



PetroSkills®



Ability®

ABILITY EXTENDIBILITY CASE STUDY

Extending Workday's Capabilities and Compliance

The Challenge

While successfully using Workday to manage corporate HR training, our client needed an efficient and robust solution for developing, delivering and managing operations and maintenance training including ESH, Operator Qualifications (OQ), site specific Process Safety and other technical training. Additionally, our client required a method for both identifying and closing employee skill gaps. Any solution proposed required seamless integration with Workday in order to maintain system integrity, ease administrative burden, and provide a positive user experience.

The Solution

The Ability client services team integrated Ability with Workday by automating the daily import and synchronization of key employee and organizational data. This Ability – Workday integration organizes employee accounts within a security hierarchy, granting supervisors and managers controlled access to view only their respective employees.

The Solution Continued...

In many cases, training is also being auto assigned based off data from the integration. Ability enhanced reporting capabilities for employees, supervisors and stakeholders with easy-to-use, customized dashboards, enabling employees to stay up to date with their specific training and qualification requirements.

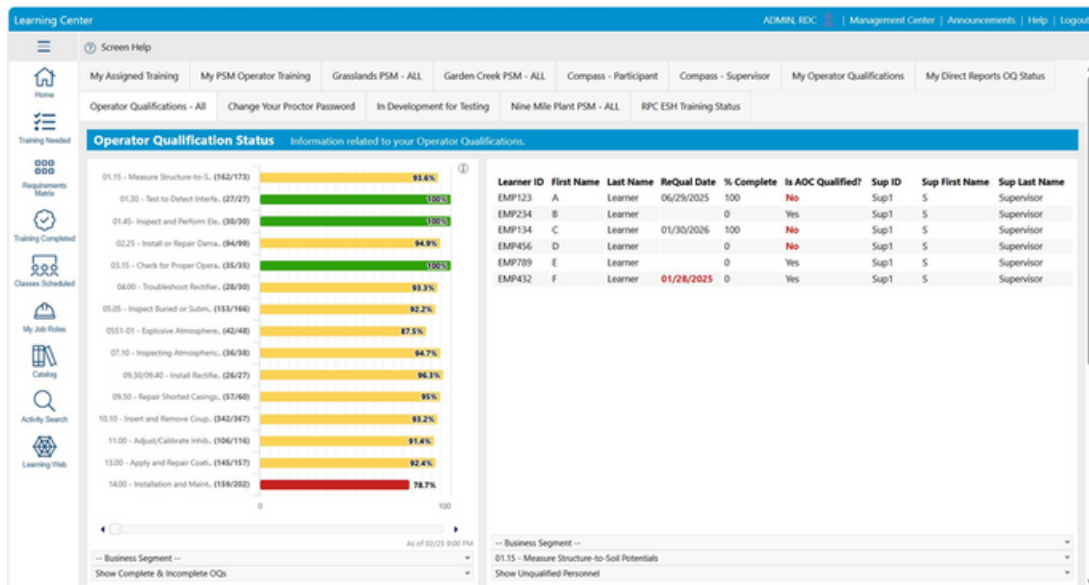
Key Benefits

Workday Integration and Extension

Ability integrates with third-party employee management solutions such as Workday, SAP, ADP, and UKG to extend HRIS capabilities by synchronizing employee, job, and organizational data. Single sign-on allows users intuitive access to Ability from their HRIS system dashboards or menus.

Dashboards

Ability dashboards are completely customizable, providing users with key information relevant to their needs. Unlimited role-based dashboards additionally support supervisor's ability to view team status, and administrative overviews of the entire corporate entity. In addition, many custom dashboards are automatically assigned into employees' accounts based off job role and activity assignments that happen as a result of the Ability – Workday integration.



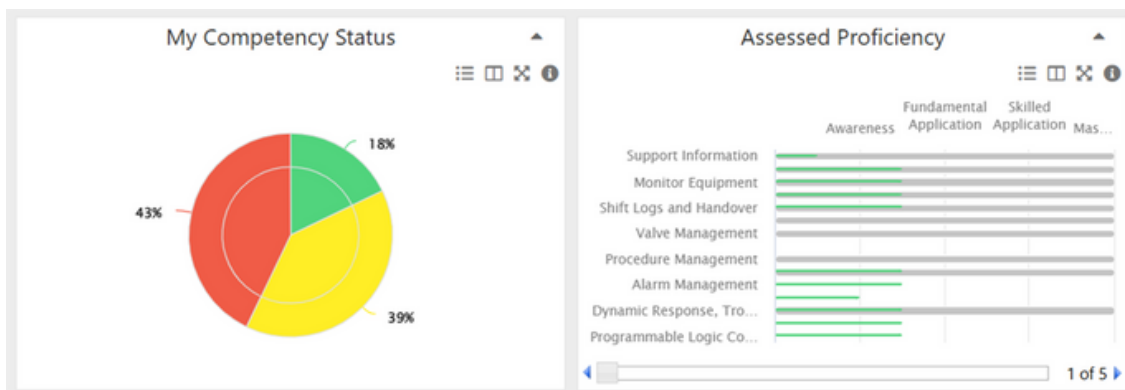
Key Benefits Continued...

Concierge Level Support

With Ability, clients have access to a dedicated team of proven, highly competent support consultants who work to understand specific business needs and pain points. Consultants then work together to deliver timely, tailored solutions.

Skills Development

Organizations can easily track employee progress, identify skill gaps, and make informed decisions. Following several recent acquisitions, our client smoothly integrated new employees and historical data into Ability. This rapid integration provided an early “snapshot” of both employee capability and qualification status. Required training aligned with our client’s corporate guidelines was then linked for immediate execution



Management of Operator Qualifications

Ability excels in supporting the rigors of managing, tracking and reporting on Operator Qualifications. Ability integrates with third-party sites like EWN, ISNetworld, and Veriforce to consolidate information, allowing Operator Qualifications to be reviewed and managed within a single system.

Email Reminders

Ability sends frequent reminder emails to the entire workforce about required training, upcoming training, and past due training. These proactive and customizable email notifications effectively engage employees.

Key Benefits Continued...

Reporting Levels and Capabilities

The ease of reporting empowers a small number of administrators to manage the clients training enterprise. Reports can be easily created and scheduled for automatic distribution across the enterprise.

Training Status Matrix					Operations									
Activity	Hours	Retrain (Yrs)	Optional		Learner A	Learner B	Learner C	Learner D	Learner E	Learner A	Learner B	Learner C	Learner D	
Basic Electronics (PS-EIA-BED-101)	1.5													
Control Center Training for Others (OPPS-CONTROL_CENTER-OTHERS)	0.5	3												
Custody Meters (PS-EIA-CSM-101)	2.5													
Differential Pressure Flow Measurement (PS-EIA-DPR-101)	2.5													
Fractionation in Gas Processing (A2504)	4													
Fundamental Principles of Instrument Calibration (PS-EIA-ICA-101)	.5													
Fundamentals of Hazardous Area Classifications (PS-MSO-HAC-101)	1													
Hydrocarbon Phase Behavior and Vapor-Liquid Equilibrium (A2501)	4													
Introduction To Compression (A1051)	4.0													
Introduction to Gas Chromatography (PS-MSO-GCH-102)	.5													
Introduction to Gas Processing for Operations (A2500)	3													
Introduction to Measurement: Density, Moisture, pH, and Conductivity (PS-MSO-MEA-104)	1.5													
Introduction to Measurement: Temperature and Pressure (PS-MSO-MEA-102)	3													
Introduction to Pipeline Hydrocarbons (PS-MSO-IPH-101)	2													
Introduction to Process Safety Management (PSM) (A5050)	0.75													
Manifold Systems Overview (PS-MSO-MNF-101)	1													
Mass Flow Measurement (PS-EIA-MFM-101)	1													
Measurement Basics and Standards (PS-MSO-MEA-101)	1													
Mechanics of Fluids: Fluids in Motion (A1044)	4.0													
Mechanics of Fluids: Introduction to Process Fluids (A1041a)	4.0													
Qualified % (Required Only)					100	100	100	100	0	95	88	100	3	
On Schedule % (Required Only)					100	100	100	100	0	98	88	100	3	

Conclusion

Ability has simplified the overall competency development, training and management of employees through custom dashboards, easy-to-use reporting, data consolidation, best in class customer support, and more. Ability has enabled a small team of our client's administrators to roll out and deliver a comprehensive solution that streamlines internal processes, automates manual tasks, optimizes training resources, ensures consistency and accuracy, and fosters a strong training culture. This culture maximizes employee engagement across all levels of the enterprise.



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About

About Ability™ Software

Ability Software is dedicated to empowering workforce competencies through innovative learning and development solutions. The platform offers personalized learning paths, real-time competency management, skill assessment, and global support, helping businesses build organizational capability aligned with corporate strategy.

About Our Client

Our client is a large cap midstream energy company dedicated to providing gathering, fractionation, transportation and storage of natural gas and natural gas liquids. The company serves operators in all segments of the energy industry.

Industry: Oil and Gas Midstream

Company Size: Enterprise > 3000 employees

Headquartered: North America

Use Case: Natural Gas and NGL Midstream Services

Products: Engages All Segments of the Energy Sector

