

International Association of Drilling Contractors



Joint HSE & Workforce Development Committee
 Meeting
 05 February 2017
 Omni Houston Hotel at Westside
 13210 Katy Freeway, Houston, TX 77079

Meeting Minutes

1:00 – 1:15	<p>Welcome, Introductions, IADC Antitrust Policy <i>Nolan Habegger, Workforce Development Co-Chair, Baker Hughes, a GE Company</i></p> <p>Facility Orientation/Safety Briefing <i>Omni Staff</i></p>
1:15 – 1:30	Safety Moment
1:30 – 2:45	<p>Competence Assurance Panel Presentations</p> <p><i>Dave Demski, IADC Competence Assurance Accreditation Auditor</i> Lessons Learned in Implementing a Competence Program for Continuous Improvement</p> <p>Dave Demski presented on best practices and trends seen throughout 2017 while conducting IADC Competence Assessment audits on 12 accredited programs. See the details of the presentation in the attached presentation titled “Evolution and Future of Competency Assurance Programs”.</p> <p>The audience was asked to share challenges they have with internal assessors and balancing their day jobs. A member of the audience shared that when they first started using internal assessors, they held town hall meetings in the field and not in the office. It was mentioned that they are still working on coaching assessors and training them on how to conduct valid assessments. It was noted that they are seeing it takes about 3 rotations to fully get the assessing component running smoothly. It was stated that buy in from upper management was essential to the success of the program.</p> <p>The audience was asked to share the measurement system they are using for measuring employee competence. A company shared that they use a 1-5 rating scale for assessments because they found it simplified the process versus using competent or not yet deemed competent for assessments. A second company mentioned that they use the 1-5 rating scale with the Competent/Not Yet Competent model. The 1-5 rating system works well for them because it helps to identify candidates for promotion.</p> <p>An audience member shared that it is important to have assessors understand the value of the assessment and how to get the employees bought in on the process.</p> <p>Dave Demski shared that he had observed a company that does assessments on their program assessors. Some companies get employee feedback anonymously on</p>

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	<p>assessors.</p> <p><i>Richard Bohon, Director Technical Training, Parker Drilling</i> Building Competence in Today's Market</p> <p>Richard shared the process his company went through to build and implement an effective competence program. In regards to assessments, he stated that it takes several assessments to become a good assessor and that it is important that Rig Managers to meet with their teams and talk about assessments. Another audience member added that it is crucial to get by in from the Operations Group. Leadership must give support and talk to employees about process and practice on the rig.</p> <p>He shared that they are now seeing the Engineer level personnel asking to be included in the Competence Assurance Program within his company. He mentioned that these programs are now touching other divisions and younger people tend to gravitate to programs like competence assurance. The same company mentioned that they are even now moving to include their technical trainers into the program.</p> <p>Overall the industry is moving in a positive direction in regards to competence assurance.</p>
<p>2:45 – 3:00</p>	<p>BREAK</p>
<p>3:00 – 3:10</p>	<p>Introductions from 2018 HSE Committee Chairs <i>Clyde Loll, Co-Chair, Nabors Corporate Services</i></p>
<p>3:10 – 3:45</p>	<p><i>Doyle R. Fuchs - Director, Labor Market and Career Information</i> <i>Texas Workforce Commission</i></p> <p>Mr. Fuchs spoke about work they are doing to push information about the oil and gas industry to school age kids in order to educate them in regards to the value added by the industry and to dispel myths. They are having discussions with school age kids regarding the various career opportunities the industry has to offer.</p> <p>He mentioned her had heard that during the downturn, many people would not return to the industry. He asked if industry had any sense if that was the case. A company shared that they had heard the same and that many former employees had found a more stable job and were very hesitant to come back to the industry.</p> <p>Mr. Fuchs went on to discuss labor market trend data with the attendees. This information can be found in the Labor Market Trends PowerPoint presentation.</p>
<p>3:45 – 4:15</p>	<p>IADC Updates <i>Brooke Polk, Director-Program Development & Technology</i></p> <p>Mrs. Polk discussed changes for IADC's RigPass Program. A workgroup will begin work around April to review the program and make suggested changes on how it can</p>

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be improved. The workgroup will focus on defining learning objectives for the current required topics. The group will also explore options for strengthening the assessment and RigPass 2 Go material. Anyone wanting to participate in the development can email Mrs. Polk at brooke.polk@iadc.org.

She also gave an update on the new Well Control WellSharp Well Servicing courses that will launch April 1, 2018. Upon launch, the WellCAP Supervisory and Fundamental courses will cease to exist. An update was provided on the Competence Assurance Accreditation and the attendees were told that proposed requirements would be sent out to the committee for comment. She encouraged the attendees to look for the information regarding the changes and provide any feedback within the two week comment period.

Rhett Winter, Director-Onshore Operations

Mr. Winter updated the committees that Canada is now accepting WellSharp well control certification.

It was mentioned that companies can submit industry alerts through IADC's Safety Alert Program .

An update on API 53 was given and that it was open for ballot with a deadline of February 24th for comments. API 54 will open for ballot soon. . API 59 is looking for industry to tell them what to do and is open to comment. They want input as to if they should update it, withdraw it, etc.

Mr. Winter mentioned that OSHA conference abstracts are open and encouraged Drilling Contractors to participate.

4:15

ADJOURNMENT

Attendance:

Graeme	Slaven	ALL STOP! SURVIVAL & SAFETY TRAINING
Dave	Demski	ATWOOD OCEANICS, INC.
Nolan	Habegger	BAKER HUGHES, A GE COMPANY
Brandy	Harrington	CENTER FOR OFFSHORE SAFETY
Nicolas	Le Gouhinec	ENSCO PLC
Sean	Sullivan	ENSCO PLC
Keim	Davis	HELMERICH & PAYNE INTERNATIONAL DRILLING CO.
Jory	Snider	HORIZONTAL WELL DRILLERS, LLC
Richard	Haut	HOUSTON ADVANCED RESEARCH CENTER
Mark	Denkowski	IADC

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Brooke	Polk	IADC
Patty	Tydings	IADC
Rhett	Winter	IADC
William	Waldroop	INTERACTIVE TRAINING SOLUTIONS
George	Perrett	ISTC INTERNATIONAL SAFETY TRAINING COUNSEL
Cody	Ashley	LATSHAW DRILLING & EXPLORATION COMPANY
Clyde	Loll	NABORS CORPORATE SERVICES
Jose	Leon	NABORS INTERNATIONAL INC.
John	Lund	NEW TECH GLOBAL VENTURES
Richard	Edwards	OPITO INTERNATIONAL
Andrew	Warren	OTC SOLUTIONS, LLC
Simone	Arceneaux	PACIFIC DRILLING
Ryan	D'Aunoy	PRECISION DRILLING COMPANY
Christine	Lederer	ROWAN COMPANIES INC.
Ogochukwu	Adaikpoh	TRANSOCEAN
Barry	Cooper	WELL CONTROL SCHOOL

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