

PROTECTING YOUR PEOPLE AND YOUR BUSINESS

Expert training and
consultancy services for
high-hazard regulated
environments



COURSE DIRECTORY

Creating a safe, competent and productive workforce

Cogent Skills has been helping companies in high-hazard industries to keep themselves and their employees safe for over 20 years.

Our range of training and consultancy solutions are designed to put you in complete control of your regulatory commitments. From the boardroom to the shopfloor, to onsite consultancy support that improves your operational efficiency. Whatever your requirements, we have the knowledge, skills, and experience to help you succeed.

Our team provides expert guidance, regulatory knowledge and industry best practice, all honed through working with some of the leading names in the business, right across the globe - with our Process Safety training programme **recognised as best practice by the HSE**.

As part of our commitment to the future of our industry, we don't just deliver the training, we work alongside leading stakeholders, including regulators to design, promote and deliver safety leadership training across the sector. We're proud to say that we've helped to develop the standards that have been used to train over 20,000 process safety professionals globally - and achieved a 96% customer satisfaction record in the process.

Why choose us?



1. Two decades of expertise supporting clients in high hazard industries.



2. Flexible training, delivered onsite, online or bespoke to you across multiple locations.



3. Together with industry partners, we help shape the training standards for COMAH /Seveso III sites.



4. As a charitable owned business, we actively support the development of safety standards for the good of the sector.

“IT’S ESSENTIAL TO PRIORITISE PROCESS SAFETY EDUCATION. YOU COULD BE MISSING OUT ON SOMETHING YOUR PEERS OR COMPETITORS ALREADY HAVE IN HAND.”

Richard Roff

PSM Competence Programme Board Chair

TRAINING DESIGNED BY INDUSTRY FOR INDUSTRY

Our PSM training follows the Process Safety Management Competence Programme Board standards, which are industry led and meet regulatory guidelines. Delivered by industry experts with over 20 years of experience, this helps you:

- Improve operational integrity and reduce the risk of a major accident.
- Implement culture change and training to help your organisation stay safe and operate.
- Ensure that your competency management, process safety compliance and existing systems are fit for purpose.
- Maintain your 'Licence to Operate'.

PROCESS SAFETY LEADERSHIP FOR SENIOR EXECUTIVES

1 Day + Follow up*

A highly practical course providing specialist board level direction for those who are ultimately responsible for developing a strong process safety culture within their organisation.

Delegates will learn how to engage the workforce to promote a positive safety culture throughout the organisation.

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

**This course includes a one day follow up which enables the learning outcomes to be embedded into your own processes and procedures.*

PROCESS SAFETY MANAGEMENT FOUNDATIONS

2 days + Online Assessment

Understand the principles of process safety management, including the identification, evaluation and prevention of accidents and incidents, as a direct result of failures in equipment, processes and procedures. This course has been designed to provide employees working in hazardous environments the tools to understand the safety, health and environmental hazards associated with their working environment and how they can manage the processes to keep them safe and efficient.

This course is now available with an optional additional qualification from SIAS

Who is it for? Managers, Supervisors, Safety Personnel, Senior Contract Employees, Young Engineers.

PROCESS SAFETY MANAGEMENT FOR OPERATIONS

2 Days + Online Assessment

This course is designed to focus on what really matters to you and your operational team. 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 the delegate's knowledge and understanding.

This course is now available with an optional additional qualification from SIAS

Licensed Model

For employers with the internal resource and capacity to deliver licenced training. You can upskill your staff to deliver PSMO under licence.

Your trainers will take part in 'Train the Trainer' where your own in-house training resource will be taken through all relevant material to enable you to deliver to your employees and contractors under licence.

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

PROCESS SAFETY AWARENESS

1 Day

This course 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, this course 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, covering the implications if an accident was to occur on site.

This course is now available with an optional additional qualification from SIAS

Who is it for? Non-technical staff and contractors on Major Hazard Sites. This course is ideal for Contractors, Office Staff, Apprentices and Cleaners on high hazard sites.

Delivery

We can alternatively deliver this as a 'Train the Trainer' for your own in-house training resource including all relevant material to enable you to deliver to your employees and contractors under licence.

ECITB HAZARD MANAGEMENT FOUNDATIONS FOR CONTRACTORS

2 Days + Online Assessment

Hazard Management Foundations adopted for ECITB environments looks at the identification, evaluation and prevention of accidents and incidents, as a direct result of failures in equipment, processes and procedures. Course participants will learn the fundamental knowledge and understanding of the principles of hazard management across the entire organisation.

Who is it for? ECITB Members, Managers, Supervisors, Designers, Safety Staff and Senior Contractor Employees

This course is eligible for funding through the ECITB levy



PROCESS SAFETY MANAGEMENT REFRESHER

1 Day

Process Safety Management Refresher courses are designed for companies who want to refresh and substantiate their knowledge and understanding of Process Safety Management issues. They are flexible courses based on the industry standards, which are designed so you can choose the areas of process safety that are important to you and your organisation.

Who is it for? Previous Process Safety Leadership, Process Safety Management Foundations and Process Safety Management for Operations delegates.

PROCESS SAFETY MANAGEMENT FOR SITE CHAMPIONS

3 Days

This course has been designed to give delegates a detailed understanding of effective process safety/major accident hazard risk management and the positive role that they can play within this.

It will deliver a clear insight into building and maintaining a positive safety culture by generating effective employee engagement, including how to identify and manage risk to the appropriate levels whilst enhancing operational effectiveness and business continuity.

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

We also deliver specialised PS courses such as Root Cause Analysis and Bowties upon request.

NEBOSH HSE CERTIFICATE IN PROCESS SAFETY MANAGEMENT

4 Days + Online Assessment

This certificate focuses on the prevention of catastrophic accidents and near misses associated with loss of containment of energy or dangerous substances such as chemicals and hydrocarbons.

Designed for high hazard industries where process safety management is critically important to the implementation of effective systems.

Cogent Skills has enhanced this qualification with EXCLUSIVE Process Safety Management training content, benchmarked to current COMAH / SEVESO III regulatory compliance requirements to make it relevant to our sector. There are 4 days of training followed by a final online exam.

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

NEBOSH HSE AWARD IN RISKS & MANAGING RISK ASSESSMENTS AT WORK

1 Day + Online Assessment

Structured around the HSE's approach to controlling the risks caused by workplace hazards. You will learn to develop straightforward, practical health and safety risk management skills so you can go beyond risk assessment, to effectively control the health and safety risks caused by hazards in your workplace.

Who is it for? Anyone involved in managing workplace health and safety risks including those who undertake risk assessments – Employers, Managers, Supervisors, Union Representatives, SHE Champions, Health and Safety Representatives.

NEBOSH HSE AWARD IN HEALTH & SAFETY LEADERSHIP EXCELLENCE

1 Day + Online Assessment

NEBOSH HSE qualification is an interactive and thought-provoking one day course that highlights the moral, legal and financial reasons for good and effective Health and Safety Leadership. As a natural follow on from PSL it covers the key considerations for good health & safety leadership, links between health & safety leadership and culture, exploration of different leadership styles and how human failures can impact performance and culture.

Who is it for? Senior Business Leaders or those aspiring to this position.

NEBOSH HSE INTRODUCTION TO INCIDENT INVESTIGATION

1 Day + Online Assessment

This one-day NEBOSH HSE qualification shows how non-complex incidents can be investigated effectively and includes:

- Moral, legal and financial arguments for investigations
- Human and organisational factors that can contribute to an incident
- The process for investigating incidents
- Positive interview strategies and the barriers to successful interviews

Who is it for? Anyone who wants to carry out incident investigations effectively – Employers, Supervisors, SHE Champions, Union and Safety representatives.

IMPLEMENTING PROCESS SAFETY LEADERSHIP

2 Days

Following on from completing the exclusive PSL or PSMF courses (or those well on their journey), this course 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.

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

MANAGEMENT OF CHANGE

1 Day

Change is inevitable - but unmanaged change is unsafe. This course gives high-hazard operators the tools, discipline, and confidence to manage change safely and consistently. The course develops understanding of the principles, legal requirements and best practice application of Management of Change in alignment with the IChemE Safety Centre framework guidance.

Who is it for? Senior Leaders, Ops & Maintenance Managers, Frontline Supervisors/ Team Leaders, staff who are involved in Process Safety, engineering and Management of Change

INTRODUCTION TO HYDROGEN SAFETY: SIAS LEVEL 2 AWARD

1 Day + Online Assessment

This one-day course is designed to provide a foundational understanding of hydrogen's role in the energy transition, its properties, applications, and the critical safety measures needed for its production, storage, and use. Developed in alignment with the Hydrogen Skills Framework, this qualification equips learners with the knowledge to identify hazards, assess risks, and implement safety protocols in hydrogen-related operations. Upon completing a multiple-choice question examination at the end of this course, learners will achieve the SIAS Level 2 Award in the Introduction to Hydrogen Safety.

Who is it for? Operators, maintenance technicians and long-term contractors working in or transitioning to the hydrogen industry.

PROCESS SAFETY FOR MANAGING HYDROGEN

1 Day

This one-day course is designed to build your understanding of the basics of Hydrogen operations and associated hazards and create deeper awareness of process safety in the context of Hydrogen. This will build confidence in the subject of Hydrogen and Process Safety Management.

Who is it for? Non-technical staff and contractors working with Hydrogen.

DSEAR FOR OPERATORS AND MAINTAINERS

1 Day

This one-day course will explore the precautions and checks, etc needed to manage Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR) assets, keep people safe and ensure that we remain compliant.

Who is it for? Operators and Maintainers on sites where dangerous substances are used and stored, who needs to understand how to manage risk from dangerous substances and how to comply with DSEAR.

DSEAR FOR MANAGERS

1 Day

This one-day course looks at the requirements of the Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR), as well as required duties of employers to protect employees, contractors and others from the risks of fire and explosions related to dangerous substances stored and used in the workplace.

Who is it for? Managers and supervisors of process plans and operations, where dangerous substances are used and stored, who needs to understand how to manage risk from dangerous substances and how to comply with the DSEAR.



“COGENT UNDERSTOOD OUR NEEDS VERY QUICKLY AND OFFERED EXACTLY THE RIGHT APPROACH – THAT STILL CONTINUES TO DELIVER SUCCESS.”

Head of Safety
Global Pharmaceutical Manufacturer



Process Safety Management & Managing Process Risk

PERMIT TO WORK AWARENESS AND MANAGEMENT OF CONTRACTORS

1 Day + Online Assessment

A premium one-day Awareness course on the Management of Contractors and Permit to Work as a part of our Competence Development Programme. Our industry experts, in line with HSE Guidelines, have designed the course to provide interactive and thought-provoking content that creates the importance of Managing contractors and permits to work.

Who is it for? Operational managers and supervisors without direct responsibility for Contractor Management, the Permit to Work process, and all other employees in operational roles.

PERMIT TO WORK: PERMIT WRITERS AND ISSUERS

1 Day + Online Assessment

A premium one-day certification course for permit writers and issuers as a part of our Competence Development Programme. Our industry experts have designed the course in line with HSE guidelines to provide interactive and thought-provoking content that challenges and enhances the competence of permit writers and issuers. This course equips them with the necessary skills and expertise to excel in their roles and to be able to draft and authorise permits under competent supervision.

Who is it for? Permit Originators, Writers, Issuers, Area Authorities, Performing Authorities, Permit Users, and others who require awareness.

OECD BENCHMARKING SURVEY

1 Day

The OECD Corporate Governance for Process Safety survey has been a core element in our bespoke process safety programmes over the last few years and it's now available for you to use, to establish a benchmark of the awareness and understanding of process safety within your business.

Who is it for? Senior leaders in high hazard industries.

EMERGENCY RESPONSE TRAINING

1 Day + Online Assessment

Emergency response and incident management is the process of managing the life cycle of all incidents with the objective of ensuring smooth business operations with minimal to no downtime. The Emergency Response Training course is designed to inspire and train employees and professionals to understand the impact of incidents on businesses better. This course serves as an introduction for those who are new to Site Incident Management and as a refresher for those who are already involved in Site Incident Management.

Who is it for? All Responder Staff, Incident Controllers, Control Room Staff, Fire Team members, Emergency Management Team, Safety Advisors and Variety of operational, maintenance, safety, management and HR personnel.



“THE BESPOKE TRAINING HAS WORKED WELL – IN FACT, IT’S EXCEEDED OUR EXPECTATIONS.”

Chris Carbaugh
Chief Operations Officer, Stena Drilling Ltd

COGENT SKILLS IS YOUR EXTERNAL EXPERT RESOURCE

Regulatory Inspectors need businesses to demonstrate operational competence, by having access to competent persons and systems - to evidence an individual employee's workplace knowledge, skills, attitude and behaviours. This can be an internal or external resource.

Cogent Skills is an external expert provider of competence management solutions.

WORKPLACE COMPETENCE ASSESSOR FOR APPRENTICES

2 Days (+2 Observation visits)

This course provides the tools, techniques, and skills to evaluate, develop and maintain the competence of apprentices. It is ideally suited to anyone mentoring or assessing the competency of apprentices prior to end assessments and enables supervisors to understand their apprenticeship standards. The course is also suitable for employees who are in a training role or work within the science industry and need training to be able to assess workplace competence.

Who is it for? Front line Apprentice Supervisors, Apprentice Mentors and Competence Assessors, where assessment is only part of their role.

WORKPLACE COMPETENCE ASSESSOR

2 Days (+2 Observation visits)

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 a clear and accurate picture of the competencies within their organisation.

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

HUMAN FACTORS AWARENESS

1 Day

This course is suitable for anyone who not only needs to understand more about Human Factors / Competence Management and its relevance to process safety on a COMAH site, but is also required to understand how to comply to HSE's regulatory requirements. The course includes real case studies of where human factors have contributed to major accidents - bringing the theory to life!

Who is it for? Hazard Industry Leaders and Management.

LEADING IN THE PROCESS INDUSTRIES

7 Modules - 1-2 Days each (8 Days total)

Leading in the Process Industries (LIPI) is a portfolio of leadership and management courses designed to upskill new and existing Supervisors. The 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 objectives through the teams that they manage. You can take all modules or just a few, and they include:

- Stepping Up to Become a Supervisor - 2 days
- Difficult Discussions - 1 day
- Coaching and Mentoring - 1 day
- Dealing with Change - 1 day
- Getting the Most out of your Team - 1 day
- Human Resource Essentials - 1 day
- Introduction to Project Management - 1 day

Who is it for? New and existing Process Industries Supervisor in need of management training

TRAIN THE TRAINER

2 Days + Observation

This master class in learning and facilitation practices is designed for anyone responsible for delivering corporate content. 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.

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

CMS AWARENESS

1 Day

Suitable for anyone who needs to understand more about Competence Management and its relevance to a COMAH site, including what does competence really mean, the basics around managing competence and good practice guidance for an effective competence management system.

Who is it for? Hazard Industry Leaders and Management





“COMPETENCE MANAGEMENT SYSTEMS ARE ESSENTIAL FOR OUR TOP TIER AND NON-COMAH SITES.”

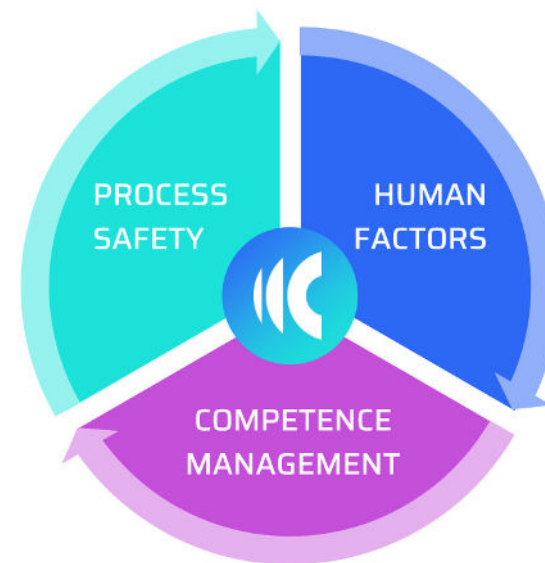
Katie Woods-Ruddick
Chief People Officer, px limited

Consultancy Offer

Cogent Skills consultants provide expert advice, guidance and support to high hazard and regulated organisations to enable them to develop robust and sustainable processes to be able to demonstrate the competency of their staff. This provides ongoing assurance that organisations continue to comply with regulatory requirements, maintain a healthy safety culture and maintain their Licence to Operate.

Skills solutions that make sense

Our on-site consultancy expertise extends to Competence Management, Human Factors, Process Safety and Leadership and Change Management.



We like to think of our team as an extension to your own. Consultancy services can be flexed to meet the needs of your business. Adding to your own in-house expertise or supporting you through a particular project.

Why not start your journey with a **1 day Competence Management System review**, where our experts will take stock of where you are with your competency management system or a free 30 minute consultancy?

To find out more about how we can support you and your team, get in touch today. Email industry@cogentskills.com or call 01325 740 900

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