

Case Study - Example 1

John Smith served a traditional plastering apprenticeship from age of 16 to 20 and attended college throughout. He spent 5 years working with the same plastering company before leaving the sector and enrolling in the army. After doing a few tours across the world John decided to return back to the construction sector.

By this time, John now required a CSCS card to gain access to sites. Therefore, John passed the health and safety test (which it was at the time) and applied for a gold CSCS card providing evidence of what he believed to be his full papers. However, CSCS did not accept his 4 years of modules as proof of apprenticeship completion.

After investigation, it turned out John was missing the final unit that would have allowed him to obtain the group award certificate. This group award certificate was the only document CSCS would accept. The missing unit was his skills test - unbeknown to John his employer pulled him out of college prior to sitting this test. At the time, his employer simply would not have known that a card scheme would be introduced [in later years] to better regulate the sector which required John to provide proof of his qualifications to obtain the correct level of card.

John became aware of the project and its objectives when the union spoke at inductions at a new hospital site. At the time, John worked for a small contractor and held a white Construction Related Occupation (CRO) CSCS card having benefited from previous testimonies to obtain this card.

John now had over 20 years of experience working within the construction sector and still could not obtain the right CSCS card for his trade. The union through the project intervened and organised a fast and responsive assessment programme while John was still working on the new hospital site. Upon completion, John obtained a City and Guilds NVQ level 2 in plastering occupations.

Since then John has been on quite a learning journey.

After further engagement with the union around learning and development, the union identified John as a suitable candidate to become an assessor - he understood the project objectives, he understood the process and he understood workers attitudes and anxieties 'over sitting an assessment'. John completed the L&D9DI award in June 2018 and has

assessed 8 participants. In addition, John completed a two day Site Supervisor Safety Training Scheme course - after completing this course John received a £3 per hour wage rise - and is currently enrolled in a SVQ level 3 in Occupational Work Supervision funded by Skills Development Scotland. When John completes this qualification he will be able to obtain a gold CSCS card.

Lastly, John has been a strong advocate of the project and has recommended the funding to work colleagues across different sites whereby several others have benefitted through the project.



Case Study – Example 2

Alan Jones was a self-employed painter who had been working with the same contractor for 10 years. Alan as a young worker served his time ‘on the tools’ and learned his skills from older tradesmen and did not attend college.

Alan, now 56, had been working within the sector for nearly four decades. He had held a general operative/ labourer green CSCS card for at least 15 years until the main contractor on the site he was working on was not happy with Alan’s card situation and gave him a month to remedy it.

By chance, the union visited the site and was handing out flyers around the welfare facilities when Alan approached the union visibly upset and said there was a strong likelihood he would be kicked off site for holding the wrong CSCS card. Alan had young children, cared for his wife when he was not working and was the sole earner. Alan had looked into the process of onsite assessment but could not afford the expensive cost.

The union was able to support this worker through the CITB funding and registered Alan on the appropriate pathway. The union received a confirmation of registration letter from the awarding body and informed the main contractor and painting firm Alan was starting the onsite assessment process and this was funded directly from the CITB. This ensured Alan remained on site and subsequently he achieved an SVQ level 2 qualification.

When asked about the impact this funding has had on his working life, Alan said *“without the support of the CITB funded project and the union I would have had to leave the only job I knew how to do since I was a teenager, this funding shouldn’t be coming to an end”*.