

Well Control Institute Work Group on Implementation of *OGP Report No. 476 Recommendations for Enhancements to Well Control Training, Examination and Certification* – Update 13 June 2016

The Well Control Institute Board of Directors decided at the end of 2015 to stand up a work group on Implementation of *OGP Report No. 476 Recommendations for Enhancements to Well Control Training, Examination and Certification, October 2012*. Objectives for the WCI work group's activity include:

- 1) An informed, objective view of implementation industrywide of *OGP Report No. 476, Recommendations for Enhancements to Well Control Training, Examination and Certification, October 2012*
- 2) Recommendations to inform further industry activity to support implementation of *OGP Report No. 476*.
- 3) Recommendations for further WCI or other industry action related to well control training, examination & certification.

The work group convened in early March 2016, met again in April and held a full-day workshop in May with representatives from IADC, IWCF and several training providers. This document outlines some initial findings and recommendations categorized by the objectives of the work group. If agreed by the WCI Directors at their Board meeting on June 13, the work group proposes that work be continued on topics highlighted below. The initial step will be development of an updated scope of work document to define intended outcomes and deliverables and to prioritize and establish a schedule for future work.

1) Progress made to implement OGP Report No. 476 recommendations

IADC and IWCF have both made significant improvement in their well control accreditation programs consistent with *OGP Report No. 476* recommendations. In fact, the organizations are more aligned than some work group members previously thought. Opportunity exists for further alignment.

- a. IWCF should continue its focus on developing and applying an online supporting system for examination and certification, that maintains the integrity of the question database, as well as tracks key performance indicators. IADC currently has a robust online support system and IWCF is in action to improve its online capabilities including translation of examinations into multiple languages.
- b. The Level 5 training audience and requirements need to be clearly defined. Because input is needed from operators, contractors and service companies, accreditation bodies should define specific requirements working with the WCI work group and IOGP Well Expert Committee.
- c. One area requiring ongoing focus by both organizations is quality management to identify and address gaps in consistency of execution of training and examination. Consistent enforcement of requirements by the accrediting organizations is needed to equitably level the playing field for providers. In addition, more frequent, structured verification, assurance or auditing of training providers and instructors is needed following initial accreditation. The work group recommends that IADC and IWCF work together to develop agreed performance metrics and a common approach and schedule for auditing training providers.

- d. In addition, the work group recommends that options be considered for enhanced oversight including potential auditing of the accreditation bodies. The accreditation bodies police themselves and the work group identified gaps in assurance of quality and consistency. Specific options for this have not been defined by the work group but could be considered in future review if this is of interest to the Board.

2) Further industry activity to support implementation of OGP Report No. 476 recommendations

In addition to specific recommendations for IADC and IWCF, the work group recognized that there is more that can be done by others to support OGP Report No. 476 recommendations.

- e. IADC, IWCF and the WCI work group agree that industry should be encouraged to focus training of individuals to the classes appropriate to the current jobs and level of competency that they hold. Some contractors still prefer their drillers to take supervisor level training. It is recognized that an ongoing challenge for industry is how to both specialize training to specific roles and maintain flexibility for efficiency. Another related challenge is to continue training beyond the basics for those with substantial experience by offering additional, enhanced training opportunities. The work group recommends further review of options to reinforce appropriate training for each individual and to replace the current model of repeating the same course with a model of continual training that can be done without increasing costs to industry.
- f. Industry needs to develop much clearer human factors content to be included in well control training curriculum and/or determine what could be developed into separate, required additional training. It should be evaluated whether it is at all realistic to cover human factors in any depth in a well control course that is already packed with content. Furthermore, work group members believe that the amount of time spent handling various well control scenarios in a simulator should be increased. An alternative could be to perform the human factors training in between standard Level 3 or Level 4 certification as part of a continuous training model.
 - Members of the work group said they were concerned that depending on the quality of instruction and length of training, individuals participating in well control training are not consistently getting the basic understanding of well control concepts and how to apply them. One factor impacting this could be the amount of content being covered in a limited time frame.
 - Also, well control training providers are not generally equipped to instruct or to assess human factors. Small classes or classes made up of employees from different companies and skills do not lend themselves to group or team scenarios.

It is recommended that IOGP WEC work to simplify the human factors objectives specific to well control training and provide more clarity with assistance from WCI work group members.

- g. IOGP WEC Well Control Incident Subcommittee should submit to both accrediting organizations learnings from multiple incidents for use in case studies that can be included in training and role-playing in advanced simulator training, and used to develop test questions.

3) Further WCI or other industry action to enhance well control training, examination and certification

The work group also identified opportunity for improvement of well control training, examination and certification beyond what is included in Report 476.

h. The work group recognized that there is significant inefficiency that exists with two accreditation entities doing the same things. Many of the companies that want to provide well control training internationally are getting accreditation in two different organizations so they can offer certification in both. This means they also must be equipped to provide separate tests. The work group believes there is opportunity to combine resources of the two accrediting organizations. The following are some different options for consideration:

- IADC and IWCF deliver different services with one entity, for example, providing material and classes and the other providing auditing of training providers.
- IADC and IWCF share auditing of instructors and work together to provide resources to support further enhancement of instruction.
- IADC and IWCF combine database so there is one test and monitoring system.
- IADC and IWCF accept each other's tests and certification of individuals.
- IADC and IWCF recognize each other's accreditation of training providers.

The work group recommends that WCI encourage IADC WellSharp and IWCF directors to pursue opportunities for further collaboration and report back to WCI on outcomes, providing a document that will lay out where the organizations will combine efforts or divide efforts. The work group anticipates that this collaboration between the two groups will result in best practices being followed by both.

- i. Another improvement opportunity that the work group recommends is raising the standard for trainers/facilitators. The work group suggests that a few training providers be asked to work together to propose ways to enhance individual trainer quality.
- j. Finally, the work group felt that the most important part of well control competency is a solid understanding of critical well control concepts and ample opportunities to practice applying those concepts effectively. In order to make time for the understanding of critical well control principles (through time spent in the simulator) the work group recommends that equipment-specific content be reduced or removed as this is rig-specific anyway. The WCI work group further recommends that individuals be given the option, if certain criteria are met, to participate in continued education and/or assessment to enhance retention and maintain competency instead of completing the current two-year well control course. This could include developing a more frequent number of required simulations and exercises. The WCI work group recommends this as an area for its ongoing work in coordination with IOGP WEC, IADC and IWCF.