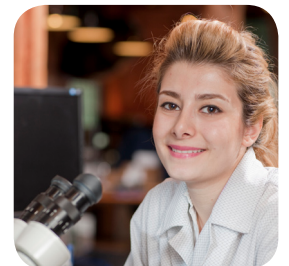
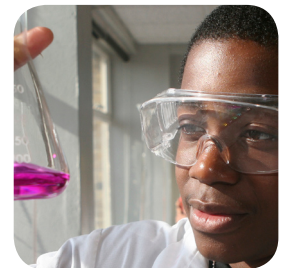


Skills Assurance

Delivering improved business performance through a competent workforce



Supported by



About Skills Assurance

The National Skills Academy for Process Industries has developed a comprehensive system to assess workforce capability against the independently verified industry Gold Standard.

Skills Assurance

- benchmarks your workforce skills to the industry Gold Standard
- identifies skills gaps and opportunities for performance improvement
- provides employers with the confidence that any training undertaken is fit-for-purpose, via the Skills Academy's accredited provider network

Training Standards

We continue to work with many subject experts and employers, to develop an expanding range of training standards for the benchmarking of discrete areas of training relevant to the process industries in: Process Safety Leadership, Process Safety Management, Downstream Working Environments and Good Manufacturing Practice.

Managing individual competence

Skills Assurance recognises that any organisational assessment of competence, needs to ensure the all-important measurement and management of individual competence.

However, keeping this competence up-to-date and developing new competencies is an on-going challenge. Organisations need individuals with the very best skills in a range of areas – from process operations through to process safety including effective leadership and business improvement knowledge.

Skills Assurance is underpinned by the industry-developed Gold Standard, and sees skills development as central to business success.

Business benefits of Skills Assurance

- means employees' skills have been benchmarked to a national, industry-developed standard
- leads to performance improvements through effective management of people
- aligns training needs with business goals
- highlights priority areas and ensures learning is targeted
- ensures participants spend time on appropriate programmes
- ensures training of limited value or quality is avoided
- means financial investment is allocated more effectively
- provides a clear demonstration of organisational competence

HUNTSMAN

Enriching lives through innovation

“When we looked at the direction in which we wanted to take our training, Gold Standard was ideally suited to our needs, as you would expect from a product designed by industry, for industry.”

Tony Johnson, Huntsman.
A **Gold Standard** company

The Skills Assurance process

1. Training needs assessment

Our training needs assessment is against the Gold Standard and can identify training requirements at both the level of the organisation and the individual, in four key areas of competence (shown on reverse cover).

2. Gap analysis

This provides the basis for an objective, personalised and cost-effective development plan which will help you get the best return from your investment in your staff. Crucially, this analysis helps companies to prioritise their training needs – so that urgent skills gaps are tackled.

3. Training solution

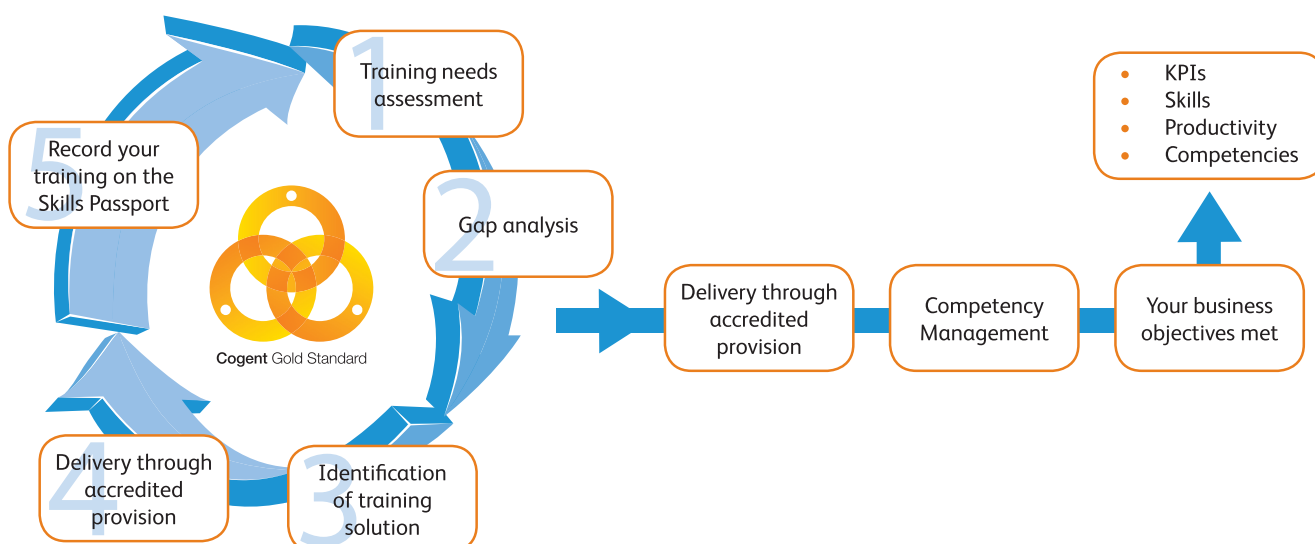
From our analysis we can develop a plan which is a tailored approach to your training requirements, delivered via our quality assured provider network.

4. Accredited provision

Once we have identified the training or qualifications required, we will source appropriate Skills Academy accredited provision, organise the process to suit your needs and monitor progress through to delivery. We can also help to identify funding if it is available.

5. Skills Passport (evidence)

The Academy's Skills Passport provides a transferable training record based on the Gold Standard. In-house training/new training is captured on the Passport providing a unique individual record. The Passport also allows industry-wide management of competence, providing the platform to monitor and strengthen the skills of the supply-chain workforce.



Skills Academy Training Provider Network

The providers in our network operate to the very highest national standards. They undergo rigorous quality checks and regular monitoring. In partnership with the Skills Academy they are delivering upskilling programmes in every area and at every level of process manufacturing operations as well as cross-industry programmes including:

- Management and Leadership
- Productivity and Competitiveness
- Continuous Improvement
- Business Improvement Techniques (BIT)
- Safety, Health and Environment (SHE)
- Regulatory, for example GxP



The Gold Standard is a competency framework for individuals. It is delivered through a suite of industry-designed generic job-roles. These range from Level 2 job roles through to professional positions. Each standard describes the competency requirements of the role and the corresponding qualifications and training standards that underpin the delivery of individual competence.

Gold Standard examples of competencies, qualifications and training standards:

The four competence areas	The Gold Standard Example competency statements	Example Gold Standard Qualifications (Awards, Certificates & Diplomas) & Training Standards
Technical Competence	<ul style="list-style-type: none"> prepare to start up a process start up a process control and monitor a process and resolve problems complete/shutdown a process adapt plans and procedures allocate personnel for maintenance understand science/technology 	L3 Diploma in Operations and Technical Support in the Process Industries L3 ILM Award in Managing Operations Foundation Degree in Science, Engineering or Technology
Business Improvement	<ul style="list-style-type: none"> Understand the principles and practice associated with business improvement techniques solve process problems encourage innovation environmental & sustainability responsibilities 	L3 NVQ in Business Improvement Techniques Award in Controlling Resource Efficiency (Energy)
Compliance	Understanding of: <ul style="list-style-type: none"> application of safety management systems the implications and relevance of company policy responsibilities for controlling workplace hazards and managing the health and safety of others making plant safe for maintenance 	NEBOSH Award in Workplace Health & Safety Training Standard in Process Safety
Functional & Behavioural	<ul style="list-style-type: none"> exercise autonomy and judgement provide leadership for team implement change allocate and monitor the progress and quality of work provide learning opportunities for colleagues put across ideas in clear and concise manner 	L3 ILM Certificate in First Line Management L3 ILM Award in Business Awareness Project Management Training Standard

For a full list of Gold Standard roles go to www.cogent-ssc.com/Gold_Standard/index.php

Skills Assurance outcomes:

- Clear gaps in competency identified, directly supporting ways to improve business performance
- A structured training strategy that also enables managers to plan for succession
- Clear progression paths and a structure for developing a robust Apprenticeship program
- Use of the Academy’s accredited provider network for effective delivery of training

If you are interested in finding out more information please get in touch:

T: 0845 607 0140 | E: enquiries@process.nsacademy.co.uk

F: 01325 740 901 | W: process.nsacademy.co.uk

[process_skills](https://twitter.com/process_skills)