



The Cogent Apprenticeship / Foundation Modern Apprenticeship In Process Technology

The Cogent Advanced Apprenticeship/Modern Apprenticeship in Process Technology

Vision: securing the next generation of skilled employees for the Chemicals Industry.

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

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

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

- Operations Technician
- Maintenance Technician
- Laboratory Technician

Within the industry there are many opportunities to progress to supervisory or management roles.

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 the on-the-job learning
- Providing mentoring to include supervising their work-based programme,
- Ensuring compliance with Health & Safety requirements.

Dave Smith
Competency Systems
Contoller,
Murco Petroleum



Murco is an integrated oil company, behind its forecourt and shop development programme there is its Milford Haven refinery and distribution terminals in Bedworth, Theale and Westerleigh.

"Cogent provides an invaluable opportunity for employers to have a real input to the quality and content of apprenticeship frameworks.

The content of the apprenticeship enables the apprentices to achieve the critical skills required to meet today's changing and advanced technology and to quickly become an extremely valuable asset for their company.

Becoming an apprentice is a great way of learning a skilled profession while at the same time earning a wage and gaining relevant qualifications. For us it's all about equipping young people with the skills they need to achieve their full potential.

Apprenticeships are an all round win-win situation. We get employees with the right skills set and an excellent source of new ideas. Apprenticeship schemes also address the long standing recruitment challenges this industry faces."

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

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The strategic skills alliance for the Process Industries