

A satellite view of Earth from space, showing the curvature of the planet and the glowing lights of cities and continents at night. The background is a deep blue and black space with some stars visible.

**Cognition**  
Learning Group >

# Impact Report

2023 - 2024

# Contents

4

## Foreword

7

## About Us

12

## Global Impact

14

## Cognition Education

Cognition Education's Impact .....	15
Case Study: Professional Learning & Development, New Zealand.....	16
Case Study: Mathematics Programme for Students, New Zealand.....	18
Case Study: Victoria Learning Specialist, Australia.....	19
Case Study: Victorian Coaching with Confidence, Australia.....	20
Case Study: National Teacher Professional Development for Years 1 to 9, Solomon Islands.....	21
Case Study: Supporting Delivery of Skills Development, Vanuatu.....	22
Case Study: Teacher Mentoring Programme, England.....	23

24

## Wavelength Learning

Wavelength Learning's Impact.....	25
Case Study: National Curriculum and Textbook Development for Years 1 to 9, Solomon Islands.....	26
Case Study: Box Hill Institute, Australia.....	28
Case Study: Fire and Emergency, New Zealand.....	30
Case Study: Accident Compensation Corporation, New Zealand.....	31

32

## Begin Bright

Begin Bright's Impact .....	33
Begin Bright Educational Programmes.....	34

36

## Aspire Development

Aspire Development's Impact.....	37
Case Study: Level 5 Apprenticeship in Operations and Departmental Management, England.....	38
Case Study: Mersey and West Lancashire Teaching Hospitals, NHS Trust, the UK.....	40
Case Study: Solent NHS Trust, the UK.....	41

42

## Our Research

44

## Our Social Commitments



# Foreword

**FROM THE GROUP CHIEF EXECUTIVE OFFICER, TINA LUCAS**



**In the grand scheme of things, a single year might seem like a mere blip on the radar. But as I have learned through my years at Cognition Learning Group, a single year can hold the power to change the trajectory of countless lives.**

When we talk about education, we often focus on the numbers – enrolment rates, test scores, and graduation percentages. But behind each of these numbers is a story, a life transformed by the power of learning. In the 2023/24 year, Cognition Learning Group had the privilege of being part of 3,694,464 such stories, across 30 countries and three continents.

Our journey started with a simple question: What makes education truly impactful? The answer, we discovered, lies not in grand gestures or one-size-fits-all solutions, but in the quiet power of collaboration. It's in the way our teams work hand-in-hand

with partners to co-discover, co-design, co-deliver, and co-evaluate solutions tailored to their unique needs.

Take, for example, our work in Solomon Islands. In a nation where access to quality education has long been a challenge, we didn't just swoop in with a pre-packaged solution. Instead, we worked closely with the Ministry of Education to develop a comprehensive 10-year strategy for teacher professional development. The result? Over 60,000 students now have access to better-trained, more effective teachers.

Or consider our partnership with Solent NHS Trust in the UK. By co-designing leadership programmes aligned with the Trust's values, we helped empower 110 managers to drive positive change in their teams, ultimately impacting the lives of over 97,600 individuals.

These stories are just the tip of the iceberg. Dive deeper into this report, and you'll find countless examples of the transformative power of education – from the digital learning experiences we have created with Wavelength Learning to the apprenticeships delivered through Aspire Development.

But perhaps the most powerful story of all is the one we are writing together – the story of a world where every individual, regardless of background or circumstance, has the opportunity to learn, grow, and thrive. It's a story that's still unfolding, but with each passing year, we're getting closer to the final chapter.

So let this report be a reminder that education is so much more than a set of numbers. It's a catalyst for change, a spark that ignites the potential within each of us. And as long as we keep collaborating, innovating, and pushing the boundaries of what's possible, there's no limit to the impact we can make.

Here's to another year of changing lives, one story at a time.

**Sincerely,**

A handwritten signature in black ink that reads "Tina". The signature is fluid and cursive, with a long horizontal stroke at the top.

**Tina Lucas,  
Chief Executive Officer,  
Cognition Learning Group**



# About us

Cognition Learning Group is a leading provider of education, training, consultancy, and digital learning solutions. We are owned by the not-for-profit Te Rau Puāwai Education Trust, which supports educational initiatives that draw on collaboration and evidence, to increase capabilities of individuals and communities, maximising their potential to create a fairer society.

With a global headquarters in Auckland, New Zealand, Cognition Learning Group operates across three continents. Our roots can be traced back to 1989 as a service provider to schools in New Zealand, but we have since expanded these services and global reach to deliver in more than 30 countries. The Group is strategically positioned within the key sectors in education, learning, and development to deliver quality learning experiences to people at every stage of their lives.

**Our purpose is to unleash the power of education to transform the lives of children, young people, and adults around the world.**

We are committed to this purpose because of the wide range of global evidence that demonstrates that better education and learning opportunities generate stronger outcomes from individuals, communities, businesses, nations, and marginalised groups.

The Group delivers a wide range of education services, aimed at improving learning outcomes, creating opportunities, and changing lives for the better. We achieve our purpose through our core activities which include:

- International consultancy for education policy reform and improvement
- Implementation of national programmes of education transformation
- Digital learning and workforce development for businesses
- Development of national training programmes for education institutions and education leaders
- Professional development for educators
- Delivery of apprenticeships and qualifications for businesses
- Leadership and management training for leaders across government and industry
- Creation of digital and published curriculum materials and learning resources
- Recruitment and mentoring for the education workforce.

Cognition Learning Group consists of four brands working across three continents.



Cognition Education is a global provider of education consultancy services and transformation programmes, with a focus on improving learning outcomes for all.



Wavelength Learning is an award-winning developer of human-centred digital learning solutions for the workplace.



Begin Bright is a provider of early learning and tutoring programmes with a mission to enrich the lives of children and to equip them with skills and dispositions to excel at school.



Aspire Development is an apprenticeship, leadership and management business focused on growing the capability of staff and organisations.



# How we work

We leverage the Collaborative Impact Approach, our in-house consulting methodology, to support our clients to achieve really ambitious goals.

This approach evolved from our 35-year track-record of working with Ministries of Education, donors, businesses, and learners across the globe. It has been further enhanced by our analysis of 50+ improvement methodologies, factor analysis statistical studies, meta-analysis, and systematic reviews on effective implementation processes. And by our own peer reviewed research, including three recent book publications.

The Collaborative Impact Approach comprises four interconnected phases of support (Figure 1). Within each phase, there are a range of scaffolded sub-processes that support our teams to generate ambitious impact for our clients (Figure 2). Our approach is also designed to be highly collaborative and adaptable to the different cultural contexts in which we work.

The Group has also published widely on high-impact implementation and de-implementation practices, including three books with leading publishers in 2022 and 2023. These were co-authored with leading education researchers, including Professor John Hattie and Professor Dylan Wiliam.

We also maintain a large internal ‘what works best’ for learning database that we use to support our clients to identify high-probability approaches that are likely to generate impact in their contexts. This database synthesises the findings of more than 2,000 systematic reviews and meta-analysis of more than 130,000 studies, involving more than 300 million students. Our education team continues to add and grow this as new peer reviewed systematic reviews are published.

Figure 1: Our Four Phases of Support

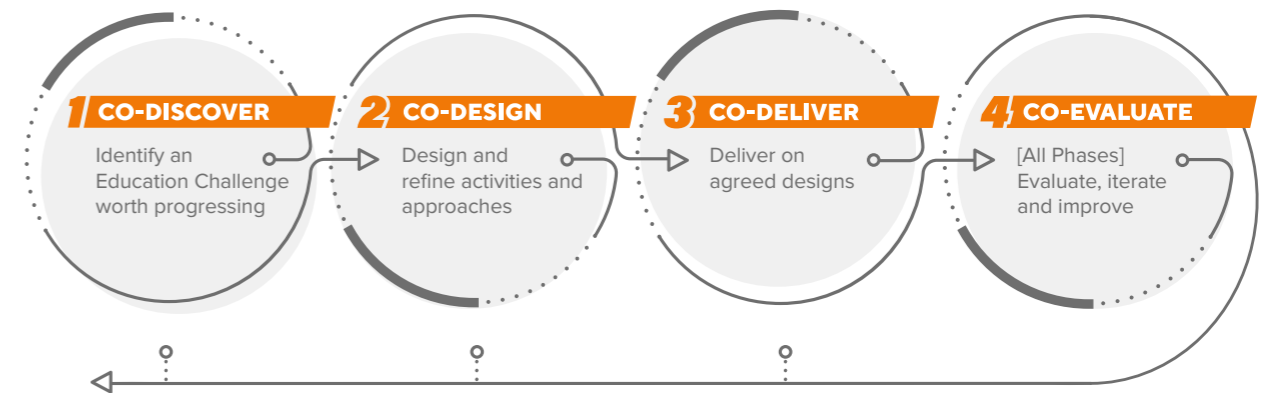
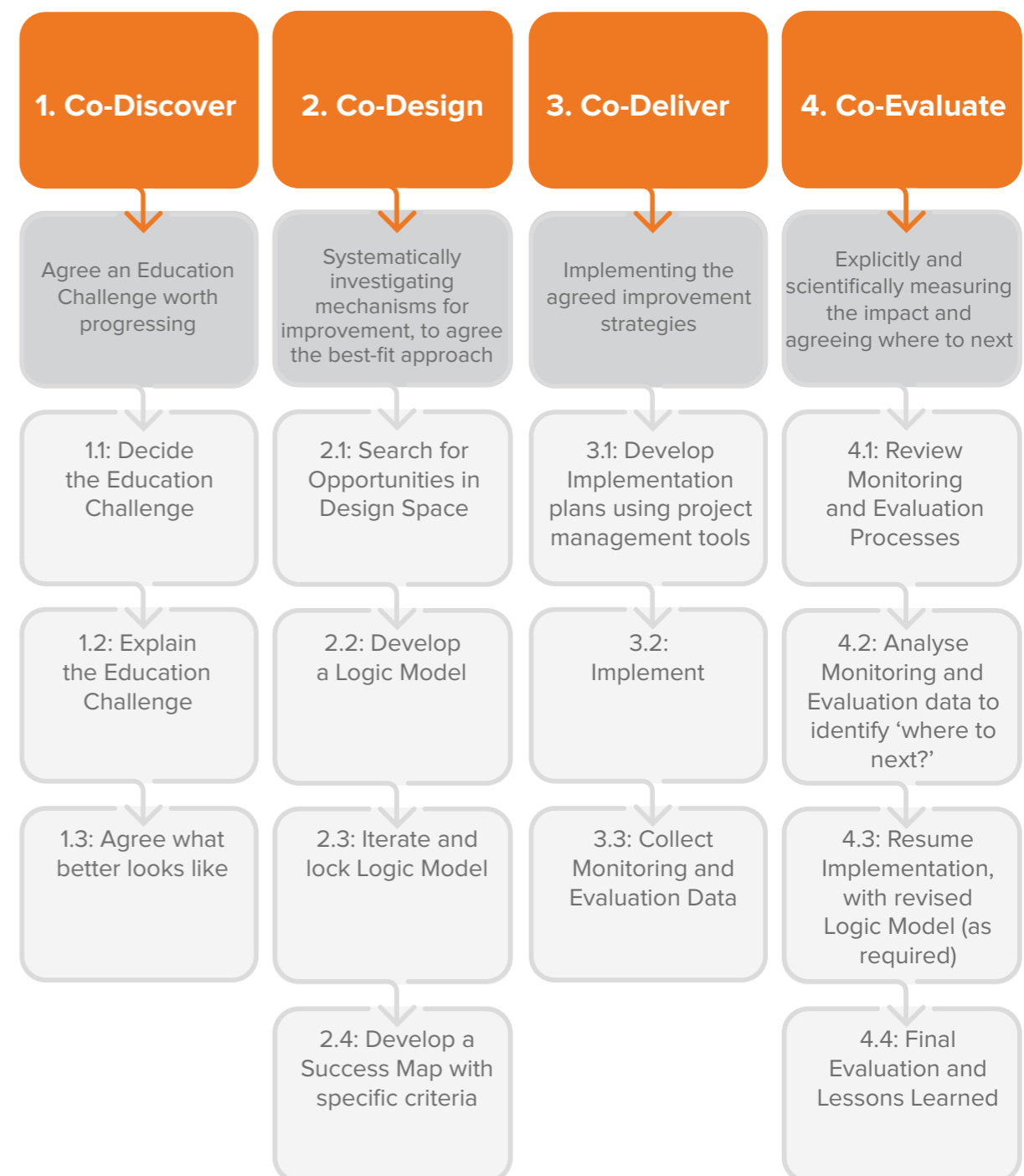


Figure 2: Stages within our consulting approach



## COGNITION LEARNING GROUP

# Global Reach 2023 - 2024

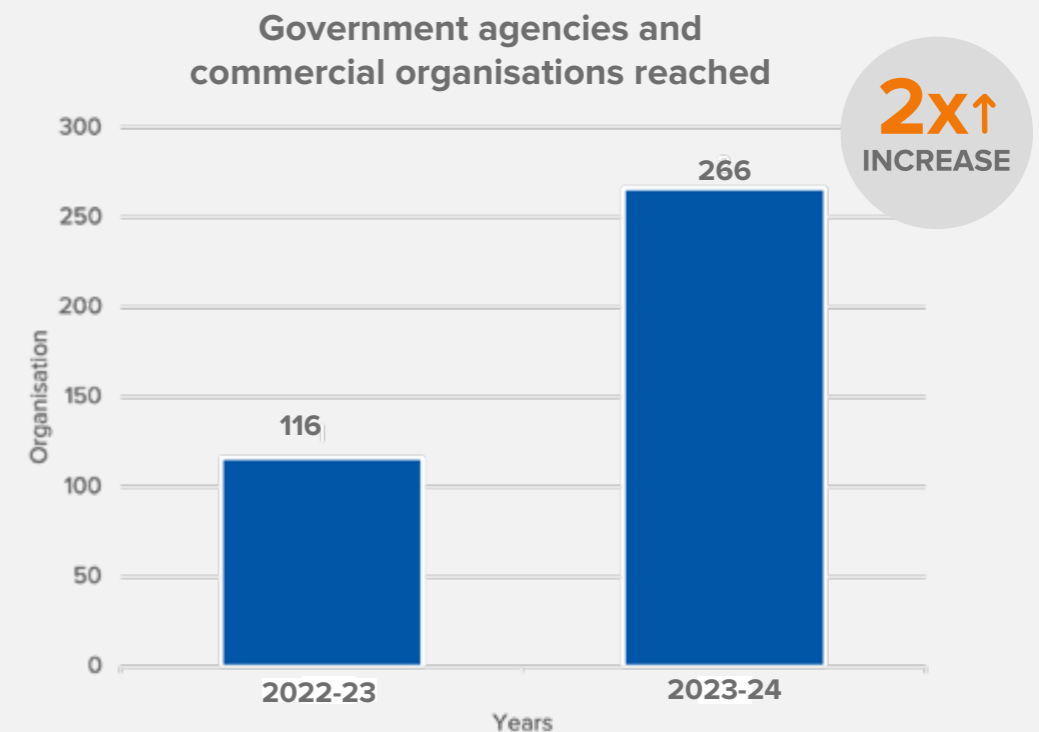
Over the period of April 2023 to March 2024, Cognition Learning Group reached

# 3,694,464

educators, learners, government partners, and corporate staff worldwide.

## 26,155 EDUCATIONAL INSTITUTIONS, GOVERNMENT AGENCIES, AND COMMERCIAL ORGANISATIONS REACHED

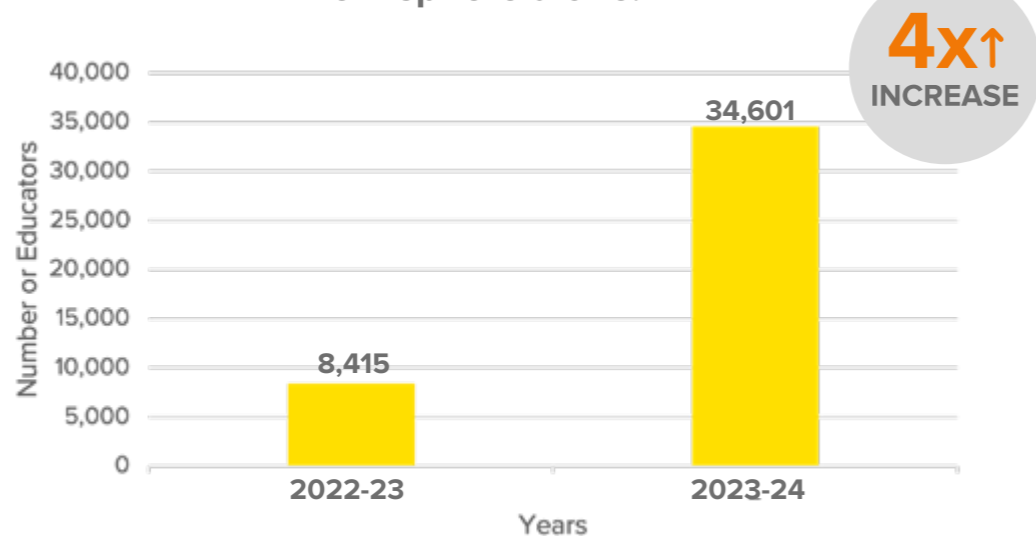
- 25,889 educational institutions used our learning products and services.
- 266 government agencies and commercial organisations benefitted from our bespoke upskilling, coaching, and digital learning experiences.



## 98,697 EDUCATORS REACHED

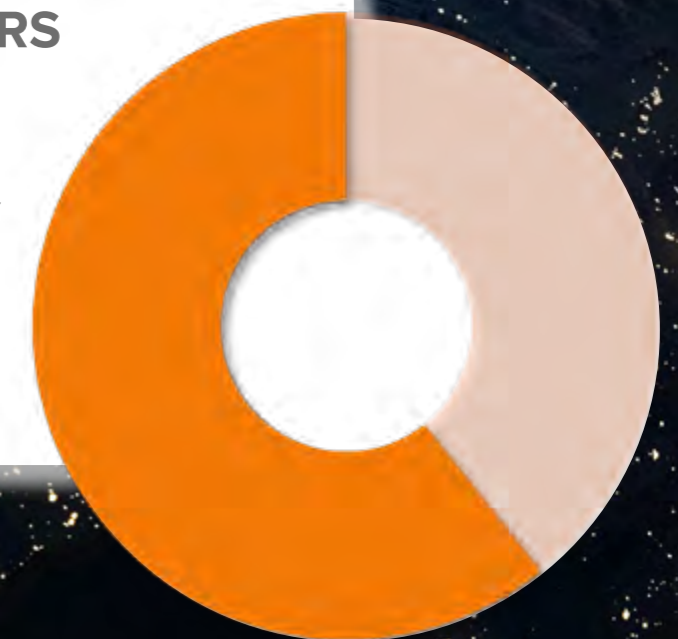
Cognition Learning Group worked directly with **2,345 school leaders** worldwide to provide customised professional development services for teachers.

Directly worked with **34,601** educators in the Southern Hemisphere alone.



## 2,997,781 LEARNERS REACHED

- 1,177,669 Government Partners, and Corporate Staff
- 1,820,112 Students



# Cognition Education

Cognition Education is an established leader in the design and delivery of education transformation programmes for governments and donors. With a strong 35-year track record, Cognition Education has successfully managed and delivered contracts across 4 continents with more than 30 governments, in a range of low-, middle-, and high-income country contexts.

Recent projects have involved:

- national teacher recruitment and training initiatives;
- national education strategy development;
- the delivery of state-wide school improvement services;
- the design of a framework for skills development.



*Mathematics professional development delivered by the Cognition Education Team to school teachers in New Zealand.*

# Our Impact

National partnerships and international development projects delivered by Cognition Education have impacted the learning outcomes of over...

**654,359 students worldwide**

A total of **34,500 educators** benefitted from Cognition Education's improvement programmes.

These initiatives have supported learners and educators at **2,389 schools in New Zealand, Australia, Solomon Islands, Vanuatu, and the UK.**

Our Cognition Education teams from around the world have directly worked with **2,132 school leaders** to co-design, co-deliver, and co-evaluate bespoke professional learning and career development programmes.



**Between April 2023 to March 2024, Cognition Education has proudly delivered a total of 332 unique and localised projects.**

We have chosen seven case studies that exemplify the value that Cognition Education brings to our clients. We believe that these projects reflect our unwavering dedication to providing effective solutions for every initiative we undertake. The selected seven case studies are detailed in the subsequent pages.



## CASE STUDY

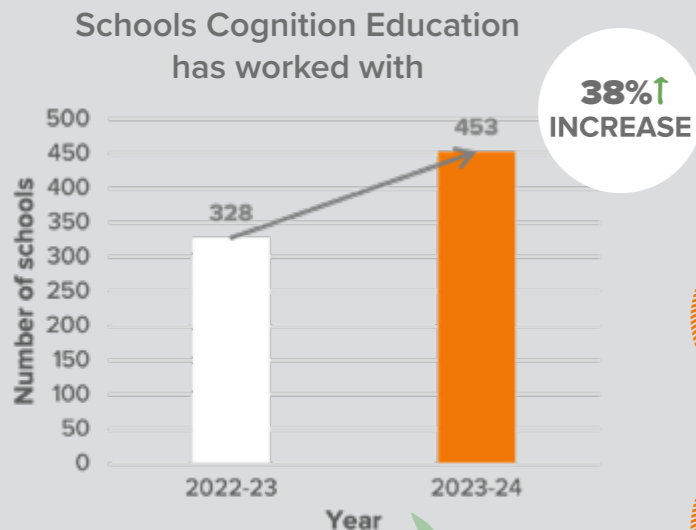
# PROFESSIONAL LEARNING AND DEVELOPMENT, NEW ZEALAND

Cognition Education is a New Zealand Ministry of Education accredited provider of Professional Learning and Development (PLD) for teachers and school leaders. Our aim is to improve teachers' practices and enhance student learning, with a specific focus on the National Priorities for PLD. Cognition Education collaborates with individual schools and school clusters to co-design, co-deliver, and co-evaluate tailored solutions that meet their unique needs and strengthen equity through responsive teaching.

### OUR IMPACT

In 2023-24, we directly worked with:

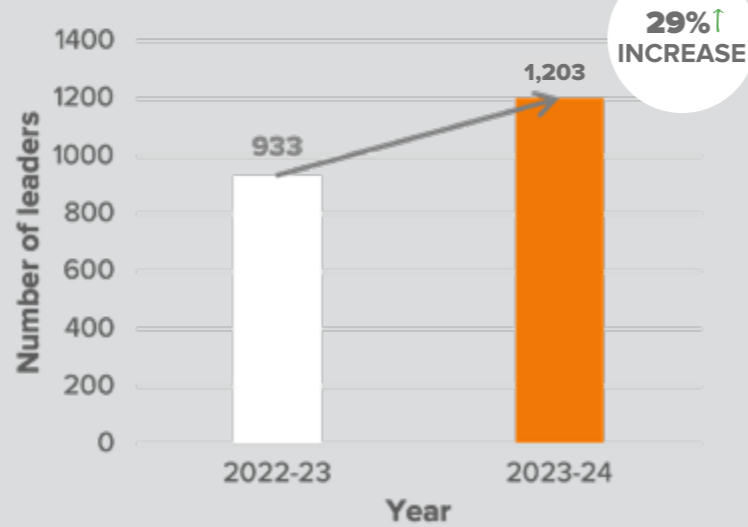
 453 schools  1,203 school leaders



8,444 teachers and school leaders benefitted from our facilitators' coaching and professional development support.

These teachers and school leaders guided and supported the learning of **124,645** students across the country.

Schools Leaders Cognition Education has worked with



- 97% of participants find our tools, strategies, and resources suitable for their local context.
- 94% of participants report gaining new knowledge and skills from our sessions.
- 86% of school leaders report improvements in their management and decision-making due to support from Cognition Education.
- 98% of participants would recommend our professional learning and development to colleagues.



## CASE STUDY

# ZOOMING INTO CULTURAL CAPABILITY: RELATIONSHIPS FIRST, NEW ZEALAND

We created the Relationships First programme with Emeritus Professor Russell Bishop to improve teacher effectiveness and support teachers in building meaningful relationships with their students. Our aim is to increase equity in classrooms and maximise the achievement of all learners, with a focus on marginalised and indigenous students. Relationships First is based on over two decades' worth of research in indigenous and minority education and transforms pedagogy, leadership styles, and systemic practices to create a culturally responsive context for learning.



### OUR IMPACT

 58 schools  
 We worked directly with **128 school leaders** to increase equity among students' learning.



of participants find our tools, strategies, and resources culturally responsive.

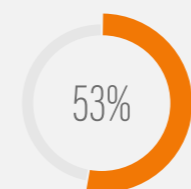


of participants report gaining new knowledge and skills.



of participants are changing their practice.

**13,613** students were impacted by the Relationships First professional development.



of students benefitting from our Relationships First professional development are **Māori**.

## CASE STUDY

# MATHEMATICS PROGRAMME FOR STUDENTS, NEW ZEALAND

Since 2014, Cognition Education has been supporting the New Zealand Ministry of Education in delivering the Programme for Students (PfS), using two intervention models:

- **Accelerated Learning in Mathematics (ALiM)**, which is designed to accelerate the progress of targeted students who are performing just below curriculum expectations.
- **Mathematics Support Teacher (MST)** model, which offers a deeper level of support for students who are achieving well below their peers, have anxiety issues towards mathematics, or have become disengaged with learning mathematics.

The programme aims to address underachievement in mathematics and to ensure all students in New Zealand have access to quality education. Through PfS, our expert facilitators collaborate with teachers to guide them and their schools to implement an inquiry approach to improve their teaching practices tailored to the needs of target students.

## OUR IMPACT



**2,361 students** across the country benefitted from our customised teacher coaching methods.



**111 teachers** received support from our facilitators to accelerate their target students' learning in mathematics.



**86 schools** were supported on PfS.



**97%** of ALiM teachers and **100%** of MST teachers find our network meetings and mentor support very helpful to implement accelerative pedagogies.



**100%** of ALiM teachers and MST teachers reported making changes to their teaching practice because of support from Cognition Education.



**86%** of ALiM students and **88%** of MST students made accelerated progress of 6 months to 2 years mathematics learning, at completion of the 15-week intervention with our facilitators.



**88%** of ALiM students and **94%** of MST students made a positive shift of one to three levels across all 11 indicators in their disposition towards mathematics.



**92%** of ALiM students and **96%** of MST students supported at the start of the year maintained or accelerated their progress after the interventions ended.

## CASE STUDY

# VICTORIA LEARNING SPECIALIST, AUSTRALIA

Cognition Education and Wavelength Learning supported the Victorian Department of Education (the Department) to build the capacity of Learning Specialists. Learning Specialists are highly effective teachers who act as instructional leaders to build capability in others, and lead school-wide initiatives while maintaining their classroom roles. We supported Learning Specialists by providing high quality professional learning programmes designed to improve their confidence, skills, and competence in the role. This image captures a Learning Specialist's journey as they moved through the blended Professional Learning Suite co-developed by Cognition Education and Wavelength Learning.



## OUR IMPACT

Since 2020, Cognition Education and Wavelength Learning have:



Reviewed and revised **5 blended learning programmes** in the professional development suite;



Directly supported the learning of **699 Learning Specialists** across Victoria;



Impacted an estimated **270,513 primary and secondary school students** in Victoria.

**Our professional development suite of blended programmes is evaluated in specific areas, and the feedback from 2023 participants was extremely positive:**

### Evaluation Areas

- ✓ **Relevance**
- ✓ **Increased Understanding**
- ✓ **Engagement**
- ✓ **Sharing of knowledge**
- ✓ **Application of learning**

### Feedback

- 100% agree or strongly agree** that the content was relevant.
- 97% strongly agree** that the programme increased their understanding.
- 100% agree or strongly agree** that the programme was engaging.
- 66%** of participants have shared their knowledge with colleagues.
- 94%** of participants are applying their learning within their school.

## CASE STUDY

# COACHING WITH CONFIDENCE, AUSTRALIA

Cognition Education is supporting the Victorian Department of Education and the Victorian Academy of Teaching and Leadership in Australia to provide professional coaching and leadership training to government school leaders. The Coaching with Confidence (CWC) programme, co-designed by Cognition Education and Wavelength Learning, is a 3-month blended learning programme that takes place fully online and features asynchronous and synchronous learning modules, one-to-one coaching, and post-course activities. A key priority of the programme is to empower and support school leaders to coach their own staff towards excellence – fostering internal professional development and capacity building, which in turn will reduce schools' reliance on external coaching services.

## OUR IMPACT

Since recruitment for participants started in December 2022:

306

primary and secondary schools in the state of Victoria have participated in the CWC programme.

7

Intakes have been delivered.

212

Victorian school leaders completed the programme in 2023-2024.

1,060

teachers have been coached by our programme participants to drive positive changes in their schools.

The Coaching with Confidence blended learning programme is carefully evaluated, and the feedback from the first 7 intakes are very positive<sup>1</sup>:

An estimated **68,370 primary and secondary school students** in the state of Victoria have been impacted by the CWC programme.

81% are **satisfied or very satisfied** with the quality of our programme.

83% reported a **significant or highly significant** impact on their professional development.

83% reported a **significant or highly significant** impact on their leadership practice.

88% **agree or strongly agree** that their participation positively impacted school outcomes.

<sup>1</sup>As the programme is still ongoing, the data from the final cohort is excluded.

## CASE STUDY

# NATIONAL TEACHER PROFESSIONAL DEVELOPMENT FOR YEARS 1 TO 9, SOLOMON ISLANDS

In 2021, Cognition Education partnered with the Solomon Islands Ministry of Education and Human Resources Development to co-discover and co-design a cohesive and collaborative 10-year national professional development strategy for teachers.

Following this, in 2022 and 2023, our team of expert facilitators delivered the national programme of teacher professional development. The programme was designed to support teachers in the planning and delivery of effective lessons that align with curriculum guidelines, and in incorporating student-centred collaborative activities and formative assessments.

Our partnership with the Ministry supports **7,000+ primary and secondary school teachers** and **209,000+ students** in the Solomon Islands public education system.

## OUR IMPACT

52

cluster-level workshops were delivered across 9 provinces in Solomon Islands.

317

schools participated in the Teacher Professional Development Programme.



1,260 school leaders and teachers participated in a 3 to 4-day workshop as part of the programme.



60,230 students have been impacted because of the programme.

An evaluative review was conducted at the end of the programme, and feedback from workshop participants were positive:

73% rated the Professional Development training as meeting their needs 'very well' or 'excellently'.

82% agree or strongly agree the training strengthened their teaching skills and knowledge.

98% are using the new curriculum documents for lesson planning.

73% are implementing student-centred collaborative activities.

62% are implementing formative assessments in their classrooms.

## CASE STUDY

# SUPPORTING DELIVERY OF SKILLS DEVELOPMENT, VANUATU

Cognition Education is providing technical assistance to strengthen the reach and impact of the Vanuatu Institute of Technology (VIT). VIT is the centre of excellence for public technical, vocational, business, hospitality, and continuing education in Vanuatu, contributing to the economic and social development of all its citizens.

The project is funded by the Asian Development Bank and involves Cognition working in close partnership with the Vanuatu Ministry of Education and Training. Key aims include:

- Strengthening VIT's capacity to deliver quality, in-demand, and gender-responsive training;
- Expanding VIT's campus infrastructure and facilities that are gender-responsive, inclusive, and climate-resilient;
- Implementing inclusive and targeted training programmes specifically for women, marginalised youth, and people with disabilities.

## OUR SUPPORT

Cognition Education consulted with key local stakeholders, including **women, marginalised youth, people with disabilities and their caregivers, and current VIT trainers and staff**. The information collected has resulted in:

- The design of a skills development project plan which has a strong focus on producing a **high-quality education and training system that is gender-responsive and inclusive**;
- Plans for delivery of **professional training and development** to upskill the Institute's management and staff;
- Plans for **new infrastructure and upgrades to existing facilities** at the Port Vila and Malampa VIT campuses.

The delivery of this project will help to achieve the government's vision for an internationally recognised institute of higher education that makes quality and inclusive education available to all people in Vanuatu.

## CASE STUDY

# TEACHER MENTORING PROGRAMME, ENGLAND

Cognition Education and Aspire Development are supporting the UK Department for Education (DfE) with the provision of mentoring support for early career teachers in the further education (FE) sector. The Teacher Mentoring Programme (TMP), co-designed by our teams, is a blended training offer that aims to develop mentoring skills for new or experienced mentors – who would in turn provide effective and improved support to early career teachers.

An extensive range of free, high-quality, evidence-based mentoring support is offered through TMP, including short courses, masterclass webinars, and downloadable frameworks and guides. These resources, tailored for mentoring coordinators, leaders/managers, mentors, and mentees, are accessible to anyone working in the FE sector.



## OUR IMPACT

In 2023-24, our teams have successfully delivered to the first cohort and have started delivering training to cohort two.

**192 mentors** in Cohort 1 have completed their training and, **118 mentors** in Cohort 2 started their training on the TMP.



As of April 2024, **919 mentees** have in turn been supported by a TMP mentor.



**92 FE organisations** have been supported through the delivery of the Mentoring Skills and Advanced Mentoring Programmes by our teams.

**7 FE organisations** have received a grant through the Mentoring Network Grant initiative, which involves organisations coming together to share their mentoring experiences and learnings with others across the FE sector.



**97% of new mentors** and **91% of experienced mentors** agree or strongly agree the programme improved their mentoring skills and knowledge.



**95% of new mentors** and **91% of experienced mentors** agree or strongly agree the programme provided job-relevant skills and knowledge.



**93% of new mentors** and **90% of experienced mentors** agree or strongly agree they are going to use their new skills to foster a mentoring culture in their organisations.



# Wavelength Learning

Wavelength Learning is an award-winning expert producer of human-centric digital learning content, blended learning experiences, and publications for government and commercial organisations in Australia, New Zealand, the Pacific Islands, and the UK. Wavelength Learning specialises in designing and delivering bespoke, engaging, and stimulating digital learning solutions to meet specific learning needs.

Wavelength Learning is a winner of 6 international awards for 2 education projects in 2023. The winning projects are from partnerships with Box Hill Institute in Victoria, Australia and Fire and Emergency New Zealand.



- Award 1: Gold award for Best Game
- Award 2: Gold award for Best Blended Learning
- Award 3: Gold award for Best eLearning Project
- Award 4: Gold award for Best Induction/Onboarding



- Award 5: Diamond award for Best Certification Training
- Award 6: Diamond award for Best Hybrid Team

These accolades were presented at the esteemed LearnX conference, which showcases exceptional learning initiatives from some of the world's leading global enterprises, academic institutions, and public service sectors.

Over the past 16 years, the LearnX awards have received thousands of high-quality submissions, with the awarded projects having a direct impact on over a million learners and employees. We are thrilled to have been included in this respected group of winners, and we look forward to continuing to drive meaningful change through innovative learning solutions.

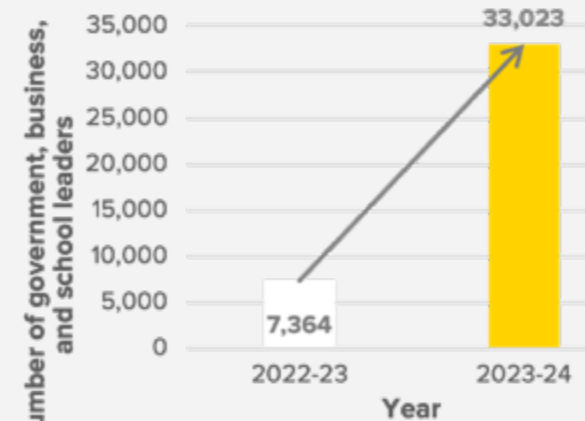


# Our Impact

Between April 2023-March 2024:

We worked directly with **33,023 government, business, and school leaders** to co-design and co-deliver digital learning projects.

**Government, business, and school leaders Wavelength Learning has worked with**



**4x↑**  
INCREASE

**100%**

of clients said our Wavelength offerings met their expectations.

Wavelength Learning's multimedia learning resources were used in **23,549 schools, government agencies, and commercial** organisations in New Zealand, Australia, Solomon Islands, and the UK.

Our innovative digital resources such as videos, games, e-books, learning modules, manuals, and brochures were used by **1,165,096 students & 1,112,198 government and corporate staff.**

**Wavelength Learning delivered a total of 130 projects in the 2023/24 financial year.**

As a testament to our team's expertise and dedication, we have carefully selected four standout projects to highlight as case studies in this report. Through these case studies, we aim to demonstrate the tangible impact and value that Wavelength Learning has brought to our clients, displaying our team's ability to consistently deliver outstanding results.

## CASE STUDY

# CASE STUDY: NATIONAL CURRICULUM AND TEXTBOOK DEVELOPMENT FOR YEARS 1 TO 9, SOLOMON ISLANDS

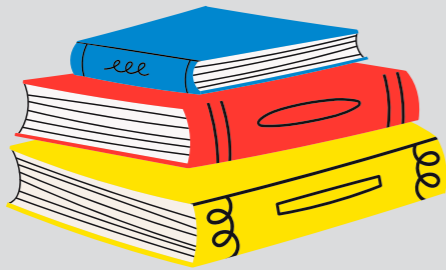
Wavelength Learning is in partnership with the Solomon Islands Ministry of Education and Human Resources Development to co-develop high-quality and culturally appropriate curriculum materials and to publish curriculum books. These books are being printed and delivered to the Solomon Islands, where the Ministry will oversee distribution to the schools for use by teachers and students.

When completed, the Ministry will have achieved a long-term goal of ensuring equity of access and quality of learning contexts for 71,000+ students in Solomon Islands.

## OUR IMPACT

In 2023:

**92,400** Mathematics books for Years 3, 4, and 5 were printed.



All **798** primary schools in Solomon Islands are expected to receive the mathematics books in 2024.

**306 students** together with **14 teachers** participated in the pilot sessions to field-test new teacher guides - across **5 provinces** in Solomon Islands.



**48** digital books were developed to complement the English Learner's Books for Years 4, 5, and 6. These are designed to facilitate students' reading comprehension and fluency through their use with English language activities.



Teachers and learners at the Florence Young Christian School in Honiara took part in the piloting of learning materials for the National Curriculum Development Programme.

## CASE STUDY

# CASE STUDY: BOX HILL INSTITUTE, AUSTRALIA

Box Hill Institute (BHI) is one of Australia's leading vocational and higher education providers. They deliver a diverse range of Technical and Further Education courses, vocational training, and international degrees to over 40,000 students per year.

Wavelength Learning was commissioned by BHI to update, enhance, create, and develop training and assessment materials for the Certificate IV in Music Industry (Specialising in Sound Production) course. This is intended for use by both BHI and the Department of Education in Australia.

This partnership led to the development of a suite of products to support a flipped classroom approach and experiential learning, including:

- 14 digital learner guides and 14 assessment packages aligned to BHI's competency units;
- 14 PowerPoint lessons for teachers to nurture active learning;
- 28 micro-credentialed modules to support the entry pathway into the Certificate IV course;
- 46 online modules for students to practice their technical skills;
- 2 games designed to provide a safe space for students to test their skills and learn from failures.

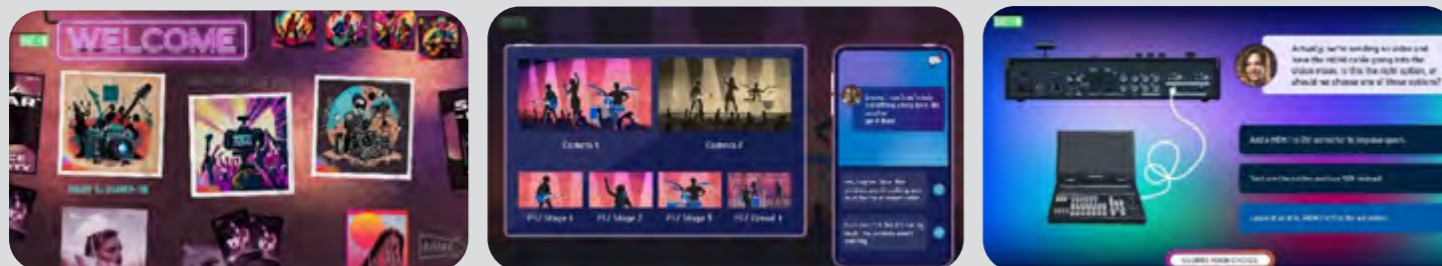
We worked closely with BHI's key stakeholders, subject matter experts, and industry professionals to create a hands-on learning experience that seamlessly connects theoretical knowledge with practical skills, emphasising real-world skill applications.

The games designed by Wavelength Learning are built around real-life scenarios and are intended to equip students with the technical and interpersonal skills needed to navigate the complexities of the sound engineering industry.

### Onsite Audio Experience Game (Sound Production)



### Camera Operator Experience Game (Camera Operation)



## CASE STUDY CONTINUED

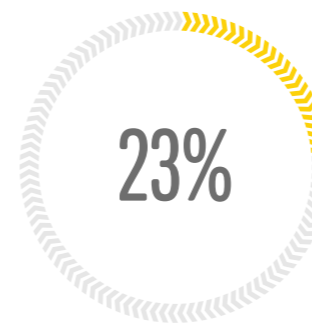
### OUR IMPACT

The upgraded Certificate IV course co-designed and co-developed by Wavelength Learning and BHI provides students with a comprehensive and immersive educational experience, setting a new standard for sound engineering education. Teachers have also reported that they now spend more time on face-to-face practical lessons, activities, sharing experiences, and coaching, rather than theoretical instruction.

### The modules won 4 international awards



(From left to right) LearnX Diamond Award for Best Certification Training, LearnX Diamond Award for Best Hybrid Team, LearnX Gold Award for Best Game, and LearnX Gold Award for Best Blended Learning



**Student enrolment and retention have improved by 23%** after implementation of the upgraded Certificate IV in Music Industry. BHI anticipates that this will increase.

Box Hill Institute classified our services as superior across the following categories:

- ✓ Standard of deliverables
- ✓ Quality of deliverables
- ✓ Communications
- ✓ Resolution of issues

### Stakeholders share their overwhelming positive insights on the impact of the upgraded Certificate IV course:

Teachers:

*"The learning content is a great complement to the practical classes".*

Students felt:

*"supported in their learning experience".*  
*"the interactive learning games are a great fun way to apply the knowledge".*

## CASE STUDY

# FIRE AND EMERGENCY, NEW ZEALAND

Wavelength Learning was commissioned by Fire and Emergency New Zealand (Fire and Emergency) to help design a new national induction programme for their Local Advisory Committees (LACs). These LACs, comprising local community leaders, provide independent advice about what their communities value, their needs, and the risks they face, both now and in the future. The outputs of our collaboration included:

- Three interactive digital modules;
- An induction workshop; and
- Accompanying materials including a starter handbook for new LAC members and a guide for the chairperson of the committee.

The national induction programme aims to facilitate the flexible onboarding and integration of new LAC members into Fire and Emergency.

## OUR IMPACT

The modules won 2 international awards.



Fire and Emergency classified our services as **superior** across the following categories:

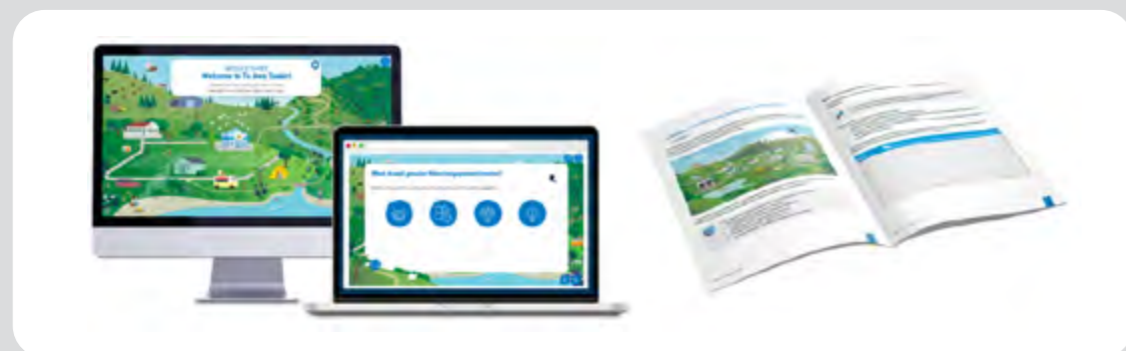
- ✓ Ability to service their organisation
- ✓ Quality of deliverables
- ✓ Communications
- ✓ Resolution of issues
- ✓ Management and suitability of personnel

Fire and Emergency evaluated the new induction programme by surveying newly onboarded LAC members, with the following feedback received:

New online modules **8/10**

LAC Induction Workbook **8/10**

Preparedness to step into the role of an LAC member following the induction **8.3/10**



The images above showcase what the interactive digital modules and induction workshop materials look like from a user's point of view.

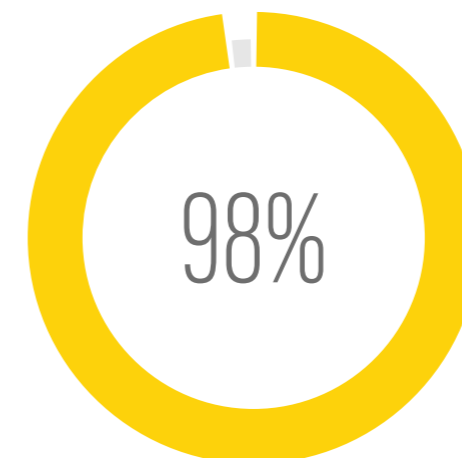
## CASE STUDY

# ACCIDENT COMPENSATION CORPORATION, NEW ZEALAND

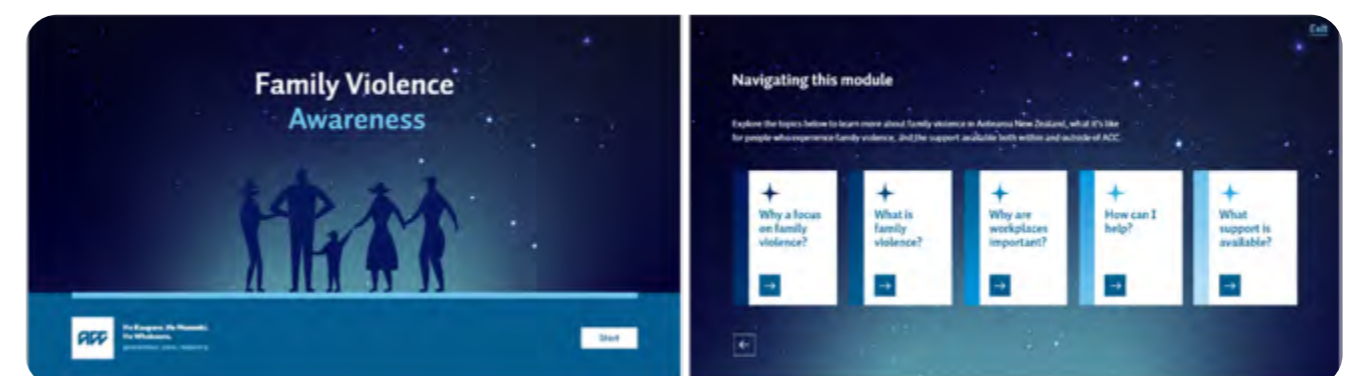
Wavelength Learning partnered with Accident Compensation Corporation (ACC) to design and deliver a digital learning solution to support ACC staff to better understand, identify, and respond appropriately to colleagues or clients who have been affected by family violence or sexual violence. The digital learning module designed by Wavelength Learning focused on destigmatising conversations about family violence. It also equipped staff to recognise signs of violence, and to provide support to individuals affected in ways that respect their autonomy, safety, and wellbeing.

## OUR IMPACT

Over **1,100 ACC leaders and frontline staff** completed the digital learning module.



98% of ACC leaders and frontline staff who completed the feedback survey **agree or strongly agree** the programme has enhanced their understanding of topics covered.



The images showcase the users' experience as they navigate the module on Family and Sexual Violence.



# Begin Bright

Begin Bright is a leading children's education programme provider across Australia, New Zealand, and the United Kingdom. Since 2008, we have supported thousands of children to be happy and confident learners.

Our programmes and resources support children from the very early stages of education, during their transition to school, and throughout their primary school years. Incorporating all levels of STEM, arts, maths and literacy through fun, engaging activities, as well as social and independence skills, Begin Bright's mission is to help children develop a lifelong love of learning.



# Our Impact

Since 2016

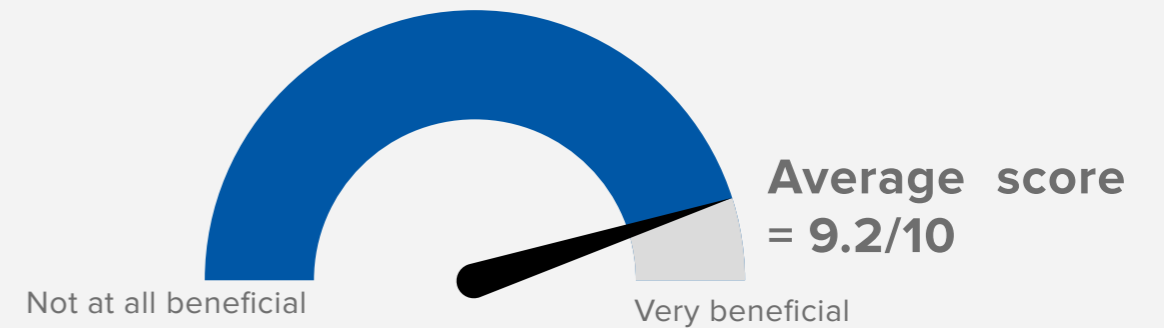


**25 Begin Bright providers** have operated throughout Australia and New Zealand – with pilots underway in the UK.

Over **33,000 children** benefit from our literacy, numeracy, STEM, and art programmes.

We have reached **100,000 people** via our informative, online children's learning resources.

**Parents found the Begin Bright programmes very beneficial to their child's education:**



**100% of parents** said our Begin Bright offerings met their expectations.



**100% of parents** would recommend our Begin Bright services to friends and colleagues.

## CASE STUDY

# BEGIN BRIGHT EDUCATIONAL PROGRAMMES

Begin Bright programmes are designed to develop, improve, and extend literacy and numeracy in children, while building confidence to enhance their education journey. Our programmes foster a sense of enjoyment with creativity, discovery, and fun in learning.

### Context

Begin Bright was founded to address identified gaps in children's learning during three educational phases:

- the early years
- the transition period to primary school
- the primary years.

As such, we aim to bolster children's learning from ages 2 to 12 by providing them with a scaffolded range of interactive and nurturing early education and tutoring programmes.



## OUR SUPPORT

With our preschool and early primary programmes as our defining services, Begin Bright continues to develop the latest and most comprehensive school preparation resources in early childhood years. Our programmes introduce and continuously aim to develop the following as children go through different developmental stages:

- literacy and numeracy concepts
- fine and gross motor skills
- socio-emotional skills
- autonomy
- executive functioning skills
- child-directed play and creativity.

Begin Bright programmes are easily adapted for delivery across various regions and platforms through our network of locations, and we offer the following list of programmes for parents to choose from:



In 2023, we re-launched a refreshed programme – Begin Bright @Home, originally developed during the COVID-19 pandemic and specifically designed for preschoolers.

The programme supports preschoolers' literacy, mathematics, and fine motor skills as they prepare to start primary school, allowing them to learn without having to travel to a centre.

The refreshed programme now features our new Begin Bright parent portal and is designed for parents to work through a range of writing, drawing, counting activities, and games with their little learners via the portal. While the programme still encourages pencil and paper learning, parents have the added convenience of accessing all learning online.

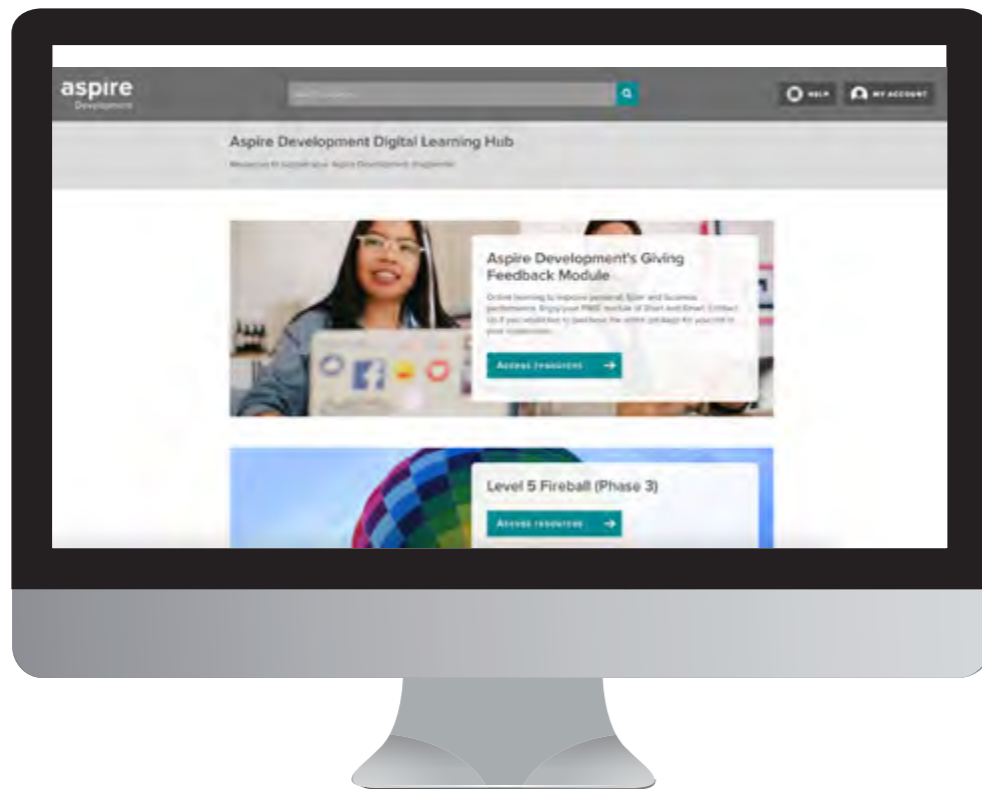
Begin Bright is continuously tailoring our offerings to meet the evolving needs of children and caregivers by thoroughly examining current trends, educational theories, and scientific findings. We are also exploring growth opportunities across New Zealand, Australia, and the UK to identify and develop future services for the early years education sector.

# Aspire Development

Aspire Development is an established provider of apprenticeships, leadership development programmes and qualifications for public, private, and non-profit sectors in the UK.

Aspire has an 18-year track record of training apprentices, leaders, and managers to engage employees, improve performance, and increase organisational effectiveness.

The quality of Aspire Development's support to apprentices, leaders, and managers is endorsed by prestigious awarding bodies such as ILM (City & Guilds), and the Institute of Leadership (IoL), as well as by the UK Office for Standards in Education, Children's Services and Skills (Ofsted) — as a government approved apprenticeship training provider.



Aspire Development's Digital Learning Hub



# Our Impact

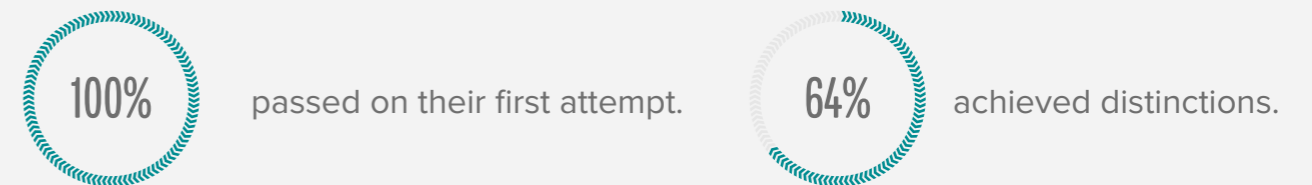
Since 2021, Aspire Development has been endorsed by Ofsted with a 'Good' rating for the following categories:

- ✓ Quality of education
- ✓ Behaviour and attitudes
- ✓ Personal development
- ✓ Leadership and management.

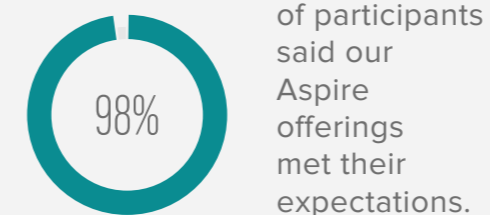
Between April 2023-March 2024:

We delivered **237 apprentices** for clients in healthcare, construction, manufacturing, logistics, food and beverage, charity management, legal services, and car distribution and sales.

For apprentices who reached their End Point Assessment



Aspire Development provided bespoke leadership development and training to:



**63,396 employees** were impacted by our management and leadership training and coaching.

Aspire Development successfully delivered **78 projects** with government and private sector clients, during the 2023/24 Impact Cycle.

To highlight our achievements, we have selected three projects that showcase our commitment to excellence across various fields. These three case studies are detailed in the following pages.

## CASE STUDY

# CASE STUDY: LEVEL 5 APPRENTICESHIP IN OPERATIONS AND DEPARTMENTAL MANAGEMENT, ENGLAND

Aspire Development is approved by the UK Department for Education to deliver government funded apprenticeship programmes, nationwide. These programmes are designed to provide job-specific training and education for individuals in full-time employment.

The Level 5 Operations and Departmental Manager Apprenticeship programme, one of two leadership apprenticeship programmes that we offer, is designed for middle leaders and those supervising multiple teams or operations. Learners on this programme typically come with experience in first line management or leading small teams.

The programme offers a step up and can coincide with learners taking on a more strategic role within their respective organisations. This includes supervising several or remote teams or taking on further responsibilities such as managing junior managers, taking on budgets, and resource planning on a larger scale.

Some of the clients we have worked with to deliver the Level 5 Apprenticeship include:



## OUR IMPACT

As of March 2024,



of participants have successfully completed their Level 5 Programme on the first try.



achieved distinctions.

## On our satisfaction survey from Module 2 Managing People:



of learners agree or strongly agree they can apply their learning to their roles.



of learners agree or strongly agree the delivery was effective, and their learning experience was enjoyable.

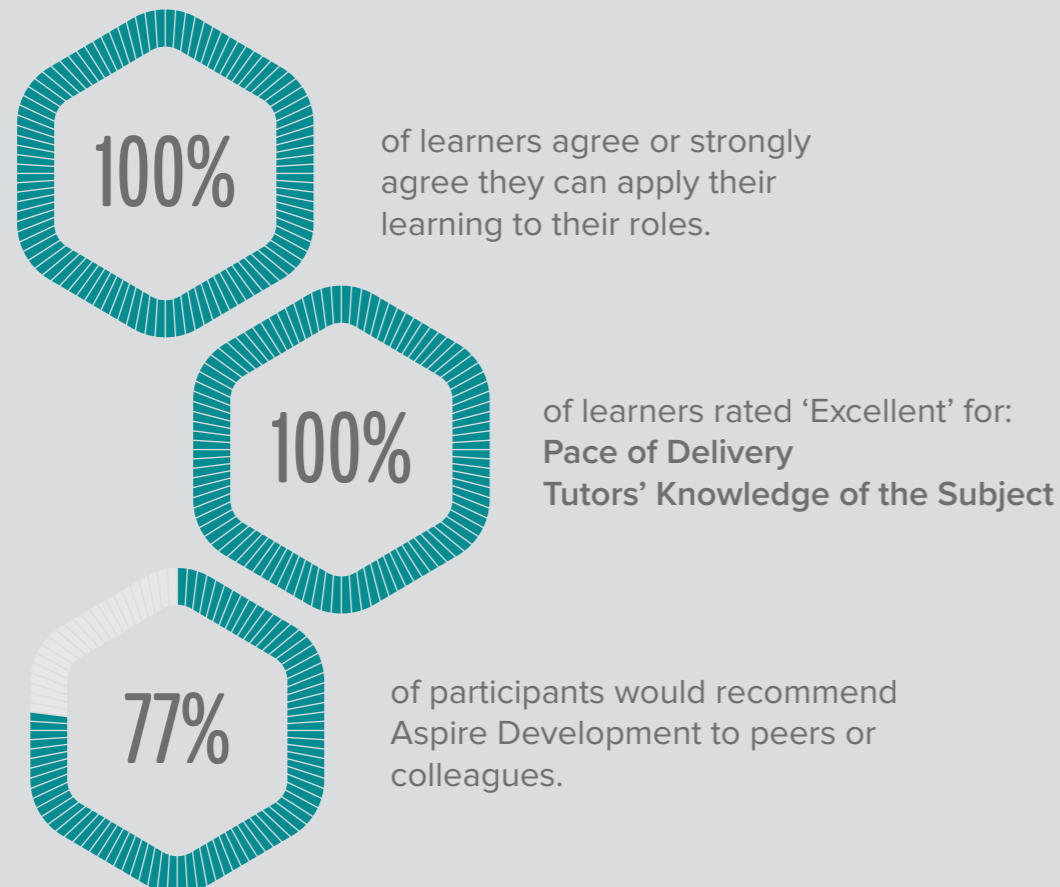
## CASE STUDY

# CASE STUDY: MERSEY AND WEST LANCASHIRE TEACHING HOSPITALS NHS TRUST, THE UK

Mersey and West Lancashire Teaching Hospitals NHS Trust was formed by the merger of Southport and Ormskirk Hospital NHS Trust and St Helens and Knowsley Teaching Hospitals NHS Trust. Southport Hospital houses the regional Spinal Injuries Unit covering the whole of the North West of England and North Wales. Whiston Hospital has the regional Burns and Plastic Surgery Unit covering the same area.

In 2023, Aspire Development was commissioned by the newly formed Trust to develop a bespoke suite of workshops that supported managers to maximise opportunities and address the challenges associated with the merger and transition. Our consultants developed a package of in-person workshop sessions that integrated knowledge acquisition, fostered self-awareness, and facilitated the application of strategies within teams.

## OUR IMPACT



**Having successfully delivered this programme, the Trust have returned to us to work on further Leadership and Management Programmes across the organisation.**

## CASE STUDY

# CASE STUDY: SOLENT NHS TRUST, THE UK

Solent NHS Trust is a Community and Mental Health Service with nearly 7,000 staff providing mental and healthcare services to over 976,000 individuals in Southampton and Portsmouth.

Aspire Development partnered with Solent to offer three programmes that supported the professional and leadership development of their emerging managers, middle/team managers, and higher-level strategic managers.

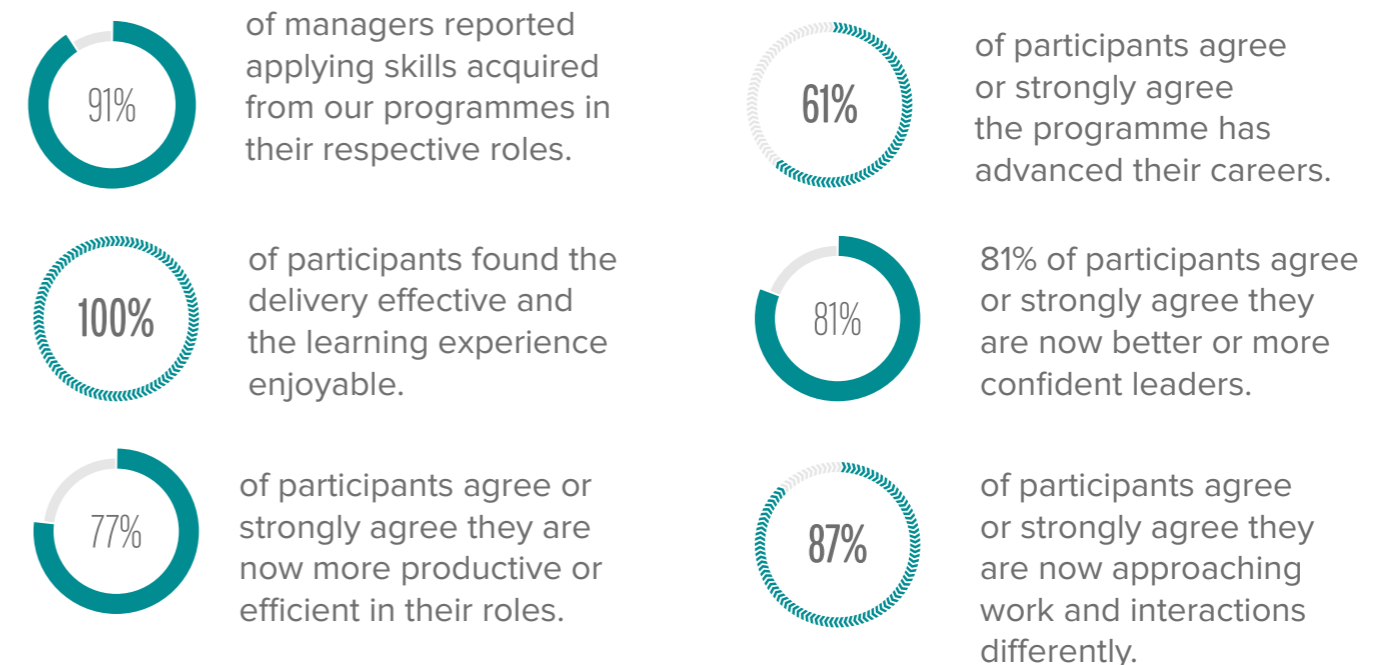
Our expert consultants co-designed these programmes to align with Solent's HEART (Honesty, Everyone Counts, Accountability, Respect & Teamwork) values. The finalised offering employed a virtual learning approach, which included online learning, virtual workshops (discussion and group activities), and application of development areas in the workplace. At the end of the programmes, participants undertook a personal improvement project to address real organisational issues, enabling their practical application of acquired knowledge and skills.

## OUR IMPACT

Over the span of 12 months in 2023, Aspire Development successfully upskilled:



to effectively lead and manage their teams.



# Our recent research

At Cognition Learning Group, we are committed to growing the global evidence base on what works best for learning. Some of the recent publications written by members of our education team include:



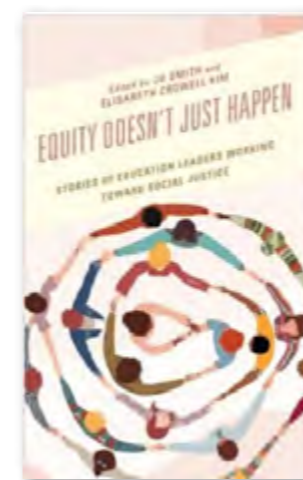
The Future of AI in Education: 13 things we can do to minimize the damage sparks discussion around the future role of Artificial Intelligence in education and its potential implications. This working paper, co-authored with Professor Dylan Wiliam (UCL, London) and Professor John Hattie (University of Melbourne) – proposes 13 recommendations for regulating AI advancements, allowing us to contemplate future outcomes and make informed decisions for the future of humanity.

The working paper has received widespread media coverage, including in outlets like Times Education Supplement (TES), EdSurge - US, The Educator - Australia, and SecEd - UK.



Making Room for Impact: A De-Implementation Guide for Educators (Corwin Press, 2023) responds to the growing challenge of high teacher workload, burnout, and stress. Co-authored with Professor John Hattie (University of Melbourne) and Professor Dylan Wiliam (University College London), it provides educators with a clear and research-informed process for de-implementation in education.

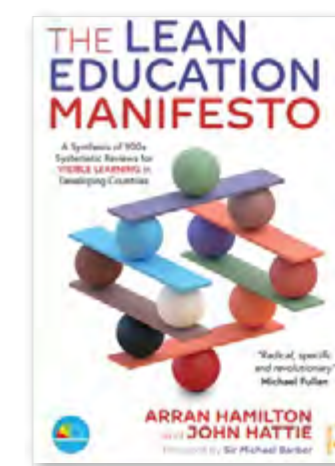
The book acknowledges the high workload and burnout faced by teachers and leaders, and advocates for a shift towards practices that have a higher probability of positive impact on students. Through step-by-step guidance and useful tools, educators can identify the most effective initiatives to prioritise while simultaneously letting go of less effective, higher-cost practices.



The chapter 'Challenging Leadership to Meet the Needs of Muslim Students in New Zealand' from Equity Doesn't Just Happen: Stories of Education Leaders Working Toward Social Justice (Rowman & Littlefield, 2023) identifies, describes, and explains the challenges faced by Muslim students in New Zealand's public education system. The chapter recognises that leadership in secular education systems are challenged with responding to groups that may have fundamentally different values and practices from those recognised by the system. Using New Zealand's public education system as a case study, the chapter thoroughly examines the effect that the system has on a Muslim identity, a New Zealand citizenship identity, and on participation in a secular liberal society.



Building to Impact: The 5D Implementation Guide for Educators (Corwin Press) is an implementation science field manual for educators. Co-authored with leading researchers in the US and Australia, it provides practical implementation processes—from goal identification, intervention design, initiative delivery, to holistically evaluating programmes. Based on a review of 50 implementation models, this book published by Corwin Press provides step-by-step guides and tools on how to strategically maximise the impact of educational programmes and initiatives.



The Lean Education Manifesto: A Synthesis of 900+ Systematic Reviews for Visible Learning in Developing Countries (Routledge Press) is the largest global synthesis of 'what works best' research for developing countries. Co-authored with Professor John Hattie, this book provides recommendations for low- and middle-income countries on initiatives to focus on, and areas to de-implement based, on data from over 900 systematic reviews of 53,000+ research studies.



As the world recovers from the effects of Covid-19 and continues to be highly reliant on digital innovation, Integrating STEM in Higher Education: Addressing Global Issues (Routledge Press) focuses on the role that cutting-edge pedagogy plays in bringing positive changes in the world. Specifically, it addresses the pressing need for collaboration, innovation, and solution-focused skills through examples of pedagogies that deliberately integrate technology into Science, Technology, Engineering, and Mathematics (STEM) curriculum in higher education.

# Our Social Commitments

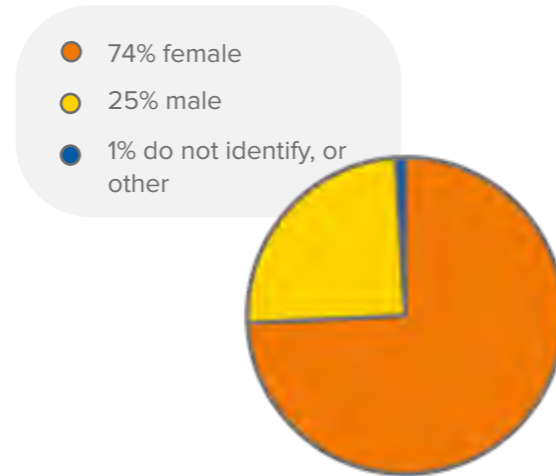
## Social Commitment 1: Diversity, Inclusion, and Equity

Cognition Learning Group is committed to support all learners to achieve their potential, no matter who they are or where they have come from. In all our internal initiatives and external projects, we co-discover, co-design, co-deliver, and co-evaluate while being sensitive to the different backgrounds and needs of our beneficiaries.

Below are several illustrations of how we uphold our dedication to fostering diversity, inclusion, and equity in all our endeavours:

### Gender Diversity

We are continually enhancing the diversity of our workforce and we are particularly proud of our gender representation record. **74% of our employees identify as female**, including our Cognition Learning Group CEO, **25% of our employees identify as male**, and **1% of our workforce either 'do not identify any gender' or as 'other'**. We are proud of our diversity, with 50% of the members of both our group's Executive Team and Board of Directors identifying as Female.



### Minority Equity

In New Zealand, we have two programmes where we directly work with teachers to improve achievement for marginalised and indigenous students:

- Relationships First aims to improve teacher effectiveness to meet specific needs of students and build positive, meaningful student-teacher relationships to improve learning outcomes;
- Mathematics Programme for Students aims to accelerate target students' learning in mathematics using specific diagnostic and applied teaching strategies to ensure all students in New Zealand have access to quality mathematics education.

While approximately 25% and 13% of students enrolled in New Zealand schools are Māori and Pasifika respectively, we are proud to report:

**53% of the 13,613 students** supported on our Relationships First programme are Māori.

**50% of the 2,361 students** supported on our Mathematics Programme for Students are either Māori or Pasifika.

This demonstrates that our Relationships First programme and Mathematics Programme for Students are not only actively working to support Māori and Pasifika students, but are also successfully reaching a higher proportion of these students compared to the national school enrollment figures.

### Age Inclusion

At Cognition Learning Group, we take great pride in promoting age-inclusivity, which is reflected in the fact that **48% of our staff comprises individuals aged 45 and above**.

## Social Commitment 2: Staff Wellbeing, Safety and Professional Development

Cognition Learning Group is committed to a safe and inclusive workforce, with employee wellbeing and learning as the focal point of our business and people strategy. We have a highly engaged workforce, which we measure through regular employee engagement surveys, and have created an environment where all people can have a say, feel valued, and participate fully in our workplace.

### Our People & Culture Framework

Cognition Learning Group recently developed a People & Culture framework that summarises key aspects of our culture, values, and behaviours, in alignment with our four guiding principles; be agile, be impactful, be ambitious, be better. The framework supports our strategic priorities, aspirations for a high-performance culture, and appreciation for the valuable and unique contribution of our people.

### Wellbeing

In 2022, the Group established the Global Wellbeing Collective, an employee-led initiative dedicated to improving employee wellness through various activities like staff social events and sports. The committee convenes regularly to plan and organise initiatives tailored to local and global staff needs.

A standout feature of the Wellbeing Collective is the Peer Recognition Awards, which celebrate employees who exemplify our four guiding principles and have made a positive impact in the workplace. Every quarter, a nomination link is sent out group-wide for everyone to nominate a colleague whom they think is deserving of the award. The committee reviews and shortlists nominated individuals, with the final selection of winners made by our Cognition executive board. Since its inception, the initiative has increased group-wide awareness of the contributions colleagues make globally to Cognition and has become an expression of our gratitude, with winners receiving an e-voucher as a token of appreciation.

A key highlight in 2023 was an event organised for World Mental Health Week, where team members across different departments shared knowledge on health and wellbeing. Such events provide an avenue for our global team members to interact, thereby increasing visibility of the diverse interests, skills, talents, and capabilities within the wider Group. These events also foster a healthy and aspirational culture that encourages high engagement and behaviours aligned with our values and priorities.





### Health and Safety

As an organisation, Cognition Learning Group is committed to maintaining high standards of health and safety at work for everyone we engage with. We use an intelligent health and safety management system, Safe365, as part of our ongoing commitment to continuously improve our health and safety protocols. Recognising that many of our people work remotely or in-person with clients, Safe365 provides them and us with real time access and data through any device, including via a phone app. 100% of our employees are actively using Safe365 to report, record, and respond to health and safety challenges.

We have recently undertaken an internal health and safety audit in New Zealand. This effort supports our continuous improvement of health and safety processes and is part of our commitment of working towards ISO45001, the internationally recognised accreditation for occupational health and safety.

### Professional Development

At Cognition Learning Group, we know that investing in the professional development of our employees is vital to achieving success. To ensure our employees are equipped with the necessary skills to achieve their potential, we have developed a Cognition Competency Framework. This outlines the expected performance levels and necessary skills our people need to be successful in their roles and to achieve growth in the future.

Additionally, our in-house learning platform aids the development of new recruits and our teams by providing quick and effective digital learning modules. This platform not only facilitates mandatory training but also enables our employees to pursue professional development opportunities aligned with their personal career aspirations.

As of March 2024, our employees have taken **672 courses** on our in-house learning platform, which displays their eagerness and commitment to upskilling themselves.

To continuously enhance the skills of our employees in effective project management, our in-house project management team designed and delivered a bespoke Project Management course which achieved a **94% completion rate**.

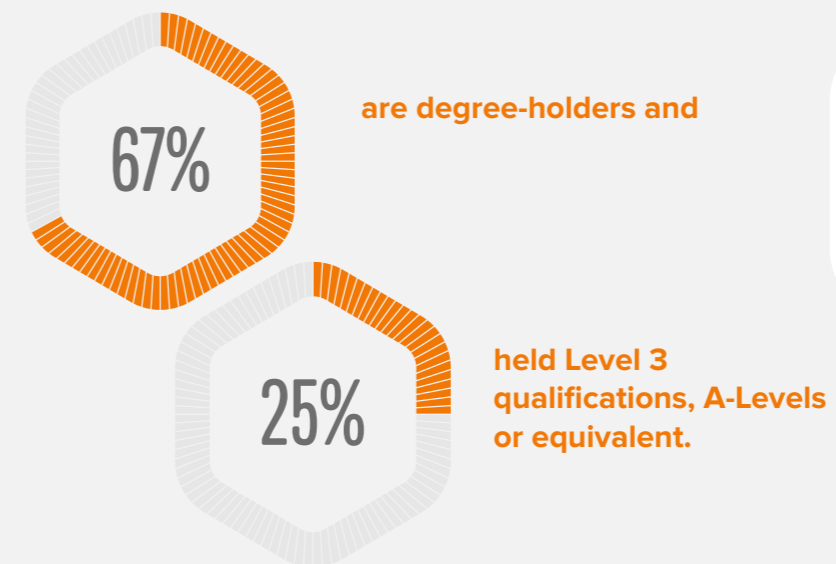


## Social Commitment 3: Job and Opportunity Creation

Cognition Learning Group has a robust equal opportunities and anti-discrimination policy that fully complies with the law in all the countries we work in. We also provide opportunities for employment and career progression through an inclusive and supportive working environment, enhancing the quality of each individual's interaction across the team and with Cognition. We are proud to provide jobs to all ages in different departments across the Group, and we have an almost equal number of employees in all age groups between 25 and 65 years old.

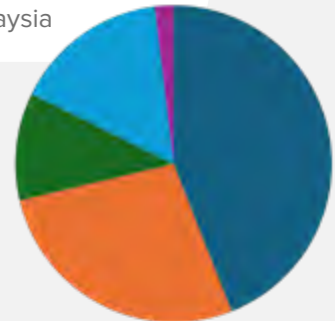
Over the past 12 months, Cognition Learning Group have employed 209 individuals across a wide range of disciplines including, education and leadership, curriculum development, teaching, learning design, human resources, finance, marketing, project management, digital and information technology.

Of all people employed by Cognition Learning Group:



### Employee Geographical Distribution

- 92 in United Kingdom
- 57 in New Zealand
- 23 in Australia
- 33 in Solomon Islands
- 4 in Malaysia



Cognition Learning Group is proud to provide jobs to all ages in different departments across the Group, and we have a diverse representation of employees from 18 to 65 years old. In the last 12 months we have also created 50 new roles and promoted 12 from within our organisation. We are also proud to grow our own talent and support the development of our team.

On our international development projects, we work closely with governments to ensure the sustainability of initiatives by hiring local team members to support local development. Our work across the Solomon Islands, for example, created 30 new roles for Solomon Islanders based in the country.



## Social Commitment 4: Environment and Sustainability

As a global company that has an ongoing commitment to the environment, Cognition Learning Group has a Carbon Reduction Plan that adheres to industry best practices and supports a robust and sustainable response to global challenges. This includes a fully flexible work environment with a wide range of technology in use across our workforce to enable seamless delivery for our clients and a reduced impact on the environment.

### Our commitments and practices to achieving Net Zero carbon emissions by 2050 include:

- ✓ **Implementing hybrid and remote work arrangements.** Our flexible working policies include the provision of 'remote working' allowances to ensure staff have access to good home internet and appropriate equipment.
- ✓ **Promoting the use of sustainable transportation options for commuting.** Our office hubs are strategically located to be accessible via public transportation and have facilities that encourage sustainable travel options such as bicycle storage and electric vehicle charging stations.
- ✓ **Working with office suppliers that have established strategies to reduce carbon emission and use 100% renewable energy.**
- ✓ **Employing an active recycling programme within our office environments.** We encourage our staff to adopt approved and environmentally friendly practices for managing and disposing of inevitable waste, including unusable electronic devices.
- ✓ **Investments in fully web-enabled tools across the globe.** Our staff use tools such as Office 365, BambooHR, and ZohoOne for working collaboratively and communicating from any location securely and safely.
- ✓ **Establishing a Sustainability Steering Group.** This group serves as the primary accountability body within our organisation, regularly evaluating our progress toward achieving reduction targets and improving our staff's understanding of carbon impact.

## Current Emissions Reporting

Reporting Year: April 2023 - March 2024

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	893.60 KgCO <sub>2</sub> e
Scope 3 (Included Sources)	8,327.28 KgCO <sub>2</sub> e
<b>Total Emissions</b>	9,220.88 KgCO <sub>2</sub> e As Cognition Learning Group have not previously reported emissions, the baseline data is representative of the first year of reporting.



# Cognition

Learning Group >

**Cognition**  
Education

 **Wavelength**  
Learning



**aspire**  
Development