



# 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.

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### **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





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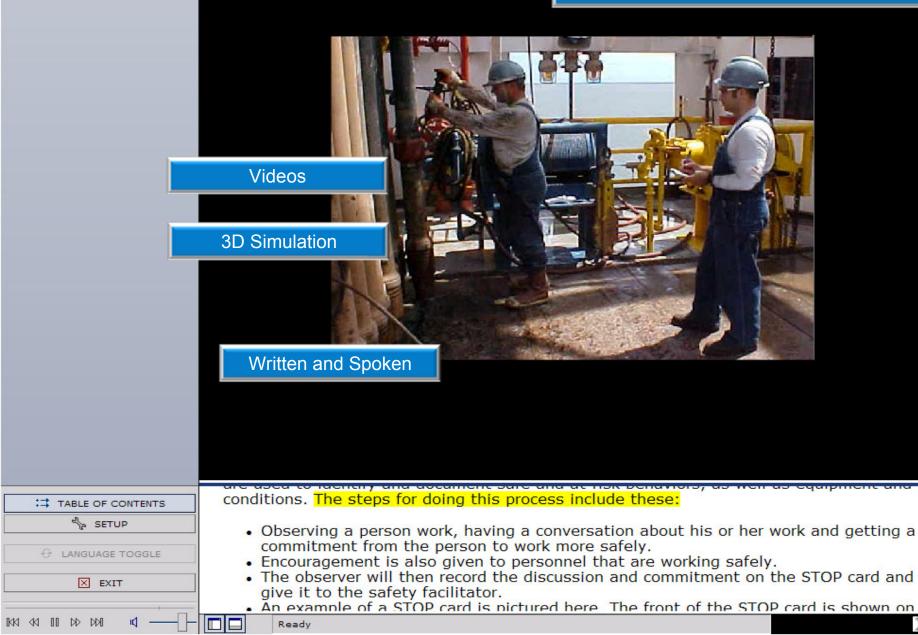
Introduction

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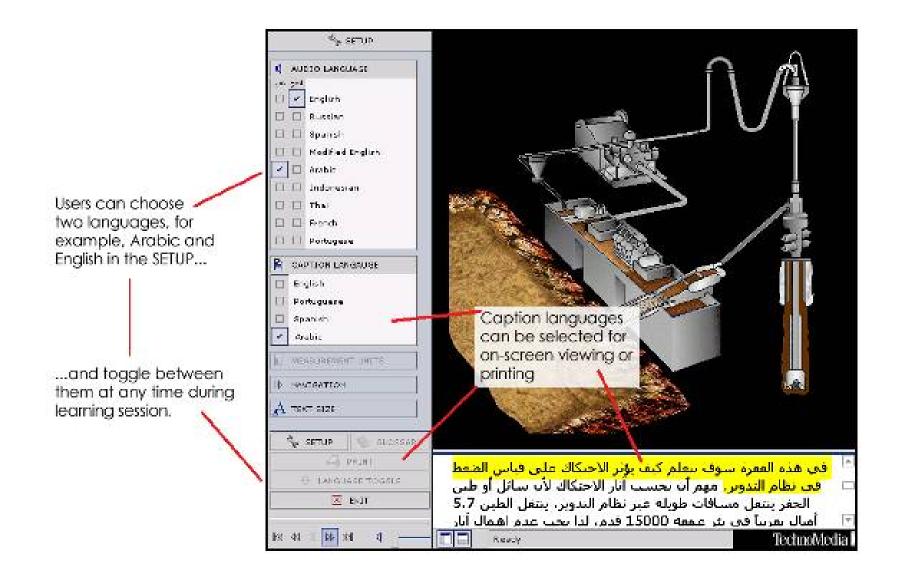
Summary

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

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







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