



**Knowledge, Skill, and  
Ability Competencies**  
Raising the Bar on Competency



**IADC™**

# Addressing the Competency Challenge

The oil and gas industry faces a unique set of challenges when it comes to its current and future workforce. Modern roles are expanding, and new roles are being created. New technologies are constantly developed, and drilling environments are getting more challenging.

## **Going forward, how do we ensure the competence of the oil and gas workforce?**

IADC believes that by working together as an industry to develop and maintain Knowledge, Skill, and Ability (KSA) competencies, we will build a solid foundation for enhancing the performance of our people.

Better performance leads to greater safety for our personnel, operational integrity of equipment, and protection of the environment, which, in turn, allows us to maintain our license to operate.



## Universal Benchmarks for a Competent Workforce

KSA competencies are IADC's answer to the need for globally accepted competency standards.

Essentially, KSA competencies list the recommended capabilities that rig-based personnel must possess to safely and consistently fulfill their job roles.

IADC's KSA competencies provide a means by which a worker can accurately and definitively demonstrate his or her capabilities.

Originally published in 2000 for 12 rig-based positions, IADC has since expanded the KSA competencies to include virtually all rig personnel. KSA competencies provide a basis for recruiting, training, assessing, and validating competence.

# Competencies at Your Fingertips

The IADC KSA competencies are available at no charge via a database accessible through the IADC website. Employee candidates, recruiters, training providers, supervisors, and other professionals can search the database for the core competencies of a specific role.

Competencies above and beyond the core competencies will also be defined and available through the database. The database will allow the user to filter competencies according to worker type, rig type, rig location, geography, equipment, and other specialty rig-specific topics. Based on user selection, the database will generate a unique set of KSAs for each type of position on the rig.



## KSA competencies can be used to:

- Build or evaluate in-house competency programs by tailoring the KSA competencies according to individual company needs.
- Assess personnel capabilities and qualifications by building assessment guides based on the applicable elements of the KSA competencies.
- Build personnel development tools by identifying competency gaps and building training, continuing education, and coaching to close the gaps. Develop career advancement pathways.

When basic, global competency standards are used to measure worker competence and develop focused training for filling competency gaps, we create the conditions for a safely executed, quality job, thereby helping to assure our license to operate.

# Industry Challenge, Industry Solution

IADC's KSA competency content is developed and maintained by the industry, for the industry through work groups made up of drilling contractors, operators, well servicing companies, training providers, and other industry representatives worldwide.

As a part of this process, organizations were interviewed globally to identify best practices for accomplishing the tasks involved in developing the KSA competencies.

By creating surveys and soliciting responses, IADC was able to determine the needs of the industry, as well as those of regulatory bodies. Work group members then worked face-to-face to review existing competencies and expand the list of positions and their core and additional competencies.

Going forward, the work groups will be recommending acceptable ranges of performance for each skill or competency, developing resource and reference libraries, and recommending various assessment methods for competence assurance programs.

Use of the IADC KSA competencies and the future KSA tools will help ensure that the competence of our workforce stays on-pace with the evolution of our industry.



## No Company Can Do it Alone

### **Ongoing Industry Collaboration**

Maintaining the KSA competencies is an ongoing process that must evolve according to the ever-growing, ever-changing needs of the oil and gas drilling industry.

To find out how you can become directly involved in an IADC KSA workgroup or committee and actively support the competence of our industry's workforce, contact [ksacompetencies@iadc.org](mailto:ksacompetencies@iadc.org).

# Drilling Better Together

With the mission to advance and improve the drilling industry, IADC focuses on health, safety, and the environment, and on technology and training practices.

IADC brings the drilling industry together to make things better.

We are the forum for all industry stakeholders to connect, share knowledge, tackle common problems, and develop solutions to critical issues. By working collaboratively, IADC members undertake challenges to deliver solutions directly benefitting all stakeholders.

Through IADC, we can all work to ensure the safety and success of the oil and gas drilling industry as it changes, grows, and moves into the future.

Building Strong  
Foundations for  
a Better Future.

# International Association of Drilling Contractors

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