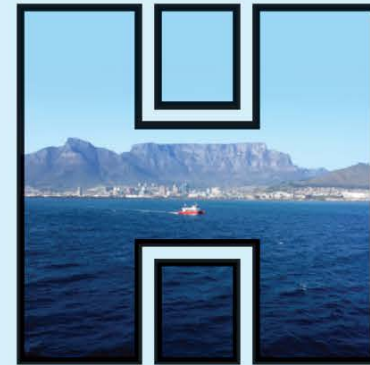




HYDRO2015

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DEVELOPING SUSTAINABLE HYDROGRAPHY IN AFRICA



Competence Management for Professionals

*An Agents' Contribution to a Safe and Reliant
Workforce*

D. P. Peddie - Theunisse

Atlas Professionals

South Africa



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Introduction



Operators



Contractors



Sub-
Contractors



Agencies



Professionals

CMS Influencing Factors



Integrated into the Quality Management System (QMS)

Examples Industry Associations & Organisations

IADC: International Association of Drilling Contractors

IMCA: International Marine Contractors Associations

IMO: International Maritime Organisation

IHO: International Hydrography Organisation

Industry Associations - IMCA

Represents companies and organisations engaged in delivering offshore, marine and underwater solutions.

- Core purpose
 - Core Activity: Competence & Training
 - Competence Assurance and Assessment & Training guidance – Framework

CMS options – Sector Specific

- Known industry Accreditation Schemes:
 - **DNV GL** – Classification society
 - **IADC** – International Association of Drilling Contractors
 - **OPITO** – Skills for oil & gas (Training Provider)
- Tailored Schemes:
 - **MTCS** – Training & competency services
 - **Caledonia Competence**

CMS options - Global

International Organization for Standardization

ISO 10018 – Guidelines on involvement and competence

Agents' choice

IMCA Framework

Benefits

- Based on knowledge, skills and experience
- Clients recognise and know the Framework
- Professionals recognise and know the Framework
- Assurance for clients that their requirements are met
- Assessments carried out can be analysed through day to day tasks
- Combined assessments / verifications can be carried out by clients using the same framework

Agents' choice

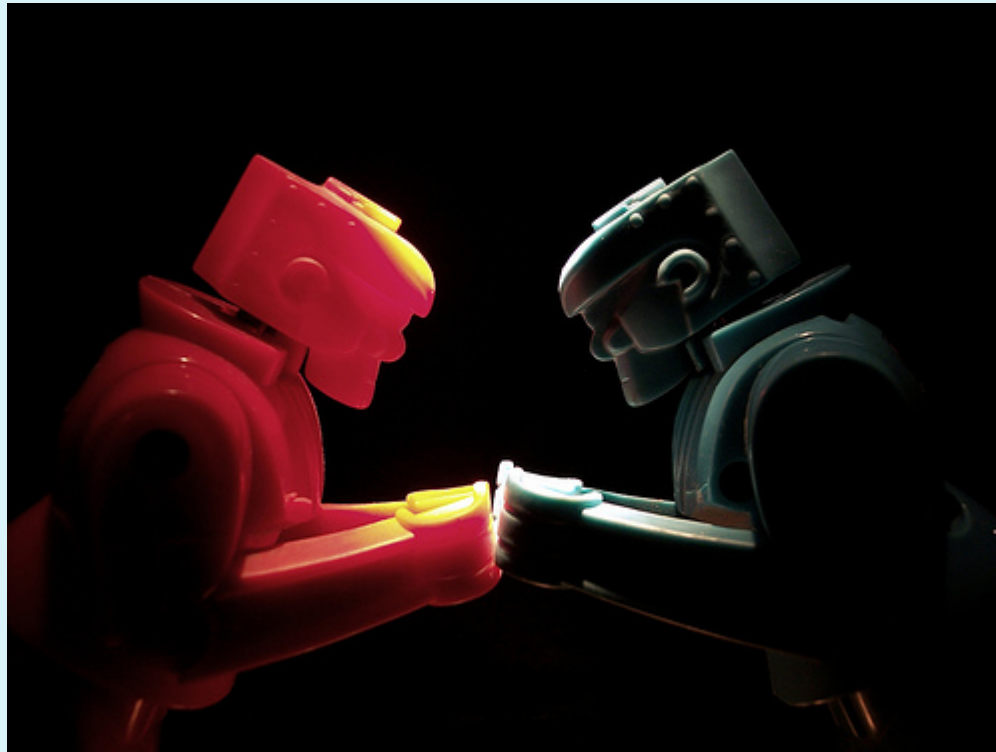
IMCA Framework

Challenges

- Not all Clients recognise IMCA
- Does not cater for Client specific Competence requirements
- Enrolment process
- Product Evidence
- Opportunities for assessment
- Embrace in the industry

Future - Global

Value Added Service Vs. Requirement



Picture: <http://www.hitfix.com/blogs/motion-captured/posts/okay-hollywood-there-s-good-sf-and-bad-sf-martian-and-robots-news>

Future – African Oil Development Countries



Picture: <http://www.tandem-wacren.eu/internet-society-report/>

Future – Agents' perspective



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Professionals

Questions / remarks?



Picture:https://www.google.nl/search?q=MTCS&es_sm=93&biw=1920&bih=995&source=lnms&tbn=isch&sa=X&ved=0CAYQ_AUoAWoVC hMllrLy9YqDyQIVjGsUCh3pbQXK#tbn=isch&q=any+questions&imgsrc=gW0AuboLZUBfnM%3A