



## Gold Standard Advisory Service

Setting an aspirational standard for expected levels of on-the-job performance and supporting individual Continuing Professional Development (CPD) by setting out the skills required for world class performance in key occupational roles

The Gold Standard Advisory Service is a member benefit open to all Science Industry Partnership (SIP) members

The Gold Standard is a national framework for continuing professional development setting out the skills required for world class performance

We can guide you in how to use the gold standards by working together to understand your organisational and employee structure (departments and occupations) and map applicable Gold Standards to this

### About Gold Standards

The Gold Standard sets out the competencies to provide the essential skills to undertake a variety of job roles. It provides a route for individuals to fulfil their potential and supports you to identify the right training and development programme or qualification requirements. For example:

**For a Process Operator:** the Gold Standard quickly identifies the key technical competencies required to operate the process and provides the basis for a structured training programme to develop the required skills

**For a First Line Supervisor:** by aligning the Gold Standard to an internally designed 'management development programme' it will provide a newly promoted or aspiring First Line Supervisor with the core skills to confidently take on a challenging new set of responsibilities.

**For a Graduate:** the Industry Professional Process Manufacturing Gold Standard defines operational competence at a professional level providing clear CPD for new entrants

**For all staff:** the Gold Standard promotes all-important high standards in compliance as well as safety, health, environment and the efficient use of resources.

### The Gold Standard Advisory Service will allow your company to:

#### Assure Competence

The Gold Standard framework provides a unique opportunity to ensure your employees' skills have been benchmarked to a national, industry-developed standard. The framework describes and maps the competencies required to a wide range of jobs across four areas of competence:

- Technical Competence
- Business Improvement
- Compliance

#### Benchmark performance standards

The benchmarking process will enable you to compare your performance standards, skills training and assessment practises with the levels of competence expected.



## Benefits

- An industry route for upskilling and re-skilling
- It means that investment in training meets business needs
- A route to accredit existing skills and identifying gaps
- An indication of the behaviours that are valued and recognised
- Underpins recruitment, appraisal and promotion activities
- Supports culture change through the functional and behavioural competencies



## First Line Supervisor Training Programme\*

Through the use of the Gold Standards as a benchmark, a modular training programme would be designed with a suggested blend of elements including face-to-face workshops on specific topics such as managing performance, coaching, developing team members, succession planning, resilience and well-being along with a suggested range of relevant regulatory & HSE modules. These workshops could be supported by e-learning and 'how to' guides – that individuals can refer to at the point of need.

*\*This is an additional follow on service which is not included in the memberships days. We are happy to scope your requirements and submit a proposal for consideration.*

## Membership Days Used

The total intervention will require the allocation of a minimum of 1 SIP Membership day.

*"Adopting the Gold Standard framework to meet nationally benchmarked requirements for competence drives business excellence and future-proofs key roles across our process sector."*

**Jamie Walker, SIP Downstream Lead**

### Contact us:

For a discussion about SIP membership please contact the SIP Membership help desk.

01925 515220 sipmembers@coagentskills.com

www.scienceindustrypartnership.com

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