



CASE STUDY

How OneSubsea Implemented a Robust Competency Management Program to Achieve Significant Business Results

From operating dangerous equipment to having specialized skills, we know that those working the day-to-day operations in heavy industry have challenging roles. Up until now, ensuring your workforce was completely competent in their assigned roles was difficult because the tools available didn't fully reflect how competencies were assigned and assessed.

With enterprise-wide visibility into competency levels across your organization, Kahuna is architected to meet the needs of how you really assign and assess competencies. Kahuna gives heavy industry organizations complete visibility and control, empowering you to place the right worker in the right job at the right time - one hundred percent of the time.

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Standards Covered by Leading Regulatory Bodies
ASQ, API, BSEE, OSHA, ISO, IADC



OneSubsea

A Schlumberger Company

"Kahuna has enabled us to have a much better understanding of our workforce...and helped us staff up projects faster and more effectively." David Holberry, Vice President of Engineering

CHALLENGES

OneSubsea, a Schlumberger Company, recognized a need to increase visibility into the competency levels of their workforce with an eye towards employee development. Rapid growth and workforce demographics underscored the importance of institutional knowledge sharing. While they had an excellent suite of training assets, the training delivery lacked a tie to competency development and was not efficient in terms of targeting a specific audience.

OBJECTIVES

- Provide a structure for competency identification, assessment and development
- Shorten time to productivity by providing competency-based training
- Grow engineering technical competency to improve performance and increase capacity
- Assure company executives, customers, and regulatory agencies that our employees are competent
- Support the advancement of employees

RESULTS: COMPETENCY BRINGS VALUE



When all things converge - visibility, control, operational excellence - decision makers can assign and assess competencies easier, which promotes compliance and safer, more productive job sites. Kahuna allows organizations to reduce risk and avoid errors. It makes recruitment more strategic, revealing precisely what the organization needs to ensure compliance and build highly qualified, effective teams.



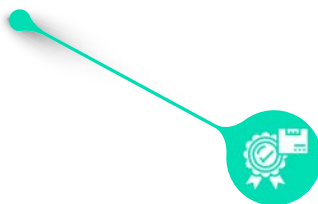
VISIBILITY

- See and compare competency levels
- Search worker skill sets
- Measure and compare abilities
- Identify skills gaps



CONTROL

- Access performance
- Forecast needs
- Determine training goals
- Measure progress



OPERATIONAL EXCELLENCE

- Excellence at compliance and operational levels
- Smooth and efficient day-to-day workflow
- Place the right worker in the right job

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