

Enhancing Safety, Regulatory Compliance and Workforce Competence

A Case Study of License and Qualification Management in a Large Petroleum Manufacturing Plant

Business Needs

The manufacturing plant in focus had been experiencing frequent lockouts, resulting in disruptions to production and costly downtime. Additionally, the company faced challenges related to inconsistent compliance with operator licensing and SHE regulations.

Results

- Reduced Lockouts
- Saving on Retraining Costs through Operator License and SHE Compliance
- Improved planning for retraining and timeous operator license renewal

Approach



Solution

Implemented a comprehensive compliance program that emphasized the importance of operator licenses and SHE requirements.



Created Recommended and Compulsory / Compliance-Driven Learning Curriculums

Developed structured learning pathways for employees based on their roles, responsibilities, and organisational requirements. These curriculums ensured consistent knowledge acquisition, skill development, and adherence to regulatory, safety and compliance standards within the organisation.



Measured Progress and Compliance against Curriculums

Created a comprehensive training and development framework that aligned with the organisation's operational requirements and consolidated completion and achievement statuses from a multitude of disparate information sources.



Provided a holistic view of employee's talent management progress, using data-driven reports and visualized dashboards

Offered a comprehensive overview of employees' skill development, training completion, and talent management initiatives enabling informed decision-making, identification of trends, and strategic planning to optimise talent management processes within the organisation.

SlideUpLift