

Business Case Facts for Developing Bespoke Learning

Introduction

Your business needs are specific, so the solution we create for you, will be as unique as your business. Wherever you are in the world you will receive course content which is:

- Designed specifically for you
- Developed from our training offering
- Delivered at time, method and location to suit your business needs

Our bespoke learning services can not only include officially recognised training standards, but also can be developed to include your own training content – from Operations to Leadership. You will receive an end-to-end bespoke learning and development solution that drives measurable improvements in business performance.

Thank you for considering bespoke learning for your business.

This option is the most comprehensive and effective learning development solution because it drives measurable business performance improvements and delivers on numerous business case requirements – as listed in the document

All of which will result in the improvement of your productivity, operational integrity and evidences a business' commitment to taking the training seriously to your workforce, stakeholders and the competent authorities.

Bespoke Process Safety Management Courses

Our Process Safety Management deliverables will be designed to meet UK national standards which have been developed and approved by the Process Safety Management Competence Programme Board. We will work with your internal experts to combine your own specific leadership messaging and process safety procedures with the exclusive Process Safety Management training standards content - benchmarked to comply to relevant major accident hazard operations' regulatory requirements.

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“ Blended Process Safety Management learning is certainly the way forward for Unilever. In terms of actual training and delivery, it is remarkably effective. I would say that it has been an overwhelming success. Senior leadership who've attended the training, have given exceptionally good, positive feedback.

Blended learning means that we can combine our own systems training messages with industry specific case studies along with up-to-date regulatory competence and compliance standards, whilst providing the equal opportunity of delivering learning at times and via platforms which are accessible to all of our employees. ”

Malcolm Sarstedt

Process Safety Operations
Manager, Unilever UK, Ireland
and Europe and member of
Process Safety Management
Competence Programme
Board

What is Bespoke Learning?

Bespoke learning is where your business receives a customised and specifically designed training programme to help you to meet your corporate learning and development requirements.

Value added Bespoke Learning deliverables include:

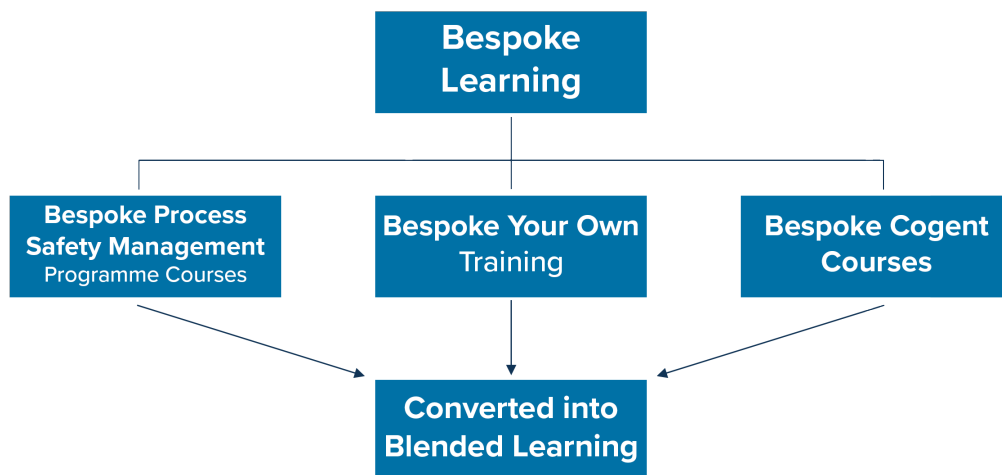
- **Admin Resources.** To organise all of your training project and event logistics
- **Bespoke Training Plan.** Best practice content, combining your corporate training, leadership messages and exclusive industry training standards
- **Corporate Branded Materials and Workbooks.** Improving your corporate training approach
- **Industry Recognised Case Studies and Animated Films.** To share lessons learned, best practice and awareness of industry issues
- **Professionally Produced Corporate Training Films.** With professional voice overs to provide explanations
- **Project Management.** To oversee successful programme development

Bespoke Process Safety Management Programme

Cogent Skills will merge your corporate training standards, procedures and leadership key messages with exclusive, specialist Process Safety Management industry content and training standards – which are benchmarked to current COMAH / SEVESO III regulatory compliance requirements.

The unique Process Safety Management industry content and training standards have been developed by the UK Process Safety Management Competence Programme Board and are **ONLY** available from Cogent Skills.

Your Bespoke Learning Opportunities



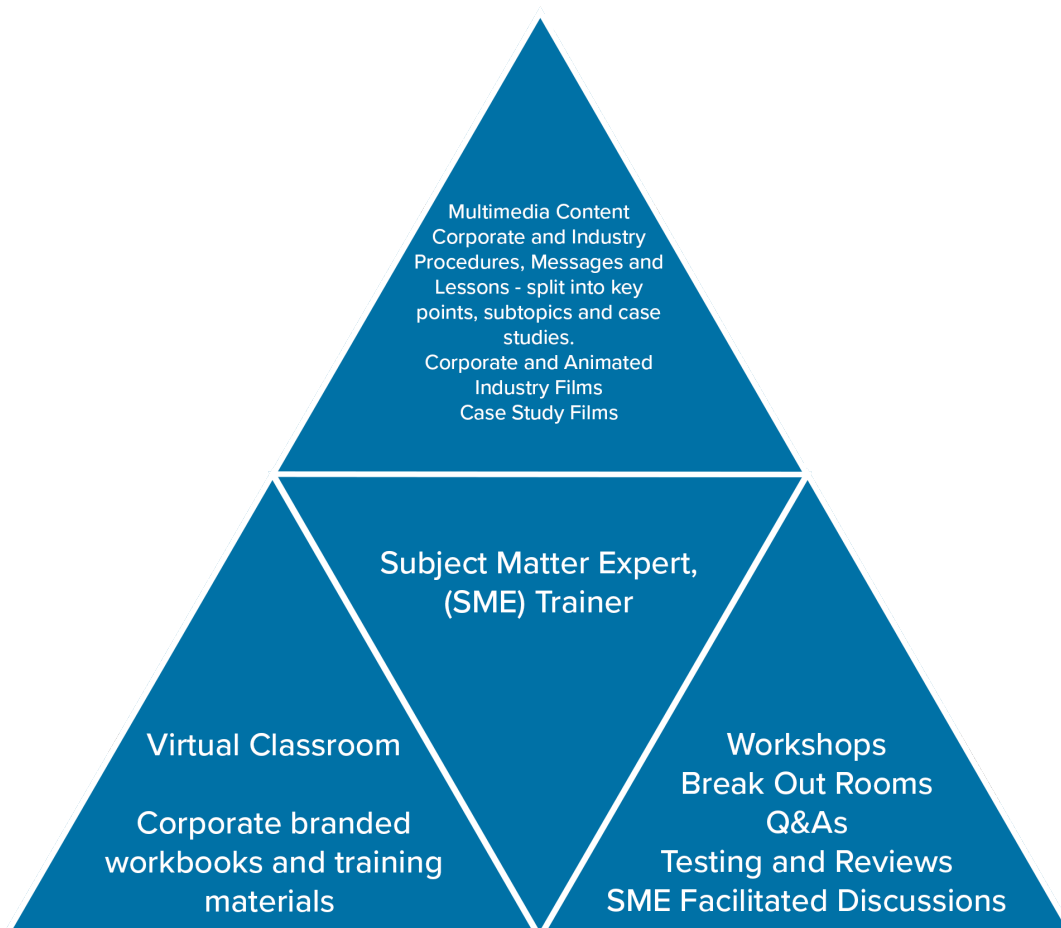
What is Blended Learning?

Blended learning is a dynamic, digital hybrid training approach, which stimulates improved learning by incorporating multimedia resources with subject matter expert direction in a combined face to face and virtual learning environment.

The digital, remote delivery element can help with your Net Zero agenda approach – as it helps you to reduce your carbon footprint. It also helps to improve your workforce’s work / home life balance, whilst reducing off-site travel and logistical costs. By delivering online, blended learning can help to improve your workforce’s learning functionality, accessibility, inclusion and equality of engagement.

Lesson plans are collaboratively developed and facilitated by your corporate workstream leads and our subject matter industry experts, to ensure compliance and safety to your people, assets and the environment.

Blended Learning Model



Why move to Bespoke Learning?

Key Business Case facts to help you meet your Net Zero and Business Growth Agenda

Bespoke Learning will deliver: Strategic Growth Drivers

- **Net Zero Agenda.** Sustainable virtual and blended delivery platforms reduce your corporate carbon footprint
- **Equality, Diversity and Inclusion.** Inclusive and equality accessible for all - perfect for remote, hard to reach or quarantined workers
- **Best Practice Approach for Training Delivery and Content.** Internal training standards development, benchmarked to comply to relevant COMAH / Seveso III regulatory requirements. Includes access to online competent assessments. Blended learning combines the best of remote delivery with face-to-face training - delivering knowledge through the virtual platform whilst having full access and input from expert trainers, who will explore scenarios, challenge delegates and share best practice. Course content adapted by learning experts to make it easy to digest and deliver
- **Digital Transformation Change.** Innovative virtual platforms for global engagement, improves workforce's learning experience, completion rates, understanding and satisfaction
- **Corporate IP in a Sustainable, Bespoke Training Plan.** Combine intellectual property content into your own package of digital media and training assets. Cascade your leadership key messages, operational procedure directions and industry specific compliance content. **Legacy content can be used for many years**
- **Rapid Change Preparedness.** Training operations unaffected by global emergencies, political unrest or emergency 'stay at home' orders.
- **Skills Gap Requirements.** Sharing aging workforce's knowledge for future specialists. Strategic threat is reduced by developing a bespoke training programme, which captures and retains skills knowledge for succession planning improvements.

Corporate Reputation Opportunities:

Cogent Skills' Process Safety Training confirms that your Process Safety Management Framework (HAZARDS, PROCESSES and SYSTEMS) are effective and:

- Ensures your environmental license – reducing the risk of a Major Accident to The Environment (MATTE)
- Evidences or updates your framework systems – for compliance to major accident hazard site regulatory requirements
- Improves competitive advantage and corporate reputation
- Improves operator effectiveness, people and asset management
- Improves Process Safety culture and senior leadership understanding
- Improves staff morale and enhanced operator wellbeing
- Keeps your sites safe and operating to full efficiency.
- Reduces the risk of accidental shutdowns / business loss
- Reduces the risk of human error incidents and accidents
- Reduces the risk of personal injury to employees and the public.

Business Case Outcomes:

- **Regulatory Compliance.** Subject Matter Experts develop training content benchmarked to COMAH / SEVESO III regulatory requirements for major accident hazard operations
- **Cost Savings.** Reduces the onsite and pre-event travel time, effort and event costs. No major spend on multiple staff travel time offsite, accommodation, food and drink expenditure, venue hire and administration
- **Improvement of operational integrity.** By delivering best practice training and industry framework standards content –which is benchmarked to comply to relevant regulatory requirements (i.e. COMAH / Seveso III), training films will to be delivered to the workforce, suppliers, clients and competitors (where appropriate for sector safety) - for the greater good of the industry, aiming to reduce the risk of a Major Accident Hazard to people and the environment.
- **Solves LOGISTICS problems.** Going remote removes the problem of getting major multi-sites to all attend a training event at ONE central location
- **Productivity Improvements and Worker Welfare.** The virtual option continues to save travel and offsite time, reduced worker stress and improved work – home life balance.
- **Suitable for Remote Workers or Emergency ‘Stay at Home’ orders.** Bespoke blended learning is a perfect solution for global emergencies – such as COVID-19, as it will not be impacted or affected by major changes.
- **Professional Corporate Training Film Production.** Professionally produced training films with voice overs. Includes industry and company specific case studies, plus your own set piece presentations – to include specific corporate messaging, your own operational/ safety procedure directions, industry recognised case studies along with your own case study videos. Training films to include everything relevant to Client’s business needs for current staff development, to fill the skills gap and upskill the future workforce.
- **Corporate Branded Training Assets.** Graphic designed branded training workbooks - digital or hard copy. Cogent Skills collaborate with corporate leadership to develop and produce company specific training, industry case studies, best practice and regulatory compliance blended learning video content. Cogent will develop the content, professional slides decks and produced professional videos with voice overs. This will results in the production of exceptional films with a professional person delivering the audio messages - which can be used for many years to come for single or multiple / global sites. This helps with current staff development, fill the skills gap and upskill the future workforce. Consistent branding and messaging to all staff, which has been signed off by senior leadership, demonstrates that the business is committed to and is taking the training seriously - for whole company acceptance and adoption.
- **Professional Resources Included.** NO need to find internal staff! You get Subject Matter Expert trainers, event project managers and training administrators – who organise everything!
- **Adapts easily to changing remote working requirements.** Maintains productivity during changing remote working circumstances
- **Develop a bespoke training plan.** Client and Cogent Skills will agree an interactive training plan, relevant virtual platforms and what would be the key discussion points, along with a pre-training schedule and any participant pre-training knowledge assessments (i.e. OECD benchmarking for PSM) before the courses. This means that the expert industry instructors will understand the level of participant knowledge beforehand, be confident that the participants are well prepared and know the exact messages that senior management want to cascade to their audience.
- **Effective Delegate Engagement.** Regular trainer input, polls and knowledge videos keeps the learner immersed in the training - making the training much more successful

Cogent Skills' Benefits

Cogent Skills develop bespoke corporate training which can be delivered globally via classroom (face to face), remote web based, eLearning or blended learning options.

As the 'Skills Voice of the Industry', Cogent Skills collaborates with industry leadership to develop industry training standards, future workforce competence and regulatory compliance solutions, share knowledge, lessons learned and best practice. As the preferred skills partner to worldwide Science and Industrial companies, Cogent facilitates skills-solutions change to progress the skills agenda, with key differentiators being:

- **Award winning.** 2019 Chemical Industry Service Provider of the Year
- **Benchmarked Training content.** To industry and regulatory standards
- **Extensive experience within world-wide, High Hazard industries.** Since 2010, they have delivered regulatory compliance services to:
 - over 20,000 employees
 - across 300+ businesses
 - from 40+ industries
 - across 40+ countries
- **Strong affiliations with Regulators, Industry Bodies and Trade Associations** that supports our industry wide solutions, with the aim to:
 - Improve industry training guidelines and standards changes with regulators and industry trade bodies
 - Facilitate the Competent Authority's industry messaging and market engagement
 - Facilitates the Process Safety Management Competence Programme Board (of which HSE is a member) to deliver exclusive training standards to industry.
- **Main Skills Body for Competence within High Hazard Industries.** Competent Authority HSE lists us as the Main Skills Body for Competence in Chemical Sector
- **Custodian of the Process Safety Management industry training standards** and deliverer of the recognised Process Safety Management suite of courses (recognised by the UK's HSE's COMAH / Seveso III authority)
- **Subject Matter Expert Competence and Compliance Industry Consultants.** Each with 30-45 years' worth of industry leadership experience.
- **Exclusive Competence and Compliance, knowledge, skills and behaviour content.** Delivering exclusive Industrial Process Safety and Competence Management training standards, developed by the industry led Process Safety Competence Management Programme Board (PSCMPB) which meet HSE Standards
- **Publisher and Author of Competency Management System guidelines**
- **Twenty years of delivering high level industry skills.** Established in 2002 experienced within industry

“ Our problem with virtual training is that we didn't have the resources to develop company specific videos, we didn't have the resources to develop training packages with the most up to date compliance requirements and best practice, we didn't have the trainers to deliver our training messages – we really needed some help. This is why we reached out to Cogent Skills”.

The bespoke training has worked well – in fact, it's exceed our expectations and feedback from the client has been particularly good. It's been a really enjoyable process for us and not been too difficult to get the training together because Cogent and their trainers have really helped out – they've been exceptional. ”

Chris Carbaugh

Chief Operations Officer, Stena Drilling Ltd

Want to explore your Bespoke Learning opportunities?

Contact us!

Tel: 07710 308 628

Email: industry@cogentskills.com

Regulatory Compliance Solutions

Helping worldwide industries keep their 'License to Operate'