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Strategic approach to competence-based training and development: A case example for oil and gas industry

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Current front-line operations and maintenance of oil and gas facilities in Shell Petroleum Development Company (SPDC) in Nigeria are carried out under the design of pneumatic process control requiring the physical intervention of the operators in certain critical processes such as start-up, shutdown, production optimization etc. The planned implementation of ROCI (Remote Operations Capability Implementation) introduces a whole new approach to the operations and maintenance of the oil and gas facilities with the view of adding value to the company. Thus, the ROCI solution approach based on electronic design will embody several strategic and operational advantages such as fire and gas detection, electronic data collection, remote operation and control, alarm and shutdown, security surveillance, to name just a few. However, the stark difference between the pneumatic/analog operating environment and the electronic/digital operating environment necessitates a well-thought out competence-based training and development strategy for operations and maintenance personnel. To accomplish this strategic shift, managers, consultants and line personnel need to start focusing on the links between the various functions within the company especially as the links relate to the production of oil and gas. In this report, the design of a competence-based training and development strategy is discussed with perceived challenges.

Biography

Emmanuel S Eneyo is a Professor in the Department of Mechanical and Industrial Engineering at Southern Illinois University Edwardsville, USA. He is an Educator interested in industrial applications of production systems management with primary focus in the emerging concepts of project management, lean six-sigma production, supply chain logistics management and knowledge-based systems management. He has over 20 years of combined industrial work and consulting experiences with such companies as Bechtel Power Corporation, Rockwell International, Rohr Industries, Roho International, American Steel Foundries, Sierra International, Shell Petroleum Development Company (SPDC) Nigeria Limited, to name a few.

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