

Hello and Welcome to the GQA CSCS Webinar

Introducing your presenter:

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Purpose of Seminar:


To make centres aware of the important changes to CSCS cards.

Topics Covered:

1. Unskilled CSCS Cards as of 1st February 2025.
2. Changes affecting the GQA license as of 1st April 2025
3. Cost implications of the new GQA Smart Card

Changes affecting CSCS Unskilled Cards as of 1st February 2025.

Recap: Email to centres re changes from 1st February 2025

 GQA 348 - CSCS Labourer Card Renewal Declaration Form.pdf
857 KB

Dear Centre,

From February 2025, there is a significant change to the CSCS card for Labourers. From 1st February 2025, on **first** application the Labourer card" lifespan" will reduce from 5 years to 2 years. **This applies to all cards requested from 1st Feb onwards, regardless of the course date.**

Workers who continue to be employed as Labourers at the time the card reaches the expiry date will be able to renew the card for a further 5 years but must provide evidence they are employed in a labouring role. To assist reduce the burden on individuals, the Health and Safety test used for the initial application only will now be valid for 3 years from the completion date allowing it be used as part of the renewal process.

As part of a **renewal** application, CSCS require individuals to provide evidence of employment as a Labourer. The evidence required must be to provide **one** of the following:

- A fully completed GQA 348-template attached to this email. This must be complete by the learned and provided with the application to GQA.

OR

- A letter on company headed paper from the Employer (or from the Main Contractor for self-employed individuals

Please note, this is not a change introduced by, or restricted to, GQA's Labourer card, it applies to all CSCS Alliance Members, including direct applications made to CSCS.

Confirmation of this can be found in the link below:

<https://www.cscs.uk.com/news/validity-of-first-cscs-labourer-card-reduced-to-two-years/>

A full YouTube video on CSCS cards can be viewed from the following link

<https://youtu.be/XBAzW64F9vw?t=2>

Please be aware, the above change in form relates to renewals only, the current documents used for first time applicants remain unaltered

If you wish to discuss any aspect of this, do not hesitate to contact me

Kind regards

In Summary

From February 1st 2025:

1. On the first application, the Labourer card will reduce from five years to two years with workers who continue in labouring roles able to renew for five years providing evidence that they are employed in a labouring role.
2. The accompanying GQA Health & Safety Test used for the initial two-year card application only will see its validity extended to three years, allowing it to be used for renewal.
3. Those who currently hold a labourer card and wish to renew from February 2025 onwards will be eligible for another five years providing they provide evidence that they are employed in a labouring role.



Labourer card renewal declaration form



The Labourer card is only for those carrying out Labouring duties on site and shows employers that the holder is not on a recognised trade related pathway.

From February 1st 2025 anyone wishing to renew their Labourer card must provide evidence they are employed as a Labourer.

Operatives who continue in a labouring role can renew their card for five years by providing evidence they are employed as a labourer. This can be done in one of the following ways:

- Completion of this form.
- A signed letter from an employer on company-headed paper confirming the individual is employed in a labouring capacity.
- For those self-employed, a signed letter from a main contractor confirming the individual is employed in a labouring capacity.

What is a Labouring role?

A construction labourer performs manual labour on construction sites to assist with the building, repairing and cleaning of structures and sites.

For more information on the definition of what is classed as a Labouring role, visit [CSCS.uk.com/Labourer](https://www.cscs.uk.com/Labourer).

Please complete this form in full before uploading it during the application process.

Applicant and employer details:

Cardholder name	Cardholder CSCS card Reg No	Cardholder DOB (DD/MM/YYYY)
<input type="text"/>	<input type="text"/>	<input type="text"/>
Employer/Company name	Employer/Company representative name	
<input type="text"/>	<input type="text"/>	
Employer/Company address	Employer/Company representative tel no	
<input type="text"/>	<input type="text"/>	
	Employer/Company representative email address	
	<input type="text"/>	
	<input type="checkbox"/>	

By ticking this box you confirm that the individual detailed on this form is employed/self-employed by you/your company in a Labouring capacity and is therefore eligible to renew their Labourer CSCS Card. GQA reserves the right to contact the person named as the employer representative.

GQA 348



Changes affecting the GQA license as of 1st April 2025

Its important to note, the changes effecting CSCS card production have been imposed on GQA and GQA have done everything possible to reduce the impact on centres and learners.

Background

- CSCS Cards Limited operates the scheme to meet Construction Leadership Council (CLC) recommendations.
- GQA provides CSCS cards under a license issued by CSCS.
- GQA operates the license under strict conditions.
- CLC require changes to card technology, and this must be in place by 31st March 2025

The consequence is; as of 1st of April 2025, GQA Q cards which incorporates QR codes cannot be issued. **Note-this does not impact cards already in circulation**



Construction
Leadership
Council

Draft for consultation – 01 February 2024

This document supersedes those dated January 2015, November 2017 & December 2020

Industry Card Schemes

Following the introduction of the Building Safety Act, the Construction Leadership Council has updated this recommendation which has been adopted across the industry as a consistent means of ~~recognising~~ that an individual has achieved the agreed standard of qualification, a key element of competence, for their occupation.

Commitment

1. The industry, including clients, contractors and trade associations, and the government, should **specify and promote card schemes carrying the CSCS logo** with no equivalents accepted.
2. Cards are required by those undertaking recognised construction occupations on site and within the built environment.
3. **CSCS Smart Check** should be used to verify that individuals hold the correct card for the occupation they are undertaking.
4. Cards will not be issued for non-construction related occupations or those visiting sites.

Alliance Members

5. Cards carrying the CSCS logo are issued by CSCS Alliance Members, which must have a licence agreement with CSCS that includes:
 - each occupation to have an identified Sector Representative Organisation and Standard Setting Body
 - procedures for tackling fraudulent cards and activities
 - a requirement to share data
 - all cards to be Smart, displaying the CSCS logo and be compatible with **CSCS Smart Check** without the need to manually enter data by 31 March 2025
 - the Alliance Member logo to be featured on both physical and virtual cards

Additional scheme rules that do not compromise these requirements can be agreed between CSCS and Alliance Members.

7. Any new card schemes applying to CSCS to become an Alliance Member must occupy a distinct and separate footprint from those currently in operation and have the support of the Sector Representative Organisation, the Standard Setting Body and the wider industry.

Requirements for Cards Carrying the CSCS Logo

8. The minimum standard for a skilled occupation must be a relevant qualification or training and testing programme that is aligned to NVQ Level 2 or above and independently verified.
9. The qualification(s) for each occupation must be agreed between the Sector Representative Organisation and the Standard Setting Body.
10. Nationally recognised apprenticeships in England, Scotland, Wales and Northern Ireland must also be accepted as meeting the minimum standard.
11. New entrants, labourers and other workers in the process of obtaining relevant qualifications must be clearly and easily identifiable.
12. The process of obtaining the card must include a separate health and safety element that meets the current standard.
13. Expiry dates must be within five years from the date of issue of cards.

In order to comply with CLC recommendations, GQA carried out the following:

- As the GQA knew that the Q card incorporating the QR code was going to be obsolete, GQA invested in the virtual APP (MY GQAapp). The process to comply with CLC would have been that GQA would issue a physical card without a QR code and instead the card would refer the verifier to the MyGQA App.
- The MyGQAApp was launched in July 2024 and the response from industry and centres was that a physical card was required and the process devised by GQA did not meet the needs of the industry.

Consequently, GQA had to source a new provider of a CSCS card that met the requirements of CLC, CSCS and industry.

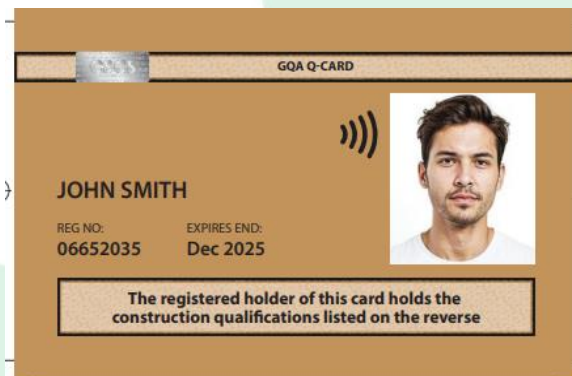


To meet industry needs, GQA had to identify a suitable software provider and card manufacturer of a new Smart Card.

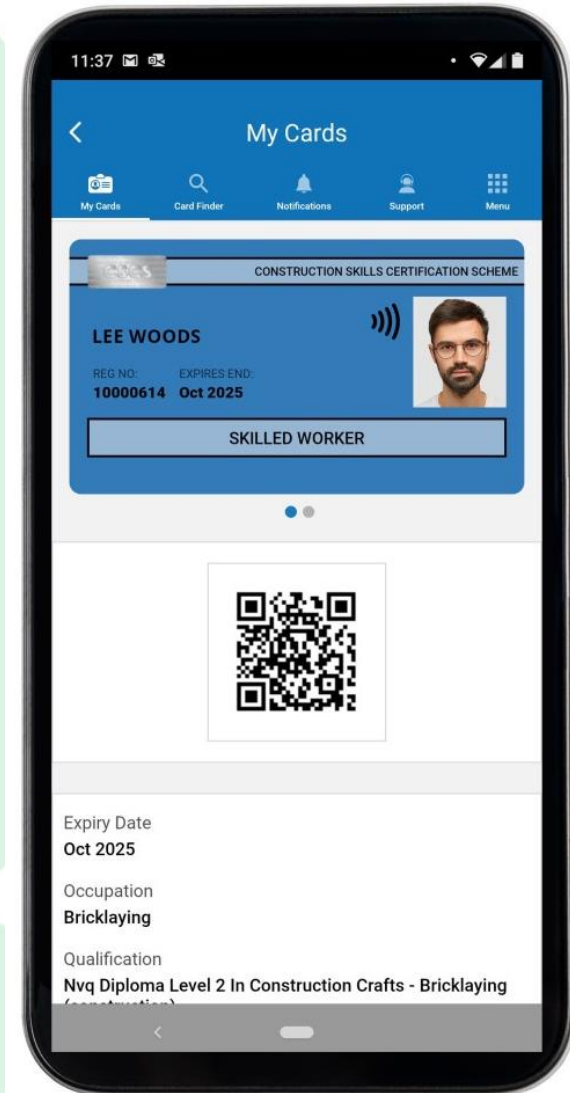
Smart cards contain the ability to hold data that can be read or swiped (same as a bank card).



- In December 2025, GQA agreed terms with CSCS to produce Smart cards for GQA.
- As of 31st March 2025, all CSCS GQA Q Cards will be manufactured and distributed by CSCS.
- GQA Q Cards have been intentionally designed to match as closely as possible CSCS own cards. This to minimise any confusion on site and should reduce even further the instances of cards not being accepted.



- As a default, the card must be sent to the candidate. GQA has been informed that If not, GQA will be in breach of CSCS protocol.
- However, for exceptional circumstances, the GQA Q card can be sent to an alternative address, and it is expected that centres/GQA will have the ability to specify this in the system settings.
- By the end of 2025, The GQA Q Card will be available on the CSCS App. A decision has not yet been reached about the future of the MyGQA App.



GQA have agreed the following SLA

1. If GQA transfer the card data before noon, the card will be sent by 2nd class post that day.
2. If GQA transfer the card data after noon, the card will be sent by 2nd class post the following day.

This means the card will be with the individual quicker than the current process



Commercials

In accordance with the license conditions, as of the 1st April 2025, GQA will be charged a “Smart Check Fee” for every card in existence. This will be billed annually to GQA.

In addition, as of 1st April 2025, GQA will be charged a license fee per card at point of issue.

Furthermore, the cost of producing and distributing the GQA Q Smart card have increased enormously, and our CSCS license requires us to increase monitoring of Centres including unannounced visits.

Consequently, as of 1st April 2025, the revised charging structure will apply (shown on the next slide):

- GQA Health and Safety Test £13.00 (this also applies to the renewal test)
 - CSCS test centres charge £22.50, and require separate booking and attendance
- New CSCS Card £30.00 (unchanged)
- CSCS Card Renewals to Centres £30.00 (unchanged)
- CSCS Card Renewals to Individuals £36.00
- As you may well be aware, these are the first price increases since we started issuing CSCS cards (over 7 years ago), and are applied simply to cover the additional costs imposed on us