



Our clients face the challenge of meeting an **exponential increase** in global demand for energy, while ensuring they manage **growth, talent and change** within their organizations.

What We Do

SCI IT Solutions (ITS) helps oil and gas companies support growth and manage change by taking a holistic approach to knowledge transfer and performance improvement. Our services support the full learning lifecycle - assessment, design, development, deployment and ongoing support. We also offer cutting edge solutions using virtual reality, simulations, and gamification to support key business processes such as preventative maintenance.

Our Approach to Industry Challenges

Regulation and Certification

Ensuring your people are properly certified and your operation is meeting all of its regulatory requirements is big task. SCI ITS can help you stay ahead of the auditors. We will take your SME's expertise and turn it into custom learning content.

Competency

What makes someone competent? The answer is often poorly defined and poorly communicated. Properly defining, communicating, and managing competency will help develop talent, manage succession, increase motivation, and reduce churn. SCI ITS offers services from competency matrix development to the design and administration of management applications.

Performance Improvement

Training is not the answer to every organizational problem. Implementing training that doesn't close the targeted performance gap can be a costly mistake. SCI ITS will help identify performance gaps, as well as their underlying causes, in order to recommend interventions that will make the best use of your resources.

Custom Learning Content

Every organization faces unique challenges. Sometimes learning initiatives can be supported through off-the-shelf products, but often tailored content will produce better results. SCI ITS's instructional and creative design professionals will help define your needs and develop effective solutions.

Learning Systems

A great idea is only as good as its execution. Getting your learning content into the hands of your employees is no small feat, and tracking its impact is complex. SCI ITS's experience in learning system deployment and administration can support you through custom application development, LMS/LRS/LCMS vendor selection, systems integration, change management, and ongoing administration.

Our L&D services include:

- Needs assessment
- Instructional design
- Technical documentation
- Instructional development
- Creative design
- Learning systems management
- Systems integration

Some of our customers:

- Halliburton
- Landmark
- Chevron
- Noble Corporation
- Marathon Oil
- Cameron
- ExxonMobil

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Learning Culture Life-cycle

SCI ITS offers a holistic approach to organizational development and performance improvement. We support each step of the learning culture life-cycle.

We partner with our clients to maximize strengths, close gaps, and manage change. Our expertise allows our clients to properly align change initiatives with business objectives.

From supporting a single project to an entire program, we have the experience to help foster continuous improvement and build a learning culture.

Our Approach in Practice

One of our clients asked SCI ITS to support a learning and development initiative that required us to scale a cross functional team in an effort to launch a new system.

Client Challenge

A global offshore drilling contractor wanted to launch a daily operational reporting system to replace a manual process that was deeply ingrained in the workforce. The client engaged SCI ITS to help support the change management program with strategy, design, development and deployment of eLearning courseware to train multiple roles on the workflow for the new system.

This change affects over 3,400 employees deployed globally, offshore, in harsh, low-bandwidth environments. SCI assessed the incoming software, the employee user base, and the inherent logistical challenges of a transition that would affect 3500 offshore employees.

Our Solution

Given the business critical nature of the application, the short timeframe for the transition, and the large geographically-remote user base, SCI recommended and executed a scenario-based eLearning program that allowed users to use real-world workflows in a controlled environment.

SCI ITS architected and implemented the technical solution necessary to deploy the media-rich courses directly to the offshore platforms while still effectively tracking and reporting completion. SCI programmers developed a custom middle-ware application facilitating the successful deployment despite the constraints of extremely low-bandwidth.

Results

SCI ITS developed and deployed 52 modules, averaging 7 minutes each, in three months. The educational intervention resulted in an 80 percent completion rate within 6 weeks and allowed for a successful rollout of the new reporting software. Ultimately, this allowed a significant reduction in operational costs.

To learn more about our experience or to schedule an exploratory meeting, please contact Jon Clark -- jon.clark@sciits.com