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# Competency Based Training

*MB Century Application*



# Drilling Standards



- The overarching requirement from s 675 of the *Petroleum and Gas (Production and Safety) Act 2004* is that each person must have all the necessary competencies to undertake the allocated work (QLD Department of Mines and Energy 2007; Competency Standard for the Petroleum and Gas Drilling Industry).
- This can be achieved in three (3) ways.



# Legal Compliance Method 1



- The first is using a training package that has been developed and is being delivered and assessed by an RTO such as the ADI (Australasian Drilling Institute).



# Legal Compliance Method 2



- The second is using in-house training programs that meet or exceed the national standards.



# Legal Compliance Method 3



- The third way of achieving the standard is by using external assessors along with in-house experts to train and assess people “on the job” such as those services offered through RTO’s such as the ADITC (Australian Drilling Industry Training Committee).



# Application of Drilling Standards for MB Century



- MB Century was a registered RTO (Registered Training Organisation) until 2008.
- During the RTO period the application of the Drilling Competency Standard was largely completed through a process of RPL (Recognised Prior Learning) & RCC (Recognised Current Competency).



# Application of Drilling Standards for MB Century



- In 2008 MB Century de-registered the RTO feeling it was no longer value adding for the particular size and business requirements of the Australian Business Unit.
- This meant MB Century was now required to find a new way to ensure both competency and legal compliance.



# MB Century

## Internal Competency units

- The main objectives for MB Century is firstly ensuring competence so that each employee has been appropriately trained to fulfill each requirement of their jobs.
- The other requirement which is equally important is ensuring that all legislated obligations are meet.



## Internal Competency units

- During 2008 & 2009 MB Century invested substantial resources into creating a range of competency based training packages to meet these requirements.
- The packages meet two direct requirements;
  - The first being identifying and developing the required competencies for each classification to perform the specific tasks unique to their roles.
  - The second is mapping in the specific elements in the applicable national units to these packages so that the requirements are met.



# Employee Perceptions RPL & RCC



- When competency is being assessed only through the process of RPL/RCC the results were varied in that some employees felt they had received sufficient training and others did not.
- Some employees literally felt as if the exercise was a “Tick & Flick” process with little meaning.



# Employee Perceptions A Combination of Methods



- When the process was completed using all 3 methods and combined with the in-house competency units, employees felt they were gaining a greater understanding of their job and the requirements for their roles.



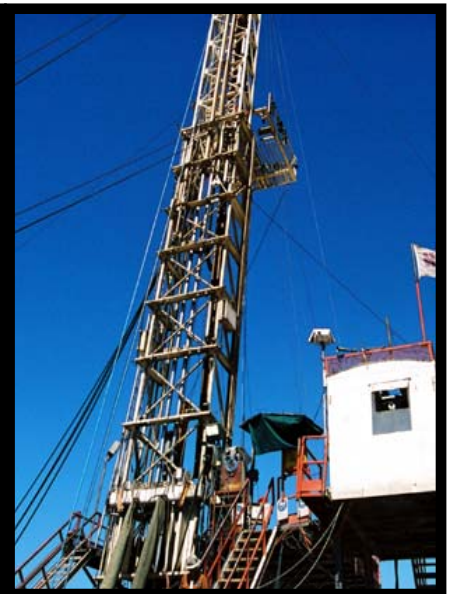
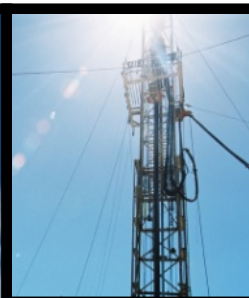
# The Overall Results



- As for results seen by MB Century it is still very early days for the internal competency units and too early to really make any informed judgment.



# **MP Century**



*“Striving for lowest total well cost: safer, smarter, together with our clients”*