

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 the next meeting. An attendee shall be assigned to record and distribute the minutes of each meeting. The minutes shall include a record of who attended the meeting.



Training Committee Meeting 24 October 2012

Host: Transocean
Location: 4 Greenway Plaza, Houston, TX 77056

MINUTES

1:00 – 1:10	<p>Facility Orientation Transocean staff</p>
1:10 – 1:15	<p>Welcome & IADC Antitrust Policy Bob Burnett, Hercules Offshore – Committee Chairman Mike Mathena, RST Global Solutions – Committee Co-chair</p>
1:15 – 1:30	<p>Attendee Introductions</p>
1:30 – 1:40	<p>Safety Moment: Surviving an Active Shooter Event Attempted to show video but had inadequate sound quality. Members are encouraged to watch this 6-minute video at http://www.youtube.com/watch?v=5VcSwejU2D0. The video was produced by the City of Houston Mayor’s Office of Public Safety and Homeland Security with funding provided by Homeland Security grant.</p>
1:40 – 2:10	<p>Pre-Qualify Candidates for Entry Position Training Joe Stamilio, Lone Star Community College</p> <p>Mr. Stamilio opened his presentation by expressing his concern that the current generation does not seem to have skills needed to succeed in the petroleum industry. He reported that he often processes 30 resumes before he finds 1 suitable employee candidate.</p> <p>He raised 2 questions:</p> <ul style="list-style-type: none"> • How can we evaluate potential employees foundational skills in a way that does not violate Equal Employment Opportunity (EEOC) laws, and • How can we improve retention rates of candidates once we have hired and trained them for a position? <p>He described the ACT Work Keys, a system for evaluating an employee candidate’s personal skills. More than 1 million individuals have been tested by ACT. Evaluations include personal, academic, and work-related skills assessed through several different assessment tools. Not every tool needs to be applied for each assessment. The company using the evaluation service can choose which evaluation tests to apply.</p> <p>ACT evaluation tests are administered through the university and community college network throughout the United States.</p>

	<p>This service can also be used to identify how to help individuals progress along their career paths. Training needs can be identified. Positional profiles exist against which an employee can be evaluated. Unfortunately few profiles are currently available for the oil and gas industry. Companies can contribute job profiles to the organization to expand their library of available profiles.</p> <p>The program meets all Equal Employment Opportunity (EEOC) guidelines and has been shown to reduce employee turnover rate by 25%.</p>
<p>2:10 – 2:25</p>	<p>BREAK</p>
<p>2:25 – 3:25</p>	<p>Panel: How to Fill Current and Future Talent Gaps</p> <ul style="list-style-type: none"> • James Penny, North America Division HR Mgr., Transocean • Rachael Lahasky, Hercules Offshore • Monique McClendon, Ensco <p>Mike Mathena, RTS Global Solutions Group, Moderator</p> <p>Monique McClendon indicated Ensco's current critical employee needs are for persons to fill the technical and marine positions. Within the next one to two years, Ensco will need 2,000 additional employees to staff the new builds. Ensco is seeking these employees outside the industry, from chemical industry and the military.</p> <p>Ensco is developing an offshore preparatory program for new hires. This program includes structured training and coaching. Assessors are being prepared to perform employee assessments. No formal pre-assessment process is in place.</p> <p>David Hamilton spoke about Transocean's critical employee needs, identifying Drillers and Assistant Drillers as the most critical positions they need to fill. Transocean anticipates 2,000 new employees will be needed in the next 2-5 years.</p> <p>Transocean is looking to the community colleges as their crucial resource for supplying this need. Transocean's ideal candidate would be someone who has prior field experience or worked their way through college.</p> <p>A trainee program has been designed to develop new managers. A 2-3 year rotation through different positions offshore will prepare the new Transocean managers.</p> <p>Rachael Lahaskey indicated Hercules is experiencing gaps at the corporate level for positions as marketing. Hercules is also facing a huge gap for offshore positions with 2 new builds in production. Hercules is currently operating 27 rigs globally.</p> <p>From discussions among attendees, Noble indicates they will need to hire from 3,000 to 5,000 new employees. Because Noble cannot hire until an actual position and rig exists, Noble is preparing for new builds by hiring for a "phantom rig". As many as 400 employees are currently assigned to the</p>

	<p>phantom rig. This approach is being applied for skilled positions only, not for roustabouts. The phantom rig employees serve as back-up on existing rigs until the positions on the new build is open to them.</p> <p>Seadrill has developed a special program for developing drillers and assistant drillers. Assistant Drillers are being fast-tracked to fill driller positions.</p> <p>When asked whether or not these companies attempt to transition a land driller to an offshore driller positions, Transocean indicated that this is sometimes done, but it's a huge transition for the land driller. The company is beginning to learn who can succeed in the transition.</p> <p>Transocean also indicated they are looking for licensed personnel.</p>
<p>3:25 – 3:40</p>	<p>IADC News and Project Status Reports:</p> <ul style="list-style-type: none"> • KSA Project Update • Workforce Development initiatives • Other news <p>Brenda Kelly, IADC</p> <p>Brooke Comeaux reported on the current status of the KSA project, reporting that the Worldwide Mapping effort is completed and the report to be submitted to IADC in early November. Pilot surveys were conducted to test the functionality of the survey, and the official survey is now being sent to members. Review teams are being formed to review the information gathered from the surveys. If anyone is interested in participating in a review team, contact Brooke at brooke.comeaux@iadc.org.</p> <p>Brenda Kelly introduced a potential IADC initiative that is being proposed to IADC's Executive Committee at its annual meeting in early November. The Workforce Attraction & Development Initiative would be an IADC project undertaken to attract people outside the industry to the oil and gas industry and equip them for working in the industry. More will be communicated about the project should the project be approved for development.</p>
<p>3:40 – 4:00</p>	<p>Open Discussions & Future Meeting Topics</p> <p>Apache's proposed drilling contractor and service company requirements were discussed. These include the requirement that all offshore personnel have an ISN card, and that ISN database holds records of each employee's "core competencies" being satisfied, DISA drug test results, and evidence of yearly watching the Clean Gulf video. Apache plans to implement these requirements in January 2013.</p> <p>Linda Head, Lone Star Community College, told of opportunities for Texas-based companies to participate in training grants with local community colleges.</p> <p>Future meeting topics:</p> <ul style="list-style-type: none"> • Minimum training matrix requirements • KSA positions

4:00	Adjournment
4:00 – 4:30	<p>Demonstration: Three-dimensional Copying Mariza Alvarez, Subsea Solutions</p> <p>A demonstration of Subsea Solutions' 3-dimensional copying process and products were provided. Models shown were those used in training courses for subsea engineers and included valves that could be disassembled.</p>
<p>A special 'Thank you' is extended to the following companies for their support of IADC Training Committee. The 2012 hosts and sponsors were:</p> <ul style="list-style-type: none"> • Atwood Oceanics • EnSCO • Petrofac • Transocean • RigQA 	

Attendance:

Name		Company Name
John	Auth	Auth-entic Safety Services
Ludmila	Paul	BassDrill Management
George	Efstratoudakis	C M Labs Simulation
Monique	McClendon	EnSCO plc
Kelly	Williamson	Guidevue Inc.
Bill	Waldroop	Gulf Coast Training Technologies
Adrienne	Sicinski	Hercules Offshore
Rachel	Lahasky	Hercules Offshore
Bob	Burnett	Hercules Offshore
Brenda	Kelly	IADC
Brooke	Comeaux	IADC
Larry	Schmermund	Intertek Consulting & Training
Teresa	Hawkins	Intertek Consulting & Training
Joe Ed	Bunton	Lone Star College
Joe	Stamilio	Lone Star College
Linda	Head	Lone Star College
David	Kibler	National Oilwell Varco
Stacey	Monroe	National Oilwell Varco
Cecil	Going	National Oilwell Varco
Chris	Cruz	National Oilwell Varco
John	Cruz	National Oilwell Varco
Deric	Simmons	Noble Drilling Services Inc.
Michelle	Behrle	Noble Drilling Services Inc.

Tom	Mohr	Occupational Safety Training, Inc.
Laura	Sutton	Occupational Safety Training, Inc.
Jenni	Lewis	Petrofac
Jessica	Selvidge	Petrofac
Rebecca	Chadwick	Petrofac
Tyler	Kerps	Rowan Companies
Mike	Mathena	RST Global
Craig	Zimmerman	San Jacinto College
Mitch	Schacter	San Jacinto College
Bill	King	Scomi Group/Scomi Oiltools
Rachel	Mallett	Seadrill Americas
David	Hamilton	Transocean
Barry	Cooper	Well Control School