

# Women and Work Programme

## Building a diverse workplace through skills

The Cogent SSC Women and Work programme is a successful and established initiative for the science - using industries to support the skills development of women, particularly into non-traditional technical roles\*. Employers are encouraged to review the skills development needs of their business and where a skills gap or a career progression opportunity is identified among female staff they may be eligible for a maximum £600 grant (per person) for their development.

It is not targeted at any particular qualification, but supports any skills intervention that will add value to the company bottom line and promote the development of women in the workforce.

## Process and costs

As part of the Women and Work offer, employers are encouraged to identify the skills needs of their business and potential female candidates. This leads to a completed individual training plan or where the company identifies more than one beneficiary a company training plan. The plan(s) is submitted to Cogent for a compliance check and employers are notified of the maximum grant available for the activities. Key points for consideration include:



- Employers must make a 50% contribution to the 'total' costs of training - including in kind costs such as mentoring and time off for training
- 15% of the total cost must be paid by the employer to a provider/accreditor of training or, other training delivery expenses
- In house training is eligible but must have an element of accreditation to aid future learner development
- Statutory training obligations are not supported

## What does the Programme offer employers?

- **Cost saving** – this is a subsidised Programme supported by Government
- **Staff motivation** – investing in staff training increases motivation and boosts retention
- **Choice** – you can choose the course that best suits your business needs - from upskilling to outplacement solutions
- **Potential** – training helps to unlock the potential of people so that they can contribute fully to the business

## What does the Programme offer female employees?

- **Capability boosting** – training develops individuals to maximise their ability to do the job well
- **Flexibility** – the training can be designed to suit individual needs
- **Enhanced career** – women can start the move to the next level or to a technical discipline, improving their confidence along the way
- **Self-belief** – women at supervisory level can benefit from targeted training designed to improve self confidence and boost their managerial skills

If you want to find out more about the Women and Work programme contact Julia Bennett on:

[julia.bennett@cogent-ssc.com](mailto:julia.bennett@cogent-ssc.com)  
01925 515 232 [www.cogent-ssc.com](http://www.cogent-ssc.com)

Cogent SSC, Unit 5, Mandarin Court, Centre Park, Warrington WA1 1GG

## Chloe's Story

Chloe Agg is a Building Services Engineer working for WSP CEL, a medium-sized company offering consultancy, design, engineering, procurement, construction and validation services principally to the process and manufacturing industries.

Chloe took Physics, Mathematics and Product Design A levels, and Further Mathematics and Microelectronics AS levels at school and a Masters degree in Mechanical Engineering.

Chloe's University projects led to her first job as a Graduate Mechanical Design Engineer with Johnson and Johnson. 18 months later she moved to WSP CEL as a Graduate Building Services Engineer undertaking the design and build of facilities in the Process environment.

The course Chloe took with the help of the Women and Work Funding was Life Cycle Costing Analysis, giving her some excellent new skills to help encourage her clients to choose more energy efficient designs that frequently cost more to build but less to run.

Chloe said, *"The course has really helped with demonstrating the benefits of making sustainable choices to my peers and our clients, and has reinvigorated my drive to improve the energy efficiency of all my projects."*

## Examples of successful courses that have been delivered

- Introduction to Supervision & Team Leadership
- Prince 2 Management
- Managing Successful Projects
- Finance for non financial managers
- Lean Six Sigma
- Award for Nuclear Industry Awareness
- Chemical Engineering for Scientists
- Assertiveness at Work
- Negotiation Skills
- Perfect Presentation Skills

Employers can select a course from those above or choose a training programme that best suits individual and business needs. Please note The Women and Work Programme has both a time and place limit.

\*n.b Male employees are not eligible for funding as this project is approved by Government and the EU as a 'positive intervention' to provide opportunities for women in non traditional roles.



If you want to find out more about the Women and Work programme contact Julia Bennett on:

[julia.bennett@cocent-ssc.com](mailto:julia.bennett@cocent-ssc.com)  
01925 515 232 [www.cocent-ssc.com](http://www.cocent-ssc.com)

Cogent SSC, Unit 5, Mandarin Court, Centre Park, Warrington WA1 1GG