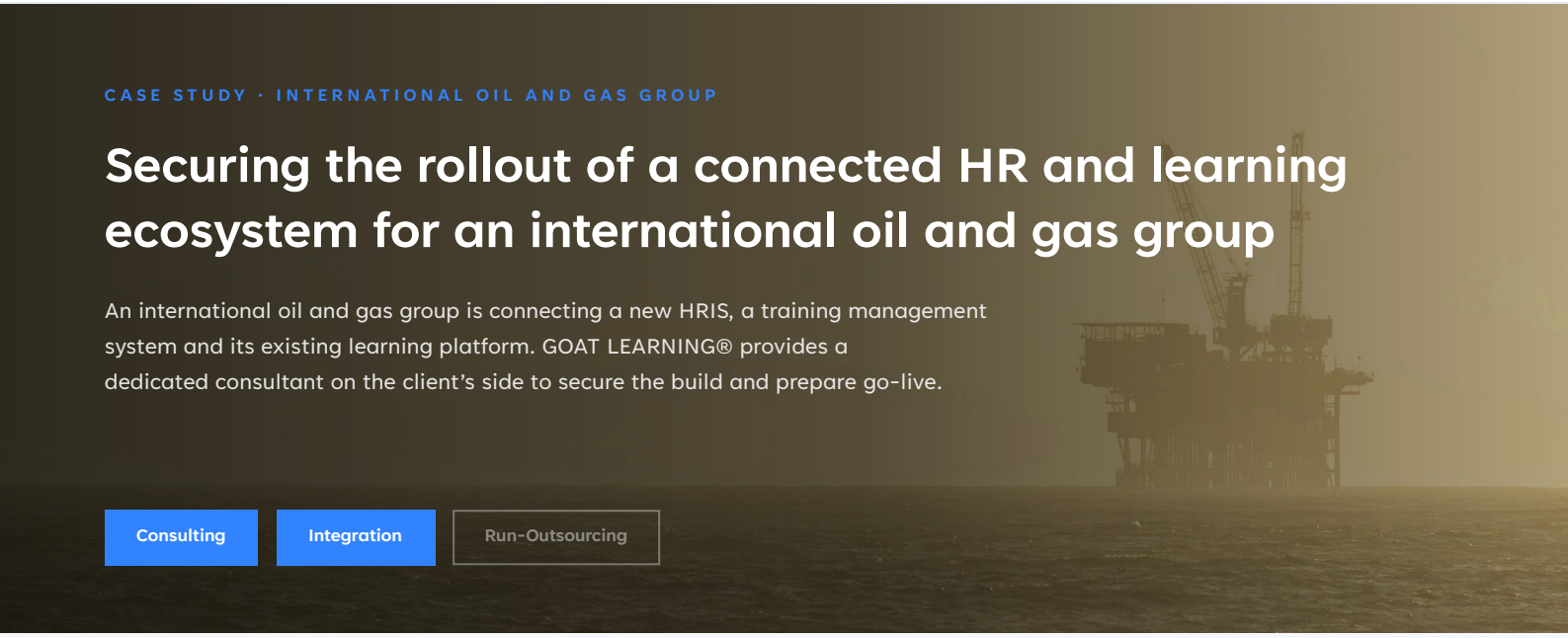


CASE STUDY · INTERNATIONAL OIL AND GAS GROUP

Securing the rollout of a connected HR and learning ecosystem for an international oil and gas group

An international oil and gas group is connecting a new HRIS, a training management system and its existing learning platform. GOAT LEARNING® provides a dedicated consultant on the client's side to secure the build and prepare go-live.

Consulting | Integration | Run-Outsourcing

CLIENT	SECTOR	ECOSYSTEM	SCOPE	STATUS
International oil and gas group	Oil and gas exploration and production	HRIS, training management system, learning platform	Group and subsidiaries on several continents	Build delivered, go-live in preparation

Context

The group operates through subsidiaries on several continents, in a sector where operator skills and mandatory qualifications are directly tied to safety. Its learning function already runs a well-adopted learning platform. As part of a broader HR transformation program, the group decided to connect a new HRIS, a training management system for sessions, enrollments, budgets and reporting, and its existing learning platform, which remains the single entry point for learners.

Challenge

Three systems from different vendors had to work as one, with an integrator and two software vendors each delivering their part. The client needed an expert on its side to challenge deliveries, build the reference data, test the flows end to end with the subsidiaries, and make sure nothing went into production without a clear, documented acceptance.

What we did

GOAT LEARNING® provides client-side project management support, with a dedicated consultant working alongside the HR and training teams, the integrator and the vendors.

1. **Integration flows and deliveries.** Expert review of the training management system configuration and of its flows with the HRIS and the learning platform, with each delivery checked against the client's requirements.
2. **Reference data.** Set-up of the reference data in the training management system: employees, courses, training providers and organizational data.
3. **End-to-end testing.** Test campaigns with the subsidiaries in French, English and Spanish, and training of the administrators on the new tools.
4. **Go-live readiness.** Automated training invitations and travel forms, in-app guidance for users, ticket follow-up with the integrator and vendors, and an independent review of the solution design and acceptance documents before production.

KEY FIGURES

3

systems connected: HRIS, training management system and learning platform

3

languages used in end-to-end testing with the subsidiaries

5 days

a week of dedicated consultant time on the program

SYSTEMS IN SCOPE

A new HRIS, a training management system and the group's existing learning platform, connected by automated flows. GOAT LEARNING® works on the client's side, with the integrator and the vendors.

RESULTS

Where the program stands

BUILD DELIVERED

Data

reference data built in the training management system

Tests

end-to-end campaigns with the subsidiaries, in three languages

Forms

training invitations and travel forms generated automatically

GO-LIVE PREPARATION

Guides

in-app guidance for training management system users

Tickets

integrator and vendor tickets followed up and arbitrated

Review

solution design and acceptance documents reviewed before sign-off

Scope delivered

- Client-side project management support on the training management system and its integrations
- Reference data: employees, courses, training providers, organizations
- End-to-end test campaigns with the subsidiaries, in three languages
- A model for managing mandatory qualifications in the training management system
- Go-live preparation and coordination with the integrator and vendors

Value for the client

- An expert on the client's side, facing the integrator and the vendors
- Learners keep the same learning platform as their single entry point
- Less manual work for administrators, with invitations and travel forms generated automatically
- A documented review of the vendor's design and acceptance documents before sign-off

PROGRAM STATUS

The go-live of the training management system is in preparation, followed by the new HRIS. Adoption and operational results will be measured once the systems are live.

OUR THREE OFFERS

Consulting — ON THIS PROJECT

Audit, scoping and design of the learning and talent architecture.

Integration — ON THIS PROJECT

HRIS, LMS and TMS integration, data migration and flow automation.

Run-Outsourcing

LMS administration, support, reporting and continuous improvement.

Connecting HR and learning systems?

Let us talk about your context, your constraints and your timeline.

Talk to an expert

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