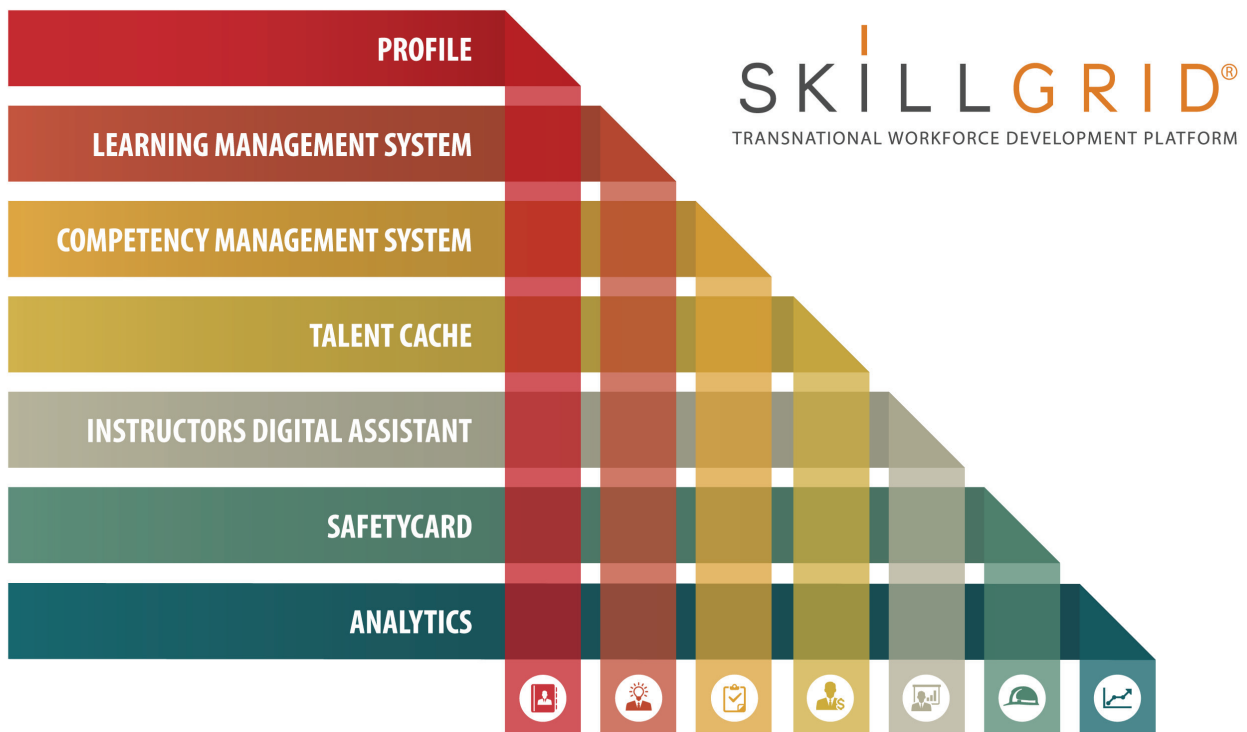# SKILLGRID® PLATFORM

SKILLGRID COMPETENCY-BASED WORKFORCE PLATFORM

SkillGRID is an innovative suite of manpower development applications, management tools, and analytical components. The SkillGRID platform is used by both employers and employees, and records all past learning and competency accomplishments, identifies future requirements, and maintains training credentials and certifications. .

S K I L L G R I D®
TRANSNATIONAL WORKFORCE DEVELOPMENT PLATFORM

- PROFILE
- LEARNING MANAGEMENT SYSTEM
- COMPETENCY MANAGEMENT SYSTEM
- TALENT CACHE
- INSTRUCTORS DIGITAL ASSISTANT
- SAFETYCARD
- ANALYTICS

FOR EMPLOYEES

The SkillGrid platform allows employees to complete e-Learning modules and competency initiatives using one integrated application. An employee's SkillGRID account becomes his personal library and reference tool for career development and competency management.

FOR EMPLOYERS

Using the SkillGRID platform, authorized administrative and supervisory personnel can monitor their employee's career progression status at any time. Simple tools and intuitive functionality is built into SkillGRID so that managers can assign e-learning, define competency maps and improve candidate recruiting. Smart analytical components and reporting functionality provide easy segmentation and measurement of objectives to improve your organizational performance.

S K I L L G R I D®
competency management system

CONTENT DELIVERY FOR EMPLOYEES THROUGH SKILLGRID

When employees log into SkillGRID, they see a home page with information about their professional profile, competencies related to the position they currently hold, and eLearning modules available. If they complete any activities in an offline-mode, they will be presented with the opportunity to sync back to a server when connectivity is re-established.

SKILLGRID TRAINING PORTAL

Uploading certificates and launching eLearning courses are just a few of the available features of SkillGRID.

CONTENT DELIVERY OPTIONS

Content delivery through SkillGRID can be accomplished in three ways: online using any computer with internet access, offline using a computer with a USB-powered SkillSTICK®, or offline using a Windows® powered tablet.

Offline via SkillSTICK

Offline via tablet

SKILLGRID®
competency management system

SKILLGRID® FOR EMPLOYERS

SKILLGRID IS A TOTAL LEARNING AND COMPETENCY MANAGEMENT SOLUTION FOR EMPLOYERS

With SkillGRID, employers have the ability to:

- Customize and assign a training and competency curriculum based on employee job function and location
- Track employee's progress in their learning and competency programs
- Review employee's assessment scores and compare metrics across the workforce
- Store and track employee documents and training certificates in a centralized database for quick access and review
- Deploy learning and competency programs anywhere in the world even without connectivity via SkillSTICK® or tablet.

POSITION GRID

Competency maps can be built for any position within your organization, and then employee progress can be measured and documented in SkillGRID.

TRAINING MATRIX

A detailed training matrix can be built in SkillGRID that shows course completion by employee.

USER MATRIX

Information about your employees can be filtered, sorted and analyzed, making it convenient and easy to manage the training and competency requirements of a large workforce.

SKILLGRID®
competency management system

SKILLGRID® LMS

SKILLGRID AS A LEARNING MANAGEMENT SYSTEM

SkillGRID is packed with hundreds of eLearning titles that focus on technical oilfield education and safety compliance—all wrapped in an intuitive, easy to use multi-language user interface. Additionally, the flexibility of SkillGRID gives employers the ability to add courses and presentations that have been developed internally, or to import courses and eLearning modules from other third-party sources.

POPULAR COURSE LIBRARIES WITHIN SKILLGRID LMS:

- General Petroleum
- Drilling Fundamentals
- Production Operations
- Health, Safety and Environment

SKILLGRID LMS COURSES ACCREDITED BY THE IADC:

- Introduction to Well Control (WellCAP)
- IADC RigPass
- Drilling Industry Training
  (Introduction, Drilling and Production libraries)

> All employees completing accredited IADC training courses are issued certificates from the IADC upon completion. Visit **PetroEd.com** for a full listing of courses offered through SkillGRID LMS.

SKILLGRID XMP MULTI-LANGUAGE USER INTERFACE

Users can choose two languages, for example, ENGLISH and PORTUGUESE in the SETUP...

Caption languages can be selected for on-screen viewing or printing.

...and toggle between them at any time during the learning session.

SKILLGRID®
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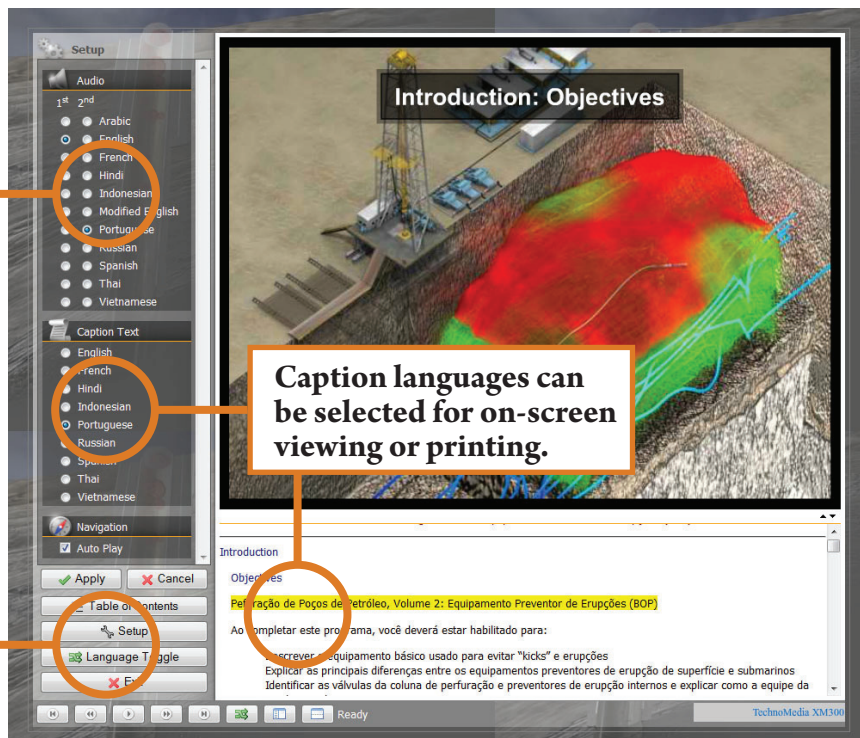
SKILLGRID® CMS

SKILLGRID AS A COMPETENCY MANAGEMENT SOLUTION

Competency is the ability of an employee to perform a job properly – combining knowledge, skills and abilities KSAs along with training and experience. The SkillGRID CMS is a powerful tool for managing and c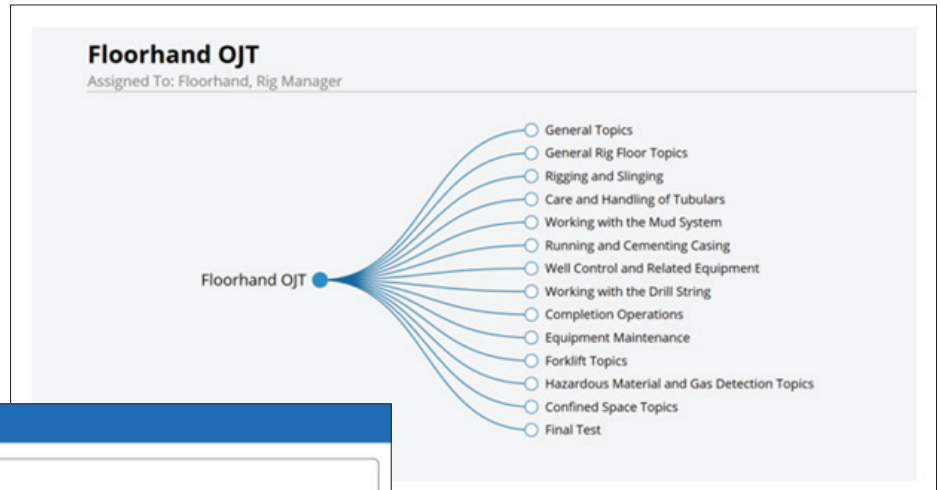onfirming the proficiency of your workforce. With built-in modes for candidate, assessor and verifier, this easy-to-use platform can be configured for the unique attributes of your workforce.

COMPETENCY MAP

Administrators and managers can quickly build competency maps for each position as defined in SkillGRID.

Floorhand OJT
Assigned To: Floorhand, Rig Manager

Floorhand OJT
- General Topics
- General Rig Floor Topics
- Rigging and Slinging
- Care and Handling of Tubulars
- Working with the Mud System
- Running and Cementing Casing
- Well Control and Related Equipment
- Working with the Drill String
- Completion Operations
- Equipment Maintenance
- Forklift Topics
- Hazardous Material and Gas Detection Topics
- Confined Space Topics
- Final Test

Well Control and Related Equipment

Educational Resources

Introduction to Well Control	IADC Accredited	Curriculum w/ Subunits and Assessment with 7 subunits	🗑
Practical Well Control Quiz	Assistant Driller	Assessment	🗑

Add

Competencies: Knowledge, Skills and Abilities

1. Show how to perform daily checks on well-control equipment such as IBOP and crossover(s), choke manifold, and accumulator unit
2. Explain YDD Drilling shut-in procedures while drilling.
3. Explain YDD Drilling shut-in procedures while tripping.
4. Explain the diverter control system and diverter procedures.
5. Explain and show how to change a surface BOP rams.
6. Ex

RESOURCES AND COMPETENCIES (KSA)

eLearning modules can be selected from the PetroEd® library, your internal resources, or another third-party source. KSAs can be easily imported from existing sources, and added to or modified as required.

General Topics

Section Incomplete
Completed 2/5 Skills Items for this Section

Skills:
1. Describe how the OJT system works and the supervisor's role in it. — ✔ Approved
2. Explain the energy isolation system as it applies to the assistant driller. — Pending Evaluation
3. Explain the role of the assistant driller during such emergencies as H5, hydrocarbon discharge, fire, man overboard, and abandon rig — ✔ Approved
4. Actively participate in a Safety Analysis Process meeting at the site where the task will be performed. — Pending Evaluation
5. Explain the zone classification system on your rig. — Pending Evaluation
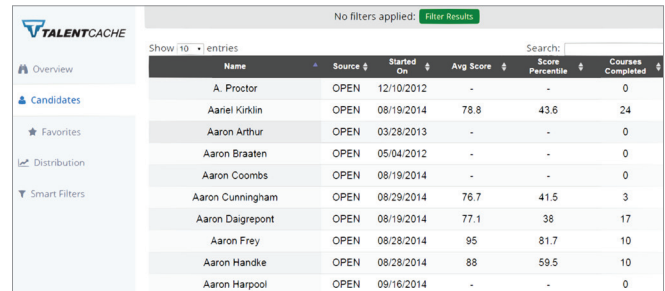
RESOURCES AND COMPETENCIES (KSA)

Candidates can indicate their readiness to be assessed. An assessor can approve or not approve completion of the competency element, and set a course for remediation if required.

SKILLGRID®
competency management system
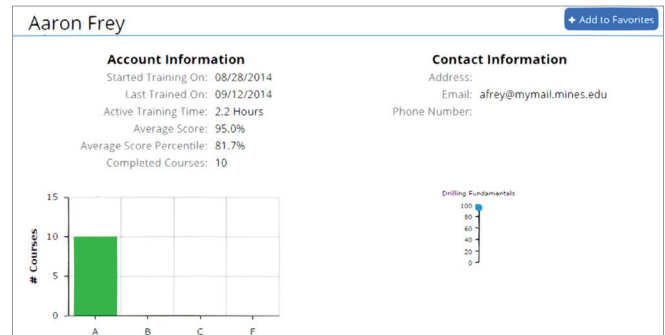
TALENT CACHE™ RECRUITING PORTAL

TALENT CACHE AUTOMATES THE JOB CANDIDATE SELECTION PROCESS

Integral to the SkillGRID® platform, the TalentCache portal automates the job candidate selection process by using eLearning to prequalify candidates before they are selected for interviews. With TalentCache, a hiring manager can rank candidates according to their assessment results, resulting in a higher-quality candidate pool, and a simpler hiring process.

The process within TalentCache is easy. Using SkillGRID, hiring managers reach out to candidates with eLearning modules selected from PetroEd's Oilfield Prequalification program (OPQ). Candidates are given a set time frame to take the OPQ and to complete the assessments. Their progress is monitored and tracked in SkillGRID, and once they are finished the results can be tabulated, ranked and analyzed according to scores and other criteria. This simple process benefits a hiring manager greatly - now they know which candidates are motivated, can work diligently, and are committed to excellence. Ones that don't follow the process can be passed over.
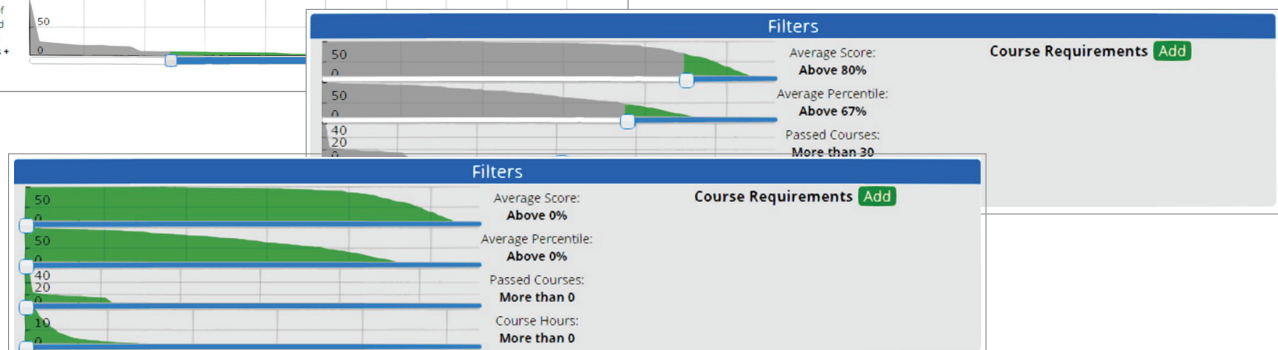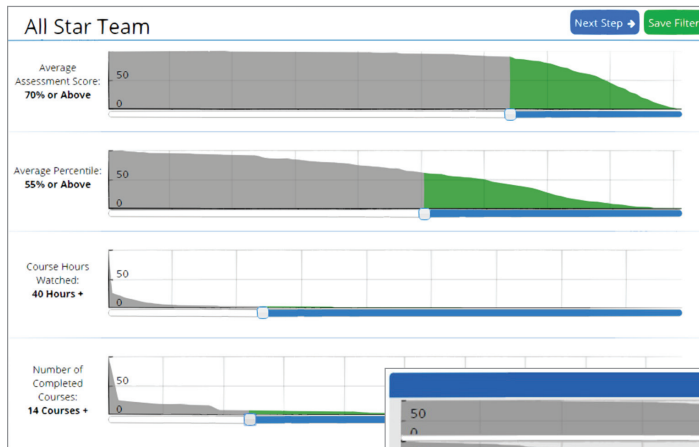
CANDIDATE TRACKING

TalentCache provides you with a list of qualified candidates, and easy tools to analyze their progress and performance in the OPQ program.

FILTERING ANALYTICS

Flexible filtering analytics allow you to drill down in many ways to view and high-grade your candidates, decide which ones to bring in for face-to-face interviews, and ultimately present job offers to the select few that meet your criteria.

SKILLGRID®
competency management system

SAFETY CARD TRACKING SYSTEM

RECORD AND ANALYZE INTERACTIONS AMONG EMPLOYEES RELATED TO HSE

The safety card tracking system is an element of SkillGRID® that allows customers to record and analyze interactions among employees related to HSE. It is designed for use on a rig, at a wellsite, or in a manufacturing operation where employees record and catalog information related to safety performance.

The analytical engine built into SkillGRID allows managers and team leaders analyze trends, pinpoint problem areas or locations that need to be addressed, and meet compliance obligations for customers or regulatory bodies. By leveraging the SkillGRID platform and data synchronization processes, paper-based HSE collection systems can be rolled into the platform at a fraction of the time and effort required to implement a system from scratch.
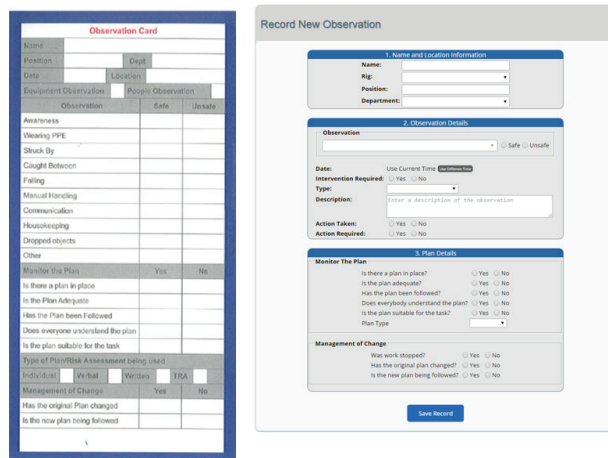
DATA ENTRY

Paper form vs optimized online form for quick data entry.

- Navigation Bar
- Report Filters
- Observation breakdown by rig and whether the behavior was safe or unsafe
- Conversation breakdown by category of behavior and whether the behavior was safe or unsafe
- Additional observation metrics statistics
- Breakdown by the plan type used to resolve the issue
- Response rates to the various questions asked on the observation card

DATA BREAKDOWN VIEW

The Data Breakdown view allows administrators to see observation statistics and data distributions for a given date range and options.

- Navigation Bar
- Report Filters
- Number of conversations by week or month divided into safe and unsafe behaviors
- Visualize which behavior categories are causing the most observations and see how this changes over time
- Visualize which rigs are making the most observations and whether the observed behavior was safe or unsafe
- Visualize the trend of safety conversations by the department of the location
- Visualize whether the majority of observed behaviors were safe or unsafe over time
- Visualize whether the observed behaviors were people or equipment related

SAFETY TRENDS REPORT

The Safety Trends report allows administrators to visualize variations in safe/unsafe behavior over time using charts that can be filtered by date range, behavior type, rig, position, and location.