



WELLTRAINED™

***A Rig Competency
Assurance Program***

What is...



- **Competency**

An individual's demonstrated capacity to perform a task or skill, i.e. the possession of knowledge, skills and personal attributes needed to satisfy the special demands or requirements of a particular situation.

- **Competency-based assessment (CBA)**

The gathering and judging of evidence in order to decide whether a person has achieved a standard of competence.

- **Competency Assurance Program (CAP)**

Structured system of measurement, feedback and development that “assures” employees meet competence standards



Beyond Training



- Experience alone does not guarantee competence.
- Training, by itself, does not guarantee competence.
- Critical differences exist between knowledge and performance.
- Employers must be able to “demonstrate” and “document” that their workforce is competent.



Why Competency Assurance?



- Bridge the gap between training and performance.
- New and less experienced employees demand changing development methods.
- Eliminate the impacts of lack of competence:
 - Poor safety performance
 - Major incidents
 - Poor operational quality
 - Decreased profitability



Competency Process



A Competency Assurance Program utilizes clearly defined standards of performance, an assessment process conducted at the worksite, analysis to identify gaps and plans to address the gaps through coaching and training.

Program Features



- Instructional content / competency standardization for drilling positions
- Learning content that appeals to different adult learning styles
 - Written and spoken
 - 3D simulation
- Self-paced learning program
- Customized eLearning training
- Multi-language capabilities



Consistency / Standardization



Online, interactive, multimedia lessons are available to develop, track and improve the competencies of the following six key rig positions:

- Roustabouts
- Floorhands
- Derrickmen
- Assistant Drillers
- Drillers
- Toolpushers / Rig Managers



Learning content presented in a variety of methods to appeal to the user.

Videos

3D Simulation

Written and Spoken



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SETUP

LANGUAGE TOGGLE

EXIT

are used to identify and document safe and at-risk behaviors, as well as equipment and conditions. The steps for doing this process include these:

- Observing a person work, having a conversation about his or her work and getting a commitment from the person to work more safely.
- Encouragement is also given to personnel that are working safely.
- The observer will then record the discussion and commitment on the STOP card and give it to the safety facilitator.
- An example of a STOP card is pictured here. The front of the STOP card is shown on

Content is available in both English and Arabic
and can accommodate 'dual language' user-interface

Users can choose
two languages, for
example, Arabic and
English in the SETUP...

...and toggle between
them at any time during
learning session.





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