

# Competency in a Global Industry

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# Define Competency



*“The ability to consistently perform a given task to a pre-determined standard”*

*Competence (n) – capability, ability, skill, expertise*

*“Ability to perform activities within an occupation to specified standards”*

- *Experience*
- *Skills*
- *Knowledge and Understanding*
- *Attitude*

# Understand Your Objectives

- Protect the safety of your people
- Recruitment of capable talent
- Personnel development
- Risk management
- Creation of efficient work processes and protocols
- Improve productivity
- Reinforcement of standard operating procedures
- To support company and industry growth initiatives

# Recognize the Stakeholders

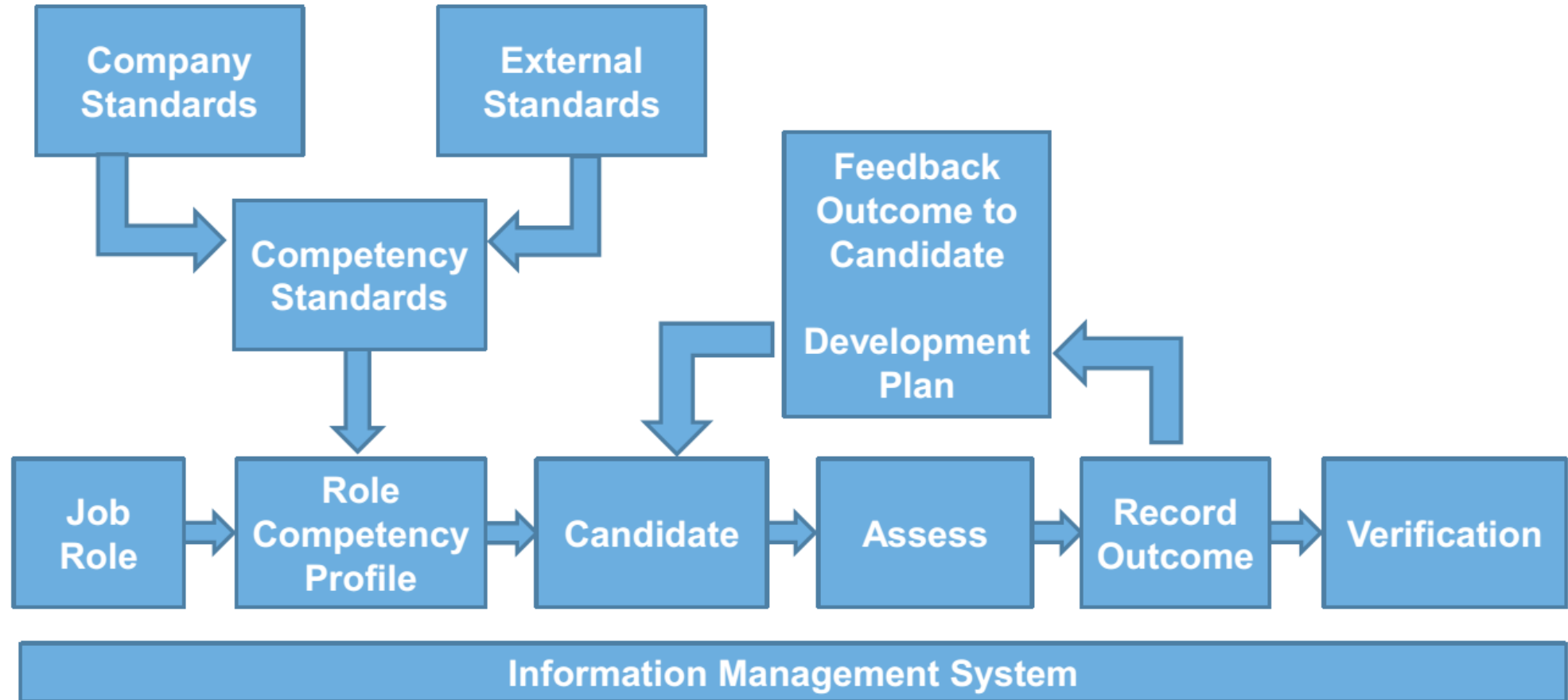


- Regulators
- Clients
- Your CEO and Executives
- Your People

# Are All Competency Systems Equal?

- Most focus on health & safety, regulatory and technical
- All look at the ability of the person carrying out the job
- All look at the knowledge the person
- However, the depth, breadth and content varies
- Some cover:
  - Leadership Skills
  - Management Skills
  - Behaviors
  - Team

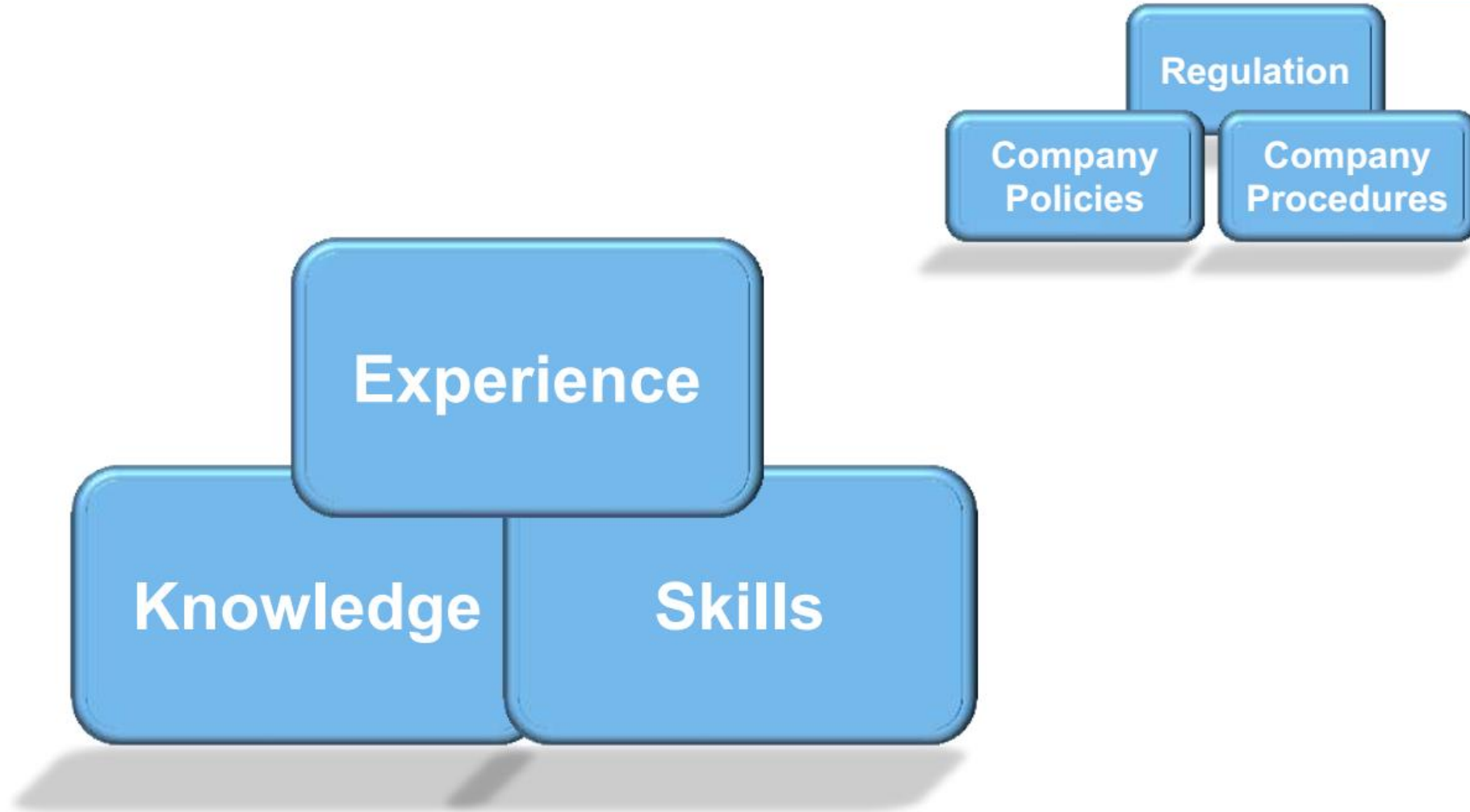
# Competency is an end to end process



# A Typical Competency Structure

- HSSE
- Quality
- Drilling Operations
- Marine Operations
- Maintenance
- Asset and/or Equipment Specific

# Competency Model





# Structure of a Role Competency Profile



| Group                               | Unit                                 | Element                            | Outcome at required proficiency level  |
|-------------------------------------|--------------------------------------|------------------------------------|--|
| <p>Drilling and Well Operations</p> | <p>Management of Drilling Fluids</p> | <p>Function of drilling fluids</p> | <p><b>Performance Criteria</b></p> <p>Able to carry out a Marsh Funnel Test</p>              |
|                                     |                                      |                                    | <p><b>Knowledge Requirements</b></p> <p>Able to explain the functions of drilling fluids</p> |

# A Competent Person



- Individuals must prove all these aspects of competence:
  - **Knowledge and Understanding:** knowing how to perform, why they are doing it and the implications of their performance
  - **Performance:** what is done and how it is done
  - **Scope:** doing the job in any situation

# Achieving Competence



➤ Competence is achieved through:

- Training, Learning
- Experience
- Evaluation through formal assessment by workplace assessors who are subject matter experts
- Gaps in development are addressed through coaching and/or further training

# Achieving Competence



## TODAY

**Training = Competence**

- Training does not always require employees to demonstrate competency
- Variation across regions, training is not always transferable
- Process-driven (Training)

## TOMORROW

**Competence = Knowledge, Skills + Assessment**

- Confirms demonstration of both knowledge and practical skills & training
- Requires observation by qualified assessor to assure competence
- Consistent across regions, based on agreed competence requirements
- Outcome-based (Competency)

# Summary



- Companies need to take ownership of competence assurance to help them maintain a safe working environment
- Training alone does not equate to competence it is a step on the journey



Thank You

Questions