SPE Competency Management Tool (CMT)

Project Update, Fall 2014
11.2 Introduction

Drivers:
- Need for trained professionals rising with energy demand
- O&G industry losing experienced professionals to big crew-change
- Limited number of graduating Engineers and Geoscientists

How is the oil industry coping with these drivers?
- Hiring non-petroleum engineering graduates
- Emphasizing training and development
- Looking for ways to accelerate competency development
Broaden training program to cover courses for all career stages

Offer a service where members can assess their own competencies, understand the gaps and engage in personal development through a self-paced learning program

CMT called for by the SPE Board Work Group on *Lifelong Learning* …
Help O&G industry address critical “Talent Gap” in a way that will:
- Empower individual SPE members to do self assessments
- Identify gaps
- Develop a self-paced learning and development plan
- Leverage multiple training resources (Training Programs, SPE Books and Monographs, Technical Papers, Workshops, and Technical Conferences, SEG, etc.)
SPE considered three types of companies; *Operating Co.’s, Service Co.’s, and EPC contractors*; together they represent thousands of petro-technical jobs.

The focus of the CMT Pilot phase is Operating Co.’s:
- Scope limited to two career stages: Independent Contributor and First-level Supervisor
- Defined technical jobs covering a broad spectrum:
  - Partner with IHRDC; a reputable company with capability to deliver SPE’s strategy

Pilot has been tested by SPE and now free to members.
11.2 CMT Pilot – Summary

- 6 Disciplines
- 22 Job Titles
- 199 Competency Units
- 1,269 Training Resources
11.2 SPE CM Tool – Access

The SPE Competency Management Tool is free to members.
11.2 SPE CM Tool – Access

- The SPE Competency Management Tool is free to members
- Access is through the SPE Member Site
- Provides Single-sign on access to members
11.2 SPE CM Tool – Self-Assessment

Select a Job Title for Your Next Self-Assessment

You were previously assessed as a Senior Reservoir Engineer. Please note that once you start a new Self-Assessment, your old Learning Plan will no longer be available.

Please review the list of job titles below and select the one you want to assess yourself against. Click on the job title for more details.

Expand All
Expand All

- Geosciences (6 Job Titles)
- Health, Safety and Environment (HSE) (2 Job Titles)
- Production Engineering and Operations (4 Job Titles)
- Project and Facilities Engineering (4 Job Titles)
- Reservoir Engineering and Management (2 Job Titles)

- Reservoir Engineer
  Provide reservoir engineering support to maximize economic recovery of hydrocarbon resources from assigned subsurface assets.

- Senior Reservoir Engineer
  Provide reservoir engineering guidance and supervision to maximize economic recovery of hydrocarbon resources from assigned subsurface assets.

- Well Engineering (4 Job Titles)

Start Assessment

- Member reviews disciplines
- Selects job title most closely aligned with their own
11.2 SPE CM Tool – Self-Assessment

- Member reviews disciplines
- Selects job title most closely aligned with their own
- Member progresses through a self-assessment
- Assesses their skills against defined competency levels
11.2 SPE CM Tool – Self-Assessment

- Clear description of knowledge and competence
- Self assesses their knowledge against the competency level
11.2 SPE CM Tool – Learning Plan

- Determine and build their personal learning plan
- Member can track their progress against their selected competency model
- Can reassess themselves anytime
11.2 SPE CM Tool – Learning Plan

- Determine and build their personal learning plan
- Member can track their progress against their selected competency model
- Can reassess themselves anytime

- Learning is hyperlinked to courses
- Leverages SPE training resources, books, monographs
- Can register from within the system
11.2 SPE CMT – Forward Plan

- Gauge interest by usage tracking
- Identify gaps to develop more robust SPE training programs
- Add more jobs for broader appeal
- Monitor for enhancements and improvements
- Success defined by:
  - Robust use
  - Detailed feedback from users

Further details: contact mark.stone@dnrm.qld.gov.au or http://www.spe.org/training/cmt/