



Develop Your Own Training Programmes and Blended Learning

How to start?

WELCOME

Your speakers today:

- **Emma Seaton** Cogent Skills. Bespoke Programme Development Lead
- **Andrea Fenwick** Atomic Weapons Establishment, Senior Safety Specialist
- **Sophie Turner** National Grid Gas Transmission., Process Safety Specialist





EMMA SEATON

**Bespoke Programme Development Lead.
Cogent Skills**

What is a Bespoke Training Solution?

- Training content, materials, delivery model and assessment unique to your organisation
- Every aspect of the course is relevant to your organisation's skills and knowledge needs
- Relevant, tangible scenarios, simulations and case studies relevant to your industry and company
- Retain the integrity of your own internal standards along with additional sector specific content
- Customised competency assessments to follow on from the training
- A customised and corporate branded message to the entire internal workforce incorporating corporate branded materials, films and voice overs



Outcomes?

- Take ownership of your bespoke training and assessment solutions
- Company branded materials and workbooks
- Demonstration of competence to regulators where applicable
- Benchmarked to Industry and regulatory Standards
- Cogent Certificates to provide independent quality assurance

Measurable results

- More buy in from employees, as the content and branding relates to their organisation
- Higher participation and motivation improves completion rates
- How the training relates to operations is understood from the top of the organisation down
- Easier, more flexible delivery
- 3rd party independent involvement in the quality and consistency of the training
- Recommended Assessment of competency at the end of the course
- All leading to better ROI and improved organisational understanding and culture



Flexible Delivery Models

Face to Face

- Interaction
- Few distractions
- Communication
- Raise queries in the moment
- Spend time with peers
- Collaborate and obtain guidance from an experienced tutor



Flexible Delivery models

Virtual delivery

- Live chat and instant messaging alongside presentation.
- Interactive white board so delegates can take part.
- Can ask questions and have discussions in a similar way to being in a physical training room
- Notes sharing alongside presentation for all delegates to see and/or add to.
- Allows you to interact with both the trainer and the other delegates in real time using webcam style facilities
- Location and multiple sites easily accommodated
- Virtual break out areas for group work and workshops.
- Virtual 'putting a hand up' to ask questions, etc.



Flexible Delivery Models

Blended Learning

A series of specially developed, narrated, short videos which reflect the training content and trainer led virtual workshops

Accompanying interactive online workbook

More varied and engaging than a long webinar style session

Still provides opportunity to interact with the trainer(s) and other delegates in real time

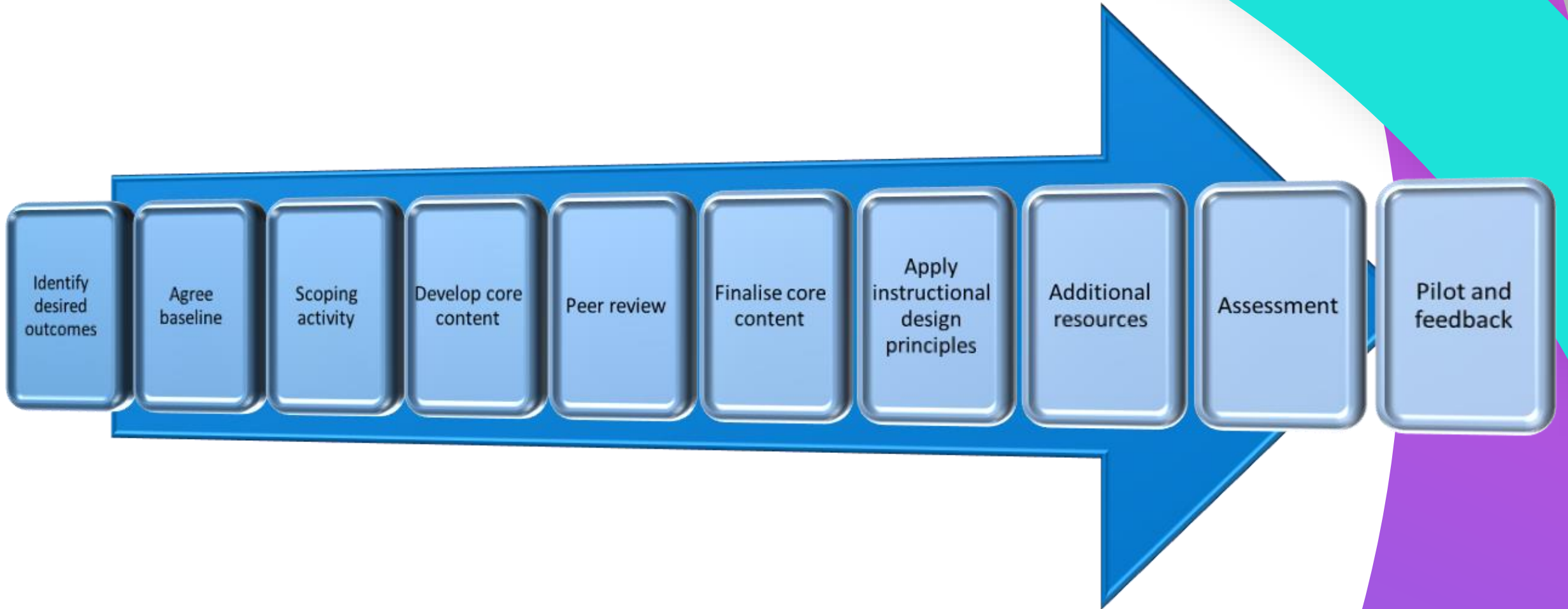
All the course resources are in one place

Allows targeted focus on key topics and elements of learning

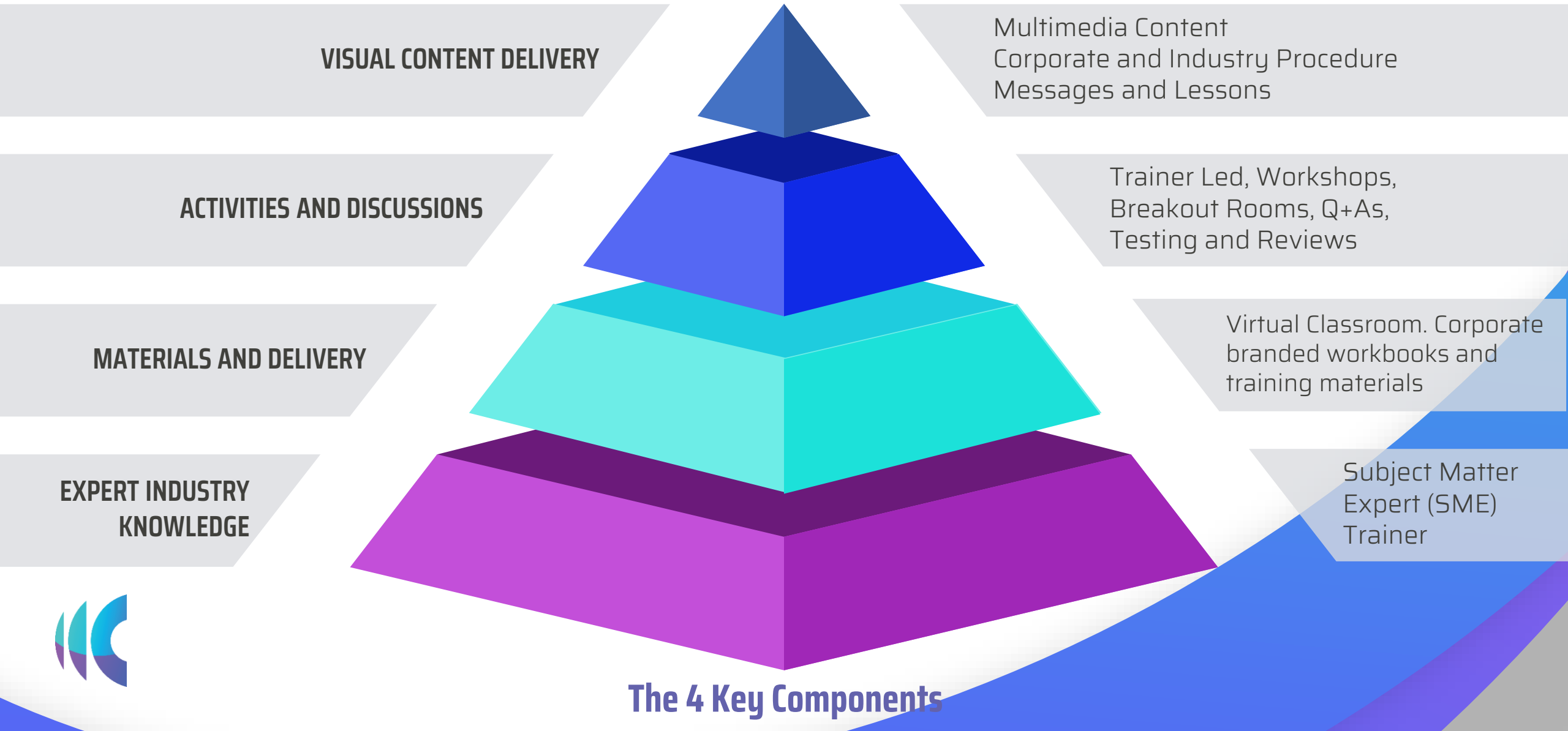
Can help with your net zero approach



A PLAN



Forming Content





ANDREA FENWICK

**Senior Safety Specialist
Atomic Weapons Establishment (AWE)**



- For more than 70 years, AWE has supported the UK Government's nuclear defence strategy and the Continuous At Sea Deterrent. We also use our nuclear know-how and technical expertise to provide innovative solutions that support the UK's counter-terrorism and nuclear threat reduction activities.
- Work in high hazard nuclear, explosive and conventional manufacturing environments



Process Safety



- Delivery of Process Safety Awareness and Process Safety Management for Operations over several years to managerial and front line staff.
- Supervisors attend Process Safety training as part of their supervisor accreditation.
- We deliver the training in-house, with AWE staff who are accredited by Cogent



Process Safety Leadership Course



- Process Safety training has been delivered to our leadership in the past
- Due to changing members of the leadership, decision taken to refresh Process Safety Leadership awareness and knowledge



Process Safety Leadership Course Development



- Started with Cogent PSL course
- Developed and tailored the course over several sessions to fit AWE needs:
 - Message from Board, specifically on process safety
 - Focus on AWE events: to reinforce the why we do process safety
 - Nuclear professionalism messages included
- Pilot delivered via blended learning in May 2022



Moving Forward



- Course now to be delivered to all Leadership levels at AWE; approx. 250 people
- Process Safety Leadership course to become integral part of AWE's leadership training



SOPHIE TURNER

**Process Safety Specialist
National Grid Gas Transmission**

Process Safety Training

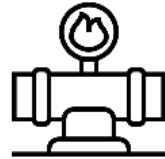
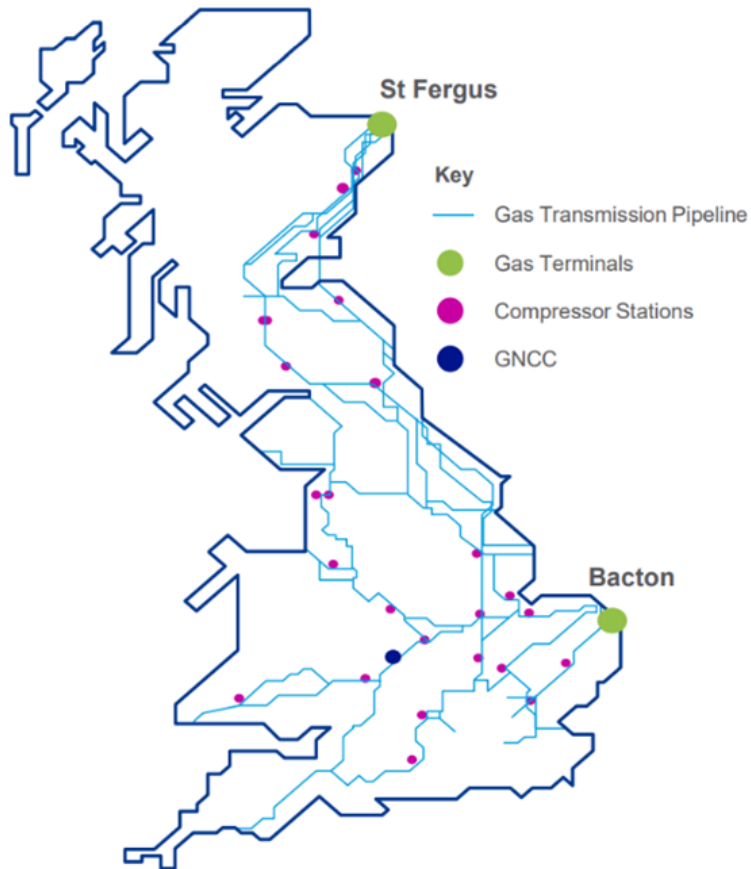
Sophie Turner
Process Safety Specialist

nationalgrid

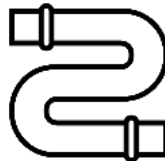


Process Safety Training

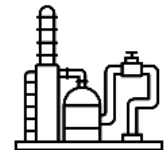
Gas Transmission



68
compressors



7,627km
network
length



8
connected
distribution
networks



£6.3bn
regulated
asset value
(RAV) Mar-21



~530
above-ground
installations
(AGIs)



**Gas National
Control
Centre
(GNCC)**



**Pipelines
Maintenance
Centre (PMC)**



£497m
EBITDA
(Mar-21)

Metering



~8m
meters
(Sep-21)



~95%
domestic
meters



~5%
industrial
meters



£186m
EBITDA
(Mar-21)

Process Safety Training

What we do now

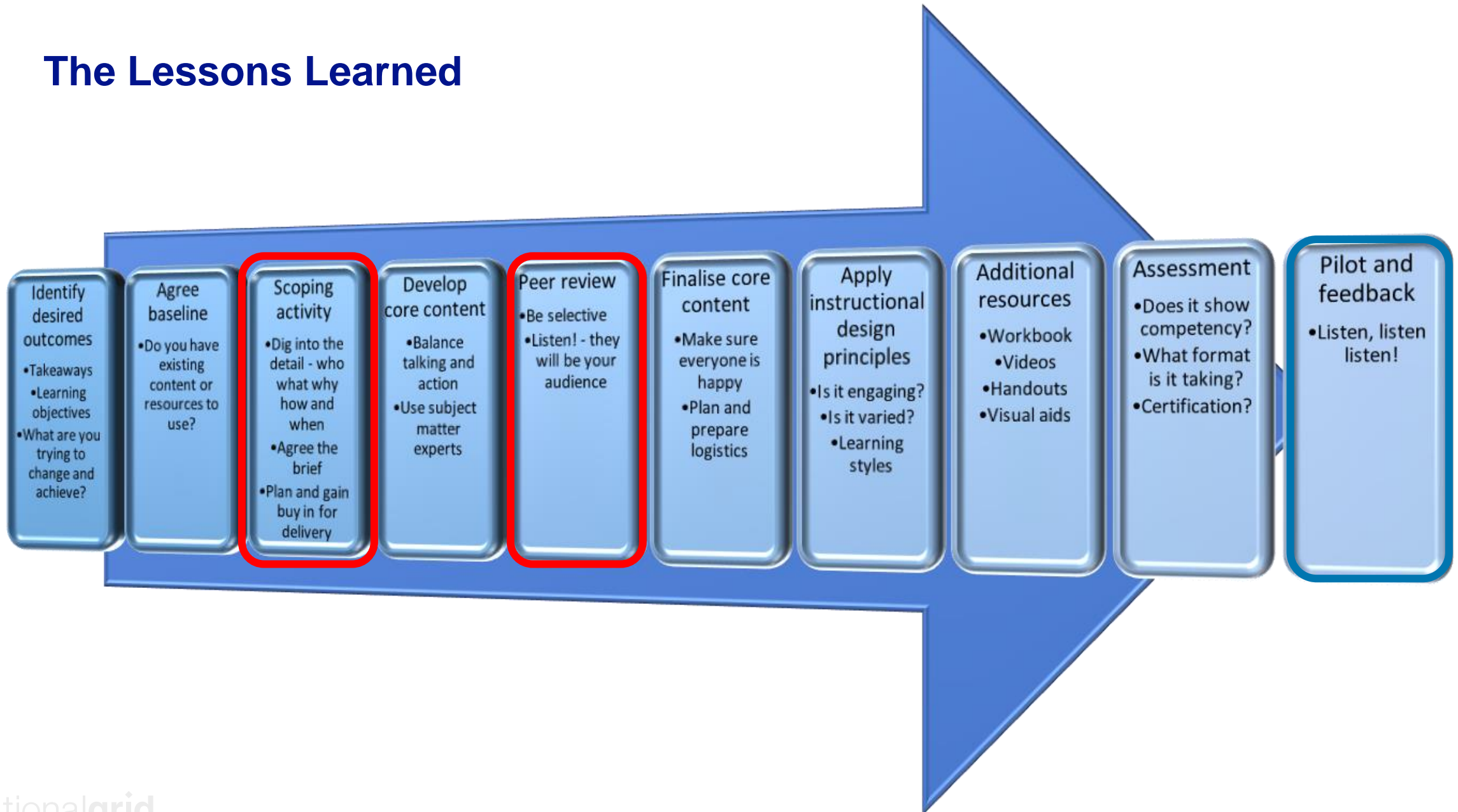
- Principles of Process Safety
- Foundations of Process Safety
- All employee introduction
- Process Safety Management System



Our Aim

- Improve Process Safety culture and senior leadership understanding /
- Improve our current workforce skills
- Maintain awareness of the importance of industry skills
- Provide training that motivates and progresses our workforce.
- Improve our corporate memory

The Lessons Learned



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EMMA SEATON

Bespoke Programme Development Lead.
Cogent Skills

LESSONS LEARNED

Identify desired outcomes

- Takeaways
- Learning objectives
- What are you trying to change and achieve?

Agree baseline

- Do you have existing content or resources to use?

Scoping activity

- Dig into the detail - who what why how and when
- Agree the brief
- Plan and gain buy in for delivery

Develop core content

- Balance talking and action
- Use subject matter experts

Peer review

- Be selective
- Listen! - they will be your audience

Finalise core content

- Make sure everyone is happy
- Plan and prepare logistics

Apply instructional design principles

- Is it engaging?
- Is it varied?
- Learning styles

Additional resources

- Workbook
- Videos
- Handouts
- Visual aids

Assessment

- Does it show competency?
- What format is it taking?
- Certification?

Pilot and feedback

- Listen, listen listen!



What To Do... and What Not To Do



Be clear about desired outcomes



Take your time in the planning stage



Find the experts



Be creative



Aim to make the delegates do the work!



Create opportunities to put the learning into practice



Don't work in isolation



Too many cooks spoil the broth!



Don't forget to plan delivery



Don't reinvent the wheel - unless you make it better!

REGULATOR KEY MESSAGES



Celebrating 20,000 PSM Champions

Key Messages from Industry Leads

Introduction

In Summer 2022, UK and global high hazard industries celebrated a significant milestone – 20,000 staff trained in Process Safety Management (PSM).

This reference document is intended to inform industry leaders – to help them with their future planning considerations. It includes a summary of contributor's key messages taken from a 'talking heads' film, which accompanied the 20,000 PSM Champions celebrations.

Contents

In this document you will find key messages from:

- **Matt Lea**, HSE, Principal Inspector.
- **Stephen Elliott**, Chemical Industries Association Chief Executive.
- **Max Walker**, HSE, Head of Onshore Chemicals Strategy
- **Richard Roff**, Process Safety Management and Competence Programme Board, Chair
- **Mike Nicholas**, Environment Agency, Senior Advisor: COMAH



Board Level Process Safety Representation Needed

and written into every Director's job description

- Major Hazard Leadership needs to be clearly defined and written into every Directors job description.
- Process Safety and Competence Performance representation is needed at Board Level
- A cause for HSE concern during COMAH site inspections – some Major Hazard senior leaders just weren't visible
- HSE wants reassurance that senior leaders know what's going on at their sites and understand if there are any external factors influencing their performance?
- The COMAH Competent Authority is building on-going intelligence and other COMAH sites will be added to the list of possible Major Hazard Leadership interventions

Matt Lea. HSE Principal Inspector Chemical, Explosives and Microbiological Hazards Division.

HSE PRINCIPAL INSPECTOR

Are Your Competence and Process Safety Management Systems Ready for Change?

Discussing Net Zero Carbon 2050 changes and new opportunities for COMAH and High Hazard site's future markets, new energy sources and supply chain.

- **Are your existing systems fit for purpose?** Net Zero carbon emissions changes can cause risks to worker safety, nearby community and the environment.
- **Ensure standards of compliance are maintained.** Especially if you are planning to re-purpose, mothball, decommission or introduce new assets?
- **Adopting to unfamiliar new technologies, such as carbon capture or hydrogen use as an energy source?** Careful thought is needed to understand risks and potential impact on your existing safety arrangements.
- **New net zero solutions investors with little experience in managing a major hazard process - COMAH may apply!** From your design and development phases through to operations. How will you acquire compliance skills to run a plant safely?
- **Adapting to Net Zero change within your COMAH or high hazard business?** Review workforce competence management systems to make sure you keep pace with change.

Max Walker. HSE. Head of Onshore Chemicals Strategy & Divisional Support - Chemicals, Explosives & Microbiological

Hazards Division



HSE STRATEGY LEAD

Act Now - Business as Usual is Not an Option

Environment Agency is changing the way they regulate - with more focus on business resilience and management systems

- **We need to act now.** Climate impact - creating increased and uncontrolled risks
- **We're changing the way we regulate** - to put more focus on business resilience and management systems
- **'Business as usual' is not an option!** We're now encouraging senior leaders to set out their ambitions, to manage the risks and opportunities we all face.
- **Does your organisation have the systems, skills and competencies required to manage climate relevant risks and opportunities?**
- **To ensure a safe and resilient Net Zero future.** Process Safety Management needs to be enhanced to embed ways of adapting to the impacts of climate change.

Mike Nicholas - Senior Advisor: COMAH. Environment Agency

ENVIRONMENT AGENCY COMAH LEAD



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YOUR QUESTIONS?

