

SAPC- IADC - Subcommittee Meeting - **Competency and Local Content**

Venue: Board Room1- Montgomerie Golf Club

Meeting Duration from 0900 am to 12:30 pm. On 5th December 2013

- The entire team was welcomed by Manoj Raghavan on behalf of SAPC – IADC Chapter and as Leader of the Subcommittee. It was followed by a round of introductions.
- Mike Simson, Secretary of the SAPC chapter, thanked all participants and explained the SAPC – IADC Chapter objectives to help the entire Drilling Community address issues which are common to all the members. He also stated how the SAPC was providing the forum for the entire community to address such issues, and this was the first step. SAPC also planned to pick up further common issues and this was just the beginning.
- Dave Geer – IADC representative for ME and Africa, thanked all the participants and explained how issues concerning the wider committee could be addressed in such forum and also expressed various IADC activities around Competency which would underpin the efforts of this Subcommittee. He also mentioned while discussing the issues, participants should use their expertise from an industry perspective, while not compromising on their individual companies objectives and requirements.
- The mandate for the Subcommittee was to brainstorm and define the Objectives of the Subcommittee. The Countries which was agreed were a challenge were- Kingdom of Saudi Arabia, Sultanate of Oman, Qatar, Iraq and Kuwait. So a general GCC solution could be successfully replicated or tweaked for all GCC countries.
- There was a general agreement that all the countries were quite similar in the challenges we faced and hence a solution addressing one of the countries can be used as a baseline. Saudi Arabia was one of the countries about which there were a lot of detailed discussions.
- The members discussed to define the problem, where the following points were raised in trying to define the root causes.
 - We cannot meet competency requirements
 - Due to the shorter time duration/ schedule (2 years)
 - Entry point of the candidates, selection of the candidates, in some cases without the involvement of Drilling Contractors to whom these candidates would be eventually assigned to.
 - Due to the lack of an in service training in the program/ On the job training in the curriculum of the program.
 - On the job training also on the offshore units could not be achieved due to lack of bed space on most of the units.
 - Potentially due to cost constraints for a “Drilling Contractor”.
 - The differences between the base line setting of competency of the “ Operators” v/s “ Drilling Contractors”. The current benchmark of a “Competent” was not any industry standard but what was considered by the authorities as “Competent”.
 - There was no input from the “Contractors” in developing the curriculum for the current program.

- There could be a potential pressure, exerted by the “ Ministries” within the countries for an accelerated program.
 - “NOC’s” participation in the program was not adequate, it was generally considered it took a hands-off approach, where it was felt they could contribute more to the program.
 - There were other areas discussed looking internally in what , it was discussed that the “Drilling Contractors” could also review internally into their own training program and improve the coaching program within the contractors.
- It was discussed that the current program being prescribed in Saudi Arabia was the basis of most of the discussions and as part of the above discussions it was agreed that the current program had an “aspirational” timeline instead of a “pragmatic” timeline.
 - Other successful countries such as Norway and Brazil were discussed. The differences in the other countries were:
 - Education background of selected candidates.
 - The program in those countries was longer and typically was 4 to 5 years.
 - The current benchmark of competent workforce was not based on any industry standard and hence and IADC accredited Competency program should be used as the baseline.
 - There was a general consensus that the meeting was a forum which could provide a platform to address the concerns and arrive at potential solutions.

Objectives of the Subcommittee

We have tried to define the Objectives of the Subcommittee which still needs to be discussed and some of the statements which were discussed are as follows:

- To have a collective approach to present a holistic view on competency while meeting local content in the GCC.

Next meeting date proposed:

First week of February 2014. 6th February could be a potential date for the meeting.