

## Specific requirements for industry placements in the Construction skill area

This fact-sheet describes specific requirements that may apply to industry placements in this skill area. When you get to the detailed preparations for industry placements, you should consider which requirements apply to you, with the college, school or other type of provider you are working with. You should talk to them about any specific compliance obligations on your business.

### SPECIFIC REQUIREMENTS

<p>Health and Safety (CSCS card)</p>	<p>For some occupational specialisms in construction, students may require a CSCS trainee card for their industry placement on site. For engineering construction sites, the CCNSG (Client Contractor National Safety Group) Safety Passport is the industry safety card which ensures a basic knowledge of health and safety for all personnel on site. Workers must have a valid CCNSG Safety Passport to enter many construction sites. It would be for the site operator or asset owner to decide on who can gain access. If a CSCS card or CCNSG safety passport is required, your college or school may be able to support the costs.</p> <p>However, whether a student has a CSCS card or not, it is extremely important that a thorough risk assessment is carried out for each activity and measures put in place to mitigate risks if necessary. A health and safety induction must also be completed. All of these requirements will be standard practice for construction employers. Further guidance can be found on the Health and Safety Executive <a href="#">website</a>.</p> <p>There are a number of tasks / environments that may not be wise for someone under the age of 18. You will need to consider:</p> <ul style="list-style-type: none"> <li>• Is the task beyond the student’s physical or psychological capacity? Check the young person is capable of safely lifting weights or is able to remember / follow all instructions.</li> <li>• Does the task involve harmful exposure to substances? If so, you will need to ensure they are legally allowed to carry out the task and exposure limits are understood and adhered to.</li> <li>• Is there a risk of an accident occurring due to the student’s lack of experience?</li> </ul> <p>Are there risks to health from extreme cold, heat, noise or vibration</p>
<p>Accessibility</p>	<p>If you host a student with special educational needs or disabilities in a construction placement, you may need to make reasonable adjustments so that the student in question has access to the same tasks as their peers. This may be as simple as providing a particular type of control on a piece of machinery.</p> <p>The college or school you are working with should share relevant information about a student’s disability and needs with you, with the student’s consent. You should discuss and arrange reasonable adjustments with the college or school and student before the industry placement commences.</p>

### SPECIFIC REQUIREMENTS

Insurance	You need to hold up-to-date Employers' Liability Insurance (ELI) and Public Liability Insurance and you must notify your insurer about placements. If you don't have ELI, you need to have it in place before the placement begins and for the full duration of the placement. If your insurer is a member of ABI, or Lloyds, ELI policies already cover placements. Follow this link for advice on <a href="#">getting insurance for your business</a> .
Equality and diversity	<p>Industry placements provide an opportunity to showcase your construction company to under-represented groups, such as women and ethnic minorities. All staff should have an awareness of, and should follow, high standards making the workplace an inclusive environment.</p> <p>The CITB <a href="#">Be FaIR framework</a> is an accreditation scheme with a set of supporting resources, focussing on fairness, inclusion and respect, for employers within the construction and built environment sector.</p>

You can find an [Example Placement Role Description](#) here. When you create your own role descriptions you will need to consider the requirements above, and if they or any other legal requirements are relevant, set out what you need from applicants.

The [Legal Compliance](#) sheet gives you more general information about your main responsibilities and provides links to detailed guidance and resources.

**The content in this resource is for information only and does not constitute advice. Suggestions or considerations are offered for you to take into account. It's your responsibility, supported by your college or school, to comply with any legal duties that you might have.**