



Workforce Attraction and Development Initiative

A revolutionary effort to address workforce needs.

Attracting and Developing the Modern Workforce

The drilling industry—both well-established and growing—is challenged to recruit the right people for the right roles. An entire generation of experienced and specialized workers is retiring, taking with them their expertise.

The modern drilling workforce is training to fill these open roles, but the industry will need tens of thousands of new workers who are trained and ready over the next two years. There is also an increasing demand for more workers and a higher level of technological skills.

Going forward, how do we ensure the immediate need for quality and quantity of people in our workforce while also addressing future needs?

IADC believes that the Workforce Attraction and Development Initiative (WADI) will help. This collaborative initiative will ultimately provide pre-screened and pre-qualified candidates to fill existing gaps as well as development opportunities for existing personnel.

Addressing Drilling Workforce Needs - Now and in the Future

One of the primary goals of WADI is to unify the expertise of top industry professionals with the screening and training capabilities of educational entities in order to better match interested, willing, qualified workers with a compatible position.

The WADI effort comprises dozens of colleges and industry representatives in all major drilling regions of the U.S. and several international regions. Through IADC, this group established WADI guidelines and curriculum to address challenges that each company has been attempting to meet on its own.

Although most companies currently have effective in-house methods for recruiting, the growth of the industry and the imminent retirement of many seasoned employees threaten to overwhelm their efforts to fill employment needs.

By combining the efforts and expertise of industry and higher education, WADI aims to enhance the efforts of human resource personnel to identify, recruit, and prepare employees who have the highest potential for success. The individual programs will also provide ongoing training for the advancement of current employees.





Balancing Traditional Success and Nontraditional Workforce Sources

Interest in becoming a part of the drilling industry's booming workforce still comes from traditional sources, but the trend of nontraditional applicants is on the rise. Military veterans and those previously successful in the construction industry are two good examples.

Through the colleges, the WADI program can reach out to these groups while also identifying and introducing to the industry some new demographics, such as high school students.

WADI partners will educate potential candidates about the benefits of working in the drilling industry, as well as provide the necessary training for applicants to increase the likelihood of their success once hired.

Ongoing training through WADI partners will prepare those workers to contribute to a stronger safety culture by maintaining situational awareness.

Where Competency and Capacity Meet

The main challenge in recruiting for the drilling industry today is not just finding the number of people we need, but also making sure those people are prepared to work safely and have the knowledge and skills that lead to competence.

Prequalifying new-hire candidates will increase their likelihood of success. One foundational goal of WADI is to screen for certain attributes and aptitudes, such as risk avoidance, mechanical reasoning, leadership, and situational awareness.

Through WADI and other corresponding IADC efforts, such as the Knowledge, Skills, and Ability (KSA) Competencies database, colleges and other educational institutions can develop the curricula required by industry. Cross-mapping curricula to the KSAs will lead to individual programs for positional training.

To support this standardized training, IADC will develop an accreditation program for WADI training centers, a testing database for both trainees and industry personnel, and credentialing certificates for industry trainees.

A future phase will include guided advancement to ensure competence and expertise for future roles. Through WADI, industry and educational institutions worldwide can develop globally accepted pathways of career development for individual jobs.



A Revolutionary Effort

The synchronization of oil and gas industry expertise with the efforts of colleges through WADI will help the current and future workforce grow. Essentially, WADI is a revolutionary collaborative effort on an international scale to provide expert industry knowledge and competency development for the current and future workforce.

WADI will help our industry prepare new recruits for the job ahead, as well as ensure that our current workforce stays up-to-date with the technology, knowledge, and skills they need to advance in their career.

However, we can't do it alone. The WADI program requires industry subject matter experts who can serve as instructors, guest speakers, and curriculum developers, as well as college staff and volunteers to underwrite the success of this global initiative. To get involved and pass on your expertise to the current and future workforce, contact wadi@iadc.org.





Ensuring a Competent Workforce

IADC is working hard to address competency related challenges in the drilling industry with projects like WADI and the recently updated Knowledge, Skill, and Ability (KSA) Competencies.

KSA competencies list the recommended capabilities that rig-based personnel must possess to safely and consistently fulfill their job and address the need for globally accepted competency standards.

Created by the industry, for the industry, the KSA competencies help ensure that the competence of our workforce stays on-pace with the evolution of our industry.

International Association of Drilling Contractors

10370 Richmond Avenue
Suite 760
Houston, Texas 77042

Mailing Address:

PO Box 4287
Houston, TX 77210

Phone: +1-713-292-1945

Fax: +1-713-292-1946

**www.iadc.org/accreditation
accreditation@iadc.org**



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