



The Electrotechnical JIB

Setting employment standards



Annual Review **2023**



**Skills Development Fund
celebrates 70th anniversary**

Member case studies

Forum success



An ever-evolving industry



Welcome to the JIB Annual Review 2023, which highlights some of the ways we have been working to serve the needs of our members and the wider built environment. In this ever-evolving industry, raising the standards for employment, grading and apprentice training in the electrotechnical sector remains our priority. Once again, wage negotiations for the sector were swift and effective in 2023. The ECA and Unite the Union agreed a new two-year wage deal from January 2024 under the JIB collective agreement. For 50 years the JIB has brought stability and certainty to the electrical contracting industry and continues to support good industrial relations.

Standards and competence

Prime Minister Rishi Sunak's speech on the UK's approach to net zero in September prompted calls for more clarity, amid concerns about the potential impact on progress. The King's Speech, delivered in November, did little to address the uncertainty. The JIB will be calling for consistency and commitment to help ensure our members can deliver net zero goals. As part of the industry alignment on an Electrician Plus model for qualified and competent ECS gold card Electricians, we will push for increased skills and competence to meet the needs of a low-carbon built environment. We will continue to promote the important role the sector plays in delivering net zero and economic growth. The JIB is part of the Skills for a Sustainable Skyline Taskforce, led by the City of London Corporation, which is working to bridge the skills gap.

It was a privilege to be appointed as a member of the Industry Competence Committee, set up by the Health and Safety Executive to raise the bar in standards and competence following the disaster at Grenfell and the subsequent Building Safety Act. The Committee is working together to make a positive impact on safety through competence and standards. You can read more on these initiatives on [page 7](#).

Member engagement

We continue to build greater engagement with members and stakeholders with two JIB Forums covering key industry

issues. In June we focused on social value and procurement where industry leaders shared valuable insights into the associated benefits. Our second Forum, in October, explored the challenges and opportunities of apprenticeship routes to the electrotechnical sector with expert speakers from industry and training providers. Apprentices represent the future of the electrotechnical industry and the JIB continues to work with industry partners to ensure that appropriate pathways are in place to deliver a competent and professional workforce. Turn to [page 5](#) to find out more.

Work has been ongoing to develop resources to provide support with business opportunities and to help members communicate JIB benefits to their employees. This includes materials to promote benefits, model text for tender submissions, webinars and case studies. Find out more about the Members' Toolkit on [page 6](#).

ECS milestones reached

On [pages 9 and 10](#) you can read more about how we reached 50,000 registered gold card holders in the UK and launched new ECS cards across a range of industries. Our Remote Invigilation service has also continued to thrive, with 50,000 online assessments taken which demonstrates the popularity of the flexibility it brings to candidates.

The year ahead

As we enter 2024 we continue our work to maintain standards and skills in the industry by promoting the Agreement and direct employment. We will continue to engage with members to deliver guidance and support career and skills progression.

Jay Parmar
Chief Executive

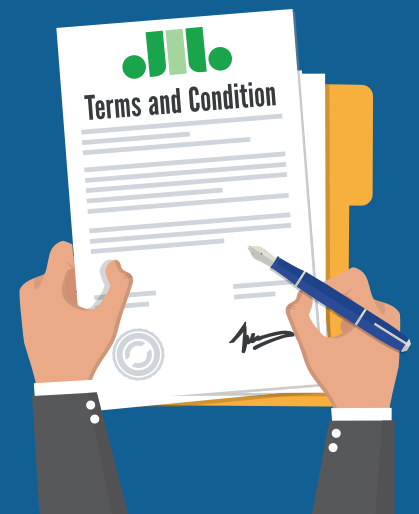
Top 3 reasons given for companies joining the JIB



JIB membership is seen as the mark of a quality employer



JIB Benefits Scheme



JIB employment terms and conditions



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SKILLS DEVELOPMENT FUND

Skills Development Fund celebrates 70th anniversary

This year marked the 70th anniversary of the JIB Skills Development Fund (SDF). With the move towards net zero and need for low carbon technologies within the built environment, the JIB Skills Development Fund is providing a much-needed boost for skills and training by providing up to 75% of the costs of relevant upskilling qualifications.

Originally established as the Further Education Fund, it was rebranded in 2015 as the Skills Development Fund. The JIB has been working to raise awareness of the help available to promote a higher standard of technical knowledge and craftsmanship across the electrotechnical industry.

The SDF helps people improve their skill set in a number of ways, such as providing grants to JIB member companies to train their workforce and become more competitive in an ever changing marketplace. The Fund is also open to those who have been made redundant and may be able to provide grants to help increase the skills of those unemployed to re-enter the workforce. In the past five years, record levels of applications and support have seen 150 people provided with over £100,000 in grant funding to progress their education and careers in the electrotechnical industry.



Richard Clarke, Chair of the Trustees Board, said: "We are delighted that the Skills Development Fund continues to provide valuable financial support to people in the industry, especially in areas where we are expecting to see the greatest demand for new skills and training."

[Read more here](#)

P A Collacott & Co

JIB member P A Collacott & Co shares how the company is benefiting from the JIB Skills Development Fund by upskilling its staff in growth industries such as Solar PV and electric vehicle charging.

P A Collacott & Co was established in 1978 and has considerable experience providing building services to property owners and facility managers. Operating from Cambridgeshire and Oxfordshire with over 50 directly employed engineers and support

operatives, the company prides itself on developing highly skilled technical staff and providing tailored services to meet its customers' requirements.

Managing Director Paul Fish said: "The JIB Skills Development Fund is an excellent facility for members to draw upon to assist with the costs of upskilling their workforce in areas of technological advancement."

[Read the full case study here](#)

£36,000 from the Skills Development Fund has helped upskill the workforce in the past 2 years



JIB members benefited from health insurance claims worth

£1.9m in 2022/23



Our staff are the most important part of our business and we strive to value them and keep staff turnover to a minimum.

Without employment stability a business can't thrive.



Dewhurst Utility Services





NG Bailey’s Matthew Pickering wins trip to Australia with the JIB Apprentice Exchange Programme

Matthew Pickering, of NG Bailey, was announced as the winner of the JIB Apprentice Exchange Programme in January 2023 and spent six weeks living and working as an electrician in Brisbane, Australia.

Matthew took up an electrical apprenticeship having enjoyed the blend of electrical and mechanical engineering in his previous job as a technical support manager for an espresso machine importer. Matthew explained: "Although I felt I was a good technician, whenever I came into contact with other formally trained electrical engineers or electricians who had transitioned into working with vending equipment and espresso machines I was always impressed at their breadth of knowledge in the field."

Upon realising he wanted to broaden his base competence, Matthew completed a Level 2 Diploma in Electrical Installations before beginning his apprenticeship. He continued: "As time went on, I felt that I wanted to have the level of understanding I saw amongst my more formally trained peers. I saw the strengths of a complete apprenticeship and how it benefited others in both the practical and theoretical aspects of the job."



As part of the trip, Matthew visited the contractors’ association, union and leading training providers to get a better understanding of how the industry works and compile a report on his experiences of the electrical industry in Queensland, Australia.

On his return to home soil Matthew reflected: "It was a great experience and I’m glad to have been selected to represent the JIB in Queensland. I would suggest to anyone to put themselves forward for the exchange in future years. It’s a great opportunity for any electrician looking to broaden their personal and career experiences."

84% of survey respondents said the JIB’s overall performance was ‘Good’, ‘Very Good’, or ‘Excellent’



77% of respondents said JIB membership was important to their business



Carrying the JIB logo is a privilege and a mark of recognition with clients who know who JIB are and what they do.



Annandale Electrical Services



Sam Foulsham, Playfords Ltd

Sam Foulsham completed an Electrical Apprenticeship with Playfords Limited between 2018 and 2023 – inclusive of considerable Covid-19 disruption. Playfords has been a member of the JIB for 50 years.

From their very first day of employment with Playfords, apprentices receive support and guidance from the entire team. Site-based engineering team members guide and mentor them in installation methods and techniques.

The management team ensure that the correct levels of support and variation of work are in place. Together they enable each apprentice to have the opportunities to develop at each critical stage of their training.



Sam said: "I have taken part in a wide array of different works which has given me the knowledge and confidence I now need to kickstart my future as an electrician. I would recommend anyone to explore undertaking an apprenticeship in electrical contracting as it is a challenging but seldom boring journey."

[The full case study can be read here](#)



Apprenticeship routes into the electrotechnical centre discussed at October Forum

The JIB hosted another successful industry forum 'Apprenticeships – Routes into the Electrotechnical Sector, the Opportunities & Challenges' in October at London's Goldsmiths' Centre.

JIB's Chief Executive Jay Parmar chaired the event, facilitating lively discussion between speakers and delegates.

Ruth Devine, Chair of The Electrotechnical and Skills Partnership (TESP) was first on the bill, sharing valuable insights and data from the latest Labour Market Intelligence report. Chris Claydon, CEO at JTL, then gave his perspective on the challenges of delivering government funded training – including the complex funding, targets and requirements around retention and completion.

Up next was Chris Oldham, Senior Policy & Programme Manager, City of London Corporation, who spoke about the importance of bringing in apprentices and upskilling the workforce. He went on to outline the aims of the 'Skills for a Sustainable Skyline Taskforce'.

Sam Walker, Estimating & Design Engineer at Darke & Taylor rounded off the presentations, with his experience of recruiting, training and retaining



apprentices. He also introduced apprentice Ollie Williams, to share his views.

The event concluded with a productive panel discussion between speakers and delegates, leading to conversations continuing over a networking lunch.

A survey taken after the event provided extremely positive feedback, with almost 90% of delegates surveyed rating the day as 'Excellent', and 100% saying the event was positive and met their expectations.

Andy Downing, Group Operations Director at Playfords, a JIB member, praised the event afterwards, saying: "This was a great event with some excellent interaction. The guest speakers were very informative and gave us some great insights into the challenges our industry faces.

[Read more here](#)

Social Value and Procurement discussed at June Forum

The JIB hosted its first Forum of 2023 in June. Chaired by Jay Parmar, CEO of the JIB, the Forum was titled "Unlock a Winning Formula – Social Value and Procurement" and featured leading speakers within the industry who were able to provide valuable industry insights into the benefits of utilising social value for positive results.

The speakers on the day were Marcus Bennett - Head of Analysis and Forecasting, CITB, Paul Reeve - Director of CSR, ECA, Andy Reakes - Director of Growth and Development ECS & JIB, and Bayley Hall - Marketing & CSR Manager Phoenix ME.

Marcus Bennett began the session with an engaging talk providing an overview on the Economic Outlook based on CITB research, analysis and labour market.

Paul Reeve was next up to discuss Public Procurement Notice and Common Assessment Framework.

Andy Reakes provided an overview of Social Value and how ECS's innovative online services can provide a method of evidencing and measuring social value project by project. Bayley Hall concluded the session with a look at some case studies where social value and sustainability is becoming a key measure, including the importance of implementing social value within your business.

Commenting on the event afterwards, Jay Parmar said: "By hearing real life case studies involving Social Value I hope those who were perhaps a bit unclear about its benefits will have gained useful knowledge that will help enhance their business going forward."

[Read more here](#)

100% of JIB Forum attendees said the event was positive and met their expectations



The JIB has more than **18,000 followers on LinkedIn** - an increase of **2,000** from last year



More than **6,000 followers on X**





JIB launches Members' Toolkit to provide further support

As part of a renewed effort to enhance member support, the JIB is developing a set of business resources aimed at helping employers explain and promote the JIB benefits to its employees but also support members with procurement and other business-related challenges.



- JIB "Hidden Benefits" benefits poster – designed to showcase some of the key employee benefits of being directly employed which perhaps go unnoticed, such as Private Medical Insurance (PMI), pensions and the Skills Development Fund.
- JIB Webinars - the first in a series targeted at informing JIB members of the key resources they benefit from to maintain their competitive edge. The first webinar supported by ECIS and Bupa shows how PMI protects their people, their most valuable asset.

Included in the toolkit so far are:

- Procurement support text - a prewritten explanation targeted at showing the competitive benefits of using a JIB member company which can be used to support tender submissions or in proudly promoting their business.
- Series of case studies focusing on how JIB membership has benefited organisations and individuals in a number of ways.

All the downloadable resources will be available on the JIB website and videos can be viewed at JIB's YouTube channel.

[Read more here](#)

JIB member companies recognised at the annual ECA Awards

JIB is proud to congratulate the many member companies who either won or were runners-up at the annual Electrical Contractors' Association (ECA) Industry Awards, which took place on 9th June 2023 at the Hilton Bankside Hotel, London.



The ECA Industry Awards recognise ECA Member businesses who have excelled and delivered some of the most outstanding projects and initiatives across the UK's electrotechnical and engineering services sector.

Among the well deserving companies and their accolades were:

LMOB Electrical Contractors, highly commended for Best Client Partnership, Imtech Engineering Services for Best Health and Safety Initiative, and TClarke and HE Simm Group both highly commended.

Bowen Hopkins for ECA Contractor of the Year Award (up to £5m turnover) with West & West highly commended. Faradays for Best Corporate Social Responsibility, Imtech Engineering Services for Excellence in Training and Development Award (over £15m).

Geoffrey Robinson for ECA Contractor of the Year Award (up to £60m turnover) with HE Simm Group highly commended.

EJ Parker Technical Services Group, winner of both Excellence in Training and Development Award (over £15m) and ECA Large Contractor of the Year Award, with BGEN highly commended.

CTC Electrical Services, highly commended for both Contractor of the Year Award (up to £1m turnover) and Best Corporate Social Responsibility.

The ECA Contractor of the Year Award: £1-5 million turnover, was sponsored by the JIB and is a highly sought after award. It is presented to an electrical and/or other electrotechnical or engineering services contractor, with an overall turnover of between £1.1-£5 million that has shown high levels of professionalism, service and responsibility to clients, the supply chain and staff, backed with a compelling success story.

JIB responded to more than **1,000** industrial relations enquiries in 2023



10 Disputes in 2023

5 resolved

through pre-claim mediation



“

JIB gives a great framework in which to move the company forward. This framework is recognised by all qualified personnel within the industry.

”

Cripwell Building Services





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STANDARDS & COMPETENCE

JIB Chief Executive Jay Parmar appointed to support Building Safety Regulator

In August 2023, Jay Parmar, Chief Executive of the Joint Industry Board (JIB), was appointed as a member of the Industry Competence Committee (ICC).

The ICC has been set up by the Health and Safety Executive (HSE) and is designed to monitor and help to improve industry competence. The establishment of the ICC is part of the work of government and industry to raise the bar in terms of standards and competence following the disaster at Grenfell and the Building Safety Act coming into force. The ICC will advise industry and the Building Safety Regulator (BSR) on industry competence and, where appropriate, provide guidance to the public.

The Committee will act as an industry leader in promoting and facilitating an improvement of competence across the built environment, by providing direction



and influence, and its members are made up of various stakeholders who can help the ICC achieve this objective.

Commenting on his appointment to the ICC, Mr Parmar said: "It's an honour and a privilege to be selected as a member of the ICC. I look forward to supporting the Committee and making a proactive and positive impact in enhancing safety, competence and standards across the built environment."

[Read more here](#)

Skills for a Sustainable Skyline – City of London

The JIB is part of the Skills for a Sustainable Skyline Taskforce, which is working to identify and bridge skill gaps to ensure that Central London has a globally competitive sustainable commercial built environment. The Taskforce will be a three-year project led by the City of London Corporation to boost the supply of skilled workers for sustainable buildings. It will bring together employers, training providers and industry bodies from across the commercial built environment sector, as well as national and local government.

Andy Reakes, Director of Growth and Development for JIB and ECS, said: "Through the work of the Skills for a Sustainable Skyline Taskforce and various working groups, I am thrilled to be part of a unique collaboration actively driving the skills agenda for the City of London Corporation. Our urgent mission is to cultivate a larger, highly skilled workforce capable of decarbonising commercial buildings in Central London. We will build an evidence base, tackle barriers, invest in green skills, and engage the existing workforce in reskilling and upskilling initiatives.

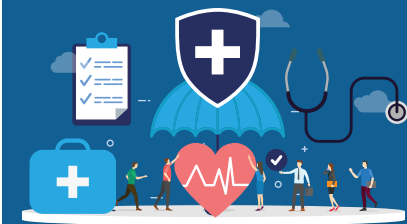
"This will build on the work of the CSCS Alliance, recognising the great work already done to define occupational standards and sector specific competence, as achieved across the electrotechnical sector through ECS. Together, we will shape a brighter future for Central London, fostering economic growth, environmental stewardship, and inclusive career pathways. The knowledge gained can be shared with the industry across the UK."



Top 3 benefits of JIB membership



Employment law, guidance, advice and information



Providing benefit and health schemes (including private healthcare and occupational health)



The JIB Skills Development Fund provides financial assistance for those undertaking further education and training



ECS Check passes 2,500 registrations

ECS Check, the simple online system that allow clients and contractors to gain essential visibility on the workforce in their supply chain, has now passed 2,500 registrations across the UK.

As well as allowing main contractors and clients to verify the ECS status of on-site electrotechnical personnel, ECS Check's online portal enables users to produce electronic summaries for

auditing and reporting. Free to access, the service provides information on the entire supply chain workforce, instantly displaying details of qualified electricians, apprentices and other electrical workers employed across multiple projects. For greater flexibility, an ECS Check App is available and enables real-time on-site auditing.

[Read more here](#)

New Experienced Worker Assessment routes approved for FESS industry

Two new routes to ECS gold cards for the Fire, Emergency and Security Systems (FESS) sector have been approved. The EAL Level 3 NVQ Diploma in Providing Electronic Fire and Security Systems, which is part of the FESS apprenticeship for Northern Ireland and Wales, is one route being used for experienced workers who have been in the industry for a number of years but do not have a completed apprenticeship of relevant qualifications. The other route now available is from BPEC, an awarding organisation with a history of operation across the building engineering services sector and an end-point awarding organisation



for the FESS apprenticeship in England. This route focuses on the principles of in-centre assessment to provide a route which maps the equivalent underpinning knowledge, vocational aspects and assessment of competence expected as for those completing an apprenticeship.

[Read more here](#)

ECS announces launch of Cellular Network Field Engineer card

The ECS has announced the launch of a Cellular Network Field Engineer card to complement the development of the apprenticeship of the same title.

The role of a Cellular Network Field Engineer is to develop, maintain and optimise cellular network and its infrastructure within a highly regulated and controlled environment. Cellular Network Field Engineers lead installation of complete wireless mobile solutions, including complex DC and AC electrical systems, fibre cabling, active radio modules and multi-mode fibre systems.



The organisations involved in developing this standard include Mitel Telecoms, Vodafone, Erisson, 8Point8 Training and Cornerstone.

[Read more here](#)

1,500 calls
to the ECS Contact
Centre per week



1,200
ECS applications
received per week
with majority turned
around within
7 days



JIB is synonymous with setting the bar for development of quality electrical personnel. The JIB gold card is the card every employer and client wants to see.



KB Engineering Projects



New ECS cards launched for Building Controls sector



ECS has launched a series of new ECS cards for the Building Controls industry, following the launch of the Building Energy Management Systems (BEMS) apprenticeship standard.

An occupational qualification structure was developed by the Building Controls industry following feedback from the Building Controls Industry Association (BCIA), employers, training providers and other industry representatives to align the future industry skills need. This structure has now been in place for a number of years and has recently been reviewed and updated by industry employers and other stakeholders to ensure this

is fit for purpose while maintaining the standard set for engineers by way of the BEMS apprenticeship.

ECS is currently working with the BCIA to develop an Experienced Worker Assessment which will lead to a gold card. This will give the opportunity for experienced professionals, who did not have the opportunity to undertake an apprenticeship or regulated training routes to meet the same standard as those completing their BEMS apprenticeship. The EWA recognises a person's existing industry experience and takes into account the work they have been carrying out to the nationally recognised standard. It means people do not need to go back to college and is a cost and time effective way of assessing the level of work already being undertaken. When you've successfully gone through the assessment process, you'll gain an industry recognised certification that meets the requirements for an ECS gold card application.

[Read more here](#)

15% of ECS applications are now completed using automation



50,000 Registered Electrician gold card holders in UK



Registered Electrician status reaches 50,000 gold card holders

There are now more than 50,000 Registered Electrician gold card holders in the UK. Registered Electrician status signifies that not only has the person met the requirements for the industry-approved standard at Level 3 as an Installation or Maintenance Electrician (an ECS gold card), but they have also kept up to date with the latest edition of BS7671 IET Wiring Regulations, have agreed to a Code of Professional Conduct and agree to keep up to date with CPD requirements. ECS Registered Electrician status was introduced in 2017 to raise the bar on new entrants obtaining their ECS gold card, and to recognise the need for undertaking of continuing professional development (CPD). The number of ECS Registered Electricians is increasing every day as



more experienced electricians sign up and newly qualified electricians meet this threshold as the new minimum standard. They now account for more than two-thirds of all qualified Electricians holding an ECS gold card.

[Read more here](#)

“

Small businesses like ours can't afford an HR department, so the JIB provides invaluable support relating to employment law and employee relations.

”

Richardson Electrical





More than 50,000 ECS assessments taken using Remote Invigilation system

More than 50,000 online assessments have now been taken using the ECS Remote Invigilation system.

The system was designed to address employers' concerns over closures of assessment centres due to Covid restrictions and offers ECS card holders and employers the option of undertaking assessments without having to travel to an assessment centre.

Initially launched as a pilot for employers in January 2021, the system was expanded for ECS card holders to use later the same year. It predominantly covered the Health, Safety and Environmental (HSE) assessments in its early stages but has since grown to include a new suite of assessments including: Fire, Fire & Emergency Lighting, Security, Fire & Security, and Network Infrastructure Awareness.

Updates and upgrades to the system have been ongoing since its launch to improve sustainability and flexibility for users. A video showing step-by-step instructions to set up an online assessment has been developed, which can be viewed on the ECS



website [here](#). You will also receive on-screen instructions as you go through the assessment making this as simple as possible to complete.

Remote Invigilation operates using world class technology for automated invigilation with AI-powered, behavioural monitoring and verification tools. With no requirements for downloading programs or browser extensions, users have the freedom to securely and safely complete their HSE Assessment anytime and anywhere. The powerful AI technology solution monitors the assessment to enhance the already stringent measures to prevent fraudulent activity.

[Read more here](#)

25,000 checks of ECS cards in 2023 via Smart Check app



2.1 million cards can be checked via the app



“

Visibility as a JIB-registered company is noticed by specifiers and customers as a sign of quality and assurance of high standards of training and how we treat our employees.

”

Yorvik Electrical Contractors



Card holder survey reveals increasing awareness for virtual ECS card



ECS is urging card holders to download their virtual card, which allows cards to be checked through the CSCS Smart Check app.

Results from the ECS card holder survey revealed that the number of respondents who had downloaded their virtual card has increased by 24% this year compared to 2022. However, the survey revealed that 40% of card holders are still unaware that their virtual ECS card is available from both the Apple and Google Play stores. The survey also showed that 60% of card holders are not aware of the CSCS Smart Check and only 26% have downloaded the app.

More than 70% of card holders said they were asked to show their card to access a site or project in 2022, highlighting the importance of keeping your ECS card up to date. Having the virtual card to hand provides a more efficient way for employers and site managers to check cards.

Launched in April 2022, the CSCS Smart Check app is already improving site safety and card checking procedures on UK construction sites. Developed by the 38 schemes displaying the CSCS logo, CSCS Smart Check allows those responsible for checking cards to verify all 2.1 million cards using one app on their smartphone or tablet.