

**IADC TRAINING COMMITTEE MEETING**  
**20 April 2011**  
**Pacific Drilling – Houston, Texas**



**Agenda Item #1: Welcome, Building Information & IADC Anti-trust Policy & Guidelines**

The IADC Training Committee was called to order by Bob Burnett, Hercules Offshore (Training Committee Chairman). Mike Mathena, Pacific Drilling, gave a brief building and emergency procedures orientation. Mr. Burnett reviewed the IADC Anti-trust Policy & Guidelines, calling attention to prohibited discussion topics. For a copy of the IADC Anti-trust Policy & Guidelines refer to <http://iadc.org/antitrust/>.

**Agenda Item #2: Attendee Introductions**

**Agenda Item #3: Overview of SEMS Final Rule & Industry's Response to it**

Brenda Kelly, IADC, presented an overview of industry response to BOEMRE's issuing of **30 CFR Part 250 - Oil and Gas and Sulphur Operations in the Outer Continental Shelf—Safety and Environmental Management Systems Final Rule**, commonly referred to as "SEMS".

In February of this year, Anadarko initiated the creation of an "Operator Roundtable" to discuss SEMS and how the industry could prepare for and respond to its implementation 15 November 2011. This SEMS committee has since come under the umbrella of the OOC (Offshore Operators Committee) and is now known as the SEMS Subcommittee.

During the initial meeting in February, 5 subcommittees were created to look at various aspects of SEMS:

- Competence (chair: Brenda Kelly, IADC) – examine text of regulations to determine whether Operators and Contractors will be required to have a Competence Assurance Program and, if so, what guidance can be provided to assist in compliance.
- Contractor Guidance (chair: Troy Nugent, Baker Hughes) – draft correspondence to go out to Contractors with Operators perspective on what to expect as deadline for implementation approaches.
- Certification (chair: Achebe Hope, Chevron) – determine whether there are position-specific Certifications already recognized within the industry that address "employee's expertise to perform his/her job."
- Documentation/SSQ (chair: Bill Walker, Cobalt) – look at feasibility of a central database system, such as those currently in place via PEC or ISNetwork, to assist with document management and compliance.
- Training (chair: Milton Bell, ExxonMobil) – examine training requirements outlined in SEMS to determine opportunities for creating industry-wide standards and content.

These subcommittees, working separately, created questions to be submitted in advance of BOEMRE holding an informational session in New Orleans on March 15<sup>th</sup>. BOEMRE's responses to these and other questions regarding SEMS can be viewed at the following link:

<http://www.boemre.gov/semf/>

Dr. Kelly pointed out that one of BOEMRE's responses specifically stated that the regulations require "verification of knowledge and skills", but stop short of using the word "competence." Given this, the Competence Subcommittee, which Dr. Kelly chairs, shifted its focus to examining means of assessing "knowledge and skills" and also working on creation of a Contractor Tool to assist contractor preparation to comply with SEMS (see Agenda Item #5).

**Agenda Item #4: Operator Perspective on SEMS**

Milton Bell, ExxonMobil, addressed the meeting to give perspective on how ExxonMobil, and likely other Operators, is preparing for the implementation of SEMS. Mr. Bell began the presentation with a review of a few slides from the BOEMRE's New Orleans Q&A session

(referenced above). The slides he chose highlighted issues that Operators are putting emphasis on as they prepare their SEMS plans.

- ALL OCS (outer continental shelf) facilities are included.
- ALL potential hazards are included.
- The regulations do not require creation of an HSE Case, similar to those detailed in the IADC HSE Case Guidelines, but this may be a good starting point for contractors creating/updating Safe Work Practices and Hazards Analyses.
- NO EXTENSIONS beyond the November 15, 2011 deadline for implementation will be granted.
- Indications are that BOEMRE is not willing to be too specific on how a SEMS plan should be structured. They are leaving it up to Operators to create a plan, then BOEMRE will audit it and notify Operators if changes are needed.

Following this review of BOEMRE slides, Mr. Bell discussed the activity to date of the OOC SEMS Training Subcommittee. He indicated that they are looking at three options:

- 1) Identify industry-recognized Certifications (welders, riggers, crane operators, etc) and accredited training programs (subpart O, T-2, T-3, etc.) and see if there are others that can be adopted;
- 2) Expand current training courses to include topics required by the regulations (i.e., expand SafeGulf from orientation/awareness only, to multi-day HSE skills training)
- 3) No standardization – each operator sets own standards and contractors create individualized plans for compliance

Mr. Bell also addressed the idea of Competence as viewed by ExxonMobil. Within their company they have determined 4 “levels of competence”:

- 1) Basic/Introductory Knowledge
- 2) Basic Craft/Position Knowledge and Skills
- 3) Company/Facility Specific Knowledge and Skills
- 4) Advanced/Leadership Knowledge and Skills

#### **Agenda Item #5: BREAK**

#### **Agenda Item #6: Contractor Tool for Responding to SEMS**

Following the break, Dr. Kelly introduced the attendees to the Contractor Tool that is being created within the OOC SEMS Committee. Still in development, the proposed Contractor Tool builds upon an audit checklist developed by API to go hand-in-hand with API RP 75 (upon which the SEMS regulations are based). The tool will help Contractors determine if a specific regulation will require documentation, training and/or other action. Contractors will be able to use this tool to perform a gap analysis between their current Management and Safety Systems and SEMS. Once complete, this tool will be available to all Contractors and Operators to assist in preparing for the 15 November 2011 SEMS implementation deadline. Dr. Kelly invited attendees to join the subcommittee and contribute to its efforts.

#### **Agenda Item #7: PANEL – Drilling Contractors’ Perspective on Skills Assessment**

A panel discussion on how Drilling Contractors are approaching the Skills Assessment aspect of the new SEMS regulations was conducted. Bob Burnett, Hercules Offshore, moderated the panel. Meeting attendees were encouraged to ask questions/make comments throughout the discussions.

Participating in the panel discussions were: Bob Newhouse, Noble Corporation; Mike Mathena, Pacific Drilling; Malcolm Lodge, Transocean; and Thomas Brunet, Pride/Ensco.

A summary of the panel discussion follows:

Bob Newhouse, Noble Corp, stated that for many companies preparing for SEMS the biggest unknown is not knowing the audit standards BOEMRE will be using. SEMS requires “periodic evaluations of performance”, but leaves it up to Operators and Contractors to determine what “periodic” and “evaluation” mean. The current system used at Noble is a requirement for employees to demonstrate a “baseline competency” followed up with annual performance

reviews. A question to be addressed in complying with SEMS is, “How do we engage managers and supervisors so it doesn’t become a paperwork exercise?” Mr. Newhouse also stated that, despite the Operators being liable to BOEMRE for SEMS compliance, the owner of the rig/facility retains the burden of assuring integrity of the system and protection of their own employees.

Mike Mathena, Pacific Drilling, discussed how his company is in a bit of a different position from most Drilling Contractors impacted by SEMS as they are in the process of building rigs and do not have any currently in operation. As a company, though, they are using SEMS and its implementation to build a culture of SEMS compliance from the ground up. Particularly around the question of Skills Assessment, they are including A-1 Assessor practices into their programs – qualifying supervisors to be assessors throughout the workforce. Mr. Mathena also stated Pacific Drilling has escalated the rate of some of their hiring and are working with their Operator clients to do as much dual training as possible.

Mark Denkowski, IADC, interjected at this point a caution in regards “shipyard promotions” – demonstrating knowledge and skills in a shipyard environment may not necessarily transfer when a rig goes operational.

Malcolm Lodge, Transocean, stated that his company did an evaluation of their operational positions to determine which had the highest possibility for risk associated with them. They concluded that Crane Operators, Subsea Engineers, Dynamic Positioning Officers and Drillers, among others, fall into this high-risk category. These positions, therefore, have a more stringent evaluation and assessment protocol. For these positions, in addition to on-board supervisors evaluating performance, Transocean will send Competence Assurance personnel to the rigs to do additional assessments.

Victor Fleming, Rowan Companies, pointed out that completing an A-1 Assessor course is only the first step in becoming a qualified assessor. Once completed, the assessor candidate must then submit a number of their assessments to be verified before they can be deemed a “competent assessor.”

Last to speak was Thomas Brunet, Enasco/ Pride. Mr. Brunet stated that a Competence Assurance Program was introduced at Pride 4 years ago. The system makes a distinction between critical and non-critical competencies. The assessment protocol for critical competencies requires inputs from 1 direct supervisors as well as a subject matter expert (SME), this increase the quality of the assessment. Pride is piloting independent assessors for Drilling in Angola. Mr. Brunet made a point to emphasize that the value of an assessment is only as good as the quality of the assessor and remind the importance to ensure our assessors are train to be formal assessors and be able to perform objective skills evaluation.

## **Agenda Item #8: Subcommittee Reports**

### Crane and HUET Subcommittees

Bob Burnett, Hercules Offshore, reported that it’s been suggested that the curriculums being developed by the Crane and HUET Subcommittees, be adopted by IADC as “standard curriculums” that IADC could accredit. Mr. Burnett attested that this approach has some pros and cons. Pros: recognized certification, compliance to SEMS content requirements, if utilized by training providers this would make access to a standard readily accessible. Cons: these would only be minimum standards (providers would be free to add content/training above and beyond), cost of certification (certificates/cards, audit expenses).

Moving ahead Mr. Burnett proposed that the current curriculums being considered be posted to the Training Committee page of the IADC website. Once posted, they will be available 8 weeks for review and comment by members of the Training Committee. All comments should be sent to Julia Swindle, IADC, for compiling.

### KSA – IADC Knowledge, Skills & Abilities

The Training Committee has been asked by Steve Kropla - IADC Group VP Operations & Accreditation, to review and update the KSA currently available via the IADC website. In addition to reviewing the current KSAs, he also requested that KSAs for additional positions be written, i.e.

Ballast Control Operator, Subsea Engineer, Dynamic Positioning Operator, Electronic Technician, etc.

It was proposed that the KSAs also be posted for review on the IADC website for 8 weeks. All comments would be sent to Julia Swindle, IADC, for compiling.

Mr. Burnett suggested that the members of the Competence Subcommittee review comments collected and make final recommendations.

Mike Mathena, Pacific Drilling, suggested reformatting the KSAs to a layout similar to that used in the IADC WellCAP Curriculum documents. Mr. Burnett suggested a "Suggested Means of Assessing Performance" column be added.

#### **Agenda Item #9: IADC News**

Brenda Kelly, IADC, informed the group of some changes within the Accreditation & Certification Department. Mark Denkowski recently joined the team as Managing Director of Accreditation and Certification to oversee day-to-day operations of the department. Dr. Kelly's title has been revised to Senior Director of Accreditation and Certification for New Program Development.

#### **Agenda Item #10: Open Discussion/Next Meeting Dates**

##### **Next meeting dates:**

<b>Training Committee</b>	<b>August 3, 2011</b>	<b>1:00pm</b>	<b>at Hercules Offshore</b>
<b>HSE Committee</b>	<b>August 4, 2011</b>	<b>8:00am</b>	<b>at Hercules Offshore</b>

Thank you to Bob Burnett of Hercules Offshore for volunteering to host the upcoming meetings. Address information and directions will be sent at a later date.

Members may submit suggested topics for the next meeting to Brenda Kelly, IADC (Training Committee).

**Meeting adjourned at 4:30 p.m.**

#### **Post-Meeting Vendor Presentation-Demonstration**

Russell Blanchard, Falck Alford, gave a presentation titled, "How Digital Media is Changing the Training Landscape."

#### **Attendance:**

<b>Name</b>		<b>Company Name</b>
H. Gene	Wilson	<b>Aberdeen Drilling Schools Ltd.</b>
Kris	Wilson	<b>Aberdeen Drilling Schools Ltd.</b>
Mark	Canada	<b>Atwood Oceanics</b>
Nancy	Malone	<b>Canadian Association of Oilwell Drilling Contractors (CAODC)</b>
Andy	Erwin	<b>Falck Alford</b>
Janelle	Galvan	<b>Falck Alford</b>
Russell	Blanchard	<b>Falck Alford</b>
Leslie	Garza	<b>FMC Technologies</b>
Patrick	Hughley	<b>FMC Technologies</b>
Scott	Rainey	<b>Global Training &amp; Environmental Inc.</b>
Wade	Deer	<b>Helmerich &amp; Payne</b>

Bob	Burnett	<b>Hercules Offshore</b>
Brenda	Kelly	<b>IADC</b>
Julia	Swindle	<b>IADC</b>
Scott	Nugent	<b>Lone Star College</b>
Megan	Costanza	<b>Lone Star College</b>
JP	Mook	<b>McDermott International</b>
Larry	Schmermund	<b>Moody International Consulting &amp; Training</b>
Bob	Stout	<b>Moxie Media</b>
John	Deshler	<b>National Oilwell Varco</b>
Leslee	Teel	<b>National Oilwell Varco</b>
John	Lund	<b>New Tech Global Ventures</b>
Bob	Newhouse	<b>Noble Drilling</b>
Suzanne	Munro	<b>NSL America</b>
Callum	Wilkinson	<b>NSL America</b>
Terry	Pickrel	<b>Occupational Safety Training, Inc.</b>
Travis	Martin	<b>Occupational Safety Training, Inc.</b>
Lauren	Gilbert	<b>Pacific Drilling</b>
Mike	Mathena	<b>Pacific Drilling</b>
Scott	Randall	<b>PlusAlpha Risk</b>
Clay	Hay	<b>Pride International</b>
Thomas	Brunet	<b>Pride International</b>
Michael (Mic)	Stormounth	<b>Risktec Solutions Inc.</b>
Tyler	Kerps	<b>Rowan Companies</b>
Victor	Fleming	<b>Rowan Companies</b>
Sarah	Wilson	<b>Shea Writing &amp; Training Solutions</b>
Joe Ed	Bunton	<b>Tesco Corporation</b>
Gary	Klopp	<b>Tesco Corporation</b>
John M.	Towler	<b>Weatherford International</b>
Larry	Morvant	<b>Well Control School</b>
Manuel (Manny)	Miranda	<b>WEST Engineering Services</b>