

International Association of Drilling Contractors



Workforce Development Committee Meeting

20 July 2016

IADC

10370 Richmond Ave, Suite 760

Houston, TX. 77042

Minutes

12:00 – 12:30	LUNCH
12:30 – 12:40	Welcome, Call to Order, & Introductions <i>Pamela Wakefield, Patterson-UTI, Committee Chairperson</i>
12:40 – 12:45	Facility Orientation/Safety Briefing, IADC Antitrust Policy <i>Brooke Polk, IADC</i>
12:45 – 13:00	Safety Moment <ul style="list-style-type: none"> No safety moments mentioned.
13:00 – 13:25	Fast-Track Career Program Development/Management <i>Tony Willis, Noble Drilling</i> <ul style="list-style-type: none"> Operations Management Development Program (OMDP) ‘From Field to Function’ is being driven by the fact that the gaps in talent and leadership have become even more complicated. This program is about 4 to 4 ½ years in length, similar to that of a residency at a hospital. The goal is to Identify, Develop, and Retain employees. Identify who is a good candidate with the ability to handle constant change and adapt quickly. When developing, look at the candidate’s background to see if they will progress and then develop them further. Retain them by giving more training, expose them to multiple areas of operations, show them they are building a future through the program. OMDP Design is broken into three phases. Phase I is about 18 months Roustabout, Floorman, Derrickman, shore based training with Operations/DS, and classroom training), Phase II is about 18 months (AD, Driller, Subsea, shore based training, and classroom training), and Phase III is 1 year to 18 months (high level corporation assignment or a series of corporation assignments). Evaluations are every 90 days and candidates write a hitch report after each hitch, with monthly check-ins with L&D. There are many paths that the candidate can go down, such as: Marketing, Operations, Finance, and Engineering.
13:25 – 13:50	Fast-Track Career Program Development/Management <i>Rene Rodriguez, Transocean</i> <ul style="list-style-type: none"> Management Advancement Program (MAP) is an onshore operations career progression with 3 programs. MAP Operations Engineer is 30 months long, MAP Asset Manager (now Assistant Rig Manager) is 24 months long, and MAP Rig Manager is 12 months long. The first phase, Phase I ‘Drilling’ the candidate spends time as a Roustabout, Floorhand, Derrickman, AD, Driller,

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	<p>and Tool Pusher. Phase II ‘Tech Skills’ they spend time with Electrical, Mechanical, Marine, Subsea, OMC, RSTC, Maintenance Supervisor. The graduation from this program consists of a Presentation that is attended by the top level members of the organization.</p> <ul style="list-style-type: none"> • Supervisor Development Program (SDP) is the offshore operations career progression geared towards Drilling, Subsea, Maintenance, and Marine. The length of the program is anywhere from 3 months to 24 months depending on how quickly the candidate is developing. During the selection and induction portion, the program expectations are discussed with the trainee and an individual development plan is created. The Trainee’s plan is discussed with the Rig Manager, OIM & Offshore Mentor. During the Development portion of the program, the mentor (Onshore Program Manager) oversees the program, the trainee completes and submits detailed end of trip reports and the supervisor also submits end of trip reports on the trainee’s performance and progression. The trainee will complete training required as per the IDP; the mentor will issue special projects to aid in development, and there are bi-annual performance reviews.
<p>13:50 – 14:15</p>	<p>Identifying Leadership Potential & Content of Fast-Tracking Programs <i>Lone Star College</i></p> <ul style="list-style-type: none"> • Was approved for a bond to help enhance training opportunities at their multiple locations. • First IADC Gateway Accreditation for the Intro to Oil and Gas, which is a program geared towards entry level positions. Every day in class there are safety briefings, JSA’s before each assignment, and safety drills are performed at random times. Their course consists of 24 hours of Intro to Oil and Gas basics, 144 hours of Industrial Maintenance, 16 hours of Work Skills for the Workplace, 80 hours of Drilling Rig Floor Core on a rig floor at Baker Hughes, 8 hours of Rig Pass, and 24 hours of WellSharp-Introductory level.
<p>14:15 – 14:30</p>	<p>BREAK</p>
<p>14:30 – 14:50</p>	<p>IADC updates <i>Brooke Polk, Patty Tydings, et al.</i></p> <ul style="list-style-type: none"> • DIT changes-realign to original intent of program • WellSharp-Instructor exam is now live; Portuguese test pilot for students and instructors is underway. • WellCAP Plus- revamping the program and extending to the Driller level • RigPass-Replacement cards for students coming January 2017 • Crane-Rigger-curriculum is developed and are finalizing exams.
<p>14:50 – 15:15</p>	<p>Nominating a New Committee Co-Chair <i>Pamela Wakefield</i></p> <ul style="list-style-type: none"> • Angela Murphy - Noble
<p>15:15 – 15:45</p>	<p>Future Meeting Topics / Next Meeting <i>Pamela Wakefield</i></p> <ul style="list-style-type: none"> • Next meeting will be 19 October 2016
<p>15:45</p>	<p>ADJOURNMENT</p>

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Attendance:

Name		Company Name
Ludmila	Paul	ATLANTICA MANAGEMENT (USA) INC
Julia	Swindle	CENTER FOR OFFSHORE SAFETY
Dallas	Bozeman	DEEPWATER SUBSEA
Hannah	Janssen	ENSCO PLC
Brooke	Polk	IADC
Patty	Tydings	IADC
Kristin	Blissit	IADC
Jane	Murphy	INTERTEK CONSULTING & TRAINING
Cody	Ashley	LATSHAW DRILLING
James	Ward	LONE STAR COLLEGE
Linda	Head	LONE STAR COLLEGE
Dale	Mitchell	NATIONAL OILWELL VARCO
Brandon	Grosvenor	NATIONAL OILWELL VARCO RIG SYSTEMS HEADQUARTERS
John	Lund	NEW TECH GLOBAL VENTURES
Patricia	Aranda	NOBLE CORPORATION
Fritz	Golding	NOBLE DRILLING
Brian	Newman	NOBLE DRILLING
Angela	Murphy	NOBLE DRILLING SERVICES INC.
Tony	Willis	NOBLE DRILLING SERVICES INC.
Andrew	Warren	NORTHWEST TECHNICAL SOLUTIONS
Steve	Thomas	PACIFIC DRILLING
Matthew	Berry	PARAGON OFFSHORE
Pamela	Wakefield	PATTERSON UTI
Jill	Arness	ROWAN COMPANIES
William	Fleming	ROWAN COMPANIES
Travis	Fitts	SIDEWINDER DRILLING
Larry	Schmermund	SMITH MASON & COMPANY, LLC
Nancy	Kenney	SUBSEA SOLUTIONS, LLC
Homer	Stewart	SUBSEA SOLUTIONS, LLC

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Stephen	Simmons	TESCO CORPORATION NORTH AMERICA BUSINESS UNIT
Rene	Rodrigues	TRANSOCEAN
Barry	Cooper	WELL CONTROL SCHOOL
Steve	Richert	WILD WELL CONTROL INC.

All meetings must have a written agenda that is circulated prior to the meeting. Attendees must strictly follow the agenda. Topics not on the agenda must be deferred until a later meeting. Meeting minutes will be posted on the Committee's website following endorsement by Committee leadership and meeting attendees. Attendees should be aware that: 1. There may be audio recordings of meetings, for purposes of facilitating capture of meeting minutes; and 2. The final published minutes will include a record of who attended the meeting. The audio recordings shall be destroyed immediately following endorsement of the minutes. IADC Committee activities are governed by IADC's Antitrust Policy and Guidelines. [Click here for information on the policy and guidelines.](#)