

SkillsImpact

Setting industry skills standards



**REAL JOBS FOR
REAL APPRENTICES**
new Technical Apprenticeship Service

**PATHWAY FOR
LIFE SCIENCES**
HAs provide new routes

GOLD STANDARD
set to expand into new sectors

**SKILLS FOR
NEW BUILD**
Nuclear Island experience

Welcome



Joanna Woolf
CEO

We start 2012 with the support of UK Commission for Employment and Skills (UKCES) funding for employer-led programmes set to drive sustainable skills improvements in the science-based industries. (see below)

We're already delivering a raft of programmes aimed at closing skills gaps and securing talent – from our Gold Standard for skills through to new Higher Apprenticeships in Life Sciences.

These new investments reflect the support of employers and stakeholders who have demonstrated continued support to the skills agenda.

Many have been in partnership with us since the very beginning of Cogent and their support means we will be rolling out these far-reaching skills programmes under UKCES' investment portfolio through until 2014.

Employer ownership will ensure sustainability for these demand-led programmes beyond this date and we'll continue to be steered by their needs.

The work spans England, Scotland, Northern Ireland and Wales, and in most cases builds on our existing initiatives for the nuclear, process and life sciences industries.

We're delighted, that with your support we will be able to continue to roll out these workstreams, which are profiled in this issue of Skills Impact.

We're also delighted to be recognised by employers as having a key role in economic growth.

Through these investments Cogent will work with industry to raise ambition on skills, increasing the competitiveness of these vital, strategic global industries.

Skills programmes underway

The recent £4.8m EIF investment secured by Cogent is across three extensive programmes, which have been shaped by employers and are aimed at raising employer ambition and investment in skills.

Tom Crotty, Director of Ineos, and Chair of Cogent's Board said: "This is really great news for employers across the process, life sciences and nuclear industries. Their leadership has been central to securing funding for these successful bids which are centred around what employers want."

The successful EIF2 programmes:

Nuclear Life Cycle Skills – supporting a skilled nuclear renaissance

This programme will deliver a dynamic workforce model for the UK's nuclear workforce, providing the clear granular labour market information to enable forward planning and capacity building by providers and employers alike. Knowing the skills required is a fundamental ingredient to successful delivery. The existing Nuclear Industry Training Framework will be extended to embrace the nuclear supply chain, capturing the nuclear relevant training and qualifications to be recorded on the Nuclear Skills Passport managed by the National Skills Academy for Nuclear.

Upskilling the Process Industries – Gold Standard

To establish the employer-led Gold Standard competency framework as **the Process Industry standard** for skills and to expand into areas such as formulation, water treatment, explosives and industrial biotechnology. Through 3 strands:

- Expanding Gold Standards coverage into new sectors.
- Developing products for new sectors.
- Developing products for existing sectors.

The National Skills Academy Process Industries, Cogent's delivery arm, helps employers assess workforce capability against the Gold Standard, to identify skills gaps and opportunities for performance improvement.

Mobilising Life Sciences Skills for Growth – A Skills Gateway

This strand is aimed at increasing the UK value proposition internationally by growing a skilled life sciences workforce. Cogent will undertake more detailed research to better understand the needs of this growing and developing sector and produce a *BioHorizons* series of labour market reports, as well as working with employers to develop employer-led skills solutions to drive the life sciences economy forwards. Central to this workstream is a *Window on the World* for life sciences which will be delivered through an interactive web portal.



THIS IS REALLY GREAT NEWS FOR EMPLOYERS ACROSS THE PROCESS, LIFE SCIENCES AND NUCLEAR INDUSTRIES.

Tom Crotty, Director of Ineos, and Chair of Cogent's Board

Alex Ferguson supports apprentices

Manchester United manager, Sir Alex Ferguson highlighted the importance of Apprenticeships, training and funding at a joint Unite/Cogent Manchester conference in November.

Sir Alex said: "It is only when you had the opportunity to have an Apprenticeship did you realise the long term benefit. Anyone who had that experience will have appreciated the skills they learned."

"Over a long period in our industry, Apprenticeships have been neglected and that has to change. Great Britain was admired throughout the world for its ability to produce quality through the craftsmanship of its workforce and now is the time to bring about a regeneration of those times."

"Apprenticeships offer that opportunity for business to build from within their own confines and create an atmosphere of loyalty and continuity."

Unite assistant general secretary for manufacturing, Tony Burke, speaking at the event, said: "It is very apt that Sir Alex, whose



Left to right Unite assistant general secretary for manufacturing, Tony Burke; Manchester United manager, Sir Alex Ferguson and Jayne Edwards, Managing Director, TAS

commitment to developing young talented people into international footballing stars is universally admired, should be speaking on the importance of bringing young people forward through skilled apprenticeships

and top quality training."

"Apprenticeships today will translate into the skilled workforce of tomorrow. That should be our goal for the future viability of British manufacturing and our science based industries."

Jayne Edwards, Managing Director of the newly launched Technical Apprenticeship Service (TAS), launched TAS, spelling out the vital role it will have in supporting employers to take on apprentices.

MOU on skills with the Society of Biology

Cogent and the Society of Biology (SB) have set out their joined-up approach to the implementation of the initiatives arising from Cogent's Skills Action Plan for Growth in the UK Life Sciences.

The Memorandum of Understanding (MOU) sets out the areas of joint working where it is imperative the two organisations work in a complementary manner.

Cogent CEO, Joanna Woolf said: "I'm delighted that our two organisations have set out this agreement. The Action Plan is aimed at ensuring life sciences employers have ready access to the skilled individuals they need to develop new ideas into products. The Society of Biology has a key role to play in this, particularly in relation to its wide array

of Continuing Professional Development activities."

Mark Downs, CEO of the Society of Biology added: "the life sciences are critical to our future economic growth and social well-being. We need to urgently address skills gaps in the biological sciences to ensure there continues to be a flow of talented people with the right skills to support the Sector to maintain its world leading position. We are delighted to be working with Cogent on the critical areas of pharma and biotech."

The Skills Action plan represents a framework to ensure the skills system is fit to meet the Sector's challenge for the future. The Cogent Life Sciences Advisory Council (LSAC) is playing a key role in this, and representatives from the Society of Biology are important members of this body.



The MOU takes this a step further, and in particular will see the two organisation's working jointly on:

- Life Science Apprenticeships
- Degree Accreditation
- Professional Registrations
- Employability Kitemarking of Degree Programmes
- Career and Training Pathways
- Secondment of Cogent staff to SB
- The Skills Action Plan can be found here <http://bit.ly/q5ya8d>
- David Cameron's speech on life sciences can be found here: <http://bit.ly/t9OXzK>

Skills Oracle evolving

Cogent's Skills Oracle research programme is evolving. The next phase will form the basis of evaluation for funded projects.

All employers, including SMEs, across all Cogent sectors are actively encouraged to take part to enable Cogent to deliver the best possible products and services.

If you have any questions or ideas on what should be included in the 2012 survey, or would like to take part, please contact Julie.plumbley@kogent-ssc.com

To view the reports please visit: <http://www.kogent-ssc.com/research/Oracle.php>

Renaissance Report spotlights defence

The next in the series of Cogent's Renaissance Nuclear Skills Reports Assurance – The Defence Nuclear Workforce 2010 – 2025, is now available via the Cogent website. The Defence Nuclear Programme forms a critical 25% of the total UK demand for nuclear skills.

The much anticipated report is the

third in a series of four, working with industry and government to help ensure that the demand for nuclear skills in the UK can be met. The key message is that the highly specialist skills in the strategic nuclear defence sector, an industry in the national interest, should be protected and nurtured.

Training in the sector is a vital part

of every employee's professional development, along with a clear employer focus on maintaining skills supply into the key specialisms across the defence nuclear industry.

Demand forecasts from the 'Submarine Enterprise Programme' group of employers working in collaboration, show a modest decrease in the 15,000 strong

workforce over the period to 2025. This is predicated on maintaining a coherent long-term programme; in particular the seamless transition from Astute build to a Vanguard successor.

Any variations from the government's assumed submarine building profile will not only affect the skills demand for construction, it will also have an indirect impact on areas such as decommissioning and maintenance, especially inspection and re-validation activities, as the existing fleet is pressed into longer service.

Steve Bennett, Cogent's Head of Research said, "the experience of the submarine building programme in the early years of the century suggests that any substantial break in submarine construction will interrupt the skills pipeline. Although demand will initially decrease, later reinstatement of the programme will be limited by a lack of immediately usable skills, increasing the training demand."

Jean Llewellyn OBE, Chief Executive of the National Skills Academy for Nuclear said: "This report is of fundamental importance in clarifying the future skills needs of the nuclear defence sub sector. Following the two prior reports which focused on the civil nuclear skills requirements, this third report really helps us to look at the whole of the nuclear skills challenge in UK. The National Skills Academy for Nuclear will continue to work with employers and partners to address the recommendations of all three reports and we are looking forward to the final report later in the year."



Fission Road Map underway

Cogent is supporting the skills component of the UK Fission Road Map chaired by Dame Sue Ion and co-ordinated by the National Nuclear Laboratory (NNL).

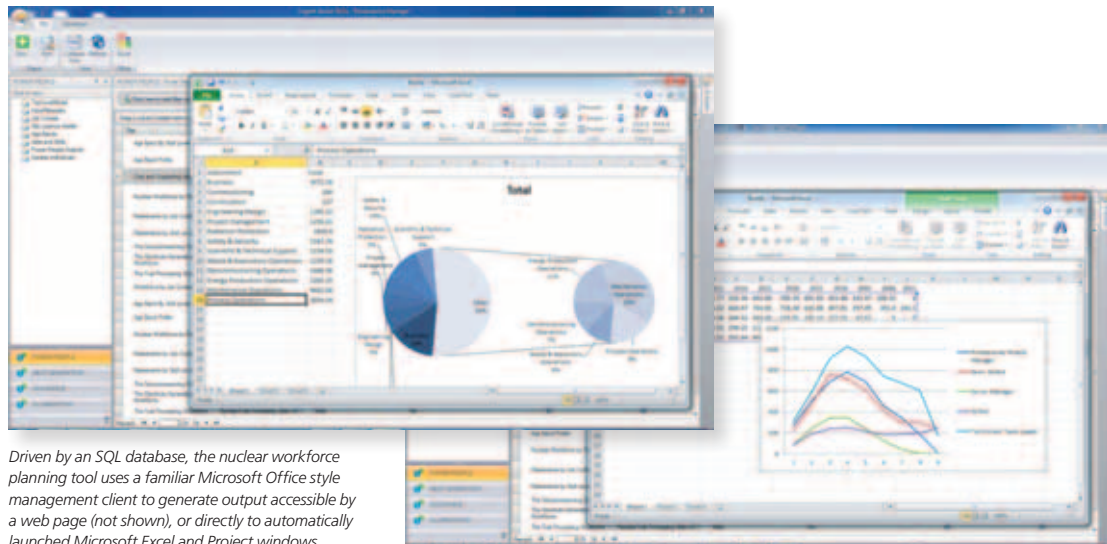
Fission is the process that underpins all commercial nuclear power generation, and while this report focuses on civil electricity generation, there is also a strong overlap with defence nuclear requirements in terms of the technical issues and the underpinning research programmes.

The work arose from the September 2010 Energy Research Partnership report that recommended a long term strategy for the development of nuclear power, combined with a detailed Road Map for the development of nuclear R&D.

Two pathways are analysed: 16 GWe by 2025 and 40 GWe in an extended cycle to be completed by 2050. The expansion option, while offering different challenges, includes the potential to close the fuel cycle to provide a sustainable source of fuel.

In early November Cogent hosted a skills expert panel meeting to feed into the map. An advanced draft of the document has already been delivered to ministers, with final publication expected in February 2012.

Dynamic planning tool will supply in-depth data



Driven by an SQL database, the nuclear workforce planning tool uses a familiar Microsoft Office style management client to generate output accessible by a web page (not shown), or directly to automatically launched Microsoft Excel and Project windows.

Development of a web-based Workforce Planning Model to produce the industry-wide forecast of skills needed to support nuclear new build and continued operations is underway.

The lack of nuclear specific Standard Occupational and Industrial Classifications requires primary Labour Market Information (LMI) research to be conducted against industry agreed Cogent nuclear Job Context descriptors.

This new tool will provide the level of detail necessary for the nuclear industry and government to take advantage of the imminent opportunities offered by the UK domestic nuclear programmes and the growing global market.

The Nuclear Decommissioning

Authority (NDA) also requires a dynamic Workforce Planning Model to support the transition of the workforce through the stages of nuclear decommissioning.

Steve Bennett, Cogent's Head of Research said, "Cogent has a unique understanding of the skills requirements of the nuclear industry through its previous LMI research, acknowledged as highly valuable primary information and widely used by government and industry.

"A Workforce Planning Model will support the provision of in-depth LMI which can be readily adapted to changing industry scenarios or to rapidly test proposed changes to policy.

"As well as the current forecast of an additional 16 GWe of nuclear new build by 2025, the tool will be

able to model options arising from the UK Fission Energy Roadmap and the 2050 Pathways Analysis; programmes that identify the drivers and recommendations needed to move to a secure and low carbon energy system by 2050."

This new tool will allow employers to focus their regional recruitment strategies, inform local education providers of the scale of the challenge to deliver the skills from within that area and enable employers to focus investment in Higher and Further Education and private training providers.

Government departments will also be able to investigate the impact of policy proposals, and maintain a national overview.

Stephen Rosevear appointed as new Director of Research & Policy

Dr Stephen Rosevear has joined Cogent as Director of Research & Policy.

Prior to joining Cogent, Stephen was HMRC's chief analyst on the corporate real estate market, undertaking tax modeling and policy development for Treasury and Revenue ministries.

Stephen has worked as an economist and analyst in four Government departments, as well as advising both the private and public sector in a leading international economic consultancy.

During his career, Stephen has briefed Cabinet Committees and Secretaries of State on regeneration



and regional policy, and advised ministers on labour market reform.

Commenting on his appointment, Stephen said: "Joining Cogent is an exciting challenge at an exciting time. I'm looking forward to working with the team to ensure robust Labour Market Information and skills intelligence to support the sector in making skills investments that continue to drive up its capacity and capability."

Joanna Woolf, Cogent CEO said: "Stephen brings to Cogent a breadth of experience in economics, labour

markets and in analysing complex information so that it intelligently informs policy. We are delighted that he will be directing our research programme and supporting our strategic planning and employer-led skills solutions."

Stephen has also had spells with the Manufacturing Institute, and as an academic at the London School of Economics and the University of Warwick.

He holds a PhD in Regional Economics and Industrial Policy from the University of Bristol.

Water treatment: new proof of competence

Cogent has launched a new flexible suite of water treatment qualifications.

They will, for the first time, provide proof of competence to a national standard, across all the specialist roles in the Water Treatment industry.

The employer-led qualifications have been designed in collaboration with a Cogent SSC-led steering group, which is made up of experts in a variety of Water Treatment specialisms and markets.

These 5 new qualifications, available through Awarding Organisation PAA\VQ-SET who worked with Cogent and the Water Treatment industry throughout the development process, cover 17 job roles and are relevant to:

- Water Treatment service providers both SMEs (85% of the industry) and bigger companies.

- Industrial, commercial and council sites (in-house testers).

They represent a cost-effective route to training, ensuring that investment is targeted in standardised training that is relevant to the needs of the Water Treatment industry.

Matthew Hardy, Cogent Product and Services Manager, said: "these new qualifications are a vital route to proof of competence in an industry which faces multiple operational challenges."

"Scale, corrosion, fouling, legionella and biological growth are all potential threats and all can seriously impact on efficiency and productivity. Highly skilled water treatment personnel provide an expert service, which ensures that industrial and commercial systems are maintained to the very highest

standards of health, safety and environment."

Ann Randall, Chief Executive of PAA\VQ-SET, added: "we are delighted with the development of these new qualifications. They will

support the all-important proof of competence of employees and ensure that the investment made in training is underpinned by a national standards based approach."

The qualifications are as follows:

Level 2

Level 2 Award in Water Treatment

Level 2 Certificate in Water Treatment

- Water Testing
- Water Systems Cleaning
- Water System Remedials
- Water Treatment Equipment Engineering
- Legionella Risk Assessment Surveying

Level 2 Diploma in Water Treatment

Level 3

Level 3 Certificate in Water Treatment

- Water Treatment Equipment Specialism
- Water Treatment Systems Cleaning Supervision
- Water Treatment Specialism
- Leisure Pool Water Quality Management

Level 3 Diploma in Water Treatment

- Water Treatment Technology
- Water Treatment Equipment Technology
- Legionella Risk Assessment Hot and Cold Water Services
- Legionella Risk Assessment Evaporative Cooling Processes
- Legionella Risk Assessment Process Water Systems

For more information on the qualifications contact:

matthew.hardy@kogent-ssc.com or PAA\VQ-SET info@paa-uk.org



THESE NEW QUALIFICATIONS ARE A VITAL ROUTE TO PROOF OF COMPETENCE IN AN INDUSTRY WHICH FACES MULTIPLE OPERATIONAL CHALLENGES.

Matthew Hardy, Cogent Product and Services Manager

A year in qualifications

There are now 136 qualifications on the QCF that sit directly in the Cogent sector, either derived from Cogent's National Occupational Standards (NOS), or qualifications developed by Awarding Organisations and approved by Cogent.

This includes a range of qualifications finalised during 2011; 13 Resource Efficiency qualifications (offered by Edexcel and City and Guilds), 6 Packing qualifications,

3 Polymer qualifications and 5 brand new qualifications for the Water Treatment sector.

There are also 37 Scottish Vocational Qualifications developed using Cogent NOS. During 2011, 15 of these qualifications were credited for the Scottish Credit and Qualifications Framework – 12 Process Engineering Maintenance qualifications offered by SQA and PAA\VQ-SET and 3 brand new qualifications for the downstream sector, offered by SQA.

Make Resource Efficiency a priority in 2012

Last year Cogent and partners* developed a brand new suite of small qualifications covering topics including energy efficiency and waste reduction.

These qualifications are the first nationally accredited qualifications of their type, and support training for people with the responsibility for identifying and implementing efficiency measures for energy, water, waste and transport.

The good news is that the qualifications are project based, and see individuals applying resource efficiency principles within their own organisations.

Matthew Hardy, Cogent's Products and Services Manager

said: "These qualifications deliver real savings within companies. The Government has actually estimated that these kind of efficiencies are worth around £6.4 billion to UK businesses, so this is an area to make a real priority in 2012."

To find out more about taking the qualifications contact matthew.hardy@kogent-ssc.com

* SkillsActive, Proskills, Lantra, EU Skills, Sema, Improve, the Environmental Sustainability Knowledge Transfer Network, the Chemistry Innovation Knowledge Transfer Network, the Institute for Environmental Management and Assessment and Edexcel

Working Higher: an fdi success

Cogent has now seen five ground-breaking, science-based, foundation degrees validated, with learners now on board across all the new fdis.

The Working Higher initiative allows learners to develop technical as well as wider employment, business and specialist skills.

The Universities delivering the fdis are:

- Applied Bioscience Technology – University of Kent
- Chemical Science – Manchester Metropolitan University
- Nuclear Engineering – University of Central Lancashire (delivered by a regional provider network)
- Polymer Science Technology – London Metropolitan University
- Process Engineering Management – University of Hull

Pauline Maden, Cogent's HE Curriculum Manager, who has been leading the project over the last two years said, "these new fdis provide an excellent opportunity for employers to secure highly relevant technical and business training for their employees.

Importantly the courses blend e-learning, with integrated work-based Learning, providing both flexibility and very little time away from work."

Alan Coley, Director of Capability, Babcock Nuclear Ltd said: "we see foundation degrees as having an important role to play in recruiting, maintaining and developing the future nuclear workforce with the skills required to respond to the many changes and challenges the sector is facing."

www.workinghigher.org

Process Safety Standards rolled out

Cogent has now issued the well received Process Safety Leadership for Senior Executives Training Standard and providers have been accredited by the National Skills Academy Process Industries and endorsed by the Expert Panel to deliver the training based on the new Training Standard.

The next standard in the series, Process Safety Management Foundations is targeted at all levels of staff throughout an organisation from site management to operational staff. This training standard is appropriate to all staff who may have an impact on process safety.

Ian Moores, Cogent's Training Standards Manager said: "These standards are in response to both industry demand and to the HSE recognition that there is a gap in the market around process safety.

"Over the past twelve months the issue of process safety has hit the headlines on a number of occasions, reinforcing the need for even greater safety and risk awareness at the top. There can be no doubt that a positive approach to process safety leadership and management is



critical to successfully managing a major hazard site."

The Process Safety Board, set up to steer the standards, includes the CIA, UKPIA, the NSA Process Industries, Cogent, IChemE, Unite the Union and the HSE.

The Board is leading the establishment of the industry training and standards that underpin the Process Safety

Management skills, knowledge and competence so important to the UK Process Industries.

The Board is also supported by an Expert Panel of volunteers from industry, training and education with the experience and specific knowledge required to oversee the development a suite of training standards for Process Safety.

Nuclear behavioural standards focus on human performance

Cogent is working with the UK Nuclear Human Performance Forum to develop nuclear behavioural standards.

A series of 8 training standards have been developed for practitioners and these are ready for approval. Discussions with the Institute of Nuclear Power Operations (INPO) on the possibility of how these can be jointly kitemarked are currently underway.

Human performance is a unique blend of behaviours, error prevention, safety culture and leadership with a clear focus on maintaining nuclear safety and preventing catastrophic accidents – particularly radiological leaks, explosions and fires which are potential risks associated with the operation and decommissioning of nuclear facilities.

Recent analysis of accidents has highlighted the need to focus on the human performance aspects of

organisational arrangements within the nuclear industry. Regulatory authorities now increasingly require employers to provide a clear demonstration of organisational competence in the area of human performance.

Cogent Training Standard Manager Ian Moores said: "Cogent Industry Training Standards have been developed with employers to identify the skills, knowledge and understanding needed for effective training to take place. The training standards themselves form part of Cogent's Nuclear Industry Training Framework which provides a skills benchmark for world class performance for the nuclear industry."

UK Nuclear Human Performance Forum

The UK Nuclear Human Performance Forum was established

in 2008 to focus upon the development of human performance across the UK nuclear industry. At this time there were no established UK or European standards for human performance training for practitioners, or any consistent approach to the development of human performance in the UK nuclear industry.

Members of the UK Nuclear Human Performance Forum include;

- Cogent SSC
- EDF Energy
- Low Level Waste Repository
- Magnox Ltd
- National Nuclear Laboratory
- National Skills Academy for Nuclear
- Rolls Royce
- Sellafield Ltd
- Urenco
- Westinghouse UK

Skills overhaul boosts productivity at BASF sites

At the request of BASF Management, the National Skills Academy for Process Industries was asked to provide a comprehensive Skills Assurance assessment of the level of competence for Operating Staff at its Bradford and Grimsby sites, against the independently verified Gold Standard.

BASF has a well-established commitment to training and development, but recognised that the Skills Academy could bring an objective approach to its skills and training infrastructure.

In parallel, the Academy examined the training infrastructure at BASF sites in Bradford and Grimsby,

making a comparison of the training material, standard operating procedures and assessment packs used to develop and maintain competence.

The competence assessment was tackled via a two-pronged approach. Firstly the training infrastructure was analysed using the ASET (Assessment System for Employer Training) tool and at the same time a Training Needs Analysis (TNA) exercise was undertaken. The TNA involved interviewing selected staff members to assess their level of competence against the Gold Standard role profiles.

The TNA identified a lack of process knowledge and interventions

have now been put into place, including several employees receiving Level 2 BIT training (Business Improvement Techniques), which helped to reduce significant amounts of waste throughout their processes.

Several employees have since gone on further to study BIT Level 3 and this has also led to further cost savings. A Shift Manager said, "We have been really impressed with the training that has been put into practice, the Skills Academy helped to identify funding and they also connected us with an Academy Accredited Training Provider... since the BIT training the whole place looks and feels different."

Representatives from a number of areas were interviewed as part of the overall site review, covering production, process support, warehousing and engineering. This formed an informal focus group, providing an overview of the training structure, delivery mechanisms, assessment processes and recording and monitoring systems.

BASF has since gone on to recruit a training manager responsible for the management of training at both sites, as recommended by the Skills Academy. As a result of BASF's commitment and dedication to skills and training the company has been named on the Cogent Gold Standard Roll of Honour.



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WE HAVE BEEN REALLY IMPRESSED WITH THE TRAINING THAT HAS BEEN PUT INTO PRACTICE

Press photo BASF

New look provider team for the Skills Academy

In January 2012 the Skills Academy announced its new provider team – brought together to better meet the needs of accredited training providers up and down the country. The team consists of; Heather Smithson (Provider Manager), Adam Dixon (Provider Administrator) and Sandra Ozturk (Referral Administrator).

Heather said, "with the new team we will bring in a new energy to support our customers, we see them as an extension of the Skills Academy, and the team is excited about helping them to develop and win new business."

Previously, Heather and Adam managed the Tees Valley Apprenticeship Programme, a highly successful initiative to secure employment and training for apprentices affected by the downturn in the Tees Valley. Sandra continues in her role, providing a dedicated referral service to Academy Accredited Training Providers.

Setting the standard for Process Safety Management

The process industries have the utmost regard for the highest standards in health and safety.

However, official reports into process safety accidents and incidents have highlighted time and time again the need to continuously improve safety culture; by starting at the top.

Research shows that there are understandably gaps in the understanding of process safety management at the most senior levels in industry – for example Finance Directors, CEOs and Board members.

Yet it is widely acknowledged that highly effective risk control extends to much more than developing new controls. Clear and positive safety leadership is at the core of managing a major hazard business and board level visibility is essential.

That's why the National Skills Academy for Process Industries and Cogent SSC, with the expert guidance of a Process Safety Board embarked on a project to address the issue, beginning with Process Safety for Senior Executives, a course that would see high level involvement from senior managers



and board members.

Philip Jones, Skills Academy CEO says, "effective process safety management works best if it is taking place at all levels within the business and to achieve that you need buy-in at the top table. The Process Safety Leadership for Senior Executives course is highly practical and commits employers to developing and supporting a PSM action plan for the future."

Philip continues, "completing the action plan is an incredibly important part of the training, we will work with the businesses involved to support them in delivering on their actions. We haven't developed a course that's over and done with

at the end of the training day. This course will impact on how the entire business is run."

Twelve months ago the Skills Academy and Cogent formed the Process Safety Board including: the Chemical Industries Association (CIA), the Health and Safety Executive (HSE), Unite the Union, the UK Petroleum Industry Association (UKPIA) and the Institution of Chemical Engineers (IChemE). Since then, the first training standard for Process Safety Leadership has been developed and rigorously tested and four training providers have had their delivery quality assured against the standard.

Today a number of businesses

have successfully completed their Process Safety Leadership for Senior Executives course and are now working on their action plan, which will see them move up a gear in health and safety.

One of the first businesses to undertake the training was Pentagon Chemicals Ltd, Allan Laing, Chief Executive Officer says, "we are very focussed on PSM in Pentagon so it was always going to be a challenge for Process Industry Consulting [the provider] to take us to a higher level of understanding. Feedback can be summarised in one word – excellent. Mission accomplished. Indeed and Pentagon is now working on our PSM Improvement Plans for 2012."

Raising the bar on Process Safety Management National Strategy Launch Conference

On the 15 March 2012 the Skills Academy will be launching its national strategy for skills in process safety management.

This one-day conference will give you a chance to explore the issues most relevant to your business. Additionally, you will be provided with a unique opportunity to influence the next phase of training standard development.

Judith Hackitt CBE, HSE Chair, will make the keynote speech together with other high profile speakers throughout the day.

Tickets for this one-day conference are £250 (£190 for individuals who have undertaken the Skills Academy's Process Safety Leadership training). To book your place today email: industry@nsapi.co.uk or call the conference booking team on 0845 607 0140.

Skills Academy unveils a re-launched website

The National Skills Academy for Process Industries is delighted to re-launch a redesigned website that will provide users with easier access to information about skills and qualifications.

The key changes include:

- A cleaner and easier to navigate site
- A completely new homepage, with a rolling banner of products and services
- A new meet the team section, profiling Academy experts

- Industry specific facts and figures
- A dedicated section to search and book courses
- An employer matching service for companies seeking specific training

The new publications section shows good practical examples of how the Skills Academy has worked with employers to improve the performance of their organisation. Philip Jones, CEO of the Skills Academy says, "the internet plays a key role when it comes to finding the right skills and training solutions – especially so for individuals or employers researching courses and qualifications. We hope that the new enhancements will give users more choice around training and development and access to relevant industry news and information."

<http://www.process.nscademy.co.uk/>



Skills Academy welcomes Chief Nuclear Inspector's Report

The Chief Executive of the National Skills Academy for Nuclear, Jean Llewellyn OBE welcomed the publication of the UK's Chief Nuclear Inspector Dr Mike Weightman's final report on the lessons to be learned from the Fukushima Dai-ichi incident.



The final report highlights that there is no reason to restrict UK nuclear reactors or stop building new ones, as the Chief Inspector did not find any fundamental weaknesses in the current licensing regime or safety principles. The report also highlights that by learning lessons from events such as those which unfolded at the Fukushima Dai-ichi power station, the nuclear industry in the UK can be made even safer.

The work of the National Skills Academy is referenced in the report with a particular emphasis on the work the Skills Academy is undertaking to promote sustained high levels of safety culture and the promotion of 'nuclear professionalism'.

Jean Llewellyn said: "the Skills Academy will be launching the Certificate of Nuclear Professionalism this year. A collaborative product developed with the Open University and to be delivered by members of the Skills Academy High Quality Provider Network, the Certificate is set to become the benchmark for a nuclear professional."

The report recognised the general shortage of nuclear skills in the UK, and commended the efforts being made by a number of organisations to address this. The Chief Nuclear Inspector particularly highlighted the NSA Nuclear's Skills Passport Scheme as a credible mechanism for the recording of the basic training of a large number of personnel that could be utilised in an event of the scale of Fukushima.

The National Skills Academy for Nuclear will continue to work closely with Industry, ONR, Government and Cogent to ensure a full understanding of the key skills priorities for the nuclear sector, and how the skills demand can be met.

International Partners welcomed

The National Skills Academy for Nuclear is delighted to announce the membership of its first International Affiliate Providers who will work in partnership with the Skills Academy to deliver excellence in skills across the nuclear industry.

The International Nuclear Academy France, the European Nuclear Energy Leadership Academy Germany and the British Institute of Technology & E-commerce joined the Skills Academy's network of High Quality Providers and will be able to offer the Skills Academy developed products and services external to the UK and to offer their own distinct and innovative nuclear programmes to employers in the UK.

The Skills Academy was established in 2008 to address the skills challenges facing the nuclear industry in the UK, and has achieved a great deal of success. Employers from across the UK nuclear industry have come together to agree the requirements for skills development across the sector. This has led to the development of a number of products including the Award for Nuclear Industry Awareness, the Triple Bar and the implementation of the Nuclear Skills Passport to ensure and demonstrate excellence in skills for the nuclear industry.

Chief Executive, Jean Llewellyn, explains: "the UK nuclear industry has driven the Skills Academy from its inception and we will remain focused on delivering the skills solutions that UK needs for continued safe and efficient working.

"It is very positive to gain such interest internationally and this clearly demonstrates how the nuclear industry in the UK is leading the way on ensuring it has a world-class workforce."

Marc Benner, Chairman of the International Nuclear Academy said: "we are committed to contribute to the Skills Academy's main activity which stands for the promotion of excellence in skills development for the nuclear sector. This membership is a new corner stone to strengthen Franco-British nuclear cooperation."

ENELA director Jean-Claude Gauthier, said: "the European Nuclear Energy Leadership Academy (ENELA) is honoured to have been accepted as an International Affiliate of the National Skills Academy Nuclear. ENELA's distinctive training programmes, including a leadership cycle aimed at future top-level managers and a management programme designed for young professionals and graduates, will help to spearhead the further development of safe, clean and economical nuclear power throughout Europe and beyond."

STOP PRESS...

"Make it in Great Britain" to showcase the best

Launched in November 2011 by Business Secretary Vince Cable and Business Minister Mark Prisk, Make it in Great Britain is a campaign aiming to transform the image of modern UK manufacturing.

Cogent is supporting the campaign, which will culminate in an exhibition from 24th July to 9th September, which celebrates the best of British manufacturing, to be held at the Science Museum during the Olympic and Paralympic Games time.

The organisers are now seeking case studies

from British Manufacturers to support their mission to dispel the myth that Britain 'doesn't make anything anymore.'

Mark Prisk said: "Historic British innovations such as Stephenson's Rocket have been inspiring young people to be engineers for generations. But we, along with industry want to show off the best, most innovative examples of British manufacturing as it is today."

For more information about the Make it in Great Britain campaign, go to www.bis.gov.uk/makeitingreatbritain



A celebration of outstanding practice

Key players in the nuclear sector came together at the end of October 2011 at Westminster to honour training excellence across the sector at the Inaugural NEF Assured (Nuclear) Awards Ceremony.

The NEF Assured (Nuclear) standard is awarded to companies in the nuclear sector. It recognises the need for continuous improvement and for training to impact directly on business objectives.

Jean Llewellyn OBE stated that, "the nuclear industry is one of such historical significance, in which public opinion has a major impact. The National Skills Academy for Nuclear endorses the NEF Assured (Nuclear) standard as an important step in enabling organisations to have their training department benchmarked against Industry Standards."

The keynote address was delivered by John Hayes MP, Minister of State for Further Education, Skills and Lifelong Learning. He said, "I am proud that in this country, we have developed a sound, safe and secure nuclear capability, and through

advances in innovation and new technology, the UK has proven to be an exemplar in this field. The key is making nuclear power as safe as it can possibly be and a critical part of the answer to this can be found in the National Skills Academy for Nuclear

and the work they are doing with the NEF in assuring training delivery."

John Hayes MP delivered the awards to the honourees from across the nation. Magnox Ltd, was the first site-license company to receive NEF Assured (Nuclear) award status.

Research Sites Restoration Ltd was honoured for achieving consistency in training across multiple sites. Dounreay Site Restoration Ltd was recognised for its commitment to reskilling employees at a site currently being decommissioned. Sellafield's exemplary practice in training and development, and their embedded ethos of continuous improvement, was highlighted. Particularly noteworthy was Areva RMC's People Review, which helps to identify emerging talent, areas for development and supports succession planning.

I AM PROUD THAT IN THIS COUNTRY, WE HAVE DEVELOPED A SOUND, SAFE AND SECURE NUCLEAR CAPABILITY, AND THROUGH ADVANCES IN INNOVATION AND NEW TECHNOLOGY

John Hayes MP, Minister of State for Further Education, Skills and Lifelong Learning



A Gold Standard vision

The Gold Standard is a competency framework for job roles in the process industries. It sets the skills benchmark for world class performance.

It was the chemicals industry which initially called for a national framework, underpinned by core job roles and corresponding training and development. Industry leaders wanted a framework which would provide a robust, universally understood, route to upskilling across the sector.

The upshot was the establishment of the now renowned Cogent Gold Standard – which has evolved, working with industry, to cover polymers, pharmaceuticals and biotechnology.

The vision, through Cogent’s newly launched EIF project, is for the Gold Standard to be the Process Industry standard for skills. John Holton, Cogent Strategy Director said: “this will see Cogent working with industry to take it on a journey

from a landscape where individual companies are adopting the Gold Standard to one where wider industry is operating in a Gold Standard world.”

Over 30 Gold Standards have been signed-off by Cogent’s Advisory Councils and endorsed by leading trade bodies including the Chemical Industries Association, Chartered Institutes (including the IChemE and IMechE) and Trades Unions, including Unite the Union.

John Holton added: “we plan to grow the Gold Standard community, with substantial industry commitment and input, and move closer to establishing the Gold



Standard as the Process Industries voluntary “framework to operate”.

This will mean:

Expanding the Gold Standard framework: the destination.

Cogent will maintain the current framework, substantially expand it into new sectors including industrial biotechnology, water treatment, formulation and explosives and extend the level and range of roles included.

The provision of quality assured training solutions: the means of getting there

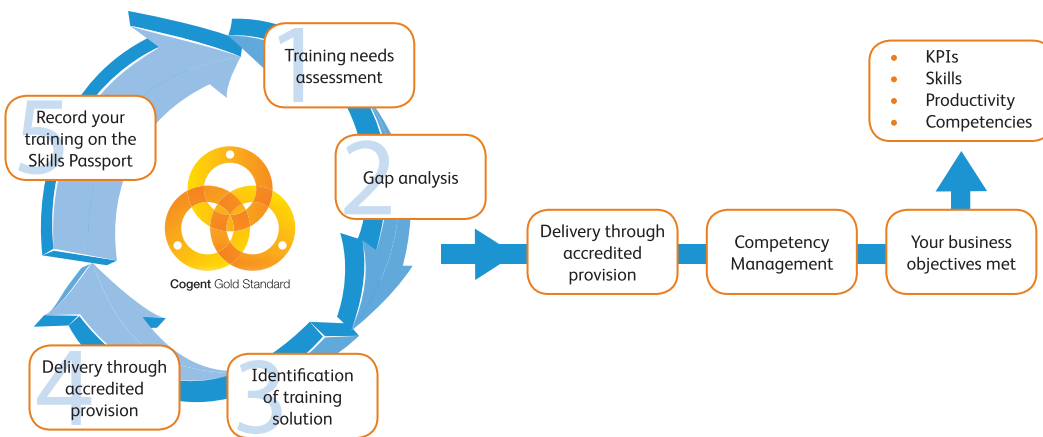
Cogent and the NSA Process Industries will develop employer-led training solutions to help industry translate the Gold Standard framework into investment in skills.

Embedding the Gold Standard: the routes to take.

Cogent will work with employers, providers and stakeholders to disseminate the new Gold Standards and training solutions, and ensure on-going embedding of the existing framework.

The NSA Process Industries, Cogent’s delivery arm, has developed Skills Assurance to help employers assess workforce capability against the Gold Standard, to identify skills gaps and opportunities for performance improvement, and to accredit employer in-house training.

For more information call 0845 607 0140



The NSA Process Industries has developed a comprehensive system to assess workforce capability against the independently verified industry Gold Standard.

Roll of Honour recognises commitment

Cogent, together with its partner the National Skills Academy Process Industries, recognises commitment to the Gold Standard competence journey.

Thirty companies who have made this commitment are now displayed on Cogent’s website “Roll of Honour” to showcase their commitment to world class skills. They have also received a certificate.

Organisations that have been recognised having committed to the Gold Standard can also use the Gold Standard logo on.

- Letterhead
- Websites
- Signs and banners
- Recruitment adverts
- Brochures
- Internal communications/ newsletters
- Business cards
- Press Releases

http://www.cogent-ssc.com/Gold_Standard/Show-Your-Commitment/index.php

New Gold Standards rolling out

Industrial Biotechnology Gold Standards are set to be launched, with the first, Process Technician, now finalised with the Industrial Biotechnology Working Group. First Line Supervisor is also on the way.

The new Professional Process Manufacturing Gold Standard is out for final consultation with Chemicals Advisory Council. For Graduates: the Industry Professional Gold Standard defines operational competence at a professional level providing clear CPD for new entrants.

The following Gold Standards are also in consultation Signmaker, Sign Installer, Polymer Finisher/Assembler, Polymer Quality Inspector, Explosives Disposal – Operator, Technician and Supervisor.

The Gold Standard promotes all-important high standards in safety, health, environment and compliance as well as the efficient use of resources. Upskilling in these areas can take place flexibly and effectively or through small, modular qualifications or relevant training.

CASE STUDY 1

Croda plan for future training

A number of biotechnology companies are currently going through or have completed the Academy's 'Skills Assurance' process. This tool identifies the gaps in individuals' training and forms the basis of an objective, personalised and cost-effective development plan, helping companies to get the best return from their staff. In the plan recommendations will be made about the most suitably qualified Accredited Training Providers to deliver the training solutions

As Nick Challoner, MD Suncare and Biotechnology at Croda says, "This thorough assessment of our staff capabilities against the Gold Standard has enabled us to plan for future training needs and to assess the skills needs of future employees. We were pleased to score well but accept that we can always further improve the skills of our employees and look forward to working through accredited providers to do this".



l-r Cogent CEO Joanna Woolf who presented the Gold Standard Certificate, with Keith Layden, President, Enterprise Technology at Croda International and Nick Challoner MD Suncare and Biotechnology.

Nuclear Job Contexts deployed

Nuclear Job Contexts continue to provide an important national framework for competences, training and qualifications in the nuclear industry. Employers in the sector are using them as an important part of workforce development.

They are families of nuclear job roles developed by Cogent, and steered by industry. The Job Contexts represent an aspirational standard organised around four skills areas: technical competence; compliance; business improvement and functional and behavioural.

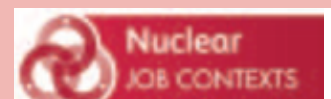
Those developed so far are:

- Nuclear Decommissioning
- Radiation Protection
- Nuclear Process Operations
- Nuclear Maintenance
- Nuclear Safety Case
- Project Management

Nuclear Site Waste Management Job Context competences have recently been endorsed by the Cogent Nuclear Industry Skills Standards Advisory Group (NISSAG) and working groups develop associated training standards. Generic Construction and Engineering Construction Job Contexts have also now been endorsed by the NISSAG.

The National Skills Academy for Nuclear's Skills Passport is founded upon the Cogent Industry Training Framework, which includes all the Job Contexts and Industry Training Standards. See <http://www.cogent-ssc.com/industry/nuclear/nitfs.php>

Clive Smith, Cogent Director for Nuclear said, "the industry-endorsed Job Contexts provide a skills benchmark for job roles across the nuclear sector. By identifying the key qualifications and training needed to undertake key nuclear roles, Job Contexts firmly underpin the development of sound industry competence."



CASE STUDY 2

ASET for Bayer CropScience

Bayer CropScience Ltd in Norwich, has received a prestigious Roll of Honour Certificate in recognition of its commitment to the Gold Standard.

As part of the process, Bayer went through the ASET (Assessment System for Employer Training) procedure, one of a suite of National Skills Academy tools designed to allow employers to have their own training benchmarked against the Gold Standard. The result of this exercise revealed that

in-house training exceeded Gold Standard requirements.

The Bayer Training Team, led by Hilary Wright, is delighted to have achieved the Award: "We have been very focused on working towards the standard, to ensure that employees are trained in high-value skills, aligned to business needs, and ultimately to increase the company's competitive advantage. We are very happy to have achieved this nationally recognised standard."

Jenny Clucas from Cogent, who

presented the Certificate, added: "Bayer is clearly committed to the development of their workforce in line with their company strategy and the Gold Standard Framework, and to train personnel to be highly-skilled business aware individuals."

Roger Langford from the Skills Academy was also at the presentation and said: "Bayer has successfully demonstrated that companies can take up and develop a competency based programme using their own in-house resources."



Plant tour: l-r: Colin Dann, Bayer CropScience; Jenny Clucas, Cogent; Roger Langford, National Skills Academy Process Industries and Chris Perry, Norfolk Chamber of Commerce

Real jobs for real apprentices

The Technical Apprenticeship Service (TAS) a new, easy to use recruitment service for employers, providers and apprentices was officially launched in October, by Cogent Chairman, Tom Crotty at Cogent SSC's Annual Skills Forum hosted by Wirral West MP, Esther McVey, at the House of Commons.

It is a new subsidiary of Cogent, initially funded from the Department for Business, Innovation and Skills (BIS) Growth and Innovation Fund, but with a

longer term remit to be fully self-sustaining.

The newly-formed Technical Apprenticeship Service is an employer-led organisation which attracts, selects and places technical apprentices.

The service aims to increase Apprenticeship numbers in the Science Sector by addressing barriers – for example, establishing new provision in areas which have previously lacked specialist technical training. The over-riding aim is finding “real jobs for real apprentices” but TAS will support

employers who might not be able to employ the apprentice at the outset.

It will also encourage apprentices to progress to higher levels of learning and promote the new Higher Level Apprenticeships, particularly in Life Sciences.

Jayne Edwards, newly appointed Managing Director of TAS said, “the wide support for TAS demonstrates the importance of science-based apprenticeships to the economy; we look forward to supporting employers, particularly SMEs, in finding the right calibre of people for their business.”

Joanna Woolf Cogent CEO added, “our event at the House of Commons was a real celebration of the specialist apprentices across the science-using footprint. The launch of TAS will support companies to boost their skills base, increase capacity to meet future demand and is a cost-effective way to address skills gaps.”

Employers who are interested in the services of TAS, can call 01925 515 217 or email, tony.prior@the-tas.com

www.the-tas.com



Wirral West MP, Esther McVey (centre front), who supported the launch of TAS, pictured with apprentices from the nuclear and process industries
L-r (back row) Sam Park - EDF Energy, Simon Daws - IMH, Chris Baker - Cordell
L-r (front row) Anna Mawson - Sellafeld Ltd, Esther McVey - Wirral West MP, Jade Gofton - Sembcorp Utilities

Meet the TAS team

TAS now has a full complement of staff to meet the apprentice needs of industry:

Back row: L-r Jo-Anne Wilson – Relationship Manager Midlands and SE; Tracie Fenton – Business Development Manager NE; Mel Richards – Administrator; Nick Durrington – Relationship Manager NW; Karen Jones – Relationship Manager NE

Front row: L-r Tony Prior – Business Development Director NW; Val Manns – Business Development Manager – Midlands and SE; Helen Wright – Recruitment Manager; Jayne Edwards – Managing Director

* Soon to be appointed – Business Development Manager Midlands



Professional Science Programme set to launch

Cogent has announced the launch of the professional science technicians (higher apprenticeships) programme, which will be underpinned by an over-arching Higher Apprenticeship in Science.

The vision is to build a critical mass of professional science technicians across science-related sectors including chemicals, education, energy & environment, food & drink, health, pharmaceuticals, public sector, R&D and rubber & plastics industries, through an accelerated accreditation scheme for existing technicians,

that leads to registration on the new Science Council professional registers.

The programme is being rolled out thanks to the Government's Higher Apprenticeship Fund, which will support the development of 19,000 new Higher Apprenticeships in a range of sectors.

Business Secretary Vince Cable said: "By radically expanding the number of degree level apprenticeships for young people, we will put practical learning on a level footing with academic study. This is an essential step that will help rebalance our economy and build

a society in which opportunity and reward are fairly and productively distributed."

Christine Sakhardande, Project Manager for the programme said: "This project will stimulate demand, demonstrate the value of technician job roles and position apprenticeship pathways that lead to professional technician status as a credible ambition for school leavers that has parity with the established science graduate route into industry."

Ian Lockhart, Cogent Apprenticeship Manager added: "Current technician recruitment and training is, in many instances,

based on graduate entry. However the changing landscape of funding for undergraduate programmes and an ageing technician workforce presents an opportunity to embed Higher Apprenticeships into the training culture."

The new vocational programme will lead through to the Science Council's new professional registers, which are available through a number of professional bodies, and offer registration as a Registered Science Technician at Level 3 leading to Registered Scientist at Level 5.

<http://www.sciencecouncil.org/content/new-registers-science>

New pathway for Life Sciences

The new Cogent Higher Apprenticeship (HA) in Life Science is one pathway in the new professional science technicians programme.

The brand new HA offers access to a career in science-based industries at lower cost to a wider and more diverse group of young people. It is delivered nationally and it contains the Applied Bioscience Technology FD delivered by the University of Kent.

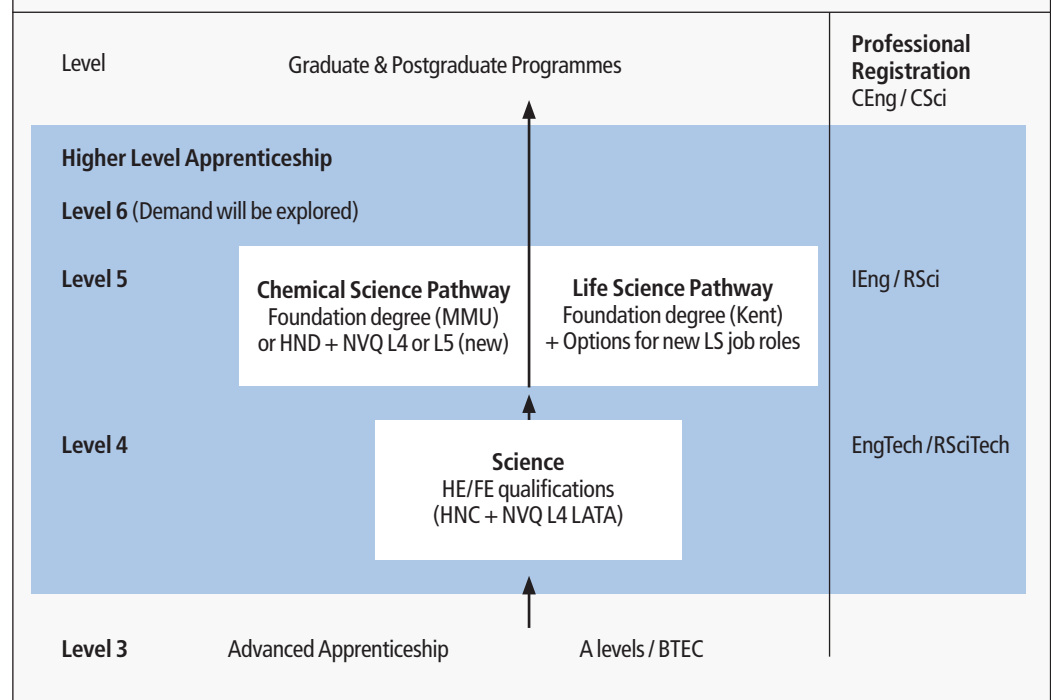
Helen Murray, Cogent Products and Services Manager said: "UK life sciences is a leading sector for future growth, where excellence in science is translated into commercial success. Maintaining competitiveness will require highly-skilled workers and building new talent for the future."

Benefits of the Higher Apprenticeship

- Apprenticeships are recognised as a work-based route for a career in the life sciences industry.
- The HA is high profile and will be strongly promoted by Government.
- The HA offers access to a career in science-based industries at a lower cost to a wider and more diverse group of young people.
- Assessment of skills will be undertaken in the workplace.

For more information contact, helen.murray@cogent-ssc.com

HA Science offers a pathway for both new entrants and experienced workers to gain professionally recognised technician status at Level 3 with progression to incorporated engineer/registered scientist at Level 5.



Nuclear Island secured for the future



The unique Nuclear Island initiative was formally launched last year, by Keith Waller, then Senior Advisor at DECC, and by Michael Grove, National HE STEM Director, at Constructionarium in Bircham Newton, Norfolk.

The new programme is delivering the skills identified for nuclear new build in Cogent's report *Next Generation: Skills for New Build Nuclear (2010)*, through the existing Constructionarium concept.

Dr Caroline Sudworth, Programme Lead, Cogent said: "Nuclear Island is a scaled down full construction process of a reactor core. Students work in teams on a construction site for a full week to deliver a full build process; they develop key employability skills including project and time management, negotiating skills, through to handling clients and finances.

"The students gain the hands on practical skills of a construction site, including setting out, handling power tools safely, and feeling the full effects of the UK weather! The programme really transforms theory into practice, delivering critical understanding of the nuclear behaviours

required by STEM employers.

"The initiative also provides industry with an opportunity to work with universities through a single programme, attracting a pipeline of skilled graduates that meet the needs of this growth industry."

Through Cogent, and a consortium of sector skills councils, academic and industrial partners, the programme has attracted significant Employer Investment Funding (EIF), securing the programme into the future. Through this, the existing Civil Engineering package will be expanded into regions where nuclear new build is being taken forward.

Industry has requested the programme be expanded to incorporate wider STEM areas, and through EIF funding the curriculum will be expanded into mechanical, electrical and chemical engineering.

From Spring 2012, standalone modules will also be developed for apprentices and employer training.

For more information about Nuclear Island, please visit: www.cogent-ssc.com/Higher_level_skills/ni_index.php

Life Sciences to get unique new pathways

A project which will see the development of six new life sciences career pathways and up to 30 separate occupations, is now underway. This will be the first dedicated resource which brings together the majority of career opportunities available to those thinking of pursuing a career in the fast developing sector.

The new pathways will form part of Cogent's existing careers website, www.cogent-careers.com. The new pathways will be enriched with background data on over 30 life sciences disciplines across four key business areas and a range of occupations – from Laboratory Coordinator and Engineering

Technician, through to Pharmacovigilance Executive to Clinical Writer.

The new vocational pathways will show how to progress through from an Apprenticeship to work-based foundation degree/ technical masters.

David Adams, Cogent Director of Science and Higher Education (HE), who is leading on the delivery of Cogent's *Life Sciences Skills Action Plan*, said: "Each new pathway will carry case studies and world-of-work testimonies. Our over-riding objective is to ensure that the wealth-creating life science industries are promoted as an exciting and accessible career choice and have access to the right skills."

Life Sciences Skills Gateway in development

A Skills Gateway which will act as a 'window on the world' for life sciences is in development.

The wide-reaching Cogent-led resource will engage widely with the life science community of employers and stakeholders.

There will be an e-shop for training provision, a skills exchange and an SME solutions section. The portal will also provide national outreach to open-source Information, Advice and Guidance (IAG) from careers advisors as well as labour market intelligence and sign-posting.

Female training offer boosts confidence and careers



Danielle Tatterson a Process Development Scientist working for Croda International PLC recently used the funding again to undertake "Introductory Statistics". Danielle said, "The course has allowed me to interpret plant data in a statistical fashion and look at plant improvements."

Cogent's Women and Work project which launched in June 2011, will successfully complete in March.

The government funded project is to encourage females in the science-based industries to undertake training which will improve their chances of success and promotion.

This is the second successive year of the subsidised training offer which extended

the coverage to all four nations. Project funding was made available for 355 learners and so far has 344 have started training and 170 completed their training.

The training has encompassed the technical such as "Mould Design" in the polymers industry all the way through to "Mock Tribunal" training.

Julia Bennett, Cogent Project Manager said: "It has been a very fulfilling project, particularly to see the ladies involved grow in confidence and in some cases achieve promotions as a result of the training."

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Contact us

Skills Impact
Judith Holcroft

Judith.holcroft@cogent-ssc.com

T: 01925 515 200

www.cogent-ssc.com