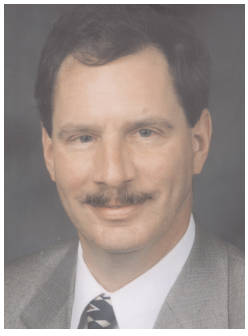
IADC's training, accreditation program expanding

AS IADC PREPARES to officially roll out two new high-profile programs as part of its accreditation services, the association is looking forward to development of new programs and to identify those needed to meet the changing needs of the industry.



Steve Kropla

The new programs to be introduced by the end of the year include WellCAP Plus, an innovative approach to team learning and decision making that will provide an alternative to WellCAP's traditional supervisory level instruction.

Also new will be a Ballast Control & Stability accreditation and certification program, which will extend IADC's role of accrediting training providers into providing individual certification for those who complete the program.

Also on the horizon is a potential accreditation system for competency assurance programs, and a comprehensive worldwide user study to help IADC highlight the future approach and direction of its accreditation efforts.

WELLCAP PLUS

The WellCAP Plus (WCP) program achieved a major milestone in July when it underwent a full-length pilot course in Lafayette with 12 participants from rig and field operations of IADC's member companies. The Plus program is a higher level of the WellCAP supervisory course and is to be taken every other year with the traditional WellCAP course in the other years.

The pilot course was facilitated by WCP development team members **Gary Nance**, **Randy Smith Training Solutions**, **Ron Fuqua, BP** and **John Rogers Smith, LSU**. Ten of the participants were "donated' by development team companies. These included drilling engineers from BP, **Newfield Exploration**, **ChevronTexaco**, **Unocal** and **Amerada Hess**; an offshore installational manager (OIM) and operations engineer from **Transocean**; a drilling superintendent from **Diamond Offshore**; an OIM/toolpusher from **GlobalSantaFe**; and a senior well control engineer from **Wild Well Control.**

There were originally two others that had been offered by development team companies, but they were unable to make it to the pilot. Rather than go short (12 is considered the optimum size for team organization), two volunteers were found in a standard WellCAP course being given to **ENSCO International** employees in the adjacent classroom. These included an OIM and a driller. All passed the required prequalification test, scoring at least 80% on a WellCAP supervisory exam and a simulator test.

During the four-day pilot, participants were divided into teams tasked with building solutions to exercises based on real-world well control scenarios.

After a first-day "mini-case" to introduce them to the team problem-solving model around which WellCAP Plus is focused, they spent the next three days working to solve increasingly challenging exercises, from off-bottom kills to high-pressure high-temperature wells to a deepwater well control incident.

"All of the participant evaluations were very positive," said **Steve Kropla**, Director-Accreditation & Certification Programs for IADC.

"These are people that have been in the industry for a long time and are seasoned individuals that attended a well control course very two years that had become repetitive to them," Mr Kropla continued. "WellCAP Plus gave them a new learning environment and the ability to work as a team with other people who have high skill levels."

The facilitator qualification process is being developed for IADC by two consultants from the **Texas Engineering Extension Service** (TEEX) of Texas A&M University, who were present through the course.

"One of the things they consistently remarked," Mr Kropla added, "was that they had never seen a group that as a whole remained so focused and enthusiastic about a course throughout its duration."

The observations from the pilot course will be used to shape the program's final package before WellCAP Plus is presented to the industry for comments in early September with comments due by the end of October. This will put the comment period during the time of the Well Control Conference of the Americas.

"A presentation about the program will be made at the conference and we hope to solicit comments from anyone who may not have contributed comments at that time," Mr Kropla said.

The official rollout of the program is expected by year end 2004.

The task force working on the project includes Transocean, Diamond Offshore, GlobalSantaFe, **Noble Corporation**, ChevronTexaco, BP, Newfield Exploration, Shell, Randy Smith Training Solutions, **Aberdeen Drilling Schools**, University of Louisiana, **TechTran International**, **Well Control School** and Wild Well Control.

SURFACE BOP GUIDELINES

Though not directly related to training or accreditation, a recent well control-related initiative spearheaded by IADC, development of the Surface BOP Guidelines for Floating MODUs, has also recently been completed. It is expected that the guidelines will be available by the IADC Annual Meeting in September. They will be available in hard copy and CD versions. For more information, see the July/August 2004 *Drilling Contractor*, p 24.

BALLAST CONTROL & STABILITY

IADC has been developing the combined accreditation and certification program for ballast control and stability in conjunction with the **Nautical Institute of London**. The program is designed to fulfill IMO and flag state requirements for Offshore Installation Manger (OIM), Barge Supervisor (BS) and Ballast Control Operator (BCO) licenses for ballast control and stability courses. Upon completing the course, students will receive a logbook which could be used to document six months of sea service complet-

ing specific ballast control tasks to qualify for an IADC BCO Certificate.

IADC met with the **UK Health & Safety Executive** regarding its comments on the working draft of the program, which had been opened for public review earlier this year. Many of the HSE's comments centered around training with full-motion simulators and refresher courses. Following discussions with HSE, IADC amended the program to include dual classes of certificates. One class would be for a course teaching basic ballast control and stability instruction without use of full-motion simulators. This course and certificate would be in compliance with requirements by most flag states, the US Coast Guard and the IMO.

The second class of certificate would be those completing a course that does utilize full-motion simulators to replicate extreme wind and sea conditions and emergency situations. This certificate would comply with regulations in the UK and Canada.

A second issue was refresher training. IADC and HSE agreed upon a five-year interval with several options for requalification, including repeating the full course, taking an approved refresher course or recompleting the ballast control familiarization logbook required for initial BCO certification.

Other options, perhaps involving continuing education, could be introduced once the program is under way.

A provision was added to the program to include the requirement for recompletion of the course following a two-year lapse or more in service before an individual can be re-employed as a ballast control operator. Additionally, the project development team added specific onboard simulations of emergency situations as part of the logbook.

Companies participating on the development team include Transocean, Diamond Offshore, **Atwood Oceanics**, **Alliance Maritime Training** and **Aberdeen Skills Enterprise Training.**

COMPETENCY ASSURANCE

Most contractors already have some kind of competency program in place. In the UK there are certain standards for assessing an individual's competence, particularly for safety-critical positions. An IADC program would establish a certain set of standards that companies could be measured against to show that their competency programs have all of the elements a valid program should include.

The Competency Subcommittee of the Training Committee has a new chairman, **George Edwards** with GlobalSantaFe, who has reactivated the subcommittee after a period during which its activities slowed considerably. The subcommittee is currently planning to develop a competency assurance program accreditation system. Under this program, an organization may apply for IADC review and recognition of its internal competence assurance system. This will invite an in-depth audit of the competency program's development, implementation, assessment and quality assurance. These criteria will be used to assure that competency assurance programs meet accepted practices to develop and assure the skills of persons employed in safety-critical positions.

SURVEY

During the fourth quarter of 2004, IADC will be conducting a worldwide survey of current and potential users of IADC accreditation systems. The survey will focus on existing systems such as WellCAP and RIG PASS as well as recently introduced programs that might be developed in the future.

The primary objective will be to identify where users feel IADC can and should improve its existing approach to accreditation of training providers, be it in terms of user friendliness, practicality of paperwork and administration, and, in particular, to identify measures needed to develop and maintain continued acceptance of its programs as "fit for purpose" in the rapidly-changing present day drilling environment.

The survey is planned to be complete by the end of the year. Results will be reviewed to determine future directions and developments for IADC accreditation programs in coming years.