Cogent

Apprenticeships

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The Cogent Apprenticeship/Foundation Modern Apprenticeship in Specialised Process Operations (Nuclear Options)

Advanced Apprenticeship/Modern Apprenticeship in Nuclear Decommissioning

Vision: securing the next generation of skilled employees for the nuclear industry.

The Cogent Apprenticeship Frameworks for the nuclear industry provide work-based training to young people and adults. Importantly, they have been designed by employers to make sure they are industry-relevant.

Apprenticeships

While working on-the-job, apprentices operate alongside other employees learning as they secure the hands-on experience the organisation needs.

The off-the-job part of the training is delivered by a local training provider or Further Education College

There are two levels of Apprenticeships – the Apprenticeship at Level 2 and the Advanced Apprenticeship at Level 3. The first usually takes the Apprentice about 12 -18 months to complete; the second around two to three years.

Nuclear employers can decide which occupational role they would like the Apprentice to specialise in, for example:

- Process Operator
- Decommissioning Operative

What do Apprenticeships offer employers?

- Apprenticeships are highly practical and attract Learning and Skills Council funding (England) and the Department for Children, Education, Lifelong Learning and Skills (Wales).
- Apprentices contribute to your business quickly through highly structured learning.
- Apprentices bring a new perspective into the organisation, helping you to innovate.
- Older and highly experienced employees can pass on their expertise to new Apprentices.
- Apprentices are highly likely to be more motivated, loyal and long serving – after all you are investing them.

What do Apprenticeships offer individuals?

- Individuals embark on a structured route to a career path.
- Apprenticeships enable the individual to earn money while gaining a qualification.
- Apprenticeships include a National Vocational Qualification, recognised and valued by employers across the industry.
- Apprenticeships incorporate highly transferable and useful key skills.
- An Apprenticeship can be a stepping-stone to further Continuing Professional Development (CPD), including further work-based qualifications such as a Foundation Degree.

About the Cogent Framework
(England, Northern Ireland and Wales)

The completion of an Apprenticeship framework shows that the individual has achieved competence in the skills covered by the Apprenticeship, has demonstrated the knowledge required and has attained the level of transferable skills required by all Apprenticeships.

The content ensures the learner achieves four key outcomes:

1. Core competence

This means an appropriate NVQ related to the industry at Level 2 for an Apprenticeship (equivalent to GCSE) and at Level 3 for an Advanced Apprenticeship (equivalent to A level).

2. Underpinning Knowledge / Technical Certificate

The Apprentice will acquire the underpinning knowledge required.

3. Transferable, or 'key', skills

These key skills – such as communication and application of number are usually provided by a local training company or College.

4. Employment rights and responsibilities.

The Apprentice will gain an understanding of Employment Rights and Responsibilities (ERR).

What do employers commit too?

Taking on an Apprentice/s means:

- Paying the wage costs for your Apprentice/s.
- Allowing them the time to undergo training and assessments.
- Providing the opportunity for the Apprentice to gain on-the-job learning
- Providing mentoring to include supervising their work-based programme
- Ensuring compliance with Health & Safety requirements.

Lesley Bowen

Head of Education, Training & Development at Sellafield Ltd

Sellafield Ltd has two sites, one in West Cumbria and one at Capenhurst in Cheshire. At these sites it is carrying out some of the most innovative and complex nuclear decommissioning in the world.

"We are committed to supporting the development of young people in our operational and decommissioning phases through the Cogent Apprenticeship Framework. We also see this as a major opportunity to develop the industry's future skills base.

Apprenticeships provide high-quality vocational training and deliver specialist skills in nuclear, but they also establish skills that get people onto a great career ladder. The apprentices also get paid while they learn and once trained, can work anywhere in the world.

Many people learn better on the job and by seeing how their learning applies to the real world – our apprentices get this chance and make a tremendous contribution. It is vital we and others in the industry invest in skills and training now to ensure the sector is prepared for an exciting future ahead."

For more information on Cogent Apprenticeships visit our website, or contact us on:

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The National Skills Academy NUCLEAR

The strategic skills alliance for the Nuclear Industry