



TALENT MANAGEMENT FOR ENERGY

Critical Industry Challenges

Organizations across the energy industry are faced with numerous challenges. Whether you specialize in petrochemicals, mining, nuclear or green energy, you must be prepared to take a strategic approach to talent management, content and workforce readiness. You will also need to plan for any number of external factors including:

- Financial and resource challenges from intense competition
- More severe process conditions - higher temps and pressures
- Larger and more complex facilities and procedures
- Inhospitable environments with deep waters and difficult climates
- Remote frontier acreage that is more difficult and more political to access
- Heightened regulatory pressures, new regulations and oversight
- Public oversight and increased media scrutiny



NetDimensions Solutions



Compliance Training

Frequently changing energy industry regulations as well as complicated and diversified regional government regulations make compliance management critical.

NetDimensions Learning enables compliance, governance, and risk control training programs to be delivered in an effective and efficient manner. Organizations can maintain business compliance, assess that regulations and risks are understood, and, at the same time, make sure that processes, procedures, and technologies are aligned.

NetDimensions software has secure system controls that prevent unauthorized access and maintain data integrity and data accuracy at all times. NetDimensions' electronic training records are updated in real time, for pro-active compliance reporting to governing bodies worldwide, such as the Nuclear Regulatory Commission, Office of Gas and Electricity Markets (Ofgem) and the Federal Energy Regulatory Commission (FERC).

With NetDimensions' efficient centralized reporting tools, you gain a complete view of the entire extended enterprise. Records are easy to access, allowing your organization to be inspection-ready with great efficiency.

Learning Anytime, Anywhere

Energy industry operations such as offshore exploration sites in remote areas without access to internet or cellular coverage present a major challenge for employees that need to learn on the go.

NetDimensions offers a multi-pronged learning approach with award-winning mobile solutions that work in both online and offline mode:

NetDimensions mEKP is an end-user version of NetDimensions' LMS, running independently from a USB flash drive. mEKP is a fully portable, platform-neutral learning environment that requires no installation or Internet connection.

NetDimensions Talent Slate is a native mobile application for on-the-job training and performance support. NetDimensions Talent Slate provides users with both online and offline access to learning materials and it is available on iPad® and Android™ tablets as well as on both iPhone® and Android™ smartphones.

Supervisory Assessments

Mobile supervisory assessments on NetDimensions Talent Slate are executed at the point of performance using any supported mobile device, whether Internet connectivity is available or not. Assessment results are automatically synchronized with NetDimensions Talent Suite whenever connectivity is reestablished.



Mobile assessments enable managers to evaluate employee performance on-the-job. Whether employees are located on an oil rig, on a transportation vessel, at a remote research outpost or in the company's offices, learning is assessed in real time. Smart synchronization means that NetDimensions Talent Suite remains the single system of record, regardless of where assessments are completed.

Supply Chain Talent Management

The energy industry sector relies heavily on supply chains, but delivering compliance training across the partner ecosystem and assessing readiness of the external workforce can be extremely challenging.


NetDimensions Talent Suite offers the energy sector a flexible, extensible and scalable talent management system for competency modeling, training access and delivery, job profiling, certification and licensing, as well as effective collaboration across the full value chain.

The NetDimensions Talent Suite also provides each partner with a uniquely personalized environment via extensible configuration and integration capabilities within portals or through other platforms of choice.

Focus on Workplace Safety

Successful energy organizations place an emphasis on safety in the workplace. Learning is an essential component to avoid a multitude of risks such as:

- ✔ Safety procedures that are not in place or not current
- ✔ Insufficient training to workforce in remote locations
- ✔ Limited understanding of Standard Operating Procedures
- ✔ Supply chain workforce that is not easy to manage and train
- ✔ Ineffective onboarding or upskilling
- ✔ Delays in equipment training due to lack of content
- ✔ Failure to properly assess readiness of line workers
- ✔ A lack of timely communication with key stakeholders



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NetDimensions Solutions (continued)

Compliance Analytics

Best-in-class organizations take a pro-active approach to compliance, rather than a reactive one. NetDimensions helps clients to meet the challenges of compliance management with:

- Competency-based compliance reporting that highlights current compliance levels and ongoing compliance risks, including the ability to drill-down to specific departments, teams, and individual employees
- 'Compliance analytics' module in NetDimensions Learning that includes a set of out-of-the-box reports specifically for people and training compliance
- NetDimensions Analytics, a state-of-the-art talent analytics application with dashboards, visualizations, self-service reporting, scheduling & predictive analysis of learning, talent, compliance, HR & operational data

Energy Industry Content

NetDimensions offers a full library of 'off the shelf' workplace safety content. We can also create custom (bespoke) content and learning portals to address your specific needs, all integrated into our platform, from a single source vendor.

Energy Industry Clients

NetDimensions delivers talent management solutions and eLearning content solutions to energy organisations across the globe, including:

- Castrol
- Al-Khafji Joint Operations
- Fugro Group
- Nigeria LNG Limited

The NetDimensions Approach

NetDimensions is widely recognized for delivering a high level of client satisfaction. We understand that we are only successful if our clients are successful. Every interaction, from our conduct during the sales process, to our consulting & implementation services, to our account management & ongoing customer support, to our client advocacy programs, is wholly client-centric. This means that we don't believe in a "one-size-fits-all" solution.

Our Global Services team understands the challenges and compliance issues of the energy industry. We are committed to work with you to understand your objectives, help you address the particular needs of your organization in the most effective way, and invest in making you successful.



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