Winner: 2013, 2014, 2015 Getenergy Training Provider of the Year Award
2016 Getenergy Localization Award
Competency Management
Improved performance through targeted training

An EMP organization’s development activity, growth plans, and performance depend on a targeted, well-coordinated EMP. In this respect, EMP management must develop a coherent and well-balanced strategy. The success of EMP management depends on achieving the right mix of EMPs for the organization and its environment. EMP management is the key to ensure the organization’s ability to adapt to changes in its market, the demands of employees, and the expectations of shareholders. EMP management is a process that involves identifying, developing, and implementing EMPs to achieve the organization’s objectives.

Comprehensive and validated EMP training programs are often tailored to meet organizational objectives and technical challenges. A team of EMP competency management experts can help achieve this goal. By following a defined process, organizations can improve their competency planning and management for individual roles and EMP programs. The result is a more effective and efficient workforce.

To define job functions, MSPs identify and analyze each job in the organization and other critical job areas. This analysis helps determine the competencies required for job performance and identifies gaps in current EMPs. The team then works with department managers to develop EMPs that meet the organization’s needs. This process ensures that EMPs are aligned with the organization’s goals and objectives, and that EMP programs are effective and efficient.

MSPs leverage technology to provide a comprehensive and validated EMP training program. This includes the use of technology to support EMP assessment, development, and implementation. The MSPs employ a variety of tools and techniques to support EMP management processes, including software solutions, online courses, and training materials.

The MSPs also provide ongoing support and feedback to ensure the EMP training program is effective and aligned with the organization’s needs. They monitor EMP performance and provide guidance and support to improve EMP effectiveness. The MSPs also work closely with key stakeholders to ensure that EMPs are aligned with the organization’s goals and objectives, and that EMP programs are effective and efficient.
Competency Management
Improved performance through targeted training

An EMP organization’s development activities, growth plans, and performance depend on a skilled, technically astute workforce. To successfully meet business needs and expectations, human capital development and business training must work in concert. Competency management is the key to ensure the synchronization of small skills and the fulfillment of people-capital in multiple asset turnarounds. Empowerment has placed EMP organizational and professional workloads across the talent, design, training programs, and into the technical equations.

Competency and gaps
EMP training programs are often tailored to meet organizational needs and technical challenges. A review of EMP competency management efforts brought to the question: Is it fair?ford, rewarding, rigorous in its complexity catalog and matrices for individual classes and competency profiles for job, work, and business? Is it: predictable: increasing competency and performance for the team, the company, and EMP organizational and professional workloads across the talent, design, training programs, and into the technical equations. The results provide the data necessary for EMP experts to improve profiles for training and development programs and to reorganize strategies to meet these practices.

To define job functions, EMP subject matter experts work with your team to understand your business and technical needs. They then draft and distribute a common framework for similar roles.

The framework consists of skill sets, skill levels, and required performance for each role. The framework helps departments identify competency gaps and areas that need improvement. It also includes performance for task-specific software applications used within the organization.

Figure 1. The new system shows that proficiency levels are defined across a number of tasks, skills, and expertise. The system helps define job responsibilities, planning, and training needs.

NIST experts then perform a comparative assessment to determine if its skill and skill levels are similar to the needs of the job. The process of the training program involves a self-assessment questionnaires by selecting the appropriate level that best describes the user or the skill element. The results are reviewed and validated, and a sample of participants are screened for validation to ensure the accuracy of the self-assessment.

Finally, jobs are reviewed and compared to recent industry-advanced federal profile forms with the required proficiency and job function levels. The assigned proficiency levels less than that required, centrally align large process utilities for training. Assigned proficiency levels that are greater than required are rated in skill levels. This analysis helps drive the need for new training and education programs that address specific gaps and ease the competency level of tasks and the planning and execution of training needs.

Empowering Software Proficiency—The Case Study

When NIST experiences rapid growth, it sometimes needs to redesign training to adapt to the increasing need for skill and technical challenges. A rapid development for the company’s software applications meant that the company had to train the company’s software applications. To address this challenge, NIST developed software applications that meet the company’s software applications. The company’s software applications were defined as skill levels and proficiency levels that meet the company’s software applications.

For example, an EMP expert was responsible for training the company’s software applications. The expert identified a list of software applications that met the company’s software applications. These applications were defined as skill levels and proficiency levels that meet the company’s software applications. The expert also identified a list of software applications that met the company’s software applications. These applications were defined as skill levels and proficiency levels that meet the company’s software applications.

To improve the software applications, EMP developers were given the challenge of defining the software applications. The developers were given a list of software applications that met the company’s software applications. These applications were defined as skill levels and proficiency levels that meet the company’s software applications. The developers were given a list of software applications that met the company’s software applications. These applications were defined as skill levels and proficiency levels that meet the company’s software applications.
ABOUT NExT

NExT, a Schlumberger company, provides training, competency and professional development services for the oil and gas industry. With a portfolio of over 700 courses, training programs, and competency services covering technical and software skills, NExT assists in developing the petrotechnical expertise needed to meet today’s increasingly complex industry challenges. NExT was awarded the Getenergy’s ‘Localization Award’ in 2018, after three consecutive year wins of ‘Education and Training Provider of the Year’.

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