

RAIL & INFRASTRUCTURE

Building Workforce Competence. Reducing Risk. Enhancing Compliance Assurance.

Evidence-based, diagnostic-led workforce competency management for rail and infrastructure



SCAN ME

Workforce Competency Management Specialists since 1998

The Challenge:

How do you manage risk and competency in a safety-critical rail workforce?

The rail industry operates in one of the most complex, highly regulated and safety-critical environments in the UK. Leaders face constant pressure to deliver safe operations, demonstrate compliance and maintain public trust, often across large, distributed workforces and complex contractor networks.

Incidents rarely stem from a lack of training alone. They arise when knowledge, judgement, behaviour or confidence break down under real-world conditions. In this context, understanding what people actually know, how they behave and how confidently they apply procedures is essential.



Safety and compliance pressures are growing



Training records don't prove capability



Without evidence, risks stay hidden



Evidencing competency in rail is inherently complex. You need to ensure:

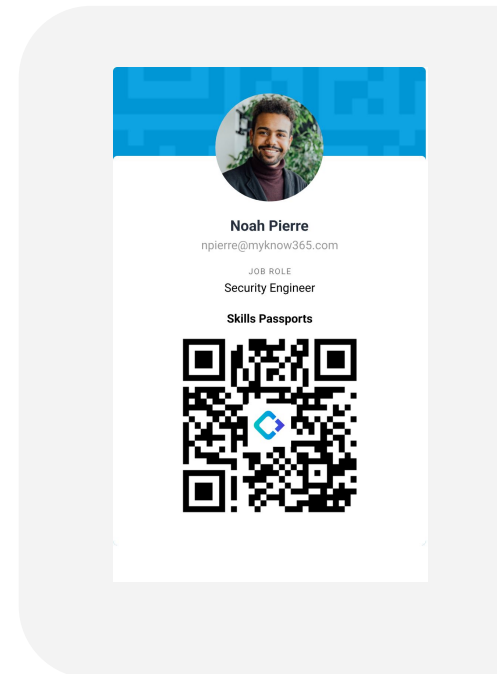
- The right people, with the right competencies, are on the right tasks
- Competence frameworks are role-specific, current and defensible
- Training and assessments stand up to scrutiny from regulators and internal assurance
- Supply chain and contractor competence is visible, not assumed
- Leadership capability is measured, not inferred
- Many organisations rely on systems that record activity (courses completed, certificates held) but provide little insight into real-world capability or emerging risk.

Cognisco's Solution

With 25 years' experience, Cognisco was born out of the rail incidents of the 1990s and early 2000s, with a clear purpose: to help rail organisations understand whether people are truly competent before incidents occur.

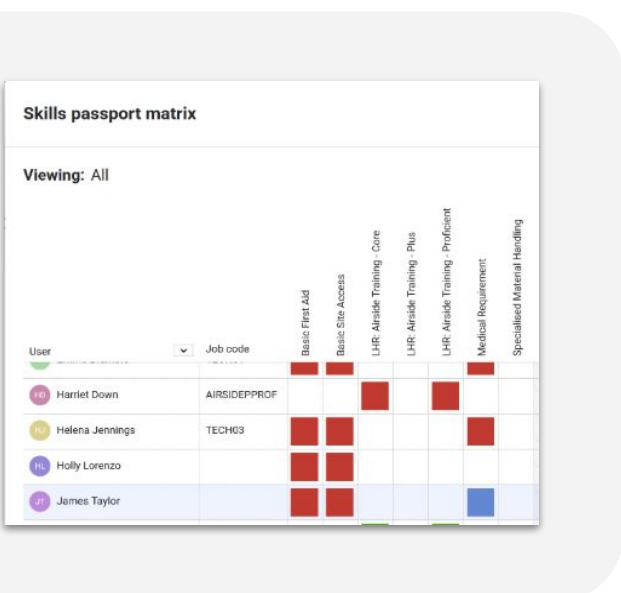
Our platform **MyKnow 365**, provides a single, diagnostic-led, evidence-based system for assessing, monitoring and managing workforce competency across teams and supply chains. With MyKnow 365, rail leaders gain real-time insight into:

- ★ **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 Rail & Infrastructure

- ★ **Diagnostic Assessments:** evidence-based situational judgement tests tailored to real on site conditions
- ★ **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



Our benchmarks consistently show that over 30% of any safety-critical workforce may misinterpret misunderstand rules, procedures or guidance while being fully confident they are acting correctly.

Benefits for You



By working with Cognisco, rail and infrastructure 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 and locations
- ★ **Reduce Disruption:** minimise operational delays and avoidable cost
- ★ **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, Barhale, TfL, plus major utilities providers and construction firms to deliver safer, more compliant and more effective workforces.

MyKnow 365 empowers both frontline teams and senior leaders with the insight they need to act with confidence, consistency and integrity, even in complex, high-pressure environments.

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.**