

fication are paramount. E-learning offers a low-cost and highly effective training solution where travel, subsistence and time away from work costs are minimized. Successful results are maximized due to ease of use and assessment.”

Many companies in the global oil industry, including BP, Shell, ExxonMobil, Chevron, Petronas, Total, CNR, Maersk Oil and ConocoPhillips, routinely train their workforce using Atlas Interactive’s e-Learning programs. Over 250,000 people in 30 countries are currently benefiting every year from the company’s training.

www.atlasinteractive.com

HRsmart Talent Management for Rackspace

Founded in 1994, HRsmart provides a fully hosted, net-

work-delivered suite of talent management software solutions that includes applicant tracking, performance management, learning management, career development and succession planning. The company has operations in the US, Europe, Canada, Latin America, South Africa, and the Middle East.

HRsmart recently entered into an agreement to provide its talent management solutions to Rackspace Managed Hosting, which is now using HRsmart’s Applicant Tracking System to attract, select and onboard new talent. Rackspace is also using HRsmart’s Learning Management System (LMS) to manage Rackspace University to provide employees with a continuous learning environment.

One of the reasons Rackspace turned to HRsmart is because of the company’s management needed new and scalable technology to accommodate its rapid growth, which was expected to continue.

Rackspace’s recruiting manager was referred to HRsmart by a mutual client who touted the ease of use and metrics-driven systems. During the exploratory process, the Rackspace team was impressed by the solutions’ intuitive interface, streamlined process, customizable application and commitment to the HR department’s success. Rackspace management also acknowledged the importance of having a talent management vendor capable of providing the entire suite of applications, so when they are ready to add the next solution, they can turn to one company for seamless integration.

With the addition of HRsmart’s Learning Management System, employees can now define their own learning paths, enroll in classes and map those classes to their career path, resulting in a more empowered workforce. Rackspace’s Organizational Development team now has access to an innovative system to track resource

allocation, and schedule and manage in-house and out-sourced training for industry certifications and workforce development, while assuring it is meeting organizational needs.

www.hrsmart.com

dominKnow Addresses Oilsands Labor Shortage

Perth, Canada-based dominKnow’s Learning Content Management System (LCMS) software saved a major oil sands upgrader facility \$90,000 on a single skills training course, and \$500,000 on a technology training course previously offered in class by an outside vendor, according to Chris Van Wingerden, VP learning systems, dominKnow Inc.

In his case study presentation at the GO-Expo 2007 show in Calgary, Van Wingerden described how 95% of the upgrader facility’s operators had industry experience, however the situation was akin to hiring experienced 747 pilots who suddenly had to qualify to fly an Airbus 340. dominKnow’s e-learning system provided the solution and did away with traditional instructor-led classes, where per person costs ran to \$500 per day. By cutting classroom time in half and with 180 people in a single course, there was an instant savings of \$90,000.

The facility realized more return on investment (ROI) by using dominKnow’s e-learning software to build another course on a distributed control system previously provided in a traditional classroom by an outside technology vendor. The in-classroom training cost \$6,000 per seat, including travel costs. When the upgrader’s training team used dominKnow’s software to develop a customized course tailored to the control system’s actual use in their facility, the estimated savings totaled

\$500,000.

In a highly competitive race for the best people, oil and gas workers would much rather engage in self-paced courseware than sit in a classroom learning what they already know. Oil and gas companies facing today’s acute labor shortage can use e-learning software to experience better morale, productivity and safety records – and become preferred employers.

dominKnow’s software can help with all aspects of online training including development of custom online courseware, transfer of subject matter experts’ knowledge and legacy training material to online versions, and providing a hosted, Web-based learning platform for the delivery of online courses and tests.

www.dominknow.com

