

Who are **SELECT?**

An introduction to Scotland's largest
construction trade association



Contents

03 Introduction	12 Behind the scenes	20 What our Members say
04 Structure	14 Events	22 Staying in touch
06 Services	16 Joining SELECT	24 FAQs
08 Benefits	18 Partner organisations	26 Where to find us
10 Training		

Introduction

SELECT is the trade association for the electrical contracting industry in Scotland.

Founded in 1900 as The Electrical Contractors' Association of Scotland, it was the first trade association in the world to serve the electrical industry. Today, it is Scotland's largest construction trade association and one of the oldest to represent the 'modern' trades.


SELECT has more than 1,200 Member businesses, each working to stringent membership criteria. SELECT Members have capability across a wide range of design, manufacturing, testing and commissioning skills, and each is accredited to one or more of ten technical disciplines. These SELECT Member companies also have a collective turnover of around £1 billion, and provide employment for 15,000 people and 3,500 apprentices.

SELECT delivers training courses to more than 3,000 electricians each year and is committed to regulation of the industry for a safer Scotland. It is also a not-for-profit organisation, with all income invested in services for Members.

SELECT provides a wealth of information and guidance to the sector and was a founding member of the Construction Industry Collective Voice (CICV).

In everything it does, SELECT is committed to a joined-up and cooperative approach, working closely with its partner organisations to support and nurture Scotland's electrical professionals at every stage of their career.

1,200+
SELECT has more than
1,200 Member businesses





**£1
billion**


SELECT Member companies have a
collective turnover of around £1 billion

SELECT Member companies
provide employment for

15k people
3.5k apprentices



3,000
SELECT delivers training
courses to around 3,000
electricians each year



Structure

SELECT has a clearly defined structure for both Members and staff. As a trade association, its Members play a key role in its strategy, governance and decision-making.

Branches

SELECT is split into eight different Branches covering the whole of Scotland:

- Aberdeen and North East of Scotland
- Ayrshire
- Dumfries and Galloway
- Edinburgh and South East of Scotland
- Glasgow and West of Scotland
- Inverness and North of Scotland
- Lanarkshire
- Tayside.

Upon acceptance, new Members automatically join their local Branch.

Branch Officers

Each of our eight Branches has a Chair and Vice-Chair. These officers are elected annually at the Branch AGM.

Presidential Team

The SELECT Presidential Team is made up of three members, as follows:

- President
- Vice-President
- Immediate Past President.

The President is elected at the SELECT AGM and is usually in post for two years. In addition, SELECT can also appoint a Depute Vice-President.

SELECT staff

The day-to-day running of SELECT is undertaken by the following staff, based at The Walled Garden in Penicuik, just outside Edinburgh. A number of staff also work remotely.

Functions

The SELECT team works across four different Functions:

- Employment Affairs and Operations
- Technical Services
- Membership, Events and Communications
- Finance.

Each Function has a Director, who reports to the Managing Director. Collectively, these five individuals make up the **Management Team**.

Line managers

Reporting to the relevant Director of Function are a number of dedicated line managers who deal with membership, training, employment affairs, finance and benefits.

Other staff

SELECT has a team of around 40 staff, working across the various Functions and in daily contact with SELECT Members. These include:

- Technical Advisers
- Training Administrators
- Employment and Skills Administrators
- Membership Representatives
- Membership Administrators.

PRESIDENTIAL TEAM



President



Vice-President



Immediate Past President



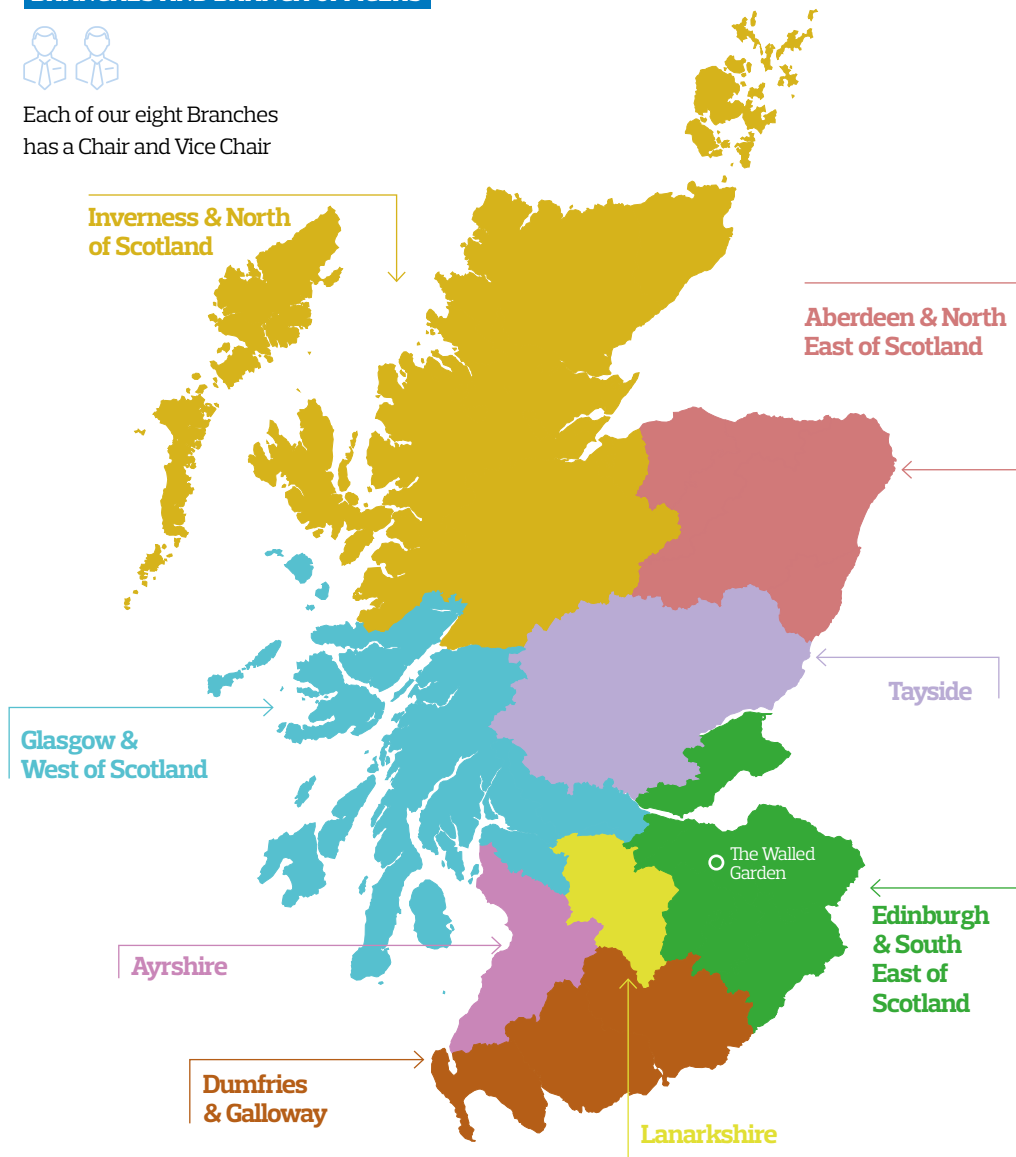
Depute Vice-President



BRANCHES AND BRANCH OFFICERS



Each of our eight Branches has a Chair and Vice Chair



Services

SELECT is proud to offer a wealth of benefits and services to its Members, giving them the tools they need to grow and prosper – wherever they are on their career path.

Technical helpline

Staffed by our dedicated Technical team, the helpline is one of the standout benefits of membership. Providing expert advice to thousands of Members over the years, it helps solve problems on-site or head off potential issues before they arise.

Other technical advice and support

Our experienced team also offers a UKAS and ISO 9001 accredited inspection service, and delivers technical circulars and videos and annual Toolbox Talks. Stationery and certificates are also available.

Health and safety advice and support

We offer a wealth of easy-to-follow and up-to-date advice to help you carry out your work successfully and safely. Resources include a reference library, regular updates, help with policy production and an advice line.

Employment advice and support

We offer practical, business-focused solutions across a wide range of employment issues, including constructive assistance on contracts, discipline, grievance, equality, discrimination, recruitment, dismissal and redundancy.

Training

We deliver in-person and online courses on a range of technical subjects to ensure Members and the wider industry are familiar with the latest regulations and best practice. Read more on [page 10](#).

SCO-CERTS

Designed and developed exclusively for Members by Computer Scene Technical (CST), this innovative online certification system helps you create certificates, reports and other essential forms quickly and easily.

Welfare benefits

With exceptional packages at equally exceptional rates, our flexible menu offers peace of mind for incidents including sick pay, death in service, accidental death on site and accidental and permanent dismemberment.

Third-party partnerships

In addition to our in-house services, we also offer a range of essential services through partner organisations. These include:

- Risk assessments and method statements
- Professional indemnity insurance
- Private medical insurance
- Legal advice
- Car and commercial vehicle support
- Estimates and quotations
- Print and promotion.



SELECT

FIND OUT MORE

At your service



Download at
www.select.org.uk

Benefits of membership

The benefits of being a Member of SELECT are many, but one of the most important is having the tireless support of an established not-for-profit organisation, whose only motivation is helping its Members and improving the reputation of the industry in Scotland and beyond.

More than a century of experience

As a Member of SELECT you'll be joining an established and world-respected trade association, with more than 125 years of experience, and staffed by a team of industry experts with only one mission – to help your business flourish.

Expert help whenever you need it

Whether it's technical advice, employment guidance or information on the latest health and safety regulations, our professional in-house team is only a click or a call away, offering a wide range of expert advice and assistance when you need it most.

Someone who's on your side

Today's contractors face many challenges, such as getting paid on time and keeping up to date with the latest legislation. SELECT is committed to addressing these issues and many more, ensuring your business and the wider industry can operate effectively.

Part of industry elite

The membership criteria for SELECT are deliberately rigorous to reflect the quality and professionalism of our Members' work. Only properly qualified electricians can become Members, recognising their ability to operate to the highest industry standards.

Customer confidence

Membership of SELECT gives your clients confidence that they are dealing with a quality contractor who is backed by a contract completion guarantee and a code of practice which includes a complaint resolution and disciplinary procedure.

Welfare, not wallet

SELECT is a not-for-profit organisation, so we put Members first, not money. Because we're not a commercial business, we have no shareholders to pay. Instead, all profits are invested back into the association, helping improve our service to you.



SELECT

Training

Our cutting-edge training courses are designed to meet the needs of today's electrical industry and help Members expand their expertise in a wide range of disciplines.

Delivering the skills you need

Designed by SELECT's Technical department and delivered by our Training team, each of our courses combines technical knowledge with practical experience. Approved by the Scottish Qualifications Authority (SQA), we run sessions throughout Scotland and can also deliver training in-house or online through our dedicated digital classroom. Courses are also accepted by the SJIB for Grade Card renewal.

Member discount

One of the main benefits of membership is the large discount that SELECT Member companies enjoy against standard course costs.

Flexible options

We know how difficult it can be to take time away from work, so we've designed our programmes to be flexible. Each programme uses a combination of online learning, self-study and training workshops, with options to attend on one, two or three training days.

Online learning

Our e-classroom flourished during the COVID-19 lockdown, with an increasing number of courses made available over the internet. This digital learning platform has now been expanded, with requests for remote learning coming from across the globe as Members log in to keep up with their training.

Industry-wide recognition

Our BS 7671 courses are jointly certified by the SQA, with seven SQA Customised Awards placed on the Scottish Credit and Qualifications Framework:

- SCQF Level 6 – The Electrotechnical Site Safety Assessment (TESSA)
- SCQF Level 7 – Design and Verification of Electrical Installations to BS 7671
- SCQF Level 7 – Inspection and Testing of Electrical Installations (including Periodic Inspection) to BS 7671.
- SCQF Level 7 – Initial Verification of Electrical Installations to BS 7671
- SCQF Level 7 – Requirements for Electrical Installations to BS 7671
- SCQF Level 7 – Electric Vehicle Charging Equipment Installations
- SCQF Level 7 – Design, Installation, Commissioning and Maintenance of Fire Detection and Fire Alarm Systems.

Wide range of other courses:

- Scottish Building Standards
- ECS Health, Safety & Environmental
- Safe Isolation
- Business Skills
- Site Supervisory Course
- In-Service Inspection and Testing
- Solar PV and battery storage
- SSSTS, SMSTS, IPAF and PASMA
- Emergency Lighting
- Asbestos Awareness
- Domestic Ventilation.



FIND OUT MORE



Download at
www.select.org.uk

Behind the scenes

We're committed to representing our Members at the highest level and helping to make their lives easier and fairer. To do this, our experts promote our Members' interests in a variety of ways.

Campaigning for regulation

SELECT has been leading the crusade to introduce protection of title for the profession of electrician, meaning that only those who hold industry-recognised qualifications would be able to call themselves such. The campaign now has significant industry and cross-party political support.

Pressing for payment change

SELECT has spent many years pressing the Scottish Government to improve how and when Members are paid, including speeding up payments from public bodies down the supply chain, introducing project bank accounts and putting an end to punishing contract retentions.

Leading the way in political lobbying

Our interactions with government are many, but our main focus is on building and nurturing contacts at the Scottish Parliament, making ourselves recognised as the industry authority in Scotland and offering advice on the non-reserved matters that most closely affect our Members.

Serving on respected bodies

Our unrivalled experience and expertise are always in great demand, with our experts serving on a variety of important industry bodies, including the IET Wiring Regulations Committee, EuropeOn, Scottish Qualifications Authority and Skills Development Scotland.

Building better relationships

As well as playing a key role on industry bodies, we organise our own events, building relationships with specifiers through our Local Authority & Client Forum, interacting with architects, surveyors, landlords and housing associations and flying the flag for SELECT at major events.

Raising industry standards

To help ensure excellence across the electrical sector, we regularly liaise and advise with a large number of industry bodies, including the Scottish Government's Building Standards Division, Institution of Engineering and Technology, Scottish Building Contract Committee and British Standards Institution.

Striving for skills development

Our commitment to skills development saw the creation of our dedicated training department in 2018. We are also a key partner in BSE Skills, which helps to ensure vocational qualifications are modern and fit for purpose, helping the workforce develop and adapt to today's ever-changing electrical landscape.

Improving working conditions

A crucial part of SELECT's work is done by the Scottish Joint Industry Board (SJIB), which helps create more harmonious working conditions. SELECT and the SJIB also work with industry bodies outside Scotland, including the JIB and ECA, to ensure standards, parity and equality.



FIND OUT MORE



Download at
www.select.org.uk

Events

Members are the lifeblood of the association, so we are always keen to organise events where we can meet face-to-face and discuss industry issues, offer advice and recognise their achievements.

Toolbox Talks

Our annual roadshow is always a popular event, visiting a dozen venues the length and breadth of Scotland every May and June to deliver technical updates and answer Member queries. The event also gives suppliers and manufacturers the opportunity to demonstrate the latest products to the sector.

President's Lunch

Launched in 2021, this glittering occasion sees around 100 guests from across the industry gather for a high-profile networking event. As well as a keynote speaker, we also use the occasion to honour an industry stalwart with the SELECT Lifetime Achievement Award.

Branch Updates

Held twice a year, Branch Updates allow Members to meet up with fellow professionals in the area, hear the latest association and industry news and receive technical guidance to help with everyday issues.

President's Cup golf day

Another popular event, this annual sporting get-together sees Members get in the swing and raise funds as they battle it out for the coveted President's Cup.

Professionals' Day

Rolled out in 2021, this annual event sees the SELECT experts deliver vital technical insights to a range of construction decision-makers including architects, surveyors, specifiers and project managers.

Drop-in sessions

Membership Representatives are always keen to talk with Members, arranging ad hoc sessions to answer queries and deliver important updates.

Virtual events

When the COVID-19 pandemic impacted physical events in 2020, SELECT responded by increasing online meetings and events. This virtual activity has continued and we now offer a wide range of webinars and digital get-togethers.



Joining SELECT

Becoming a Member of SELECT means successfully navigating our strict membership criteria. This rigorous process ensures that all Members work to approved industry standards, with that work carried out by competent individuals who are appropriately trained.

Basic membership criteria

The first stage in becoming a Member of SELECT is ensuring that a business meets our basic requirements. These include:

- A fixed business address
- Being in business for at least six months
- Holding Public Liability Insurance and, where appropriate, Employers' Liability and Professional Indemnity Insurance
- Having suitable equipment, tools and plant and appropriate calibrated test equipment
- Employing competent persons, including a Qualified Supervisor where required
- Being able to demonstrate competence in the inspection and testing of all electrical work.

Technical criteria

Under the second part of our criteria, Members must be accredited in one or more of the following technical categories:

- Electrical installation work (EV and LV)
- Electrical installation work (defined approval)
- EV charging equipment installation
- Fire alarms (dwellings)
- Fire alarms (all buildings)
- Emergency lighting
- Hazardous areas
- Voice and data systems
- Control systems
- Security systems
- In-service inspection and testing of electrical equipment.

Technical inspection and audit

If both of the previous criteria are met, applicants will be technically assessed to ensure that they comply with SELECT membership criteria. This includes inspection of their work by one of our technical staff within the scope of our UKAS-accredited inspection service. They will also undergo a commercial audit to ensure the business is well run and financially viable.

Deferred applications

Applications are deferred if an applicant fails the initial technical assessment. Applicants are given the chance to correct any issues and a second visit is arranged with our inspection team. Applications will be rejected if the business fails the second assessment.

Acceptance as a Member

Upon confirmation of membership, new Members receive an exclusive welcome pack to help them start benefiting straight away. They also become a member of their local SELECT Branch and have a dedicated Membership Representative to help with any queries.

Probationary Membership Scheme

If applicants don't initially meet our membership requirements, they can join our Probationary Membership Scheme, which is principally aimed at new-start businesses but can also apply to companies who don't have a suitably qualified electrician.



SELECT

FIND OUT MORE



Download at
www.select.org.uk

Partner organisations

As part of its day-to-day work, SELECT liaises closely with the following partner organisations to ensure we continue to help electricians of all ages and abilities on their career journey.



Scottish Joint Industry Board (SJIB)

Founded in 1969 by SELECT and Unite the Union, the SJIB's principal objectives are to:

- Regulate relations between employers and employees
- Provide benefits for people working in the industry
- Stimulate and further the progress of the industry
- Regulate and control employment
- Control the level of skill and proficiency across Scotland.

To do this, the SJIB carries out maintenance of the National Working Rules and oversees the grading and registration of employees. It also plays a major role in the resolution of disputes. Crucially, it also oversees the registration and licensing of apprentices, keeping a keen eye on training to ensure the next generation of electricians earn the correct qualifications. In addition, it also monitors and maintains other vital industry issues that affect us all every day, including health, safety and environmental competence, wage levels and the provision of welfare benefits. www.sjib.org.uk



Scottish Electrical Charitable Training Trust (SECTT)

Established in 1990 by SELECT and Unite the Union, SECTT manages training schemes on behalf of the SJIB. As the only industry-approved scheme for electrical apprenticeships in Scotland, these are designed to regulate the entry, conditions of service, training and education of all persons in the electrical contracting industry, with a particular focus on apprenticeships. SECTT manages apprentices throughout their training from the first day at college to becoming a qualified electrician and beyond. The Scottish scheme incorporates the Modern Apprenticeship, which includes the Level 3 Scottish Vocational Qualification (SVQ) in Electrical Installation. www.sectt.org.uk



Electrical Engineering Training Foundation (EETF)

The EETF helps develop the next generation of skills in the electrotechnical sector in Scotland. Established by SELECT in 1998, it provides grants which support training across the industry, as well as funding a number of different projects and encouraging continuing career progression. In previous years, the EETF has established partnerships with the Construction and Built Environment Challenge and the Prince's Trust.



What our Members say

Our hard work and dedication means we have an excellent relationship with our Members, some of whom have been a key part of the association for decades. Here is a small cross-section of what they have to say about our work.

Probationary Membership

“In the short time my son has been a Probationary Member, both he and I have been astonished at the help, advice and support that we have encountered with your personnel. Nothing is ever too much of a problem. Unlike some other trade bodies or associations who merely talk the talk and fail to walk the walk, SELECT delivers!”

Technical Helpline

“Whenever I encounter any issues while on site that require technical input, the SELECT Technical Helpline is always my first point of contact. The Technical Advisers’ knowledge, coupled with BS 7671, is invaluable and certainly makes my job a lot easier, and I always highly recommend the service to my fellow electricians.”

Subscription refund

“We appreciated all SELECT’s efforts in helping to deal with the pandemic and the challenges it brought, and the subscriptions refund was a helpful and very much appreciated gesture. The advice and updates have also been excellent and very helpful.”

Training courses

“Part of being an approved electrician is continual training to keep up with the latest regulations and best practice. SELECT offers all the training I need at a time and place that suits me, whether it’s the online modules, in-house at The Walled Garden or at various venues up and down the country. Whatever I need, I never need to look any further than the SELECT training calendar.”

Customer service

“Credit to SELECT where credit is due. There’s so much bad service over the phone these days, you kind of expect it to be the norm. So when it goes right and the person has all your answers and more in one short call, it’s so refreshing to hear.”

A man in a blue shirt and gloves is standing on a ladder, looking up and holding a circular object. The background is a bright blue sky with some clouds. The entire image has a blue tint.

Advice and information

“The work that was carried out by SELECT during the COVID-19 pandemic was fantastic. The depth of detail and information provided on the website and in the regular mailshots was truly an invaluable resource.”

Staying in touch

In our ever-changing industry, communication is key, so we use a range of digital, print and face-to-face methods to keep our Members in the picture and ensure they always have someone to talk to.

Branch Updates

Meetings are held twice a year, during which Members can hear about developments, ask questions and meet their fellow professionals. Technical presentations hosted by our experts are also a key part of these get-togethers.

Webinars

Our online sessions proved popular during lockdown, and we now run regular updates on technical, employment and commercial issues.

cabletalk

Published every two months, our in-house magazine brings you news and in-depth features from the association and the electrotechnical sector, including guest columnists and interviews with Members and apprentices.

SwitchedOn

Our monthly e-newsletter is delivered on the last Friday of each month, with the latest updates from SELECT and the wider industry, along with essential training and employment downloads.

Website

Our site at www.select.org.uk contains everything you need to know about the association and its work, including our latest training courses. It also has a dedicated Members-only section which contains exclusive content for contractors.

Social media

We publish daily updates on our popular Facebook, X and LinkedIn channels, plus screen exclusive Member content on our dedicated YouTube channel.

select.org.uk



@Updates_SELECT
@Training_SELECT
@Regulate_SELECT

cabletalkmagazine.com
selectawards.co.uk



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SELECT

Agenda and attendance list

Branch UPDATE

SELECT

Home News Events About Us Contact Us

2019-9

Employment Outlook

As the industry continues to grow, the demand for skilled electrical workers is also increasing. The Bureau of Labor Statistics (BLS) projects that the number of electrical workers will grow by 15% from 2014 to 2022. This growth is driven by a number of factors, including the need for infrastructure upgrades, the expansion of the manufacturing sector, and the increasing use of automation in industrial settings.

For more information on the electrical industry, visit www.selectmag.com.

MADE FOR BUSINESS

Becoming part of a competitive and capable workforce

SELECT

#made4business #select125

cable talk

125 YEARS OF EXCELLENCE 1900-2015

SELECT

#SELECT125

Plenty to celebrate

As the industry celebrates its 125th anniversary, there are many reasons to be proud. From the early days of telephony to the modern era of fiber optics, the industry has come a long way. Today, we are a global leader in providing essential services that connect people and businesses around the world.

SELECT

Empowering the electrical industry

125

SWITCHED ON

October 2019

Video player showing a grid of images related to the electrical industry.

SELECT

125

SWITCHED ON

October 2019

Empowering the electrical industry

Branch UPDATE

October 2019

Save the date for next Branch meeting

SELECT is currently preparing for the year's second round of Branch Updates. As always, the work sessions will be sponsored by Associate Member, Employer and Business Sponsors, as well as held at your local Branch. The next chance to meet with your Branch is on **November 14th, 2019**. All Branches will receive a Branch Update packet in the next few days. Each packet will contain the date, time and location for the next Branch Update. If you have any questions about these updates, please contact your Branch Manager.

BSG

NEWS

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Frequently asked questions

How can my company become a Member of SELECT?

Your company needs to have traded for at least six months and, if in the relevant technical category, needs to nominate an SJIB Approved Electrician as your Qualified Supervisor. See www.sjib.org.uk for more about the SJIB (ECS) Grade Cards and becoming an Approved Electrician. You will also need to pass a technical assessment conducted by one of our UKAS accredited Technical Inspectors.



What if my company doesn't meet the requirements for the full membership?

If you don't meet the criteria at the moment but think you will in the future, e.g. you haven't been trading for six months, you could join us as a Probationary Member. This would give you access to various Member benefits, such as unrivalled advice and guidance from our professional staff on all aspects of running an electrical contracting business, discounted training, monthly newsletter, subscription to *cabletalk* magazine and more.



How do I apply to become a Member or a Probationary Member?

Please phone our Membership Team on **0131 445 5577** or email memberservices@select.org.uk. Alternatively, you can fill out the Membership Enquiry Form at www.select.org.uk and we will get back to you as soon as possible. A Membership Representative in your area will be available to guide you through the application process – we can either arrange a face-to-face meeting at a time and location that suits you best, or you can chat to them over the phone.





How much does it cost to become a Member and how do I pay?

All firms who apply to become a SELECT Member are required to submit an application fee of £325 plus VAT with their initial application. When a firm meets the membership criteria, it will be issued with an invoice for the current subscription year on a pro rata basis. Thereafter a membership subscription plus a levy on turnover will be paid on an annual basis from 1 January each year. Find out more on our website at www.select.org.uk



How do I become a qualified electrician?

The SJIB Apprentice and Adult Training Schemes are the only industry-approved training schemes for electrical contracting apprenticeships in Scotland. These schemes are designed to regulate the entry, conditions of service, training and education of apprentices and trainees in the electrical contracting industry. The SJIB has delegated the management of its training schemes to the Scottish Electrical Charitable Training Trust (SECTT). More information can be found at www.sectt.org.uk



Where does my membership fee go?

Unlike some other industry organisations, SELECT is not a commercial operation – it is a trade association that is run strictly not-for-profit. Because we're not motivated by money and have no shareholders to pay, all profits are invested back into the association, helping improve our service and – most importantly – helping our Members.



How do you influence policy makers?

Some of our work is in the public eye, helping and advising Members, but much of our activity is behind the scenes, liaising with government and major sector bodies to help influence policy and create better conditions for our Members and the wider industry.

Where to find us

The Walled Garden,
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Tel: 0131 445 5577
admin@select.org.uk

Visit our websites at:
select.org.uk
cabletalkmagazine.com
selectawards.co.uk

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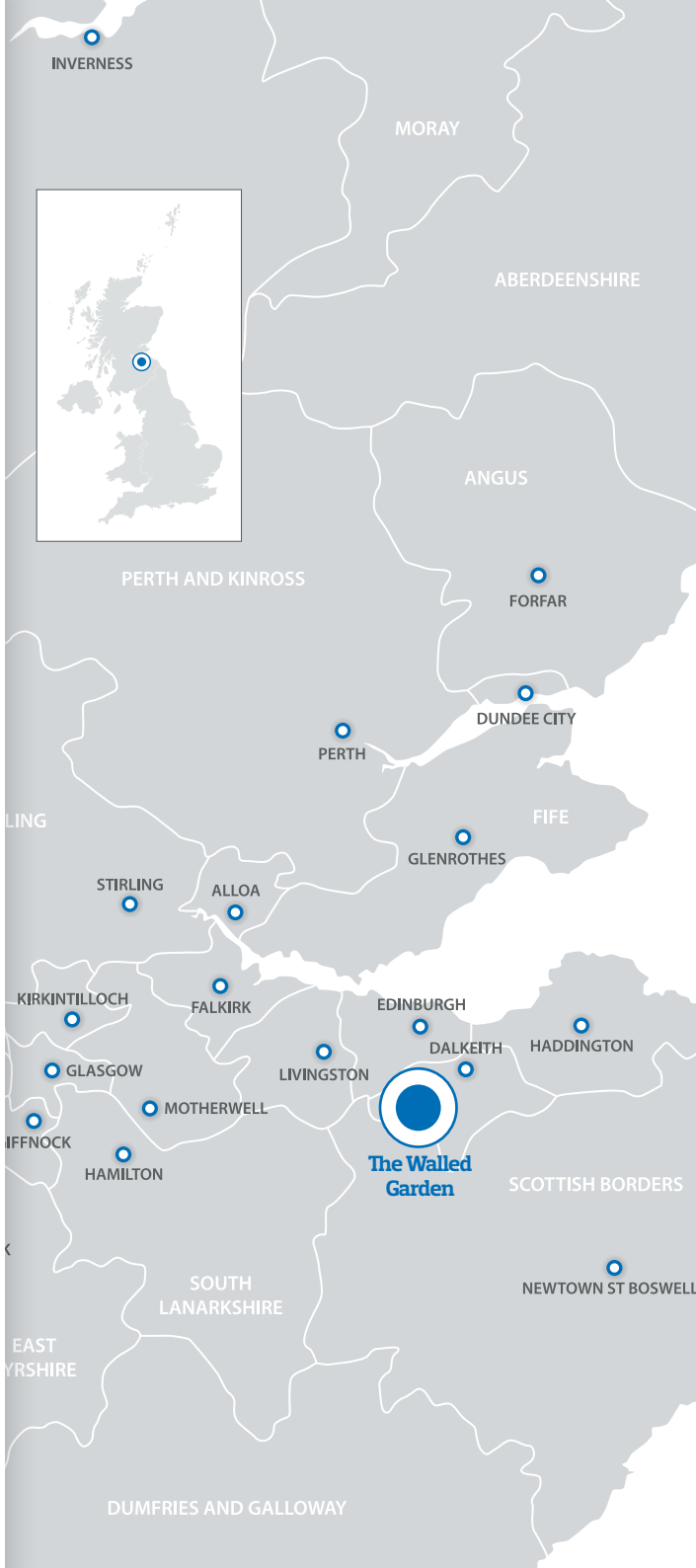


SELECT.TheECAofS



Please phone our membership team on **0131 445 5577** to apply to become a Member of SELECT or if you would like more information about joining.

Alternatively you can email **memberservices@select.org.uk** or submit an online enquiry.





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It has more than 1,200 member businesses who collectively have an annual turnover of around £1 billion and employ over 15,000 people and 3,500 apprentices.

SELECT also delivers training courses to around 3,000 electricians each year and is committed to regulation of the industry for a safer Scotland.

The Walled Garden
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www.select.org.uk

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