

Case Study

A Decade of Development

A midstream company applied GTA's trusted and verified training to drive value through addressing staff turnover and knowledge gaps.



The Impact of Turnover

Large waves of turnover can lead to substantial knowledge and skills gaps. One of two things can happen:

- > In less-than-ideal outcomes, training can be disregarded, worsening the problem.
- > In ideal situations, training is prioritized and the gaps are remediated.

When training is lax, staff can be less qualified, which only exaggerates the need for training. For gas measurement peer companies, this can become an issue, as there are interconnects throughout the country. Because of this interdependence, ensuring accurate measurement and consistent employee capabilities is imperative. In this case, the company noticed these challenges and decided it needed to mitigate them using well-developed training resources.

From the Users

“The value of the [Gas Training Association] is in the utilization. **The more it is applied across the industry, the more valuable it is, not just as an entity or a product but also as a tool for the individual user.**”

Operations Manager
GTA Member Company

The Training

10 years ago, the company implemented a 10-week training program that students advance with each year as their primary training tool. This program consisted of several topics with allocated time for each (i.e., 2 weeks for topic 1, 3 weeks for topic 2, and 5 weeks for topic 3).

Students were first assigned commencement web-based modules that took around two and a half hours to complete and corresponded with the instructor-led training. The student then spent 24 to 48 contact hours in instructor-led classes. At the end of the week, a company leader in the measurement field covered the operation and calibration of the equipment through skill-building training. Since the training provided by GTA was customizable, the company could adapt the information to its needs and equipment specifications.

Benefits

The company was able to develop a consistent and successful training program that allowed employees to strengthen their skills and knowledge. In addition, the company was better prepared for staff turnover.

- > Decreased time developing training internally
- > Reduced costs associated with training
- > Improved lost and unaccounted for (LAUF) gas management