



Modernizing Training

For A New Workforce Demographic

Like many industries, oil and gas saw a tremendous shift in workforce skills levels after the pandemic as experienced workers retired or found new jobs. Businesses that depended on the experience of their workers to ensure smooth operations found themselves with a workforce that lacked that placed greater responsibility on less experienced workers than ever before. In addition, oil and gas workforce demographics were changing as a result of attrition. What was once a relatively homogeneous workforce profile, now spanned three generations of workers.

When Tried and True, Isn't



EnerCorp, a leading provider of engineered solutions for the oil and gas industry, saw a similar shift occurring within their workforce. The company had employed Learning Management Software (LMS) to support their training efforts, but it became obvious that the new workforce demographics would require a new approach.

Existing course content was primarily focused on safety compliance as a part of the regular certification of their experienced pre-covid workforce. While important, most workers saw this training as a chore. The workers did not feel they were gaining additional skills or information on their time away from work. This sentiment increased dramatically with the addition of less experienced workers who needed to quickly expand their knowledge. The existing courses and LMS were also not engaging to a new demographic of workers that had become accustomed to interacting with content on their mobile devices.



Making Training More Valuable To Workers



The EnerCorp training team took up the challenge of making training more valuable to the workforce, and more effective as a mechanism to onboard quickly and upskill the workforce. They also set out to modernize the training experience to engage the workforce in training and make the courses more appealing to a younger generation of workers.

EnerCorp had been using ROO.AI for field equipment setup and repair, guiding workers through the process and cataloging equipment inspections, damage and repairs costs. EnerCorp Technical Training Coordinator, Richard Newman, saw the potential in leveraging ROO.AI's mobile-native app and interactivity to enhance their training program. Said Richard, "We wanted to transform training into a resource that workers could access whenever they needed it."

Richard came to the training role directly from the field. He understood the needs of the frontline worker, but he was the first to admit that building courseware was not his superpower. He found the LMS cumbersome to use and assembling courseware took him away from time in the field. Richard turned to the experienced ROO.AI implementation team to create reusable templates for a series of skills and equipment training courses. Richard provided technical content and source documents, and the ROO.AI team quickly assembled courseware for Richard's review, delivering 28 courses into the hands of the workforce within 60 days, without taking Richard out of the field

“ ROO.AI will sure make our jobs easier in the field ”

EnerCorp Field Operator

Engaging and Upskilling Across Three Generations



The ROO.AI training modules are now used by EnerCorp to enhance the value of their training program in several ways. As part of in-person training courses, ROO.AI broadens the course content beyond compliance to encompass skills and equipment. ROO.AI is also used during in-person training to engage the class and create a more interactive training experience that is in tune with the learning styles of new workers. Feedback from workers attending training has been extremely positive, and EnerCorp has noticed the difference even with its experienced workers. Said Richard, “To hear an experienced OFS worker brag about attending training and using the ROO.AI app is something you wouldn’t expect in our industry.”

The EnerCorp training team is also using ROO.AI to make skills and equipment training available in the field. Often field supervisors will help less experienced workers with questions by opening the ROO.AI training right in front of the equipment to better illustrate safe operating procedures. With easy mobile access to information, workers can learn at their own pace and access training when they need it. ROO.AI also offers workers on the spot access to technical manuals, providing an easy resource for ensuring proper procedures and safety. EnerCorp’s training team sees this as the lynch pin to achieving their goal of enhancing the value and accessibility of training and upskilling the workforce. The impact of ROO.AI has also been noticed by EnerCorp customers who have commented on their appreciation for the knowledge levels of the EnerCorp workforce.

Field supervisors are also starting to rely on ROO.AI for upskilling their team and assigning courses to their team members to complete. With the ability to track course completions and even quiz scores, ROO.AI can help companies with more effective skills management. Companies can assess their worker’s skills levels at a glance to help ensure that the right workers are available for the work at hand.

“ It’s an attention getter and doing its job ”

Richard Newman

Knowledge And Proper Procedures – An EnerCorp Advantage



With the successful introduction of ROO.AI into the training program, Richard is looking to take the next steps. The team is currently reviewing and updating EnerCorp's Standard Operating Procedures (SOPs) for equipment and job site operations, which are planned to be added into ROO.AI. Oil and gas customers often assess and adopt EnerCorp's SOPs, and providing on the spot, always current SOPs to ensure smooth operations and safety is seen as both a benefit for the workforce and a competitive advantage for EnerCorp.



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