WELLTRAINED™

A Rig Competency Assurance Program
What is...

- **Competency**
  An individual's demonstrated capacity to perform a task or skill, i.e. the possession of knowledge, skills and personal attributes needed to satisfy the special demands or requirements of a particular situation.

- **Competency-based assessment (CBA)**
  The gathering and judging of evidence in order to decide whether a person has achieved a standard of competence.

- **Competency Assurance Program (CAP)**
  Structured system of measurement, feedback and development that “assures” employees meet competence standards.
Beyond Training

- Experience alone does not guarantee competence.
- Training, by itself, does not guarantee competence.
- Critical differences exist between knowledge and performance.
- Employers must be able to “demonstrate” and “document” that their workforce is competent.
Why Competency Assurance?

- Bridge the gap between training and performance.
- New and less experienced employees demand changing development methods.
- Eliminate the impacts of lack of competence:
  - Poor safety performance
  - Major incidents
  - Poor operational quality
  - Decreased profitability
A Competency Assurance Program utilizes clearly defined standards of performance, an assessment process conducted at the worksite, analysis to identify gaps and plans to address the gaps through coaching and training.
Program Features

- Instructional content / competency standardization for drilling positions
- Learning content that appeals to different adult learning styles
  - Written and spoken
  - 3D simulation
- Self-paced learning program
- Customized eLearning training
- Multi-language capabilities
Consistency / Standardization

Online, interactive, multimedia lessons are available to develop, track and improve the competencies of the following six key rig positions:

- Roustabouts
- Floorhands
- Derrickmen
- Assistant Drillers
- Drillers
- Toolpushers / Rig Managers
Learning content presented in a variety of methods to appeal to the user.

- Videos
- 3D Simulation
- Written and Spoken

The steps for doing this process include these:

- Observing a person work, having a conversation about his or her work and getting a commitment from the person to work more safely.
- Encouragement is also given to personnel that are working safely.
- The observer will then record the discussion and commitment on the STOP card and give it to the safety facilitator.
- An example of a STOP card is pictured here. The front of the STOP card is shown on...
Content is available in both English and Arabic and can accommodate ‘dual language’ user-interface.
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