IADC TRAINING COMMITTEE MEETING
25 July 2012
Ensco – Houston, Texas

Welcome, Building Information & IADC Anti-trust Policy & Guidelines
The IADC Training Committee was called to order by Bob Burnett, Hercules Offshore (Training Committee Chairman). Ensco personnel gave a brief building and emergency procedures orientation. Mr. Burnett reviewed the IADC Anti-trust Policy & Guidelines, calling attention to prohibited discussion topics. For a copy of the IADC Anti-trust Policy & Guidelines refer to http://iadc.org/antitrust/.

Introductions

Panel: Licensing the Driller—Should We Build a New Model?
Mike Mathena, Pacific Drilling, Moderator

All panel members were unable to attend. Mr. Mathena alternately led a discussion of the topic.

The motivation for the topic is the generally acknowledged need for a process to clearly define and globally acknowledge the experience, knowledge and skills level for drilling crew members. Mr. Mathena feels that IADC is the organization to champion this argument and lead the industry toward a meaningful and realistic solution.

The use of the word "licensing" in this context stems from how the word is used in the world of merchant mariners. The proper term used on official mariner documents is Certificate of Competency but commonly referred to as a license. The recently issued Minimum Safe Manning Certificates (MSMC) issued to Pacific Drilling from Liberian Ship Corporation Registry clearly draws a relationship between drilling crew and marine crew.

The positions of Drilling Superintendent (1), Senior Toolpusher (1), Toolpusher (1), and Driller (2) are all designated as required onboard on location and underway. There are two reasons for this, as designated by notes on the MSMC. First is to give some flexibility in assigning the OIM endorsement to any of these crew members or the Master. The second is to stipulate that the Drillers carry well control certification from either IADC or IWCF. The problem is that these drilling positions are not positions defined by Standards of Training, Certification and Watchkeeping (STCW) code or International Maritime Organization (IMO) 891.

Mr. Mathena structured the discussion around attendees' views and opinions on the following four questions:

- What are the pros and cons of establishing a licensing program for the driller?
- What global participation should be sought if a program is developed?
- Is the issue licensing or certification? What challenges would be faced in pursuing either of these options?
- Should OGP expectations be addressed?

The overall goal of the discussions was to determine whether or not the members saw value in forming a subcommittee to explore and draft a formal resolution for licensing drillers.

Question 1 − What are the pros and cons of establishing a licensing program for the driller?	
Pros	***Cons***
Accepted/Verified Industry Uniformity Operator/Public Confidence Industry standardization Shortens time for person to become a driller Compatibility between licensing and developing qualifications Developing qualifications of individuals Define progression path Accepted levels of performance	Accreditation (Who?) Administration (How?) Standards Licensing vs. certification Level of authority, enforcement Definition of scope of licensing (levels and degrees; land/water, rig type, etc.) Progression of licensing-prerequisite requirements, apprenticeship Bridge to existing programs Definitions accepted by Oil & Gas Producers (OGP)

Question 2 – What global participation should be sought if a program is developed?

- It's challenging to reach global audiences and engage them - Needs to be inclusive
- Make it a requirement
- Training program reciprocity
- Invite existing programs to participate
- IADC chapters
- Global identification and review of existing programs
- Start regionally and seek adoption elsewhere over time

Question 3 - Is the issue licensing or certification? What challenges would be faced in pursuing either of these options?

- Distinguish between the accreditation of training versus licensing of the individual
- IADC Ballast Control Operator certification is a possible example to follow (program in conjunction with Nautical Institute)
- IMO STCW endorses positions; Nautical Institute defines standards for DP qualifications

This question was referred to a workgroup to discuss in depth and report back to the Committee.

Question 4 - Should OGP expectations be addressed?

- BP building global well site training centers with the intent of assessing drillers
- BP and Pemex requiring third party assessment by accredited organizations
- Petrofac performing 3rd party assessments for operators

Licensing of the driller could provide assurance that the driller has knowledge, education, and skills to do the job.

Currently there is no globally accepted standard model for licensing the driller, but models exist in different areas of the world, i.e., Norway and Australia. Licensing of the driller could be achieved through either IADC or United Nations. Examples of qualifications schemes that could be modeled include the Nautical Institute's Dynamic Positioning Operator licensing program and the National Vocational Qualification certification program for drillers.

Drilling contractor members showed interest in pursuing further discussion of this topic. A motion was made to form a subcommittee to explore and draft a formal resolution. Volunteers for the workgroup include:

- Mike Mathena, Pacific Drilling
- George King, Lone Star Community College
- Jenni Lewis, Petrofac
- Evelyn Shea, Shea Technical Writing and Solutions
- Bobanne Richardson, Synergy Industrial Group

Others, drilling contractor and operator alike, are welcome to join the workgroup. Contact Brenda Kelly (brenda.kelly@iadc.org) if interested in contributing to this ongoing discussion.

Training for Mission Critical Environments
Scott Shemwell and Teresa Pace, Lockheed Martin

Mr. Shemwell and Ms. Pace discussed how to move the new worker to productivity quickly, citing games and virtual learning environment as a means of helping achieve this. The training environment must be relevant to the work environment. Any virtual learning environment must create a realistic learning environment. When this is achieved, increased knowledge retention is achieved and training time is shortened. The realistic "virtual" world also helps create the adrenaline factor when crisis situations are introduced into the learning experience.

Continuous improvement of training was achieved by reviewing student feedback and the feedback of former students after they have gone to work in the field.

The speakers recommended that, when training for high risk environments, choose the motto, "Don't train to get it right. Train until you never get it wrong?"

Some of the tools used in building the virtual world include merging CAD drawings of the site, equipment or facility, choosing the right game engines, and adding laser scans to give further dimension of reality.

Open Discussion – SEMS Audit Experiences/Issues
Bob Burnett, Moderator

Only two drilling contractors present had experienced operator-conducted SEMS audits. No Bureau of Safety & Environmental Enforcement audits were reported. One week's notice was typically given prior to the audits with each contractor receiving a questionnaire to respond to prior to the audit.

The audit duration was approximately 2-3 hours per department, with the training department being particularly scrutinized. When examining qualification of personnel, the auditors appeared to be more interested in time of service on the particular rig than time in the particular position.

Typical audit findings included identification of training gaps and galley crew exclusion from the training documentation. (The galley crew was included in the audit in spite of SEMS exclusion of these personnel.)

Audit findings were quickly addressed and resolved by the contractors. Resolution typically included modifying the training matrices and providing additional training documentation.

Julia Swindle indicated that COS has announced the 13 August official roll out of the auditor qualifications and auditor training plan. If anyone is interested in attending the rollout event, notify Julia at Julia.swindle@iadc.org.

IADC News
Brenda Kelly, IADC

Brenda Kelly, IADC, reported on several projects and activities of IADC. Project reports included:

- KSA Project
- HUET Program
- Hoist/Lifting Curriculum Reviews
- Other news

See the attachment for details.

Crane Simulator and Training Grant
Captain Mitch Schacter, San Jacinto College Maritime & Technical Training Center

1.5 years ago Captain Schacter came to the Training Committee meeting seeking corporate participation in a Teas Workforce Grant. He succeeded in gaining corporate partners in the project, to the benefit of both San Jacinto Community College (SJCC) and the corporate partners.

SJCC is now seeking corporate participants for a second grant. (The Texas Workforce Grant requires corporate participation.) To date Diamond Offshore Drilling Inc. and Transocean have agreed to participate. The current grant is likely to focus on maritime, crane, and MODU stability training.

SJCC is building a new training facility on the Texas Gulf of Mexico coast that will have full capabilities for the proposed project. A virtual, realistic rig deck crane simulator is already available for the project. Banksman, signalman and crane operator can be trained simultaneously utilizing the simulator. The simulator has the capability of incorporating more than 100 “faults” into the simulator exercises. SJCC is in need of an instructor to operate the simulator.

Any company interested in participating in the latest Texas Workforce Grant with SJCC should contract Captain Schacter directly.

Future Meeting Topics:

The next meeting will be held 24 October 2012 at Transocean. Potential topics of discussion offered for the next meeting included:

- How to fill current and future talent gaps
- Fast-tracking leadership, supervisors, and managers
- Attracting new people to our industry (Noble and Rowan have special programs for attracting people from outside the petroleum industry)

Meeting adjourned at 4:30 p.m.

Attendance:

Name		Company Name
Ludmila	Paul	**BassDrill**
Allan	Gregorcyk	**BassDrill**
Janelle	Galvan	**Cardinal Culinary**
Robert	Boudreaux	**Coastal Drilling Co., LLP**
Chuck	Walsh	**Coastal Drilling Co., LLP**
Ed	Ramsay	**Drilling Systems (UK) Ltd**
Eric	Roan	**Ensco plc**
Andy	Erwin	**Falck Alford**
Jarrod	Boudreaux	**Gulf Coast Training Technologies**
Danielle	Duplantis	**Gulf Coast Training Technologies**
Bill	Waldroop	**Gulf Coast Training Technologies**
Hector	Moreno	**Halliburton**
James	Webster	**Halliburton**
Ty	Martin	**Helix ESG**
Kenric	McNeal Sr.	**Helix ESG**
Bret	Parks	**Helmerich & Payne**
Brock	Fisher	**Helmerich & Payne**
Shane	Mendel	**Hercules Offshore**
Brenda	Kelly	**IADC**
Julia	Swindle	**IADC**
Elfriede	Neidert	**IADC**
Scott	Shemwell	**Knowledge Ops Inc.**
Teresa	Pace	**Lockheed Martin**
Michael	Platt	**Lockheed Martin**
Brian	Rivard	**Lockheed Martin**
George	King	**Lone Star College**
Joe Ed	Bunton	**Lone Star College**
Megan	Perry	**Marathon Oil Company**
Robert	Rhodes	**New Mexico Junior College**
John	Lund	**New Tech Global Ventures**
Suzanne	Munro	**NSL America**
Laura	Sutton	**Occupational Safety Training, Inc.**

Tom	Mohr	**Occupational Safety Training, Inc.**
Travis	Martin	**Occupational Safety Training, Inc.**
Troy	Soumeillan	**Occupational Safety Training, Inc.**
Michael	Holzer	**Offshore Commissioning Solutions (OCS Group)**
Mike	Mathena	**Pacific Drilling**
Jaime	Wawra	**Pacific Drilling**
Brian	Passell	**Pacific Drilling**
Otto	Santos	**Petrobras**
Rebecca	Chadwick	**Petrofac Training**
Jenni	Lewis	**Petrofac Training**
Jessica	Selvidge	**Petrofac Training**
Mark	Pretorius	**Petrofac Training**
Bud	Weightman	**Qualified Specialists, LLC**
Emily	Lanclos	**Qualified Specialists, LLC**
Danielle	West	**Qualified Specialists, LLC**
Tyler	Kerps	**Rowan Companies**
Tom	Horan	**Rowan Companies**
Phil	McKenzie	**RPS**
Robin	Markussen	**RPS**
Shannan	Stavinoha	**RST Global**
Mitch	Schacter	**San Jacinto Maritime**
Alice	Trujillo	**San Juan College**
Evalyn	Shea	**Shea Writing & Training Solutions**
Travis	Fitts	**Sidewinder Drilling**
Jason	Green	**Synergy Industrial Group**
Bobanne	Richardson	**Synergy Industrial Group**
Earle	Findley	**WCI, Inc.**