



# The Cogent Skills Oracle

**Vision:** skills benchmarking for the Cogent Sector to support workforce planning

**Skills Oracle is a unique online project surveying, over time, a significant and consistent sample of employers in each of the Cogent industries:**

- Chemicals
- Pharmaceuticals
- Nuclear
- Oil and Gas
- Petroleum
- Polymers

Skills Oracle is a barometer of skills, training and investment trends, with tracking at both a national and regional level.

These results form the basis of Cogent's future action on skills. The analysis is valuable to employers in setting out the opportunities and challenges faced by the science-based industries in the future.

Skills Oracle also forms a collective voice of employers on the skills system and will draw out common themes and emerging trends for policymakers.

Companies taking part in Skills Oracle form an Expert Panel. This is a robust, representative sample of employers from across the Cogent Sectors.



## Why is this project so important?

Skills Oracle is providing unique primary data for the Cogent Sector. The data gathered provides a much greater level of detail than Standard Industrial Classification Codes (SIC). It also presents the 'Stock' (the existing workforce) and the 'Flow' (the people coming into the Sector).

Skills Oracle works in two directions. It provides Cogent with valuable Labour Market Information not captured by national data sources and in return employers receive back their own bespoke benchmarked analysis against returns for their industry.

## Benefits for employers

- A robust Cogent research engine underpinned by primary and secondary data
- Individual company benchmarking against industry averages
- Supports Cogent in influencing Government Policy on behalf of employers
- Highlights industry skills needs, training needs, investment trends as well as economic factors
- Develops trend analysis
- Supports scenario and action planning

## Impact and output measures

- Workforce 'Stock & Flow' data
- Job vacancies and hard-to-fill vacancies
- Employer investment in further work related education/training
- Skills gaps, skills shortages and upskilling trends
- Economic indicators, including changes to the economy
- Anticipating what lies ahead, including short and long term skills plans

All those taking part will receive a benchmarked report on results for their own company, as well as access to the Annual Skills Oracle Report.

The Sector Skills Council for Chemicals, Pharmaceuticals,  
Nuclear, Oil & Gas, Petroleum & Polymers



## Skills Oracle Survey 2009

### 5) Workforce Recruitment

Please indicate from the list below, all those **recruited** in the last 12 months. Please tick all that apply.

Please indicate where possible, the number of those recruited.

Recruitment	Recruited	Number Recruited
<b>School Leavers</b>	<input type="checkbox"/>	<input type="text"/>
<b>Apprentices</b>	<input type="checkbox"/>	<input type="text"/>
<b>Graduates</b>	<input type="checkbox"/>	<input type="text"/>
<b>Mature Entrants</b>	<input type="checkbox"/>	<input type="text"/>
<b>Migrant Workers (EEA)</b>	<input type="checkbox"/>	<input type="text"/>
<b>Migrant Workers (Non EEA)</b>	<input type="checkbox"/>	<input type="text"/>
<b>Agency Supply Workers</b>	<input type="checkbox"/>	<input type="text"/>
<b>Other (Please Specify)</b> <input type="text"/>	<input type="checkbox"/>	<input type="text"/>
<b>Contractors</b>		
<b>During routine, day-to-day operations, do you employ Contractors?</b>	<input type="checkbox"/>	<input type="text"/>

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Sample question

## Taking part in the Skills Oracle

Cogent is now seeking to expand the number of employers taking part in the Skills Oracle. This will help the science-using industries better understand their future by exploring the impact of the key driving forces affecting their sector.

If you would like to take part in the Cogent Skills Oracle, or simply undertake a test run of the survey to find out more about what's involved please contact:  
Email: [julie.plumbly@cogent-ssc.com](mailto:julie.plumbly@cogent-ssc.com)  
Tel: 01925 515227.

Leighton Davies,  
Head of HR and Training,  
Murco Milford Haven Refinery

*"I would like to extend my thanks to those involved in the development of the survey questionnaire relating to skills. I found the Oracle software user friendly and easy to complete. The questions were well structured and concise and hopefully the results of the survey will provide sufficient substance for effective lobbying in support of our industry."*

For more information on  
Cogent visit our website:

[www.cogent-ssc.com](http://www.cogent-ssc.com)

or contact us on: **01925 515 200**

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The strategic skills alliance for the Science-based Industries