What’s keeping you up at night?

GSE helps you solve your toughest problems to improve the performance of your people and your plant.
Chances Are Your Company is Failing at Talent Management

In a recent board survey, talent management got an “F”

*Harvard Business Review* asked directors to identify the issue that concerned them the most. Their reply – Talent Management. Not technology, debt, competitive threats, regulatory issues or rising costs. Talent management topped the list.

The survey goes on to report that despite its importance, most organizations don’t give the issue the attention it deserves. In fact, CEOs gave their companies the grade of “F” in talent management.

We provide a cost-effective way of maintaining an experienced workforce without the added outlay of overhead and benefits that drive a significant portion of your HR spend.

GSE’s E2E program was designed to help companies overcome tough talent management challenges. Let us help you recruit, screen, select and develop talent for your critical operating positions.


**ENTRY2EXPERT**

Despite advances in technology, people are still the most important and most variable part of your performance equation.

Entry2Expert® is the way to optimize your talent management. It provides the process, technology and services you need to go from screening and selection to developing an expert team.

Recruitment, screening, selection... because finding the right people is critical.

Instructional design... because a proven process eliminates wasted effort.

Training on fundamentals, systems and components... because a good foundation enables the employee to make the right decisions.

Training on integrated plants and troubleshooting... because reducing time to autonomy saves money.

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**Report Card**

**Name:** Your Company

**Subject:** Talent Management

**Company is effective at:**

1. Attracting Top Talent: 20%
2. Hiring Top Talent: 19%
3. Assessing Talent: 12%
4. Developing Talent: 16%
5. Developing Talent: 23%
6. Developing Talent: 24%

**Strongly Agree**

20%
Retirements leave more than one hole in your organization.

The first hole is the void left by the loss of an experienced worker. The second hole is the one you find yourself in as you struggle to secure new resources to replace the experience and knowledge.

Even though you know they are coming, retirements can really disrupt your organization. Bridging that gap takes time, but there are inventive ways of retaining experience while training the next generation.

GSE’s staff augmentation services find the right resource for your specific needs. We scour our sources for industry specialists who have the right skills, experience and attitude to fit your organization.

Why Staff Augmentation?

For some, it’s the peace of mind that comes from knowing the burden of administrative and logistical challenges is being expertly managed by a trusted partner.

For others, it’s knowing that the right resources and expertise are in place to ensure a cost-effective solution.

Visit www.GSES.com for more information
Staff Augmentation Support and Turnkey Training Programs

Retirements and turnover require an increase in class size and number of classes, putting stress on training organizations to maintain quality and the proper student/teacher ratio.

Just like other parts of the organization, the training department suffers from loss of talent through retirement and competition.

Training needs change over time, and specialized courses are occasionally needed. You need instructors who can step in and use your training material.

Finding professional instructors who know the subject, can teach it and can adapt to your culture is critical.

GSE can provide both qualified instructors and turnkey courses that don’t tax your current training staff.

Staff Augmentation and Turnkey Training

- ANSI Fundamentals (Math and Sciences)
- Generic Fundamentals
- SRO Certification Courses for Licensed Operator Instructors and Managers
- Operator Training
- Engineering Systems Program Courses
- Lesson Plan Upgrades
- Licensed Operator Requalification Training Programs
- Maintenance Training
- Non-Licensed Operator Training Programs
- Licensed Operator Training Programs

Simulator Support

- Daily Maintenance
- Annual Simulator Testing
- Simulator Mod Testing
- Simulator Manager Training
- Simulator Scenario Development
Training Program Development

A structured, process-driven approach is your assurance that the training program will be effective in terms of both cost and outcomes. GSE’s training professionals are versed and competent in applying the ADDIE process.

Courses

- Train the Trainer
- Fundamentals
- Control Room Operator Qualification
- Power Plant Familiarization
- Maintenance Training
- Licensed & Non-Licensed Operator
- Scenario Development Training
- Senior Reactor Operator Certification

Job and Task Analysis

Training Needs Assessment

Knowledge/Skill Assessment

Instructional Technology

Curriculum Architecture

Media/Mode Evaluation

Existing Program Audit

Program Evaluation
Specialized Plant Support

The right mix of staff and support

No one has extra staff available for the one-off projects that come along.

Whether you need support for plant turnaround, regulatory issues, corrective actions or special projects, get access to a team of professionals who can fill these temporary needs efficiently.

GSE provides professional staff with operational backgrounds for a wide range of critical needs.

- Operations, Outage and Work Management
- Engineering Systems Training
- Corrective Action Programs
- Planning and Scheduling
- Operator Requalification
- Leadership Mentoring
- Maintenance Training
- Procedure Writing
- Leadership Mentoring

Your procedures and training material are designed for your current organizational structure.

Will they work for your new organization?

What assumptions have been made about experience and knowledge levels that need to be reviewed? If plant upsets and training throughput are telling you that procedures and training materials just aren’t doing the job anymore, let our experienced instructors and procedure writers get you back on track.

"Corrective actions... documentation... these special projects are killing me. I don’t have enough hours in the day, but management says it must get done."
Tell us your need, and we will find the best resource to fit your task and budget

**Design 2 Decom**

GSE offers comprehensive support throughout your asset’s lifecycle to improve safety and performance:

- Instrumentation, Control & Automation Design and Project Management
- Electrical Systems Design
- Electrical Systems Safety Assessments
- Arc Flash Studies and Remediation
- Alarm Management
- Preventative Maintenance Procedures

**Plant Types**

- CCGT
- Coal-Fired Power
- Oil-Fired Power
- Desalination
- Gas Processing
- Gas Turbine
- Nuclear
- Refining

**Typical Customers**

- AEP
- Dakota Gas
- DTE
- EDF Energy
- Exelon
- Kasipkor Holdings
- Luminant
- NRG
- OPPD
- Portland General Electric
- PSE&G
- Saudi Electric
- Southern Nuclear
- Sunflower Electric
- TVA
- We Energies
About GSE Systems

GSE Systems, Inc. is a world leader in real-time high-fidelity simulation, providing a wide range of simulation, training and engineering solutions to the power and process industries. Its comprehensive and modular solutions help customers achieve performance excellence in design, training and operations. GSE’s products and services are tailored to meet specific client requirements such as scope, budget and timeline. The Company has over four decades of experience, more than 1,100 installations, and hundreds of customers in over 50 countries spanning the globe.

Information about GSE Systems is available at www.gses.com.

Worldwide Locations