



SITE-SPECIFIC QUALIFICATION PROGRAMS THAT ASSURE RELIABLE, CONSISTENT, SAFE PLANT OR FACILITY OPERATION AND MAINTENANCE.

Full range of sustainable and repeatable site-specific qualification programs that assure your employees have the knowledge and skills to deliver reliable, consistent, and safe plant operations while decreasing operating and maintenance costs. This proven approach to qualification leads to:

- » Maximized efficiency and availability of specific OEM equipment and increase reliability, production, and out-put on a facility-wide basis.
- » Assurance of regulatory compliance, fulfillment of certification requirements and the proper knowledge base and skillset for each position from shift to shift.

The consistent operation and optimal performance of a power plant or manufacturing facility is essential to meeting the goals and objectives of that facility. PIC Group's site-specific qualification programs assure reliable, consistent, safe plant operations as well as decreased costs through the reduction or elimination of operator errors, equipment failures, and inefficiencies caused by inadequately trained employees.

ASSESS

DEVELOP

TRAIN

MANAGE

A four-stage training process that assures a consistent knowledge base and repeatable job skills from operator to operator, shift to shift and generation to generation on a facility-wide basis.

PIC Group's organizational training solutions and learning strategies, tailored through a four-step, needs based training model to the unique needs of your business, ensure optimal transfer of knowledge and increased skill levels on either a one-off or continuous basis. Customizable training programs are presented through classroom instruction, on-the-job training and through PIC Group's e-Learning platform and Learning Management System (ESP3®).

- » Training Needs Assessment
- » Training and Qualification Programs
- » Online Training Portal (ESP3)
- » Learning Management System (LMS)
- » Site specific training material
- » Animated training material
- » Train the Trainer: Lesson Plans, Exams, and Proficiency

PIC GROUP'S LEARNING MANAGEMENT SOLUTION POWERED BY ESP3®

TRAINING PROGRAMS

Programs start with a needs analysis and gap assessment to identify the current state of your workforce and training program. Targeted areas for training improvements are identified through a series of interviews, evaluations, and observations to include:

- » Management & Employee Competency Assessment
- » Review Existing Material
- » Individual Development Plans

INSTRUCTOR LED TRAINING

An effective means of delivering information, allowing for real time feedback, questions and answers, and spontaneous update of delivery to meet the needs of the learners. PIC Group instructors deliver training in a classroom environment or on-the-job.

LEARNING MANAGEMENT SYSTEM (LMS)

The LMS contains employee eLearning modules broken down into the following areas:

- » Industry Foundation
- » Health and Safety
- » Skills (Mechanical, Electrical, I&C)
- » Industry Fundamental
- » Site Specific Technology

eLearning modules allow the student to learn at any time from any location that has internet access. Progress is tracked in PIC Group's LMS and returns the student to the exact location they stopped. Interactive quizzes provide instant feedback on lessons for increased retention.



QUALIFICATION

Position based qualification cards are aligned to the employee's job tasks. Personnel must meet certain requirements to ensure that they can perform their job with a high degree of confidence.



TRAINING

Intended to ensure that personnel are provided with the opportunity and assistance to acquire the necessary knowledge, skills, and experience.



PROFICIENCY

Demonstration and oral boards are used to ensure qualifications have been achieved. Continuing education programs are updated based upon employee results.