needs to quickly and easily verify CSCS-logoed cards, either via an API or the standalone app, the previous technology Go Smart is to be switched off on March 31st 2024.

Following CSCS Smart Check's integration into industry-giving access to all 38 CSCS schemes' card data- Go Smart has become increasingly redundant as it only checks a small proportion of schemes' data. Removing Go Smart allows CSCS to focus resources on improving and expanding both the app and its inbuilt API for IT partners and their service users.

For further information on Go Smart's withdrawal, visit [CSCS.uk.com/GoSmartSwitchOff](https://www.cscs.uk.com/GoSmartSwitchOff)



PRIORITIES FOR 2024 CONTINUED



CSCS Online provider

Following a competitive tender process, StableLogic Labs were confirmed as the new provider of CSCS Online – the official CSCS card application portal – in December 2023.

StableLogic Labs take over from Icreon, who had been the provider since 2019, and will be tasked with engaging the industry to better understand what improvements are needed to the online application system and the my CSCS app.

CSCS will be making further announcements on these improvement works during 2024.

Building Safety Act

As the Building Safety Act's regulations continue to be implemented across construction, CSCS is committed to ensuring its cards remain as important as ever to cardholders, employers and authorities.

This means CSCS and CSCS Alliance cards will need to display records for Fire Safety Training and CPD, alongside existing information regarding qualifications and health and safety awareness, when scanned via CSCS Smart Check or other checking technology.

This work continues for CSCS as we look to implement APIs from awarding organisations and professional bodies into our application process so that training and competence can be verified with a read of a card.





CEO CLOSING STATEMENT



Sean Kearns
Chief Executive

After a first full year leading the team at CSCS, I am pleased with the progress we continue to make towards a fully qualified workforce and ensuring that CSCS cards, and those issued by the other CSCS Alliance schemes, remain valuable and trusted by industry.

I want to begin by thanking Carolyn for her tireless service as chair of CSCS for the last six years and place on record my gratitude for her support since I began my role in 2022.

Carolyn has helped both myself and my predecessor Graham Wren through the implementation of CSCS Online, the challenges of the Covid-19 pandemic and the continued day-to-day necessities required to keep the scheme in robust health.

I know myself and the board are tremendously grateful for her many contributions and wish her the very best for the future.

The coming 12 months will see us continue to help transition those on Industry Accreditation (IA) cards to qualification-backed ones to meet industry requirements aligned to Building Safety.

The industry has shown tremendous collaboration to produce the package of support and guidance available to those impacted and I would urge individuals and employers to put a plan together as quickly as possible if they need to replace their IA card by the end of the year.

In addition to IA's withdrawal, I'm pleased to be contributing to the Big Data working group alongside several CSCS Alliance members to help draw out valuable insights about the construction landscape in 2024.

Work has begun on the project already and we hope to be able to showcase some interesting and useful data maps that can help tackle the skills shortage and target areas where certain card type numbers, such as the Labourer card, outweigh the number of roles on the ground.

The CSCS Smart Check platform will undergo further updates and amends in 2024 and we're confident it will become the go-to platform for checking cards, tackling fraud and validating competence, especially following the withdrawal of Go Smart on March 31st 2024.

CSCS Smart Check enables all 38 CSCS schemes cards to be checked and verified, whereas Go Smart only has access to a handful of original schemes' data. Therefore, I urge all construction companies to use CSCS Smart Check to validate the skills and qualifications of your workforce.

With construction workers soon to be required to demonstrate their skills, training and competence, CSCS Smart Check will be key in quickly and easily verifying workers' training and qualifications and competence from their cards at site gates and project entry.

As I close the Annual Review for 2023, I want to reiterate my thanks to Carolyn and the entire CSCS Board, our partners and the CSCS staff, all of whom have worked tirelessly this year to keep the scheme on track and delivering against its targets.

Sean Kearns
Chief Executive





Construction Skills Certification Scheme



Visit our website: www.cscs.uk.com or scan the QR code

Contact us: CSCS.uk.com/Contact

Download the my CSCS app.



Download CSCS Smart Check.



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