

Recruitment, decision-making examined in sessions

RECRUITMENT PROBLEMS

A study was undertaken to discover the main reasons for the shortage of recruits to the industry, the reasons for the negative image of the industry, the positive reasons given by young people as to why they joined the industry and how the recruitment problems in the drilling sector could be resolved.

The study found that some students were unaware of recruitment activities on campus, and where recruitment did occur it was uninspiring. The study also found that students make their career choice at 17-18 years of age. Oil companies' recruitment was targeted at final year students; too late to influence their decision. Additionally, the study showed that the willingness of companies to lay-off staff during cyclical downturns is a deterrent.

To recruit more people to the industry, oil companies must widen the 'catchment area' from where they recruit. Drilling should be equitably represented in recruitment activities. An industry-wide initiative to improve its image should be started, funded along the lines of a JIP. Also, oil companies should improve their recruitment on campus to increase knowledge of drilling and improve its image.

An Investigation into the Reasons for the Recruitment Problems Facing the Drilling Sector (SPE/IADC 79890) by **G J Woodall, OTM Consulting.**

OFFSITE DECISION MAKING

Communications technology has enabled drilling rigs to be connected in real time with off wellsite personnel. This powerful technology offers the opportunity for tremendous productivity and safety gains. However, if misapplied or abused, it could instead result in a disruption or breakdown of the rig's operational decision-making structure. The consequent loss of the sense of local ownership at the rig site could be disastrous in both a material and human dimension.

Results of the SPE Advanced Technology Workshop on "Off Well Site Decision Making" (SPE/IADC 79891) by **K A Womer, Varco; D H Kaminski, Hal-**

liburton; M A Kirkman, UTG Drilling; D A Curry, Baker Hughes; O Hansen, Statoil.

WEB-BASED DATA DELIVERY

Real-time web based data delivery is now available for monitoring drilling processes. This paper demonstrates how both drilling decisions and workflow can be improved through effective use of this real-time collaboration tool. The examples in this paper are all from the Thunder Horse project in the deep-water Gulf of Mexico.

Real-Time Web-Based Data Delivery Improves Drilling Efficiency in Deepwater: Thunder Horse - A Case Study (SPE/IADC 79892) by **B Looney, BP; R J Alvarado, M Will, Schlumberger.**

DRILLING DECISIONS

Experienced drilling personnel are a premium asset to any operation. Traditional operating modes where these people are deployed to the well site limit the impact they can make on other drilling rigs as well as increases the number of such premium assets required. Continuing this practice exacerbates the industry trend of an aging, decreasing work force which has been noted within the SPE and coined as "The Big Crew Change".

Real-Time Operations Centers, besides being one technique for dealing with this problem, can also be used to increase the collaborative input to drilling decision making. Done correctly, collaboration with a Real-Time Operations Center can improve the drilling decisions put in action at the well site.

Improving Drilling Decision Making via a Real Time Operations Center (SPE/IADC 79893) by **N M Pellerin, Halliburton; J Williams, Shell Exploration & Production Co.**

EFFICIENT RIG CONTRACTING

The worldwide rig chartering business amounts to \$7-\$12 billion annually. A study of bidding and contracting practices reveals major inefficiencies in the process, as evidenced by fixture ranges up to \$55,000/day for rigs of similar capabilities.

The market lacks transparency and the two main drivers, supply and demand, have very different characteristics. While supply is essentially inelastic, demand is highly volatile. This creates complementary requirements for operators and contractors.

Bringing Efficiency to the Offshore Rig Contracting Business (SPE/IADC 79894 - Alternate) by **R G Ghiselin, S M Carter, OneOffshore.**



One occurrence that puts contracts to their test is when a well blows out and equipment is damaged or destroyed. The type of risk assumed is essential to managing that risk and attaining adequate insurance coverage.

CONTRACT RISKS

Contracts are put to their test when a well problem occurs. One among many such tests to a contract occurs when a well blows out. As the activities of operating and contracting companies expand to more parts of the world, risk managers are assessing risks in a large number of countries with many different versions of drilling contracts.

Each drilling contract specifies which party (operator or contractor) is responsible for what type of costs, or, who is liable for certain risks and under what circumstances. The types of risks that are being assumed by the individual companies in a given contract is an essential component to managing risks and in attaining adequate insurance coverage.

Risks Assumed by Drilling Contracts: Global COmparison and Case Histories (SPE/IADC 79895 - Alternate) by **S J Foster, Anadarko Petroleum; S L Baron, Charles Taylor Consulting Services (Canada).** ■