



Empowering People.
Accelerating Performance.

Success Story: EnCana Oil & Gas (USA)

Company's Challenge

Upon realizing that a large percentage of its workforce will be eligible to retire in the next five years, EnCana Oil and Gas (USA) committed to hiring more than one hundred new college graduates in one year, with more new hires to come in future years. The challenge was efficiently and effectively integrating these new hires into the workplace.

Custom Solution

The company partnered with EPI to develop a custom program that would enable the graduates to enter their work environment as productive, value-contributing employees in a short amount of time. The goal was to provide the graduates with the drive and acumen needed for long-term employment with the organization.

EPI Suite of Services

Customized services included but was not limited to:

- An annual two-week graduate orientation program
- Technical coursework in the company's four disciplines (engineering, geosciences, land administration and finance/accounting)
- A unique and discipline-specific two-year technical rotation program that allows all new hires to gain the competencies needed for productive employment
- The creation of a Development Advisor position within each discipline for the purpose of tracking new hires' progress
- Development of a coaching and mentoring program
- Ongoing assessment of the new graduate program

Proven Results

As the new graduate program enters the second year of implementation, it is clear that the program fulfills the goal of establishing an environment of dedication to employee development.

"Other companies should strive to do what they (EnCana) are doing. Theirs is the best program in the industry." - Department Chair, Texas Tech University

"EPI is willing and able to do everything it takes to make our program a success. It would not have been a success without their efforts and ability to keep things moving in the right direction." - EnCana Manager