

# FSC CLR TRAINING FOR AUDITORS: CORE CONCEPTS AND PRACTICAL SKILLS

Presented by FSC & ASI

24 June 2025



**FORESTS  
FOR ALL  
FOREVER**

**lasi**

assurance  
services  
international

# AGENDA

Topic		Time	Presenter
1	Introduction & Housekeeping	5	CPR
2	Background	5	CPR
3	Training Development & Use	10	ASI
4	Training Content	10	P&P
5	Questions and Answers (Q&A)	30	All



# BACKGROUND

Presented by Louise Lutikholt, FSC (Certification Performance & Relations)



**2021** Introduction of FSC Core Labour Requirements (CLR) in Chain of Custody

- Major change to CoC
- Gaps in competence of social auditing



**2022** ASI analysis identified gaps in application of CLR in most countries

- Legal Framework and Country Risk Analysis Report (Oct, 2022)



**2023** 4 in-person training and calibration workshops in 'high risk' countries delivered by ASI and attended by 111 auditors :

- Türkiye
- China
- Indonesia
- India

*An outcome recommendation of the calibration workshops included more training in social auditing for CBs*



**2024** FSC requested ASI to develop training materials for all CBs, for them to train their auditors

- **Primary target:** Trainers in all CBs who train auditors on FSC requirements
- **Overall target:** All FSC CoC auditors
- **Main Objectives:**
  - To increase awareness and improve competence of Auditors on the evaluation of FSC CLRs.
  - To create basic knowledge of risk areas and checkpoints during audits.
  - To ensure a common and unified understanding among Auditors on the interpretation of the FSC normative requirements and their verification methodology.

A photograph of a forest with a tree trunk in the foreground and blurred trees in the background. A semi-transparent dark green horizontal band is overlaid across the middle of the image.

# TRAINING DEVELOPMENT & USE

Presented by Eduardo Bluhm, ASI

## COURSE DESIGN PRINCIPLES






- 1. Audience: FSC CoC Auditors**  
(to fill competence gaps)
- 2. Target users: Training Providers & CBs**
- 3. Format: Blended Training**
  - Pre-course (off-site)
  - In-person/Live-Online-Training component (LOT)

## PROJECT ELEMENTS

Development of:

- 1) Course Materials
- 2) Training process and methodologies  
(suitable for in-person/online)

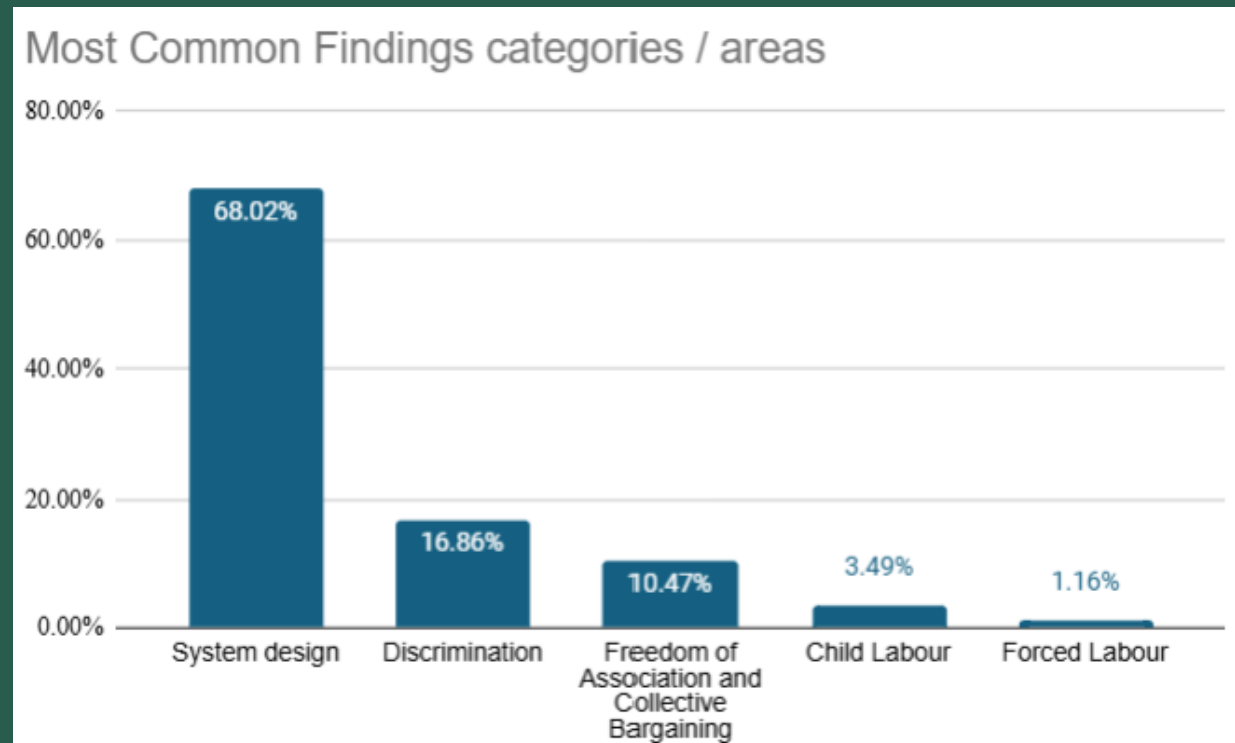
# ASI's Development Process

-  Analysis of ASI compliance assessment findings relevant to FSC CLR/ILO
-  Survey of CBs' current training methods for FSC CLR
-  Preparation of materials based on feedback, analysis & learnings
-  Field-testing materials
-  Refinement based on feedback to create final package.

# ASI Analysis

*ASI conducted both qualitative and quantitative analysis based on ASI Findings data to better understand challenges and recurring issues.*

## Quantitative Analysis Example



## Reporting

- 47 countries in FSC CoC assessments
- Findings containing keywords re. CLR
- Findings raised under FSC-STD-20-011 V4-2, 11.3

## Analysis

- Trends & frequencies
- Types of issues encountered by CBs
- Potential system weaknesses re. evaluation of CLR
- Majority of ASI NCs (normative reference)

# Testing



# Changes after Testing

*Some examples of how feedback has been implemented into the end product.*

Participant Feedback	Change(s)	Result(s)
<ul style="list-style-type: none"><li>• Positive inclusion of real case scenarios.</li><li>• Request for more time for exercises</li></ul>	<ul style="list-style-type: none"><li>• Case scenarios provided prior to course as 'pre-reading'.</li><li>• More information-dense slides moved into pre-course material</li></ul>	<ul style="list-style-type: none"><li>• Clarified cases taken from ASI findings.</li><li>• More time for discussion (in-person).</li></ul>
<ul style="list-style-type: none"><li>• More detail on audit time allocation.</li></ul>	<ul style="list-style-type: none"><li>• Additional exercise included (Module 4.3)</li></ul>	<ul style="list-style-type: none"><li>• To help participants design their audit plans to incorporate CLR evaluation.</li></ul>

# Use of the Training material

## ASPECTS TO CONSIDER

1. Should make use of the materials and expand on it.
2. Consider local relevant aspects
3. CAB Guidance and Training
4. Identify auditor's competence needs
5. Applicable legislation and jurisprudence



A white and black bird, possibly a Fork-tailed Flycatcher, is perched on a thin, dry branch. The bird has white plumage on its head, neck, and underparts, with black feathers on its back and wings. It is facing right. The background is a soft-focus landscape of tall grass and distant trees under a hazy sky. A semi-transparent green horizontal band is overlaid across the middle of the image, serving as a background for the text.

# TRAINING CONTENT

Presented by Emily White, FSC (Policy & Performance (CoC))

# Purpose & Scope



## Overall Aim

To increase competence in CoC auditors by providing basics to social auditing in the context of FSC CLR auditing.



## Objectives

- Increase knowledge of FSC CLR & relevant ILO conventions
- Provide basic knowledge checkpoints
- Provide guidance in audit preparation.



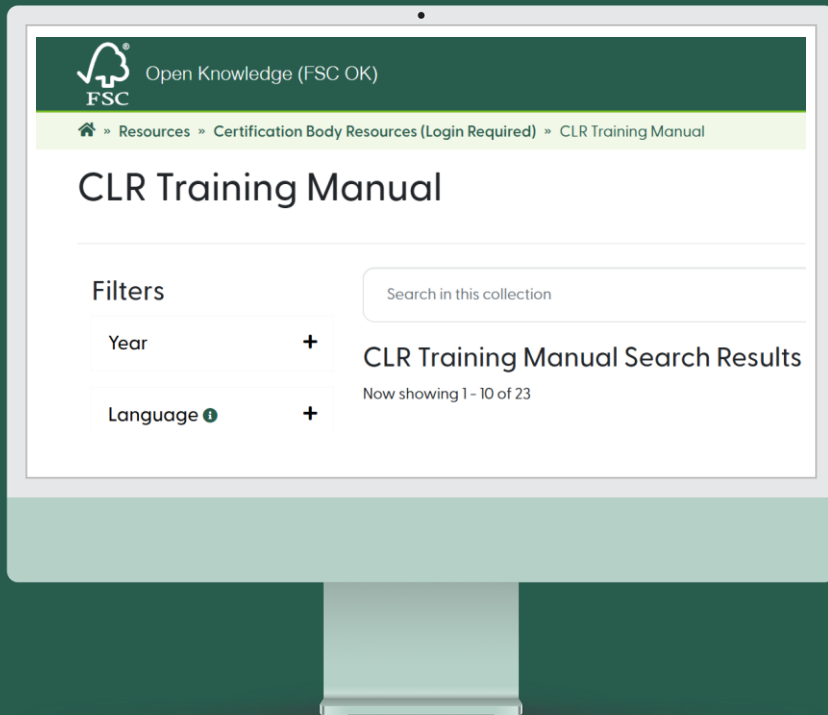
## Audience

- Training Providers
- Certification Bodies
- CoC Auditors

# Where to find it

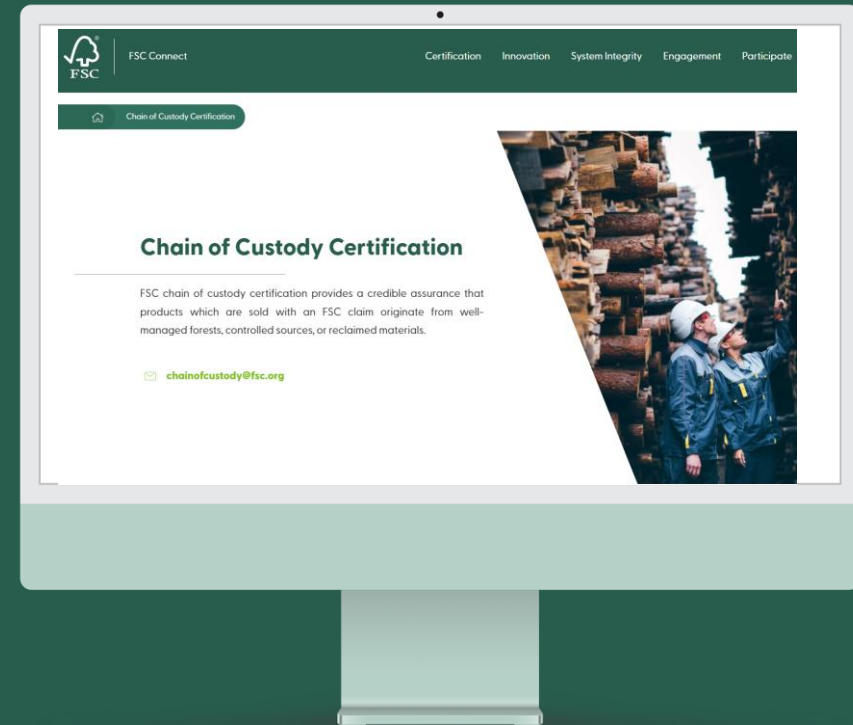
*The information is available on FSC's website.*

## Open Knowledge



Made available on the Open Knowledge platform in Collection: [CLR Training Manual](#)

## FSC Connect: Chain of Custody (to follow)



We will also add a link on the Chain of Custody page to acknowledge this process and provide a link to those with access profiles

## 3

### Languages

All the content is available in the 3 official FSC languages:

- English
- French
- Spanish
- (and Chinese to come)

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### Documents

The formats are a mixture of:

- Microsoft Word
- Microsoft PowerPoint

These are not in PDF format as these are made flexible to enable users to amend or tailor the content to their own templates etc.

The content can be used as is or amended.



# Package of Contents

**TRAINING MANUAL**

**CERTIFICATE  
TEMPLATES**

**QUIZ & QUESTIONS  
QUESTIONS**

**PRE-COURSE  
& POST-COURSE  
SURVEYS**

**AGENDA  
& SESSION PLANS**

**CASE SCENARIOS**

**COURSE CONTENT**

**LECTURE NOTES**

# General Order of Use



## TRAINING MANUAL

The training manual provides the instructions for delivering the CLR training to participants, including elements such as:

- Content & Session Planning
- Learning Environment
- Delivery & Feedback Collection
- Certificates

## KEY ASPECTS

### **Who can provide the training?**

- CBs or approved training providers

### **How can the training be delivered?**

Blended Learning

- Pre-course
- In-person (Interactive, either in-person or as 'Live Online Training' (LOT)

### **How long is the training?**

- 8 hours (not including the pre-course element)

# Case Scenarios

## CASE SCENARIOS

Case scenarios cover the different CLRs based on real life examples from ASI findings:

- Child Labour ([link](#))
- Forced Labour ([link](#))
- Discrimination ([link](#))
- Freedom of Association and Collective Bargaining ([link](#))

## KEY ASPECTS

### **When are these provided?**

In the pre-course materials.

### **How are these used?**

Provide scenarios for participants to read and form a basis to the main course discussions.

### **Where are they from?**

These have been created from real examples found in ASI assessments.

# Quizzes, Exams, and Surveys

## QUIZ & EXAM QUESTIONS

## PRE-COURSE & POST-COURSE SURVEYS

These elements are for:

- Testing the participants knowledge at the pre-course stage (quiz) and after the main course (exam) ([link](#))
- Collecting feedback from the participants prior to the course and afterwards, for learning and improvement purposes.

## KEY ASPECTS

### **What is the exam pass mark?**

- Suggested pass mark is 70% or above.

### **When should the exam occur?**

- No later than 2 weeks after the course.

### **When should feedback be collected via the surveys?**

- Before the main course, with a defined deadline (pre-course)
- At the end of the main course (post-course)

# Course Contents & Notes

## COURSE CONTENT

## LECTURE NOTES

Course content is split into:

- Pre-course
- Main course (in-person/LOT)

This is accompanied by notes for pre-course & main course, which are included on the slide in addition to the separate document for ease-of-reading.

## KEY ASPECTS

### **What does the course content cover?**

[see next slide]

### **Can the course content be amended?**

Slight modifications are permitted, e.g., based on changes to FSC CLR, updates from FSC, or the use of case studies.

# Course Content

## PRE-COURSE

**Areas of Focus**  
(Module 2)

**Preparing & Planning Social Audits**  
(Module 3)

**Evaluating FSC CLR**  
(Module 4)

## MAIN COURSE

**FSC Introduction to the Foundations of CLR**

**Key Terms and Concepts**  
(Module 2)

**Social Audit Skills**  
(Module 3)

**Social Audit Skills**  
(Module 4.1)

**Best Practice Guidance –  
Accreditation Requirements**  
(Module 4.2)

**Integrating CLR into a CoC Audit**  
(Module 4.1)

# What are CBs to do with this training?



This training is a tool for enhancing auditor competence for auditing FSC CLR.



Integrate it into their auditor training offerings for Chain of Custody.



Tell us what you think about it by contacting the Certification Performance & Relations team:  
[assurance.quality@fsc.org](mailto:assurance.quality@fsc.org)

# Q&A

Let us know your questions and we will endeavor to answer them directly or after the webinar.



# Thank you



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