

## Case Study:

# Apprenticeships with DePuy Synthes

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DePuy Synthes is part of the Johnson & Johnson family of healthcare companies, specialising in professional orthopaedic treatments. The Beeston R&D and Manufacturing Centre is a world-leading orthopaedic facility, designed to foster innovation, communication and collaboration.

Since 2015, Cogent Skills has been the preferred partner for delivering innovative talent and skill solutions that support DePuy's business growth. Through the Flexi Job Apprenticeship Agency, Cogent Skills provides outsourced employment at DePuy's Leeds site.

**“Our partnership with Cogent Skills has been instrumental in shaping our future talent pipeline.”**

DePuy has benefited from Cogent's tailored approach to apprentice recruitment and the ongoing support the company provides throughout the employment journey. In particular, the time Cogent's team invested in understanding their operational context ensured candidates are aligned to the employer's values and long-term ambitions.

The company has successfully built a strong pool of apprentices over recent years, many of whom have progressed into permanent roles within the business. Staff report that this has supported critical skill development on the shop floor and contributed to building a resilient and capable workforce.

Beyond technical skills, DePuy reports a strong sense of enthusiasm and fresh thinking among its apprentices, which has positively influenced team morale and engagement. It's also reinforced their culture of learning, development and continuous improvement.

Senior Operations Manager, Rick Kaniath, said: “Our partnership with Cogent Skills has been instrumental in shaping our future talent pipeline.

“Working with Cogent has enabled us to invest in early careers while honouring the legacy of our rich manufacturing heritage in Leeds, and it aligns with our commitment to long-term workforce sustainability and the strategic development of critical capabilities.”