

# Cogent Focus

SKILLS, QUALIFICATIONS, COMPETENCE AND INDUSTRY STANDARDS



**Gold Standard health-  
check goes online**  
page 4

## INSIDE:



**Cogent seeks  
role models**  
page 3



**A foundation for skills**  
page 4



**New NVQs for nuclear**  
page 5

# Welcome



The message to UK employers is loud and clear: to get ahead they can't just rely on new skills coming into the workplace. The statistics say it all: over 70 per cent of the 2020 working age population have already left formal education. The government's recently launched "Skills Pledge" is yet another sign of its determination to get all UK employers signed-up to a greater investment in training.

And the employers in our strategically important, science-driven sector have already said upskilling their existing workforce is key to giving them the advanced capabilities they need to succeed.

What our employers need as a matter of some urgency is the vocational, higher-level skills that support their corporate aims. They need to be confident that everyone in the organisation is fully contributing to business success as a qualified, proven professional.

It's Cogent's job to deliver on what's demanded – in partnership with employers and of course with all the key bodies who play a critical role in the funding and provision of training, education and qualifications.

For a number of years the high-profile emphasis has been on "essential" skills and indeed Sir Digby Jones the Government's Skills Envoy, has been on the campaign trail doing a really great job of highlighting the need for employers to increase their own investment in literacy and numeracy.

But for the Cogent sector, the real issue is at the higher levels. Employers have said they want a clear mechanism to take people from their current skill level to the industry "Gold Standard" via a modular, credit-based approach. This is exactly what we are working to deliver at some speed, as you'll see from all the activities outlined in this issue of *Focus*.

And we haven't forgotten management and leadership. These skills are an essential foundation to greater investment in workforce development as well as better utilisation of skills in the workplace. They will form a central part of our qualifications strategy.

We appreciate all the tremendous employer input we receive through various councils and forums and we are always looking for more. We need you to continue to empower us to work on your behalf.

And we're delighted that this collective approach is bringing results. This is illustrated perfectly by the development of the two Cogent employer-led National Skills Academies for our sectors. They will deliver the truly national, high quality training coverage that our nuclear and process industries need to stay at the forefront. They are being backed by a whole range of employers – from medium-sized polymer companies through to blue-chip multinationals. This comes in many forms, from financial to the giving of time and energy.

With your leadership we are working to create a world class workforce. If you think you might like to join in and become a member of Cogent please go to [www.cogent-ssc.com](http://www.cogent-ssc.com) where you'll find the options for joining.

2  
Joanna Woolf  
CEO

# Academy plans d

**The Business Planning phase for the National Skills Academy Nuclear and the National Skills Academy Process Industries has come to an end following a detailed programme of work.**

These plans were delivered to the former Department for Education and Skills (DfES) at the end of May and they set out the proposed funding and sponsorship regime and the scale of the learning delivery required by the nuclear and process industries.

Their key aim is to ensure they meet the specific training needs of the industries they serve. The nuclear team has been engaging with employers through consultation events around the regions.

The Process team have also run a number of regional employer events where the key deliverables for the Academy have been debated and employer support secured.

The Project Teams are grateful

to all the Cogent companies who are supporting these vital projects financially and through their leadership on Boards and other platforms.

Both Academies are working closely with Cogent, particularly around the qualifications agenda.

**National Skills Academies aim to:**

- deliver high quality training for the sector
- provide first-class teaching in a modern learning environment
- be centres of innovation and creativity in skills development for the sector
- be flexible, sustaining the closest possible relationships with employers of all sizes
- build specialist networks with a range of other learning providers, so that new thinking, new methods and higher standards are shared

**The National Skills Academy Process Industries project team is headed up by Project Director Craig Crowther, he said: "By working directly with employers to identify skills gaps in the workforce, the Academy will support access to funding for training, identify the qualifications required and help employers find the best training provider to meet this need.**

*"Many of the UK's biggest employers have already pledged their support, but we are looking for support from all types and sizes of employers within chemicals, pharmaceutical manufacturing, polymers and associated support sectors."*

**Contact: [enquiries@process.nscademy.co.uk](mailto:enquiries@process.nscademy.co.uk)**



## Cogent Chair honoured for "outstan



**Cogent Chair, Dr John Beacham (CBE) has been awarded The Society of Chemical Industry Lampitt Medal for his outstanding contribution and significant achievements to SCI and for his breadth of impact on the society.**

Leslie Herbert Lampitt (1887-1957) a brewing specialist, created what were the world's first specialist food laboratories. He also gave an enormous amount of time to developing the SCI, and remains to this day a "model of member commitment and enthusiasm."

The medal allows the Society to

# delivered to DfES



Left to right, Jean Llewellyn, NSAN; Sarah Smith and Sylvia McMahon Springfields and Tricia Austin NSAN, engaging with employers

Jean Llewellyn, Project Director National Skills Academy Nuclear said: "Employers are totally committed and want to work with us to make sure we get it right – they are the ones who know! Suddenly everyone is working together because they are identifying the same issues, and saying we are going to have much more impact if we do this jointly."

The Academy has also forged strong links internationally. Jean Llewellyn visited the HAMMER Nuclear training facility in Washington State earlier this year to gain an insight into the training facilities offered, and their experiences of operation both politically and functionally. The HAMMER facility is very keen to



share resources, and has shown a real interest in the work being completed on the Nuclear Skills Passport and the development of standards and qualifications recognised by different Nuclear sector companies.

At the meeting it was agreed that a Trans-Atlantic Placement scheme will be developed between the Academy and the HAMMER facility, work on this is currently underway.

**Contact: j.llewellyn@nuclear.nscademy.co.uk**

## ding contribution"

honour members who have taken his example and offered their own "extraordinary gifts of time, leadership, vision and enthusiasm." Only those who have contributed to a variety of aspects of the Society are eligible to receive the award.

Cogent CEO Joanna Woolf said: "We send our congratulations to John, who has for many years dedicated his time and knowledge to scientific issues in industry. As a leader in the field he has contributed his knowledge to a wide range of institutions, including of course to Cogent who very much appreciate his wise counsel."



# Join the Cogent community

**By becoming a member of Cogent employers can directly influence the skills and education agenda in a fast moving global economy where skills make a difference. They can learn from the best and have a real impact in shaping the national agenda.**

By being a part of the Cogent regional network employers will have access to local industry clusters and the opportunity to get their voice heard with local agencies and funders.

Cogent Strategy Development Director, John Holton said:

"Cogent members can share best practice with other employers and gain support in developing solutions to the skills and recruitment challenges their organisation is facing.

"The owners of micro, small or medium enterprises in particular value the experience of like minded individuals who have faced similar challenges and who speak

the same 'business language'. Members will become part of a collective and community-based approach to addressing the skills gaps and shortages in their local area."

**As a bonus Cogent is currently offering a free competence assurance health-check to new members; in our industries health and safety and a demonstrable competent workforce are crucial and our online tool will help companies identify their strengths and any areas of weaknesses (see page 4.)**

Members who engage directly with Cogent on shaping strategy benefit from a seat on a Cogent Advisory Council and the opportunity to influence government strategy.

**For a brochure, to arrange an appointment or to sign-up call Kate Hutchins on 01925 515 220 or email her on [kate.hutchins@kogent-ssc.com](mailto:kate.hutchins@kogent-ssc.com)**

## Wanted: Cogent sector role models

**Cogent's one-stop-shop web-based careers portal is much more than a guidance and advice centre. It includes real job profiles and the careers pathways are mapped out with entry levels, as well as the main qualifications needed to progress and the industry standards.**

An important part of the site is real people doing real jobs in the sector: the people "in the know". These role models provide career inspiration and show what a career in science, engineering, technology or maths (STEM) is really like.

James Murdock, Education and Qualifications Director said: "We are looking for more willing volunteers to step forward and help us to build confidence in our industries and recruit from the widest pool of talent.

"The thousands of people who work within the sector play an essential part in achieving sustainable, successful and

competitive Cogent industries. They can inspire young people from diverse backgrounds to aim for goals and achieve ambitions which they might think are beyond them or that people from their background or gender don't traditionally aim for."

Cogent is seeking people from every level in every kind of manufacturing role to talk about what their job involves. If you would be willing to help us inspire the next generation, please get in touch with [james.murdock@kogent-ssc.com](mailto:james.murdock@kogent-ssc.com)

Alternatively a Cogent representative would be delighted to visit you to hear more about your role in industry.

Finally you can submit your own case-study on line by going to <http://www.kogent-careers.com/casestudies/submit>

The site continues to receive excellent feedback from employers, Trades Unions, schools, careers advisers and Trade Bodies.

# Unique competence tool offers total systems check

Cogent's industry-endorsed Competence Assurance Framework (CAF) underpins its brand new web-based competence self-assessment tool [www.cogent-competence.com](http://www.cogent-competence.com). The online health-check is based on six key principles which ensure competence management enshrines all business processes.

It is designed to meet the needs of companies in the process and



manufacturing industries and has been rigorously piloted with a range of businesses from across the Cogent sector. It is underpinned by Cogent's world-class "Gold" standards.

Cogent Skills Director, Walter Williamson, who has managed the project said:

"This web tool is a total systems-check and offers the opportunity to reveal what you don't know about your own procedures and systems, leaving no stone unturned.

"Uniquely, it provides a confidential self-examination of organisation-wide competence without any third-party involvement, allowing you, rather than the regulator, to identify areas of weakness."

For each of the questions the company should consider the evidence it would be able to produce in the event of an audit. The end result, once the answers have been agreed and "saved" is a printable PDF which sets out the results in a graphical format, and provides a benchmark against the industry sector.

Kevin Allars, Head of Chemical



Industries Division, Health and Safety Executive, said: "The Cogent SSC Competence Assurance toolkit will ultimately provide companies in the process industries with tools and guidance to help them develop and maintain effective competence

management systems. I am keen to support and encourage this type of initiative, as a competent workforce is central to the reduction and control of both major accident hazards and health and safety in general."

## Foundation degrees set to play key role in sector

Cogent has published its new research into the role of Foundation degrees in the sector. This has revealed that while few employers in the sample know much about the qualification, the majority could see that it had the potential to meet their needs, either for new entrants or for upskilling of existing employees

Foundation degrees are designed with employers and combine academic study with workplace learning to equip people with the knowledge and skills to improve performance and productivity. Liz Johnson, Cogent Skills Director, who managed the research said: "The ongoing success of our industries is dependent on people who are highly skilled in engineering, science and technology. At the same time the sector faces issues of an ageing workforce, poor diversity and negative perceptions from young people. Foundation degrees are set to play a central part in addressing

these by providing both a vehicle for upskilling and a clear, interesting, practical and stretching entry pathway."

Cogent, based on employer feedback, has made a number of industry-specific recommendations:

- Cogent leads the development of a new Foundation degree for the petroleum (refineries) sector.
- Work is undertaken to develop a 'composites' pathway within the framework of the existing Polymer Technology Foundation degree.
- Examination of the potential for a Foundation degree for the high-profile energy industries in the East of England.
- The potential to enhance the existing Foundation degrees in Polymer Technology and Chemical Technology is explored.

Cogent is now in discussion with the research sponsor Foundation Degree Forward regarding the above recommendations and is moving forward with the work.

## CASE STUDY: Developing higher level skills in polymer technology

**Rutland Plastics is a specialist injection moulder supplying a variety of key end user sectors, employing 110 people. It has an annual turnover of £7,000,000.**

Dan Freckingham is the company's Moulding Manager. He began his career at Rutland Plastics as an Apprentice and was promoted to his current role in 2003. Dan identified the Foundation Degree in Polymer Technology as a part of his continuous professional development and registered on to the programme at Burton College in 2005. He successfully completed his Degree in summer 2006.

Dan was able to further develop

his range of technical skills building on technical competencies acquired during his Apprenticeship. The Foundation degree added to his design skills and extended his

knowledge of polymer materials and their applications - vitally important to his role at Rutland Plastics.

Dan said: "I never thought when I started my Apprenticeship that I would achieve a Degree. As well as adding to my technical skills in a rapidly changing polymer industry, it has enhanced my confidence to tackle all aspects of my current role."

The Company plans to utilise the Foundation Degree as part of its long term technical development programmes for other staff.



# Accreditation of new NVQs for nuclear

**Cogent has announced the accreditation of new/replacement Level 2 and 3 NVQs in Nuclear Decommissioning and in Radiation Protection. These replace previous Level 2 NVQs and are available to all new entrants.**

There is also a new Level 4 NVQ in Radiation Protection, replacing the previous version.

Cogent and the nuclear industry are addressing the skills mix needed to ensure that the power generation, fuel cycle and decommissioning programmes of work are carried out safely and securely: the new qualifications are essential to the development of a qualified workforce for roles across the industry.

The decommissioning programme is a mammoth task which will make the environment safe for generations to come. The older plants are firstly defuelled, then dismantled and the sites will then be cleaned

up ready for reuse. Many of the skills required will not be strictly "nuclear" specific, such as those related to demolition of cleared buildings. However availability of nuclear skills is essential in meeting the overall plan.

Cogent Nuclear Skills Director, John Haddon said: "Nuclear specific skills will be needed for the foreseeable future on all licensed nuclear sites to ensure safe working conditions both during and after operation and ultimately to make these sites clean and safe for reuse."

The new qualifications are accredited by the Qualifications and Curriculum Authority (QCA) and will be awarded by City and Guilds. They will be delivered by specialist providers. Scottish Vocational Qualifications will be available shortly.

These new NVQs are referenced in the National Database of Accredited Qualifications [www.accreditedqualifications.org.uk](http://www.accreditedqualifications.org.uk)

# Energy white paper welcomed by nuclear industry



**The government clearly signalled support for nuclear power's contribution to the UK's energy mix in its energy white paper released in May.**

The Nuclear Industry Association (NIA) has welcomed the White Paper and called for greater urgency in tackling Britain's impending energy gap and the need to reduce harmful emissions.

NIA chief executive Keith Parker said that government clearly recognised the strategic importance of nuclear and stressed

the urgent need for clear policy decisions around nuclear's role in the country's future energy mix.

"Nuclear provides large-scale, low-carbon, stably priced power. Without it, the UK will come to rely on imported fossil fuels, meaning less secure supplies, volatile prices and more carbon emissions."

"There is much work to do and numerous nuclear consultations but we must move forward with urgency to address the looming energy gap and get our carbon emissions back on track."

## Skills

**John Haddon, Cogent Skills Director for Nuclear said: "Over the next 10 years, around 10,000 people in, or joining, the nuclear industry will need in-depth training in relation to decommissioning and waste management."**

By the end of that 10 year period, the industry will almost certainly need a growing number of nuclear power operations staff to start up and run the proposed new power stations which should be springing up to replace the Magnox units.

"Cogent is helping the

industry through this process by taking actions to improve the development routes for people such as the development of national frameworks for upskilling in vocational and academic qualifications as well as increasing the flow of Apprentices. The National Skills Academy Nuclear will also be ideally positioned to make best use of the existing education provision and infrastructure in improving."

Go to [www.direct.gov.uk/nuclearpower2007](http://www.direct.gov.uk/nuclearpower2007) for the consultation on nuclear power.

## Cogent supports Leitch "Skills Pledge"

**In June Cogent attended a special event in central London, at which the Chancellor (now Prime Minister), Alan Johnson, former Secretary of State for Education and Skills and Sir Digby Jones launched the "Skills Pledge", a key recommendation of Lord Leitch in his report of December 2006, Prosperity for all in the global economy.**

Representatives of Cogent were joined by Jonathan Haddock, Managing Director of high-tech packaging company, SCA, who signed up to the Pledge.

The Skills Pledge is a specific promise, made by an employer to employees, that every eligible employee is supported in gaining,

as minimum, basic skills and a full Level 2 qualification (or vocational equivalent).

Joanna Woolf, Cogent CEO said: "We are delighted that there is flexibility within the Pledge to recognise what industry has already achieved and the skills individuals have already attained within the first NVQ Level 2 entitlement."

Jonathan Haddock, added: "We take our customer feedback very seriously. They tell us that we are strong in our markets, and that flexibility and knowledge are our key strengths. We are respected for our quality, innovation and design as well as excellence in customer service. None of this would be possible without the high level contribution and expert skills of our workforce."



Cogent's Jaine Chisholm-Caunt signs up to the Pledge

# A new vision for qualifications

**Cogent is currently developing a Qualifications Strategy for the sector which will result in a set of work-based qualifications that are fit for 21st Century businesses in the Cogent science-using sector.**

Dawn Hillier, Cogent Education and Qualifications Manager is leading on the project, "our aim, following extensive research, is to develop a framework of bite-sized, modular units that support continuous professional

development. This will be flexible enough to draw in all kinds of learning and achievement gained at every level."

The strategy means that every type of accredited learning will count and individuals will gain the recognition they deserve. This can then be recorded and maintained on a lifelong learner record.

Lyn Evans, UK Human Resources Manager, Dow Corning Ltd said: "Many companies in our industries provide excellent training and development which is not always recognised by current the qualification frameworks. This includes smaller companies who are investing in the kind of training which does not always get the official stamp. This new vision will overcome these "cracks" in the system and support the Cogent sector's ambition to raise its game in skills."

Joanna Woolf, CEO, Cogent SSC added that the new strategy is

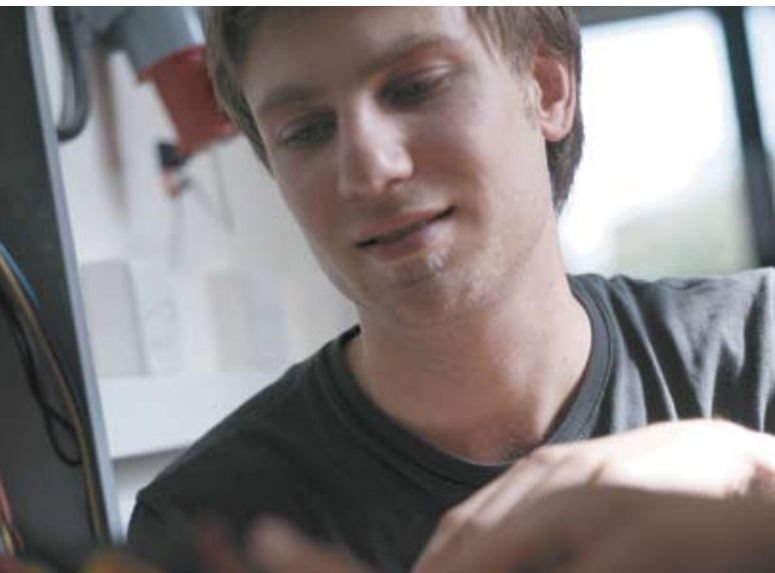
central to Cogent's ability to deliver what employers want: "upskilling is an imperative in our sector and we need to ensure that we have a streamlined and user-friendly system that supports our industries and the people who work there to achieve progress."

"The realisation of our vision will also give greater recognition to the training provided by many firms in our sector and ensure that the skills of Cogent employees are accredited, recorded and that transferability is made clear for the benefit of both employees and employers."

The Sector Qualification Strategy will be in place by the end of September, with a resulting action plan coming out in December.

Cogent will be consulting extensively with employers via an online survey as well as workshops.

If you would like to take part contact dawn.hillier@kogent-ssc.com



## Occupations and functions to be mapped out

**As part of the Sector Qualifications Strategy Cogent has commissioned a mapping exercise of the key occupations and functions across the sector. It will involve close consultation with employers through a series of workshops.**

James Murdock, Director of Education and Qualifications for Cogent says the work is of major strategic significance, "the project will strongly influence and guide our reform and ensure that we have qualifications that are fit for Cogent businesses."

It's a baseline approach and will, for example identify if there are any new job titles that need to

be considered and ensure that role descriptions are accurate and up-to-date. It will also review the main career progression routes for each occupational role.

The functional map element illustrates the skills and knowledge required in the sector, and in individual job roles. In developing the functional map, Cogent will set out the main tasks undertaken in each job role.

The exercise will also identify those roles with competencies that are common across some or all of the industries.

James added, "The starting point will be our Careers Pathways web tool where we have already undertaken a major portion of this work."

The main objectives are to produce a gap analysis of occupational roles and functions not covered by National Occupational Standards (NOS), define what NOS and qualifications could be developed (if employers want them) and remove any qualifications that are no longer relevant.

If you would like to get involved in the consultation contact james.murdock@kogent-ssc.com  
www.kogent-careers.com

## Cogent develops "Big Ticket" IT platform

**Cogent has issued an "Invitation to Tender" for its Passport/Upskill IT platform and is currently analysing the responses. This will be our easy to use, sector-wide, web-based service for individuals to record and develop their skills and provide a transferable record of their training.**

The Upskill platform will support a continuous programme of learning right across the sector. It will be key to the upskilling of the Cogent sector to the "Gold Standard". The Platform aspect of the programme is advancing quickly, with the first application being designed for the nuclear industry. Part of this will be standardised "Unescorted Access" training and a draft standard has

been issued for consultation across the industry.

Cogent Director of Business Development Laura Baker said: "Upskilling is a priority for our employers and we are designing a streamlined and user-friendly system that supports our industries and their employees in reaching our Gold Standard."

"We also need to ensure that the skills of employees in the sector are accredited, recorded and that transferability is made clear for the benefit of both employees and employers. We are developing a fit for purpose solution to meet the common skill needs across our sector and one which creates a "portfolio" of learning, showing all of the credits people have achieved during their learning career."

### GLOSSARY

**NOS:** benchmarks that define competent practice – what a person needs to do and understand to do a job, used for example in training courses and for industry benchmarking.

**NVQs** – qualifications that give recognition of competence.

**VRQs** – include BTEC national certificates, City and Guilds (used as the underpinning knowledge for NVQs and as technical certificates in apprenticeships).



## Masterclass instills competence-based approach

**Seven companies in the East of England recently took part in a Masterclass aimed at putting in place competence-based approaches to the recruitment, training, reward and retention of their staff.**

The classes were offered by Cogent SSC Ltd in partnership with Lowestoft College (Offshore Technology COVE), ECITB and EU Skills. Nicol Webster from Rowanhill Consultants led the classes and participating companies were subsidised by ESF (2010) funding.

Tailored to the needs of individual companies, the Masterclasses provide managers with the tools and skills to implement a competence management system and deal with issues of employee competence.

David Batey ODE said: "The classes have had a number of benefits for ODE both internal and

external – upgrading ODE policies for managing the competence of third-party operatives will be a key one."

Mick Straw, Specialised Management Services Limited, added: "This was time well spent – Specialised Management Services will be using the tools in its current overhaul of employee training and competence and is looking forward to using the online self-assessment tool to help identify areas for improvement."

Anne Swietlik, PDC joined in the endorsements, "A must for any small company wanting to do a better job of managing the skills and competence of its staff. The online benchmarking opportunity is an added bonus!"

For details of the next Masterclass series to be offered at Lowestoft College (Energy COVE) in early Autumn 07 contact liz.johnson@kogent-ssc.com.

## Cogent supports Pembrokeshire skills drive

**Cogent is working closely with the Pembrokeshire Energy Sector Workforce Development Group on a project aimed at ensuring the two oil refineries in Pembrokeshire, Total and Chevron, secure the skills they need for a sustainable future.**

It is part of a wider skills plan which incorporates the significant workforce and resourcing

requirements of the strategic installations of the two LNG terminals at Dragon and South Hook – a net investment of nearly £1bn.

Cogent is working with employers to facilitate this process, which fits in well with Cogent's Big ticket items including the promotion of apprenticeships and careers within the industry as well as competence management and upskilling the present workforce.

The project will:

- gather workforce roles and skills requirements for the next 10 years
- identify potential skills providers, based on a Pembrokeshire College hub
- develop a publicity plan to attract young people into the industry
- identify a list of industry equipment that can be given to the College for training apprentices
- seek the extension of the current local apprenticeship bursary scheme, with local industry obtaining matched funding for small local contractors to take on youngsters with fees paid in first year
- evaluate the establishment of a Centre of Excellence at the college.

Details can be obtained from Mike Lynham [mike.lynham@kogent-ssc.com](mailto:mike.lynham@kogent-ssc.com) (07795 505350) Skills Director, Wales and SW England.

## Aberdeen skills event for Oil and Gas



**An event aimed at key government stakeholders Oil and Gas Industry Skills and sponsored by leading international energy services company Wood Group, took place at the end of April.**

The event, held in Aberdeen, was organised by the Oil and Gas Industry Leadership Team's Workforce Capacity and Capability Group which consists of key representatives from Operators, Contractors and Suppliers.

Government stakeholders took the opportunity to get a better understanding of the industry's approach to skills and to question and challenge its approach to addressing workforce development.

Facilitated discussions explored issues such as whether there is more that the industry could be doing,

whether the flow of information from industry to government meets needs and what further collaborative action is required around skills.

Celia Mackie, who is responsible for Government & Industry Affairs with the Industry Leadership Team's Workforce Capacity & Capability Group said: "Continued success in the sector will depend on the industry's ability to build on its strengths, on the way in which it develops its people, and crucially on close collaboration across the industry, and with government. Focused discussions such as this play a critical part in building strong relationships."

Organisations represented included Cogent sister company OPITO, the Offshore Contractors Association, the Offshore Training Foundation and the Earth Science Education Unit.



## Engineering Awards to support training



The Royal Academies' Professional Development Awards scheme provide funds to support training programmes dealing with the development of their engineering staff. Awards of up to £15,000 will be made to selected company training programmes for the financial year 2007/2008.

A company's proposed programme must relate in a clear way to its business plan and the needs of individuals in the programme should be established by formal review. All UK companies operating in the engineering, manufacturing, information technology or construction and building services sectors are eligible. The deadline is 19 October 2007.

For further information and application packs please contact [ian.bowbrick@raeng.org.uk](mailto:ian.bowbrick@raeng.org.uk)

# Diplomas set the pace

Both Diplomas (Engineering and Manufacturing & Product Design) in which Cogent is involved continue to make impressive progress. Diplomas are a completely new kind of qualification for young people. They combine theoretical and practical learning and allow learners to incorporate other courses of study such as vocational qualifications or A levels.

Diplomas are being developed by multi-agency partnerships (DDPs) led by the relevant Sector Skills Councils, with members representing a number of key stakeholders, including higher education and education professionals.

Former Education and Skills Secretary Alan Johnson has now announced nearly 7,000 places on the Engineering Diploma. The new qualification will be available for young people from September 2008.

The Manufacturing Diploma Development Partnership (MDDP) would now like to hear employer views on the 1st draft of the statement of learning criteria for the Manufacturing and Product Design Diploma, which will be available from 2009.

The over-arching content is designed to be reasonably generic and give the learner an insight into the manufacturing industries. Pathways can then be developed through the individual's choice of specialised learning and it is then up to the consortia of schools, colleges and employers involved in regional delivery to shape the pathways to meet industry specialisms.

The Statement of Criteria can be downloaded from the Cogent SSC website at [www.cogent-ssc.com](http://www.cogent-ssc.com).

Please go to [www.qca.org.uk](http://www.qca.org.uk) and click on consultations to take part in this important survey.

As an SSC which is part of the DDP for the Engineering Diploma, Cogent has given its support for the proposed Dyson School of Design Innovation.

CEO Joanna Woolf said: "This excellent initiative is a true example of corporate responsibility towards ensuring the UK grows the talent it needs to succeed in the global economy. It will support and encourage Britain's next generation of engineers and designers through practical programmes and hands-on experience."

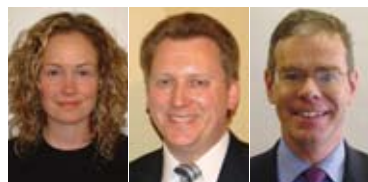
The school very much links in with the Engineering Diploma, through giving young people the opportunity to explore new ideas, solve real life problems and blend the academic with the practical.

[www.dysonschool.com/](http://www.dysonschool.com/)

## Cogent builds the team to deliver

Over the last couple of months Cogent has boosted its capacity to deliver its programmes to employers with a number of key appointments...

Julie Plumbley joined the Cogent Research Team in May as a Research Adviser. She joined from Liverpool County Council where she worked as a Workforce Development co-ordinator. Julie has a BSc (Hons) in Psychology and an MSc in Psychology. Her first major project is assisting the Education Team with the Sector Qualification



Julie Plumbley Barry Neilson Kieran Quill

Strategy project.

Barry Neilson has joined Cogent as the Skills Director for Scotland and Northern Ireland. He started his career as an apprentice draftsman in Glasgow and developed his skills and knowledge through full and part-time education to attain a degree in Civil Engineering. As a Director with the Chartered Institute of Building (CIOB), he was responsible for developing the agenda of Life Long Development in Scotland.

Recently, Kieran Quill joined the team as the Cogent Skills Director for Chemicals and Pharmaceuticals. Kieran studied in Ireland and has a PhD from Dublin City University. He started his career in academic research and his most recent position was as Technical Director for Rio Tinto Borax (Europe) Limited. He has served on the Board of the European Industrial Minerals Association.

## Process Industries Conference

A key process industry skills conference is taking place on 16th – 17th July 2007.

The high profile event includes a networking dinner and is being held at the National Science Learning Centre at the University of York.

Contact Leanne McNamara: [leanne@ycf.org.uk](mailto:leanne@ycf.org.uk) or book online at [www.ycf.org.uk/events](http://www.ycf.org.uk/events)

## BOOK NOW

### Cogent Focus

Unit 5  
Centre Court  
Mandarin Court  
Warrington  
WA1 1GG  
phone: 01925 515 200  
fax: 01925 515 240

Cogent SSC welcomes feedback.  
Please email [Judith Cowan](mailto:judith.cowan@cogent-ssc.com)  
[judith.cowan@cogent-ssc.com](mailto:judith.cowan@cogent-ssc.com)  
[www.cogent-ssc.com](http://www.cogent-ssc.com)

**skills**  
FOR BUSINESS

Part of the Skills for Business network of 25 employer-led Sector Skills Councils



cogent

## BOARD

### CHAIR

Dr John Beacham

### DEPUTY CHAIR

Dr Michael Cross

### OIL AND GAS

Les Thomas  
Wood Group

### NUCLEAR

Colin Bayliss  
UKAEA

Richard Waite

Nuclear Decommissioning  
Authority

### CHEMICALS

Steve Westhead  
Solutia UK

### PHARMACEUTICALS

Paul Londesborough  
GlaxoSmithKline

### PETROLEUM

Brian Worrall  
Chevron Texaco

### UNIONS

Phil McNulty  
TGWU

Linda McCulloch  
TUC

Dai Hudd  
Prospect

### POLYMERS

Brian McCann  
Clarehill Plastics

Chris Horton  
Linpac Plastics

### SECTOR EXPERTS

Gareth James  
BP Group

Chris Hunt  
UKPIA

Malcolm Webb  
Oil and Gas UK

### ACADEMIA

Prof Phil Coates  
University of Bradford