

Webinar: Understanding the Changes to SHEA and EUSR CSCS Cards

Responses to questions 31 March 2026

What about a Trainer card for access to the site to deliver Training on a CSCS site? Would the same exception for visiting sites to deliver training apply to Assessors visiting sites to undertake on-site assessments?

The CSCS website has a dedicated page for workers in non-construction occupations that should not be expected to carry a CSCS-logged card. Please follow this [link](#).

We have confirmed directly with CSCS that Trainers are considered a non-construction occupation and that this occupation will be added to CSCS's list soon. The following roles are already included in this list:

- Qualified Qualification Assessor
- Qualified Qualification Internal Verifier
- Qualified Qualification External Verifier

Can you confirm how long SHEA registrations will remain valid?

There will be no change to the length of time SHEA registrations are valid. This will remain 5 years for SHEA Gas and 3 years for all other SHEA registrations.

Will you be issuing Gold Supervisor Cards?

We are currently exploring this. Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand your specific requirements.

Will this apply to all schemes? If I do SHEA Water, will I need a Water Labourer card, or will there just be a new Labourer card accepted on all sites?

We will be providing one EUSR CSCS Green Utilities Labourer card to cover all industries—Gas, Water, or Power.

What level of CSCS Card will be given for the SHEA Water Passport?

SHEA Water EUSR Registration is one of the prerequisites for NCO Water and will also be for NCO Wastewater and Drainage Network Operative. It is important to note that the SHEA Water registration will no longer be issued on a CSCS Green Labourer card, and so an individual will be required to provide evidence to apply for a CSCS Blue Skilled Worker card.

What about supervisors who don't hold an NVQ or NCO qualification? Can they be given a SHEA + job role card?

We are currently exploring this. Please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

Will you be providing a list of qualifications which will be accepted for the new cards?

Yes. The EUSR website has a dedicated [CSCS Alliance Partner page](#). Details of each card we currently have available are shown towards the bottom of the page, including links to evidence requirements. We will also provide regular communications and updates as new cards become available.

Will there be a separate card for apprentices?

We currently provide [cards for Apprentices](#).

My company is a management company, and we have Utilities project managers and supervisors. What cards will they require and what qualifications?

Please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

Will there be skills cards for working on Water and Wastewater sites, as the hazards and risks differ from work on the networks?

Yes. We will soon be launching NCO Wastewater and Drainage Network Operative cards. Details will be included on our CSCS Alliance Partner page when they are launched.

Will we be reassessed as trainers to carry out the additional roles?

No. EUSR have a well-established Quality Assurance framework in place to regularly audit trainers through trainer observations, desktop audits, batch audit and survey audit.

Will generic qualifications like a Level 3 Occupational Work Supervisor be mappable to EUSR cards?

We are currently exploring this. Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

Will Operatives who undertake SHEA Power training receive a Labourer's card, and will the expiry dates differ (3 years for SHEA Power and 5 years for the Labourer card)?

Yes. SHEA renewal periods will remain unchanged.

EUSR CSCS cards are issued based on the individual's credentials at the time of application and the registration will remain valid for the period.

Do we need to send evidence of skilled workers when applying for a SHEA?

This depends on whether the individual wants a CSCS card or simply wants a SHEA Registration. If the individual is only being registered for a SHEA scheme and does not require a CSCS card, then Trainers will not need to submit any evidence. However, if you are applying for a CSCS Gold/Blue skilled worker card on behalf of an individual, then yes, you will.

For single or dual-fuel meter installers, what card should be applied for, and what certification is required?

Details of these requirements can be found [here](#).

Could a CSCS cardholder spend the last two years of its validity without an in-date SHEA?

Please see the previous response to a similar question.

We have apprentices with SHEA and Trainee/Apprentice cards who are still refused access due to no NCO1, even though on apprenticeship programmes. Is this correct?

Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

What additional evidence is required for a Green Labourer card if they completed one of the SHEA modules?

There will be no additional evidence requirements for the initial application and that card will remain valid for 5 years. We are currently working through what the evidence requirements for renewal will be.

How will this affect Telecoms? Will SHEA Core and an endorsed course enable a green CSCS card? Will it also be one EUSR card with the CSCS logo on?

We are producing a CSCS Telecoms Field Engineer. Please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

Will the cards still have the CSCS logo?

EUSR SHEA Cards will no longer be printed with a CSCS logo. Which means that individuals that attend SHEA courses will no longer automatically receive a CSCS Green Labourer's card.

Individuals who require CSCS skilled worker or CSCS Utilities Labourer cards will be required to apply for these cards. These cards will carry the CSCS logo.

Some organisations now have multi skilled workers who undertake Gas, Power and Water, which CSCS card will they be required to hold, as Power work is only laying at present?

Individuals carrying out construction work on a construction site are required to hold the right cards for the role they are carrying out. Our intention is to reduce the number of cards an individual has to carry. To do this, the CSCS Card issued by EUSR from August 2025 will list all of the CSCS registrations that the individual holds on the reverse of the card. So, for example, if an individual applies for a CSCS NCO Gas card, and then later applied for a CSCS NCO Water card, both registrations will appear on the reverse of the card. And so, registrations from Gas, Power, Water and Telecoms will appear on the reverse of the card.

If this does not answer your question, please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand any specific requirements if not already addressed in the above answer.

Will the existing schemes remain after the changes (e.g., Water, Power, Telecoms), or will they be replaced with CSCS skills cards?

The changes will not impact the existing SHEA schemes. The content, delivery requirements and assessments will remain as they are. The only difference is that the SHEA registration will no longer be issued on a card with a CSCS logo.

Overhead linespersons do not always hold the relevant qualifications, as some started as trainees and progressed through roles. What is required to obtain a gold card?

There will be several different routes and specific requirements will follow. For example, for overhead lines, an individual may have completed the level 3 power

network crafts personal Apprenticeship, which currently has an overhead lines pathway.

Another route is the LRQA NERS Certificate of Competence, which CSCS and our Sector Representative Organisation (USRO) have approved as acceptable evidence.

Additionally, we are currently exploring the use of Model Distribution Safety Rules (MSDR) certificates.

Water companies currently require contractors to hold a CSCS card to work on treatment works, even when not carrying out construction work. Will they stop requiring CSCS if the work is non-construction?

The CSCS website has a dedicated page for workers in non-construction occupations that should not be expected to carry a CSCS-logged card. Please follow this [link](#).

We currently offer a CSCS NCO Water card and will shortly be launching CSCS NCO Watsse Water and Drainage Network Operative cards.

If there are additional roles that you believe are not cover, please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand the specific requirements.

Can you confirm what evidence is required for the Skilled Worker card?

This will be dependent on the specific card. The EUSR website has a dedicated [CSCS Alliance Partner page](#). Details of each card, together with the list of evidence required are linked to this page.

With regards to SHEA Gas will you require evidence of service & main laying and/or ELR qualifications?

The evidence requirements for the above registrations can be found here:

- [NCO / Network Construction Operations \(Gas\) Service Layer – EUSR](#)
- [NCO / Network Construction Operations \(Gas\) Mains Layer – EUSR](#)
- [NCO / Network Construction Operations \(Gas\) Escape, Locate & Repair \(ELR\) – EUSR](#)

Would an ongoing competency assessment count as evidence to apply for a Gold Skills Card (overhead lines)?

Please see the answer to the previous question regarding overhead lines.

Perhaps a construction blue card named 'Mechanical Water and Wastewater Equipment Installer' backed by an appropriate Mech NVQ might be appropriate, as this could effectively cover sites and the network.

Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can understand any specific requirements.

For SHEA trainers: If a worker already holds a Skilled Worker card and is only refreshing SHEA, do we still need to upload evidence?

No. You would simply register the individual for the SHEA scheme and the individual would receive an EUSR SHEA virtual or plastic card.

Will a SSSTS be acceptable to gain a supervisor card - Follow up on the SSSTS question,,: Can you look at if IOSH quals (Working or Managing Safely) will qualify for a Supervisor or Manager cards?

We will need to provide further updates to this question.

Will EUSR cards now require two fees—one standard card fee plus £15 for a Green/Blue card?

Yes. As answered in the session, as there are two processing costs and 2 cards/registrations being issued there will be the fee for the for the SHEA registration and card, as well as the fee for the right CSCS card for the job.

If someone has SHEA but no CSCS card, can we apply for a CSCS card using their valid SHEA registration?

Yes. This option is currently available for all the CSCS cards issued by EUSR. Applications can be made either through Quartz Web or via the [EUSR online shop](#).

How does this affect candidates taking SHEA Additional Modules i.e. to convert from Gas to Water, will they get an extended CSCS Equivalent?

Please could you contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can clarify this question.

Would a comms engineer be covered under the Green CSCS Labourer card due to increased 4G communications work?

We will be introducing a new CSCS Telecoms Field Engineers card.

Will the appropriate level CITB touch screen test, in the last 2 years, be accepted as evidence of Health & Safety training, or will they have to do SHEA also?

No. The requirement for an EUSR CSCS card is an in-date SHEA registration.

The one exception to this is the EUSR Apprentice card, where individuals must also hold an EUSR SHEA registration **or** have passed a CITB Health & Safety Operative test.

Can there be a gap between the SHEA application and applying for the CSCS card i.e. a couple of months until they get their evidence together?

Yes.

When applying for an EUSR card and the Green Labourers card, are there two costs? £35 for EUSR & £15 for Green Labourers card?

Please see the previous question.

Will non-CSCS qualifications (e.g., SCO, Plant / Deep Excavation) appear on the same card as SHEA, now that SHEA is not CSCS? Could this mean workers having three cards?

We need to work through this example and update on this question. Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can clarify this question.

Will CSCS cards be fully coloured (e.g., completely green or blue), rather than white with a small, coloured stripe?

Examples of the card templates can be found on our [online shop](#). The cards are on a white and blue background, with the specific colour band for that registration.

Will ICP authorisations be considered as evidence?

Yes. CSCS and our Sector Representative Organisation (USRO) have approved the use of LRQA NERS Certificate of Competence for individuals who do not hold a qualification in the power sector. Details will be available as CSCS Power cards are introduced and will be available on the [EUSR CSCS Alliance Partner page](#).

If someone goes onto site, will they still be allowed access with a SHEA card if it doesn't display the CSCS logo?

Construction site workers need the right card for the job. If a skilled worker attends a construction site with Green card – there is a likelihood the site manager will refuse access.

Before I contact the providers, could you please confirm whether for the June date I should request for the supervisor or operative?

Please contact enquiries@eusr.co.uk, marking the email for the attention of Rachel Thomas/Fergus Kaye, so that we can clarify this question.

How much will the Blue Skilled Worker card cost?

The price for these cards is available on our [online shop](#).