



## CASE STUDY

---

# OIL SEARCH LIMITED



OIL SEARCH LIMITED

## CLIENT

Oil Search Limited is based in Papua New Guinea and is PNG's largest oil and gas producer. A critical part of the training that Oil Search provides to its employees is Compliance Training. Oil Search must comply with external requirements, including legal requirements set by PNG Government, as well as numerous internal requirements.

Oil Search's Internal Compliance Training Program focuses on the safety of employees, contractors and visitors. Different training courses have been designed to meet the company's Health, Safety, Environment and Security requirements. Oil Search has various documented procedures and systems that aim to exceed the requirements of local law.

## BACKGROUND

According to Oil Search, the company operates 'with a simple but all-important goal: incident-free operations; meaning that people, property, and environment are in the same condition at the end of the day as they were when the day started'. The primary aim of the Compliance Training Program is to ensure the safety of the employees.

Oil Search provides compulsory training courses for more than 2000 employees and contractors. As part of their training, employees are required to complete four mandatory courses. There are a further 15-20 courses that are job-specific. Employees are required to pass all courses every two years.

Since 2008 Oil Search has relied on Capabiliti as a tool to coordinate all training activities. Considering the number of employees, non-standard working hours, various training locations (classrooms, bush, drill sites), the logistics of organising the training was very complicated before the introduction of Capabiliti, the Learning Management System.

Prior to Capabiliti, training courses were managed through a variety of independent spreadsheets owned by different members of staff, which made compliance difficult and time-consuming.



## CAPABILITI SOLUTION

Oil Search has used different Compliance Training Programs over the years; however, it is only since Capabiliti that they have found the right, tailor made fit. With the help of Capabiliti, Oil Search has now been able to adjust its Training Program to fully meet the requirements of the business. Before 2008, training courses took 1-2 days, which was not the most productive, considering employee working hours and conditions. Last year, with the implementation of Capabiliti, the Training Program was streamlined to become more meaningful for the employees and a new training methodology was applied. Capabiliti assisted in putting the training content online, which employees can now access at any time from almost any location. On site learning has become purely practical.

By optimising the training and delivery methods, Oil Search can optimize staff performance and maintain internal safety targets. The targets are measured via internal company procedures, and are trackable through Capabiliti.

Capabiliti assisted Oil Search in the innovation of its learning processes. Among other improvements, Capabiliti has:

1. Brought together different modules that existed previously (training information, administration information);
2. Enabled internal competency planning;
3. Allowed access to historical information;
4. Made easier the process of obtaining user feedback;
5. Streamlined the licensing process;
6. Reduced the risks of non-compliance.

Oil Search has plans to incorporate more competency-based training for its workforce, which would not be possible without Capabiliti. Through Capabiliti and other mechanisms solid evidence can be recorded and tracked to show how people have performed in their learning activities.

## ABOUT CAPABILITI

Capabiliti Learning Management System is a modular, flexible, scalable and customisable application which enhances organizational human capital through e-learning.

Capabiliti is web-based, easy to implement, adheres to industry standards and is used by more than 350,000 users globally.

The solution is scalable, robust and easily adaptable within an enterprise environment. Capabiliti allows the customisation of look and feel based on clients' needs

Capabiliti is developed and distributed by Intelledox, a fast growing Canberra-based company with more than 18 years of experience in enterprise software development.

