

International Association of Drilling Contractors



Workforce Development Committee Meeting

20 April 2016

IADC

10370 Richmond Ave, Suite 760

Houston, TX. 77042

Minutes

12:00 – 12:30	LUNCH
12:30 – 12:45	<p>Welcome & Call to Order Facility Orientation/Safety Briefing, IADC Antitrust Policy, & Introductions <i>Patty Tydings, IADC, on behalf of Pamela Wakefield, Patterson-UTI, Committee Chairperson</i></p>
12:45 – 13:00	<p>Safety Moment Safety moments were provided by several members on the following topics:</p> <ul style="list-style-type: none"> • Safety Risk Management analysis even in everyday routine situations • Distracted driving due to illness or fatigue • Flooding caused by stacking yard waste in drainage flowpaths
13:00 – 13:15	<p>Report on mLearning Survey and related efforts <i>Patty Tydings</i></p> <p>We received 28 responses, and 80% of responders were international companies. A range of positions responded, including instructors, managers, CEOs, and training participants. Almost all respondents have completed training through eLearning, but only 16% have completed an mLearning course. All respondents are in favor of using eLearning but most are not familiar with mLearning as a subset of eLearning. About 50% say they are either using mLearning now or planning to in the near future; 35% say they do/are not; 15% do not know. Most said less than 10% of the training content can currently be completed through mLearning. Respondents said they use mLearning to reach remote learners and to appeal to the younger generation.</p> <p>Concerns about using mLearning included the lack of student-teacher interaction, labor laws and how to pay the employees for their time spent in this kind of training, the difficulty that some people have with technology, distractions, and inability to verify who actually completed the training. Many potential advantages of using mLearning were also expressed, including the ability to reach remote learners, the trainee's ability to do the training at his/her own pace and on their own schedule, savings in expense and time, 24/7 accessibility, and convenience.</p>
13:15 – 13:35	<p>Examples of mLearning <i>Ruchir Shah, Learn to Drill</i> Ruchir Shah provided demonstrations of different mLearning applications.</p>
13:35 – 14:30	<p>PANEL: eLearning, mLearning</p> <ul style="list-style-type: none"> • Evelyn Baldwin <i>Maersk</i> • Andrew Dingee (called in) <i>The Frontline Group</i>

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- Angela Murphy
Noble Corp.
- Corey Devine
Muskat, Martinez & Mahony, LLP
- Chris Plaeger
Moxie Media
- Steve Richert
Wild Well Control
- Ken Jones (called in)
Atlas

Legal issues:

- Push employer's content to a mobile device – How can company protect intellectual property if employee leaves company?
- National labor relations – Employers are obligated to pay employees for overtime. If they engage in company-specified mLearning after work hours, employer is obligated to pay for hours, and pay overtime if 40 hours exceeded.

Why corporations resist mLearning:

- Stakes are high – U.S. Department of Labor laws require paying overtime for company-specified training after hours; if audited and unpaid overtime found, company has legal liability.
- Must think about everything related to delivery, for example, the wages and hours expectations.

How to get them to say 'Yes' or 'Maybe':

1. Set reliability systems for tracking time. Tracking employees' time and paying overtime where necessary. Payment for time and for overtime is required by law.
2. Have clear policies in place that explain how company handles mLearning. Policy must be implemented.
3. Consider paying different rate for training time versus regular work pay rate. Need to have an agreement in place that is signed by employee. Employer should audit to verify that policies and agreements being followed.

Mr. Devine recommends:

- eLearning is the way of the future.
- Don't rush in it. Think through processes. Review policies and update if required.
- Have HR train employees and managers on recording training time
- Check your system – verify.
- Where you find variances, pay what is owed, paying attention to overtime accrued

How to be non-compensatory:

- Training must be voluntary.
- Training takes place outside the normal work hours.
- Training is directly related to a future job for the employee, not for current position.
- Employee does not do any work during the period while he/she is completing training.

Speakers also discussed:

- Credibility of assessments
- Distinguishing between learning and testing
- Knowledge validations – ask few well focused questions
- Using assessment as learning

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	<ul style="list-style-type: none"> • Using blended strategy to train, assess. Competency is determined at the worksite, not during training. • Multi-faceted learning • Use of mLearning for highly technical content • One company uses instructor-led on first round, uses mLearning for refresher and future delivery. • Classroom is better for giving varying perspectives.
14:30 – 14:45	BREAK
14:45 – 15:30	<p>IADC updates <i>Brenda Kelly et al.</i></p> <ul style="list-style-type: none"> • eLearning requirements rolling out for RigPass and DIT • Crane-Rigger Accreditation to be rolling out soon • Portuguese translation of WellSharp Test is in pilot phase • Mandarin, Spanish, and Arabic translations to begin in 2016 • PowerPoint presentation to be included with minutes
15:30 – 15:45	<p>Future Meeting Topics / Next Meeting <i>Patty Tydings on behalf of Pamela Wakefield</i> Next Meeting: 20 July 2016 Future topics: Best Practices for Needs Analysis – Analysis, Design, Develop, Implement, and Evaluate (ADDIE)</p> <p>Additional Information</p> <ul style="list-style-type: none"> • IADC Human Factors Conference – October 2016 • OSHA Conference 29-30 Nov, Houston • Step-up for Safety – through May 31, 2016; OSHAStanddown.org • Houston STEPS meeting – May 17 – speaker on the program will address Competent Electrical Staff
15:45	ADJOURNMENT

Attendance:

Nick	Mair	A TEC TRAINING & CERTIFICATION, LLC
Dayne	Hunt	A TEC TRAINING & CERTIFICATION, LLC
Ludmila	Paul	ATLANTICA MANAGEMENT (USA) INC
Austa	McKendrick	ATLAS
Ken	Jones	ATLAS
Rick	Ingram	BP AMERICA
Julia	Swindle	CENTER FOR OFFSHORE SAFETY
Joe	Wilson	COMPASS INSTRUMENTS
Hannah	Janssen	ENSCO PLC
Sean	Sullivan	ENSCO PLC
Andy	Erwin	FALCK SAFETY SERVICES

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Cory	Dorn	HELMRICH & PAYNE
Lance	Brown	HERCULES OFFSHORE
Lance	Brown	HERCULES OFFSHORE
Kristina	Hardwick	HOUSTON COMMUNITY COLLEGE
Jenni	Hook	HOUSTON COMMUNITY COLLEGE
Patty	Tydings	IADC
Brenda	Kelly	IADC
Kristin	Blissit	IADC
Mark	Denkowski	IADC
Jane	Murphy	INTERTEK
Evelyn	Baldwin	MAERSK TRAINING
Christopher	Plaeger	MOXIE MEDIA, INC.
Corey	Devine	MUSKAT, MARTINEZ & MAHONY LLP
John	Poepsel	NATIONAL OILWELL VARCO
Mira	Dagher	NATIONAL OILWELL VARCO
Rod	Long	NATIONAL OILWELL VARCO
John	Lund	NEW TECH GLOBAL VENTURES
Megan	Winter	NOBLE DRILLING SERVICES INC.
Angela	Murphy	NOBLE DRILLING SERVICES INC.
Matthew	Berry	PARAGON OFFSHORE
Jill	Arness	ROWAN COMPANIES
Victor	Fleming	ROWAN COMPANIES
Dave	Demski	SUSTAINABLE PERFORMANCE
Stephen	Simmons	TESCO CORP
Andrew	Dingee	THE FRONTLINE GROUP
Barry	Cooper	WELL CONTROL SCHOOL
Steve	Richert	WILD WELL CONTROL
Natalie	Schwab	WOLLAM PETROLEUM ADVISORY GROUP, LLC
Bryan	Wollam	WOLLAM PETROLEUM ADVISORY GROUP, LLC
Pablo	Cancino	WOLLAM PETROLEUM ADVISORY GROUP, LLC

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