

Cogent skills
for science industries

TRAINING IN COMPETENCE AND COMPLIANCE

Delivering solutions for high hazard industries

WHY WE ARE DIFFERENT

Main Skills Body for Competence - [HSE's list of onshore major hazards](#) **KEY STAKEHOLDERS**

Owner of the published [Competency Management System guidelines](#)

Custodian of the [Process Safety Management industry training standards](#) – (recognised by the UK's Health and Safety Executive's COMAH / Seveso III authority.)



Trusted by the world's leading science and industrial companies, Cogent Skills is the strategic skills body for major accident hazard industries. We operate as a not-for-profit, charitable organisation.

If you are involved with a site where process safety management and staff competency is of extreme importance, then our courses will help you to improve your compliance and deliver a positive safety culture keeping your sites operational and efficient

HOW OUR TRAINING CAN HELP YOUR BUSINESS

Our training supports your business - to manage major hazard risks and operate safely

Helping you to reduce the risk of a catastrophic incident to people, the environment or property - so that your stakeholders and public neighbours can have a worry-free sleep and your staff can go home to their loved ones each night.

Benefits to your business include:

- Improvement of Process Safety culture and senior leadership understanding
- Improved operator effectiveness, people and asset management
- Compliance to HSE / Seveso III regulatory requirements
- Sharing of best practice from out industry experts
- Potential to improve your competitive advantage and corporate reputation
- Improvements in near miss reporting
- Training from industry experts to the industry standards
- Improved staff morale and enhanced operator wellbeing
- Maintain your “License to Operate”
- Maintain your Environmental license - reducing the risk of a Major Accident to the Environment (MATTE)
- Reducing the risk of personal injury to employees and the public.

Regulatory Need

Major hazard organisations require competent staff who have the necessary skills, knowledge and experience to undertake critical tasks in such a way as to prevent a major accident or minimise the consequences to people and the environment should one occur.

COMAH Competent Authority, Inspection of Competence Management Systems at COMAH Establishments (Operational Delivery Guide)



Comply with regulator requirements



Save time and budget



Implement Best Practice



Sleep well tonight

Whether you are a COMAH or non COMAH site, your Process Safety Management compliance and workplace competency requirements may be time consuming, stressful, or even a step into the unknown? You can be fully confident that our courses will help you develop your systems, processes, and competence of your employees - to be compliant, to help keep your site safe and maintain your “License to Operate”.

WHY WORK WITH US?

Delivering competence and compliance solutions to help high hazard industries keep their “License to Operate”

A banner for Cogent skills featuring a laboratory setting on the left and an industrial worker on the right. The background is a dark blue gradient with large, faint white arrows pointing right. The text is centered in white and yellow.

Cogent skills
for science industries

TRUSTED

BY THE WORLD'S LEADING SCIENCE AND
INDUSTRIAL COMPANIES

www.cogentskills.com

WHAT MAKES OUR TRAINING SO DIFFERENT?

Exclusive Course Content. Designed by industry - for industry designed to meet the standards and industry guidelines which adhere to Process Safety regulatory requirements for COMAH / Seveso III sites.

Our training content has been developed by Cogent Skills, in collaboration with an expert panel of major accident hazard industry working group subject matter experts - which include: UK HSE, industry leaders, employers, associations and unions, i.e. CIA, TSA, UKPIA, IChemE and Unite. Together - They make up the Process Safety Management Competence Programme Board (PSMCPB). For more details go to page 17.

Our Strengths

- Award winning Skills Provider. Winner of CIA - Chemical Industries Association's 2019 Service Provider of the year award
- We are the initiator, facilitator, and Voice of the Process Safety Management Competence Programme Board (PSMCPB) - developers of PSM guidance and standards
- The Competent Authority (HSE) recognises our Process Safety Management framework (listed in [Understanding COMAH: Performance and Recognition Framework](#))
- Highly experienced specialist trainers, with over 30 years industry experience. All have been rigorously assessed by an industry expert panel - to demonstrate their industry knowledge and training skills
- Experience delivering wide reaching programmes within global, Major Accident Hazards safety-critical industries - including Life and Industrial Sciences, Utilities, Power, and Nuclear, as well as intensive programmes for SME's
- Extensive understanding of Process Safety Management and competency assessment - to improve safety, compliance and business efficiencies
- Since 2010, we have delivered services to:
 - over 20,000 employees
 - across 300+ businesses
 - from 40+ industries
 - across 40+ countries
- Our main Process Safety courses are the only ones that have been acknowledged as meeting the standards developed by the industry expert panel PSMCPB
- Publisher and owner of Competency Management Systems Technical Guidelines https://www.cogentskills.solutions/wp-content/uploads/2019/11/CMS_Guidelines_COMAH_sites.pdf

TRAINING OVERVIEW

LEARN FROM INDUSTRY BEST PRACTICE AND REAL-LIFE CASE STUDIES

If your business has a process that can result in a high hazard risk (irrespective of your business size, regulatory classification, or worldwide location) - these courses are for you!

PROCESS SAFETY TRAINING

- Process Safety Leadership for Senior Executives (PSL) 
- Process Safety Management Foundations (PSMF) 
- ECITB Hazard Management Foundations (E-PSMF) 
- Process Safety Management for Operations (PSMO) 
- Implementing Process Safety Leadership (IPSL)
- NEBOSH HSE Certificate in Process Safety Management
- Process Safety Awareness (PSA)
- Process Safety Management for Site Champions
- Process Safety Management Refresher (PSMR)
- Root Cause Analysis introduction
- Bowtie Barrier Risk Management

 Training that meets the PSMCPB training Standards

COMPETENCE, COMPLIANCE & BUSINESS IMPROVEMENT

- Human Factors Awareness
- Leading in the Process Industries
- Lean 6 Sigma (Yellow belt)
- Permit to Work
- Train YOUR Trainer
- Workplace Competence Assessor (WCA)
- Workplace Competence Assessor for Apprentices (WCA-A)

DELIVERY OPTIONS

Your choice! All courses listed can be delivered via...

- **Open Course.** Individual attendees from many companies, attending on scheduled dates and locations. Delivered in a COVID safe venue or online
- **Closed Course.** All attendees from same company, course delivered on company premises or online, at a time and date to suit you
- **Bespoke Course.** A little bit different! We will create course content specifically for you (developed from the courses listed), delivered at a time and location to suit your business - wherever you are in the world

Which Delivery method is best for you? Options available

- **Face to face** (subject to Government guideline changes)
- **Interactive blended learning** (online courses facilitated and brought to life by a live trainer)
- **Online** (e-learning)

All delivered by highly experienced and rigorously

PROCESS SAFETY TRAINING

Process Safety Leadership for Senior Executives (PSL) - 1 Day + follow up

Who is it for? **Senior Executives and Board Members of major hazard facilities**



PSMCPB Approved

The PSL course delivers specialist board level direction for those who are ultimately responsible for developing a strong process safety culture within their organisation and who need to make key business decisions that have an impact on process safety - offering a clear insight into how to promote a positive safety culture throughout your organisation through the effective engagement of your workforce. Delegates receive a follow up with a course specialist to reinforce and support the implementation of the learning within the workplace.

The Process Safety Leadership course provided an excellent platform to engage with our Senior Leadership Team and develop common understanding of the subject. As a result of this engagement we have produced a set of short and medium term Process Safety improvement initiatives for our Teesside Site facilities

Darren Smith, SABIC UK Petrochemicals

Process Safety Management Foundations (PSMF) - 2 Days

Who is it for? **Managers, Supervisors, Safety Personnel, Senior Contract Employees, Young Engineers, High Hazard**



PSMCPB Approved

The PSMF course provides the fundamental knowledge and understanding of the principles of process safety management across the entire organisation. It includes the identification, evaluation and prevention of accidents and incidents, as a direct result of failures in equipment, processes and procedures - giving employees working in hazardous environments the tools to understand the safety, health and an environmental hazard associated with their working environment and identifies how they can manage the processes to keep them safe and efficient. Online self-assessments (following training completion) reinforce delegate's knowledge and understanding.

The PSMF course has allowed management to support our other sites in the improvement of process safety performance. The Foundations course has been excellent. All attendees have been very positive and said how much the course has increased their competence.

Andrew Mawson, Group SHE Manager, px Group



ECITB Hazard Management Foundations (E-PSMF) - 2 Days

Who is it for? **ECITB Members, Managers, Supervisors, Designers, safety staff and senior contractor employees**



PSMCPB Approved

The E-PSMF is equivalent to the exclusive **Process Safety Management Foundations** course which is recognised by the HSE and meets the industry approved training standards. Designed to provide the fundamental knowledge and understanding of the principles of process safety management across the entire organisation - focusing on the prevention of accidents and incidents whilst working in high hazard environments, the E-PSMF content is specifically adapted for ECITB members working in high hazard environments within the engineering, construction and supply chain.



PROCESS SAFETY TRAINING

Process Safety Management for Operations (PSMO) - 2 Days

Who is it for? **Your Operators, Maintenance Technicians and Long-Term Contractors**



Content is developed specifically for your business. The PSMO course is designed to focus on what really matters to you and your operations staff. Participants will focus on site specific hazards and control measures that apply to them and demonstrate how they contribute to keeping the process safe the course will review actual incidents and near misses and explore how the lessons learned can be applied to your own setting. Online self-assessments (following training completion) reinforce delegates' knowledge and understanding.

Two delivery options

In-House

For employers without the internal resource or capacity to deliver licensed training. We will develop and deliver the 12-hour modular content specific to your business

PSMO - Train the Trainer (License to Train PSMO)

Who is it for? Your own internal training lead / in house resource, who will be trained and provided with all licensed PSMO content to deliver the 12-hour modular course to your operators under license

Companies buy a licence at minimal cost for the desired number of internal trainers

- Your trainer/s will attend a 2 day 'Train the Trainer' course where the PSMO course content and best practice training techniques will be covered by one of our expert trainers. On the second day delegates will be asked to deliver part modules to demonstrate understanding and competence
- Companies pay a small individual license fee for every individual that is trained by the internal trainer/s. The fee includes the training materials (a pack of 6 module booklets), registration onto the Cogent online assessment, Cogent Certificate and quality observation.

The participants noted that the PSMO was the most relevant training they had ever been on. Following the PSMO training we have improved our process safety culture and performance through enhancing personal safety with process safety. Cogent played a central role throughout, and the fact the programme is developed by peer companies is very valuable.

Tony Johnson, Production Support Manager,
Huntsman Polyurethanes (UK)Ltd

HUNTSMAN

Enriching lives through innovation

Implementing Process Safety Leadership - 2 Days

Who is it for? **Senior Executives and Managers, Previous PSL and PSMF delegates**

Following on from completing the exclusive PSL or PSMF courses (or those well on their journey), IPSL will help leaders to take stock of how well they are currently implementing process safety management within their organisation and help them understand how to maximise the impact of their process safety training throughout the workforce.

PROCESS SAFETY TRAINING

NEBOSH HSE Certificate in Process Safety Management - 5 Days

Who is it for? **New and existing Managers, Supervisors, Junior Managers, Safety Representatives, newly qualified Health and Safety Advisors.**

This course is specifically for process industry employees, who have a responsibility for process safety within their job role. This specialist qualification is for people who need to understand and apply technical principles of process safety management at part of their role. The content of the course is divided into the following four key elements: **1. Process Safety Leadership. 2. Management of Process Risk 3. Process Safety Hazard Control. 4. Fire and Explosion protection.**

In addition to the 4 key elements listed, the Cogent Skills course includes a value-add element, over and above the traditional NEBOSH course, which relates to best practice within practical Process Safety Management. **1. Human factors management. 2. Process hazards that are toxic to humans or the environment. 3. Process safety culture. 4. Regulations relevant to**

Process Safety Awareness (PSA) - 1 Day

Who is it for? **Non-technical staff and contractors on Major Hazard Sites**

Ideal for contractors, office staff, apprentices and cleaners on high hazard sites, or for organisations where hazards are relatively low. It provides delegates with a basic understanding of the principles of Process Safety, how they can have an impact on it and how it compares to occupational safety. Using real examples and workshop activity, PSA will allow participants to learn how to operate safely within the industry that they work and understand the important role they play in preventing incidents from occurring, as well as the basic principles and awareness of Process Safety - covering the implications if an accident was to occur on site.

Two delivery options

In-House or Open Course

1 day course delivered by Cogent expert training partners direct to your staff

PSA - Train the Trainer (License to Train PSA)

Who is it for? Your own internal training lead / in house resource, who will be trained and provided with all licensed PSA content to deliver to your employees and contractors under license

Companies buy a licence at minimal cost for the desired number of internal trainers

- Your trainer/s will attend a 2 day 'Train the Trainer' course where the PSA course content and best practice training techniques will be covered by one of our expert trainers. On the second day delegates will be asked to deliver part modules to demonstrate understanding and competence
- Companies pay a small individual license fee for every individual that is trained by the internal trainer/s. The fee includes the training materials (a pack of 6 module booklets), registration onto the Cogent online assessment, Cogent Certificate and quality observation.

PROCESS SAFETY TRAINING

Process Safety Management for Site Champions - 3 Days

Who is it for? **Business Leaders and Managers** who are championing the implementation of good **Process Safety Culture**.

This course is designed to help leaders and managers of major accident hazard businesses, to not only lead the implementation of their process safety programme, but also to monitor / review and raise capabilities, awareness and commitment to process safety within their own area or throughout the organisation. Delegates will be guided on the measurement of the implementation, the effectiveness and the quality of a Process Safety Management System against their own standards and taking into consideration external inspection requirements. Delegates will develop their own Action Plans that will aim to have a positive impact on your organisation's Process Safety Performance and Operational Effectiveness

Process Safety Management Refresher (PSMR) - 1 Day

Who is it for? **Previous PSL, PSMF and PSMD delegates**.

The PSMR is designed for companies who want to refresh and reinvigorate their knowledge and understanding of Process Safety Management issues and enables previous exclusive PSM course delegates to revisit the key learning and principles of Process Safety Management - to help them maintain the right level of understanding of the subject within their organisation. It allows delegate to review progress made on action plans as well as set Process Safety Management objectives going forward. Delegates will be challenged to extend their learning and ensure they are able to promote a positive process safety culture

Root Cause Analysis Introduction - 1 Day

Who is it for? **Management tasked with Risk Mitigation**.

This one-day workshop is designed as either in introduction or refresher into Root Cause Analysis and the identification of on-site risk.

Bowtie Barrier Risk Management - 1-3 Days

Who is it for? **Non experts, workforce, Engineers and Management**

These 'Introduction to' and more 'in depth' workshops (1,2 or 3-day options) will provide your multi-level workforce with COMAH site focused insight into the Bowtie Method. The workshops will work through the steps involved in identifying process safety layers and progress onto the hands-on construction of Bowties.

COMPETENCE, COMPLIANCE & BUSINESS IMPROVEMENT TRAINING

Training listed in this section have been approved by industry panels and meet the relevant awarding body, gold or industry standard. They are delivered by rigorously vetted and highly experienced industry delivery partners, who are assured to deliver to the recognised standards.

Human Factors Awareness - 1 Day

Who is it for? **Hazard Industry Leaders and Management.**

Designed for those who not only need to understand more about Human Factors / Competence Management and its relevance to process safety on a COMAH site, but also need to understand how to comply to HSE's regulatory requirements. The course includes some real-life case studies - bringing the theory (listed below) to life! Case studies include examples of where human factors contributed to major accidents.

You will learn about:

- Definition and basic principles of Human Factors, including mental processing, psychological contributions to human behaviour, human error and contractor competence
- Corrective actions and systems to manage human error
- Delivering a Human Factors Benchmarking audit and setting a five year plan
- Competent Authority regulations - Human Factors requirements

Leading in the Process Industries (LIPI) - 7 modules ranging from 1-2 days each

Who is it for? **New and existing Process Industries Supervisor needing management training.**

LIPI is a portfolio of leadership and management courses designed to upskill new and existing Supervisors within the industry sector. The 7 modules cover the fundamental principles required by Supervisors to perform their duties and to help them develop their leadership and management competencies. LIPI moves away from technical knowledge and develops supervisors in the wider aspects of their role - to deliver business objective through the teams that they manage.

The 7 LIPI courses include:

1. **Stepping Up to Become a Supervisor.**
2. **Difficult Discussions.**
3. **Coaching and Mentoring.**
4. **Dealing with Change.**
5. **Getting the most out of your Team.**
6. **Human Resource Essentials**
7. **Introduction to Project Management**

COMPETENCE, COMPLIANCE & BUSINESS IMPROVEMENT TRAINING

Lean 6 Sigma (Yellow belt) Programme - 3 Days

Who is it for? **Supervisors and Managers**

For anyone who is in a position to make changes or improvements to their processes or ways of working. These 3 one day programme of workshops are highly practical, interactive, and designed to lead delegates through a structured approach to problem solving, using a number of tried and tested tools and techniques.

Permit to Work Awareness - 1-2 Days

Who is it for? **Permit originators, Writers and Issuers. Area Authority, Performing Authority, Permit Users and others requiring awareness.**

Designed for those who need to understand the Permit to Work (Safe System of Work) and an awareness of the process - which is a "written safe system of work for maintenance, defect repairs, plant modification, or other work considered to be hazardous". The course covers: **PURPOSE** of the Permit to Work system, **LEGAL** requirement, **OBJECTIVES** and **FUNCTION** of the Permit to Work system. **WHY** is the Permit to Work system important? **REASONS** to Permit to Work **FAILURES. WHEN** a Permit to Work required and **NOT** required. The **PROCESS** of Permit to Work. The **ROLES** required within the Permit to Work system

Train YOUR Trainer - 3 Days

Who is it for? **Leaders, Managers, Supervisors and Trainers.**

Ideal for anyone wanting to get the best out of their team in meetings, workshops and/or training sessions. Designed for anyone who needs upskilling on best practice relating to how to deliver corporate content and is a master class in learning and facilitation practices. The workshops will provide delegates with the understanding, knowledge, skill, and training tools for delivering and facilitating highly effective learning events. The course is delivered by an industry expert who is aware of the impact of working on a high hazard site

COMPETENCE, COMPLIANCE & BUSINESS IMPROVEMENT TRAINING

Workplace Competence Assessor (WCA) - 2 Days (plus 2 follow up observation visits)

Who is it for? **Front line Managers, Mentors, Supervisors, and Competence Assessors who have assessing as part of their job role.**

The WCA course is especially relevant to businesses who operate within a regulated environment and provides tools, techniques, and skills to evaluate, develop and maintain the ongoing competence of their employees. The course is designed to upskill staff that need to assess competencies in the workplace, whether they are existing Competence Assessors, mentors or aspiring to be. It enables delegates to assess competencies at all levels, rather than complete standard assessments (measuring knowledge) - giving organisations a clear and accurate picture of the competencies within their organisation. This course is made up of two days training plus two observations - to support and ensure that the assessor is continuing to meet the standard and can be included as part of a more in-depth Competence Management System Review. This enables the assessors to be trained to assess against and

Workplace Competence Assessor for Apprentices (WCA-A) - 2 Days (plus 2 follow up observation visits)

Who is it for? **Front line Apprentice Supervisors, Apprentice Mentors, and Competence Assessors.**

The WCA-A course provides tools, techniques, and skills to evaluate, develop and maintain the competence of apprentices and helps anyone who is in a role where they are mentoring apprentices or assessing competency of apprentices prior to end assessments. It helps staff/supervisors understand their apprenticeship standards. The course is also suitable for employees who

Need an external COMPETENCE AND COMPLIANCE MANAGEMENT CONSULTANT?

Our Competence Management Consultancy Solutions team will help you

Consultancy Services

Our experienced consultants are here for you, when your leadership team needs to develop or update your operational performance management systems

Our industry specialists work with your Senior Management, Technical Authority or Learning and Development Leads to: **Audit | Develop | Update | Implement** the following subjects

Competence Management Review and Systems Development Consultancy

Improving individual and organisational performance within high hazard industries

Human Factors Management Review and Systems Development Consultancy

Minimizing the risk of human error within high hazard industries

Process Safety Management Review and Systems Development Consultancy

Improving safety and compliance procedures within major accident hazard industries

Operational Performance Consultancy

Tools and technique solutions to improve workforce competency and performance

- Bespoke Courses. A training programme specifically tailored to meet your specific business need or industry.
- Change Management. A training, support and coaching programme to manage workplace wellbeing, business and culture changes.
- OECD Benchmarking. A Corporate Governance survey for your Process Safety Management. To establish a benchmark for the awareness and understanding

Performance Development Workshops.

Short, specific skills sessions, to help improve your business' operations

- Bowtie-Barrier Risk Management.
- CMS Review.
- Consultancy Top-line.
- Human Factors Awareness.
- Lean 6-Sigma (Yellowbelt) Programme.
- Leading in the Process Industries.
- Permit to Work Awareness.
- Root Cause Analysis.
- Workplace Competence Assessment.



"It was an easy decision for the Board to choose Cogent Skills because they are the leading voice of industrial science.

With regards to cost, on a comparable scale to our other projects, it's very affordable – in terms of satisfying the business need, to have a robust CMS framework in place."

UK Manufacturing Training Manager. Global leading polymer manufacturer

BESPOKE COURSES

ABOUT BESPOKE COURSES

Your business needs are specific, so the solution we create for you, will be as unique as your business. All deliverables will be designed to meet the national standards which have been developed and approved by the Process Safety Management Competence Programme Board.

You will receive an end-to-end bespoke learning and development solution that drives measurable improvements in business performance.

Wherever you are in the world you will receive course content which is:

- **Designed** specifically for you
- **Developed** from our courses offering
- **Delivered** at time and location to suit your business

Benefits

Positive business outcomes for all of our competence and compliance courses are listed in the page called **HOW PROCESS SAFETY MANAGEMENT (PSM) COURSES CAN HELP YOUR BUSINESS**

Specific benefits to adopting this Bespoke approach include:

- **Compliance**
 - All course content is benchmarked to industry and regulatory standards
 - Course completion and subsequent implementation can be used by COMAH operators to demonstrate their performance approach to competent authority inspectors
- **Customised.** Company branded materials and workbooks
- **Evidence.** Cogent certificates to provide independent quality assurance
- **Flexible.** Classroom, web-based or blended learning is delivered globally
- **Relevance.** Industry/company specific case studies
- **Reviews.** Customised competency assessments to follow on from the training.



The bespoke Process Safety Leadership course made us recognise the need to a strong process safety culture and how to have effective process safety conversations amongst the company. We will be looking to create a pyramid for effective Process Safety training and we will be having a review of our audit progress. The delivery of the course and the trainer's knowledge of the subject was very good

Unilever



As a result of the bespoke Process Safety training we have understood what Process Safety is, how it can be applied throughout the organisation and to always ask questions if anyone is unsure. We will look to coordinate with others on how and when we will roll-out this process safety training to other colleagues. This is the best training we have had in a while and it is the start of a new journey for us.

Yorkshire Water



The bespoke Process Safety Management foundations training showed the clear distinction between personal and process safety - it was a very good and illuminating course! It allowed us to understand the risks and the difference between analysis and assessment - raising awareness of the regulatory requirements such as COMAH. The training identified the need to stay focused and aligned to the training requirements through the company. The trainers were excellent and worked very well together. They were highly knowledgeable and experienced with good presentation and communication skills. Overall, it was very good training for us; providing good grounding in Process Safety elements. Thank you for an informative course.

Tullow Oil



COURSES DESIGNED BY INDUSTRY, FOR INDUSTRY

We know that not all courses are made equal. Our courses are designed to fill specific gaps in provision or address market failures in the industry sectors we support.

Wherever possible, our courses are based on industry training standards or underpinned by national occupational standards, and our content, delivery methods and expert trainers are subject to ongoing review and quality assurance.

ABOUT THE PROCESS SAFETY MANAGEMENT COMPETENCE PROGRAMME BOARD (PSM CP)

Established in 2004, Cogent Skills continues to facilitate the PSM CP Board, which comprises of high hazard industry, Process Safety subject matter experts (see image for stakeholder list) who meet on a quarterly basis for one KEY reason:

To develop training guidelines, industry standards and provide ongoing direction to KEEP YOUR SITE SAFE and reduce the risk of a catastrophic incident to people, the environment or property.

Cogent Skills deliver the course content which has been developed of industry by the PSM CP Board and includes approved training guidelines and industry standards.

Board's Aims/Objectives

- Provide ongoing direction for process safety management training standards and training courses based on these
- Monitor trends in industry take-up of training programmes and identify new opportunities for wider engagement
- Identify and engage additional resources and expertise to support the Board's vision, both through Board members' respective organisations and from outside
- Champion the adoption and application of process safety management training standards across UK industries that have process safety or catastrophic incident risks
- Ensure the Board reflects the wider interests of its member organisations in developing process safety management competence in the UK
- Liaise with other forums that discuss process safety management and catastrophic incident prevention.

We hope that you, as your business' responsible resource, adopt the standards which have been developed for you - to help keep your site safe

PSM CP BOARD STAKEHOLDERS



A MESSAGE FROM OUR CEO

Change happens - let's stay safe

Since 2002, when Cogent Skills was launched as a sector skills council for the heavily regulated Chemicals, Nuclear, Oil and Gas extraction, Petroleum and Polymer industries, we have focused on supporting the skills needs and ambitions of individual employers and their employees.

As governmental, industrial regulations and business priorities have changes over the last 20 years, so have we! We've adapted our business services and employee suitability to deliver on demand.

We provide services listed in this brochure, to global companies from across the Science Industries embracing Life Sciences, Industrial Sciences and Nuclear and since 2010, have delivered our competence and compliance services to over 20,000 employees, across 300+ companies from within the High Hazard industries

Working alongside safety-critical sector employer leaders and regulators, we help to develop any new industry or regulatory / directives driven skills, guidance and training standards to **HELP KEEP YOUR SITE SAFE and reduce the risk of a catastrophic incident to people, the environment or property.**

I have no doubt that within your business also - you also have recently experienced change, whether it is policy and procedure updates to suit business and market priorities, or the fact that your employees have moved into new roles, achieved promotions or perhaps advanced their career by moving into your employment.

If your business has experience change recently and you have a process than can result in a high hazard risk (irrespective of your business size, regulatory classification or worldwide location) then our courses are designed to help you to:

- Upskill your current or new employees
- Revise your policies or procedures
- Be prepared and demonstrate your performance approach to competent authority inspectors

We hope that, in your role as a responsible lead, you adopt the standards that we and our industry partners have taken the time to produce for you.



Be kind and stay safe

A handwritten signature in dark ink, appearing to read 'Justine Fosh'.

Justine Fosh
Chief Executive Officer
justine.fosh@cogentskills.com

Cogent skills for Science industries

Delivering training solutions to address:

- » Compliance and resilience
- » Competence management
- » Change management
- » Culture and behaviours
- » Course Design and delivery
- » Capacity and capability
- » Caring for your workforce

... skills solutions that make sense

...for businesses that use science

...for innovation
...for competitiveness
...for human advancement

Reduce the risk - Improve your business performance
Allow your employees to SLEEP WELL tonight

How do I get involved?

Contact Cogent Skills Training:

t. 01325 740900

e. industry@cogentskills.com

w. cogentskills.solutions



@cogent_skills



cogentskills