

CONSTRUCTION & UTILITIES

Building Workforce Competence. **Reducing Risk.** **Enhancing Compliance Assurance.**

Evidence-based, diagnostic-led workforce competency management for construction and utilities



SCAN ME

Workforce Competency Management Specialists since 1998

The Challenge:

Hidden Competency Risks in Construction

Construction and utilities organisations face constant pressure to deliver safely, on time and to strict regulatory standards. Skilled teams, reliable contractors and a safety-first culture are essential.

But traditional records and tick-box compliance don't show if people can apply knowledge in real-world situations. Gaps in skills, confidence and behaviour often go unnoticed until mistakes occur causing safety incidents, costly delays, reputational damage and regulatory risk.



Safety and compliance pressures are growing



Training records don't prove capability



Without evidence, risks stay hidden



Construction projects also rely on diverse and often transient workforces, with multiple contractors and sub-contractors operating side by side.

Site managers need more than certificates or training records, they need assurance that every individual has the skills, confidence and behaviours to work safely and effectively, from day one on site.

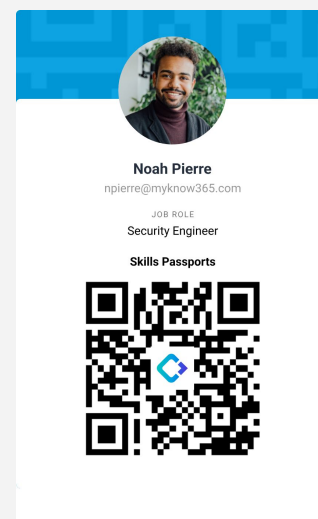
Without clear, evidence-based insight into workforce competence, leaders can't be confident they are meeting compliance standards, protecting on-site workers, or assuring clients and regulators of safe delivery.

Cognisco's Solution

Since 1998, Cognisco has been helping complex, safety-critical industries take the guesswork out of workforce competence.

Our platform **MyKnow 365**, provides a single, diagnostic-led, evidence-based system for assessing, monitoring and managing workforce competency across teams and supply chains. With MyKnow 365, construction leaders gain real-time insight into:

- ★ **Skills** – who has the capability to perform safely and effectively
- ★ **Behaviour** – how people act under pressure and in real scenarios
- ★ **Confidence** – whether individuals believe they can apply knowledge correctly



Key Features for Construction & Utilities

- ★ **Diagnostic Assessments** - evidence-based situational judgement tests tailored to real site conditions, such as the Supervisor Competency Assessment developed in collaboration with Barhale
- ★ **Competency Frameworks** – structured, role-specific frameworks aligned to H&S and regulatory requirements
- ★ **Skills Passports** – portable, digital records proving worker readiness and compliance across projects
- ★ **Permit to Work Cards** – practical, on-site assurance of competency before tasks begin
- ★ **Reporting & Analytics** – clear dashboards showing risk hotspots, compliance status and workforce readiness

Skills passport matrix

Viewing: All

User	Job code	Basic First Aid	Basic Site Access	LHR: Airside Training - Core	LHR: Airside Training - Plus	LHR: Airside Training - Proficient	Medical Requirement	Specialised Material Handling
Harriet Down	AIRSIDEPROF							
Helena Jennings	TECH03							
Holly Lorenzo								
James Taylor								

Benefits for You

By working with Cognisco, construction and utilities organisations can:

- ★ **Reduce Risk** – identify gaps before they lead to incidents
- ★ **Prove Compliance** – demonstrate enhanced compliance assurance to regulators and clients
- ★ **Improve Safety** – build a culture of competence and accountability across sites
- ★ **Strengthen Supply Chains** – ensure contractors meet the same competency standards
- ★ **Drive Performance** – align teams to project goals with confidence in workforce readiness

Trusted by Industry Leaders

Cognisco works with Network Rail, TfL, major utilities providers and construction firms to deliver safer, more compliant and more effective workforces.

Discover how Cognisco's MyKnow 365 can help you reduce risk, evidence compliance and build safer workforces.

MyKnow 365 – The evidence-based workforce competency platform for enhanced compliance assurance.



Traditional compliance data can't tell you if your people can actually do the job safely. **With Cognisco's MyKnow 365 - you can.**