



Competence Frameworks: Carding Journey Checklist

- 1 Define competence clearly - Skills, Knowledge, Experience and Behaviours (SKEB).
- 2 Engage early with the appropriate card scheme to ensure your competence framework translates into clear, enforceable carding requirements that can be verified and display on the card.
- 3 Design entry routes that support progression - avoid defaulting to Labourer cards where a recognised training pathway is more appropriate.
- 4 Set renewal requirements that genuinely maintain competence and can be consistently evidenced and verified by the appropriate CSCS Alliance card scheme.
- 5 Work with the card scheme to translate your framework into a simple Route to Competence flowchart that employers and workers can easily follow.
- 6 Implement changes in phases, introducing what is deliverable now and strengthening requirements as systems and capacity develop.
- 7 Address legacy competence and transitional arrangements early, as these are the most complex elements.
- 8 Communicate clearly and consistently with the carded workforce to support understanding and adoption across the sector - the card schemes can lead on this for you.