

International Association of Drilling Contractors



Workforce Development Committee Meeting
10 July 2018
IADC New Office Location
3657 Briarpark Drive, Suite 200
Houston, Texas 77042

Minutes

12:20 – 12:25	<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>IADC Staff</i></p>
12:25 – 12:40	<p>IADC Updates <i>Brooke Polk, Director-Program Development & Technology</i></p> <ul style="list-style-type: none">• RigPass 2.0<ul style="list-style-type: none">• Workgroup has met and is in process of developing Learning Objectives based on the current topics.• Projected launch is Quarter 1 of 2019.• RigPass-to-Go will also undergo a revamp based on the RigPass 2.0 revamp; will be looking towards new technology for the to-go course.• WellSharp Plus<ul style="list-style-type: none">• Curriculum is finalized and the last of the documents are being developed.• Human Factors elements have been incorporated and simulation was brought in.• Human Factors Instructor Course<ul style="list-style-type: none">• Under final development.• Will be piloting the course in September of 2018.• Competence Assurance<ul style="list-style-type: none">• Proposed changes passed except for the recommendation to include 3rd party contractors in the competence assurance program.• Bulletin will go out within the next month notifying providers of the changes and timeline to transition programs to the new requirements.• Knowledge Retention System<ul style="list-style-type: none">• Beginning phases of the Development of the Continuous Learning Portal is underway.• Well Control assessment results will be the first to be mapped to identify the gaps of trainees and direct their learning path.

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12:40 – 1:20	<p>Contractor Perspective</p> <p><i>Travis Fitts, SVP and Chief Administrative Officer, Sidewinder Drilling</i> A Strategic Perspective on Hiring and Onboarding to Transform Performance and Retention, and Prepare the Company for Growth Opportunities.</p> <ul style="list-style-type: none"> • Grade 1: New hire/position • Grade 2: 3 months in the position • Grade 3: 6 months in the position • Recruiting Initiatives: 80% of referrals stayed 6+ months. • Labor Pool where personnel are called out to the rig. Manager will look over the resume of additional people and decide if they want the current person from the labor pool to continue on their crew or send them back and request one of the people based on resume. • Tech review process for people meeting objectives.
1:20 – 1:30	<p>IADC Washington, D.C. Update</p> <p><i>Melissa Mejias, Legislative Analyst, IADC Government & Industry Affairs</i></p> <p>June 11-14 we had 8 members join us for our 4th IADC Congressional fly-in. This was our first joint fly-in with both onshore and offshore members. In the past we have held separate fly-ins for onshore and offshore members so, bringing them together was a first. Attendees participated in 17 meetings and visited with a total of 28 congressional offices over two days. Some of the offices we met with were between meetings if time permitted. During the meetings we discussed safety, jobs and economics, production – why we drill, and our seven critical issues – BSEE Well Control Rule, steel and aluminum tariffs, offshore access, NAFTA, BLM permitting delays, support for state maritime academies, and U.S. corporate tax reform.</p> <p>During our fly-in IADC held the first ever IADC Legislator Award reception in one of the rooms of the Rayburn House Office building where we honored 30 Members of Congress (Senators and Congressman) with our Legislator Award. Awards were presented by IADC President Jason McFarland and IADC Chairman Steve Brady of EnSCO. Awards were presented to those members of congress who have made time to meet with our members and who have supported legislation that supports the drilling industry.</p> <p>IADC members also met with two departments within the Department of Interior, representatives from BSEE (Director Angelle) and BLM (Sheila Mallory, BLM Deputy Director, New Mexico). The onshore and offshore members split up for these meetings. BLM meeting with the Deputy director was informal and off the record. The meeting with BSEE Director was a little more formal – he had a poster made for our visit. During the meeting he laid out his six-step action plan, which are</p> <ol style="list-style-type: none"> 1) access to resources 2) competitive royalty rate – commented that there is not a reduction in royalty rate for the August lease sale. He also mentioned an IHS study that looks at onshore and offshore royalty rates in the U.S. and abroad, noting that it’s important that the U.S. doesn’t price itself out.

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	<p>3) engagement – industry needs better visuals of our industry at work. Mention of an article about how the energy industry does a terrible job of communicating advances of industry.</p> <p>4) tax reform</p> <p>5) safety/safety/safety</p> <p>6) environment/environment/environment</p> <p>Lastly, during the fly-in members held an educational –‘Snack & Learn’ event - on Capitol Hill for Congressional staff, agency staff, trade associations – anyone wanting to learn more about the basics of onshore and offshore oil and natural gas drilling. We hold these educational events during each fly-in because high staff turnover is a reality on the Hill and this is an effective way (and almost critical) to reach new staffers. The educational event was held in the Senate Appropriations room with a turnout of around 40 attendees.</p> <p>During one of the fly-in meetings we met with the energy policy advisor Rob McGregor from Congressman Steve Pearce office of New Mexico. Congressman Steve Pearce sits on the House Natural Resources Committee and is the chair of the Congressional Western Caucus. Rob wanted to get our thoughts on two of the Congressman’s bills focused on reducing the BLM permitting backlogs, H.R. 6106, Common Sense Permitting and H.R. 6107, Ending Duplicative Permitting Act. On June 27th the U.S House Committee on Natural Resources passed three bills that would eliminate delays in the BLM permitting process – one being Congressman Pearce’s bill, H.R. 6107 Ending Duplicative Permitting Act and the two other bills; H.R. 6087: Removing Barriers to Energy Independence Act, and H.R. 6088: Streamlining Permitting Efficiencies in energy Development Act. IADC was in support of all three of them.</p> <p>On June 28th, IADC was invited by Department of Interior Secretary Ryan Zinke to participate in a roundtable discussion with other energy executives to discuss his plans to reorganize the Department of Interior and ways in which he can help with speeding up the project permitting process. Energy executives were not exclusive to the oil and gas industry. IADC President Jason McFarland attended the roundtable discussion alongside Andy Hendricks, President and CEO, Patterson-UTI and Paul Mosvold, President/COO, Scandril, Inc.</p> <p>The House and Senate are currently in session for the next three weeks and a lot of their focus will be on immigration. The House tried passing 2 different immigration bills last month and failed. Majority Leader Mitch McConnell plans to cut that recess short when both chambers go into recess in August.</p>
<p>1:30 – 2:00</p>	<p>BREAK LUNCH PROVIDED BY IADC</p>
<p>2:00 – 3:00</p>	<p>Session on Incorporating Human Factors and Crew Resource Management into Training <i>Moderated by Eliot Doyle, Workforce Development Co-Chair, Rowan Companies</i></p> <p><i>Greg Walz, Engineering Technology Special Projects, Anadarko</i></p>

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	Human Reliability – Can We Validate Our Models? <ul style="list-style-type: none"> • CREAM HRA Model • Human Reliability Analysis Tool Predictions vs. Simulator Results
3:00	ADJOURNMENT

Attendance:

First Name	Last Name	Company Name
Gregg	Walz	ANADARKO
Nolan	Habegger	BAKER HUGHES, A GE COMPANY
Mark	Denkowski	IADC
Brooke	Polk	IADC
Melissa	Mejias	IADC
Kristin	Blissit	IADC
Victoria	Cortes	IADC
Fenil	Shah	LEARN TO DRILL
Caroline	Williamson	LONE STAR CORPORATE COLLEGE
John	Lund	NEW TECH GLOBAL VENTURES
Andrew	Warren	OTC SOLUTIONS, LLC
Travis G	Fitts	SIDEWINDER DRILLING LLC
Jennifer	Medcalf	THE REACH GROUP
Eliot	Doyle	

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.](#)