

**Voyig, LLC**

**Learning and Development Case Study**

Our client, a mid-stream energy company owns the nations largest natural gas pipeline franchise and operates multiple gas processing facilities. The company is headquartered in Houston, Texas and has over 4,700 employees.

Our client approached Voyig when they were facing challenges in their Training Department. The company was facing budgetary issues within the department, but did not want to forgo the opportunity to supply its employees with top technical and leadership training.

Our client’s Training Department was heavily staffed with 12 full-time employees. The annual salary costs and upkeep of the department were weighing on the budget and causing upper management to question the validity of the group. Although the department had a large staff, heavy use of outside vendors was still being solicited, which was also a concern.

We were brought in to work alongside our client’s Training Department to proactively evaluate its daily operations and eliminate what was not needed. Information about costs, vendors, salaries, and expenses were brought to the surface and assessed.

Our approach to our clients’ request was simple and pragmatic. We approached this project with a fully dedicated team that served as an extension to our client’s organization. The first step was to understand our client’s culture as well as their current and future learning and development initiatives. Secondly, we established a strategy to present the organization with alternatives to outside vendors and offered options on how to eliminate and/or reduce costly activities within the department.

After we implemented the Voyig approach, we were able to:

* Significantly reduce total headcount within the Training Department
* Evaluate all training programs and standardize specific programs offered to employees within the company.
* Eliminate redundant or related training classes that were either out-of-date or not relevant to the client.
* Evaluate all outside vendor expenses including:
  + Outsourced fees
  + Out of pocket expenses
  + Unnecessary training materials and purchases
* Reduce and eliminate costs and vendors from the program.
* Reduce overall training spend by 53%

**Learning and Development Cost Savings:**

The Training Department our client so heavily depended on was using unnecessary resources and costly tactics to maintain the training and development of their employees. Our client relied on numerous outside vendors, “off the shelf” and costly classes / trainings, and irrelevant departmental staff.

By implementing the Voyig model, we were able to provide the client a cost savings of $1,285,404, a 53% increase to what the department was currently spending. The charts below highlight the effected costs in more detail.

With the use of the Voyig model, all outside vendor costs were evaluated and/or eliminated, which led to a reduced vendor savings cost of $401,404.