



IDA



SKILLGRID®

COMPETENCY-BASED MANPOWER DEVELOPMENT PLATFORM

featuring

PetroEd®
eLearning

SKILLGRID PLATFORM

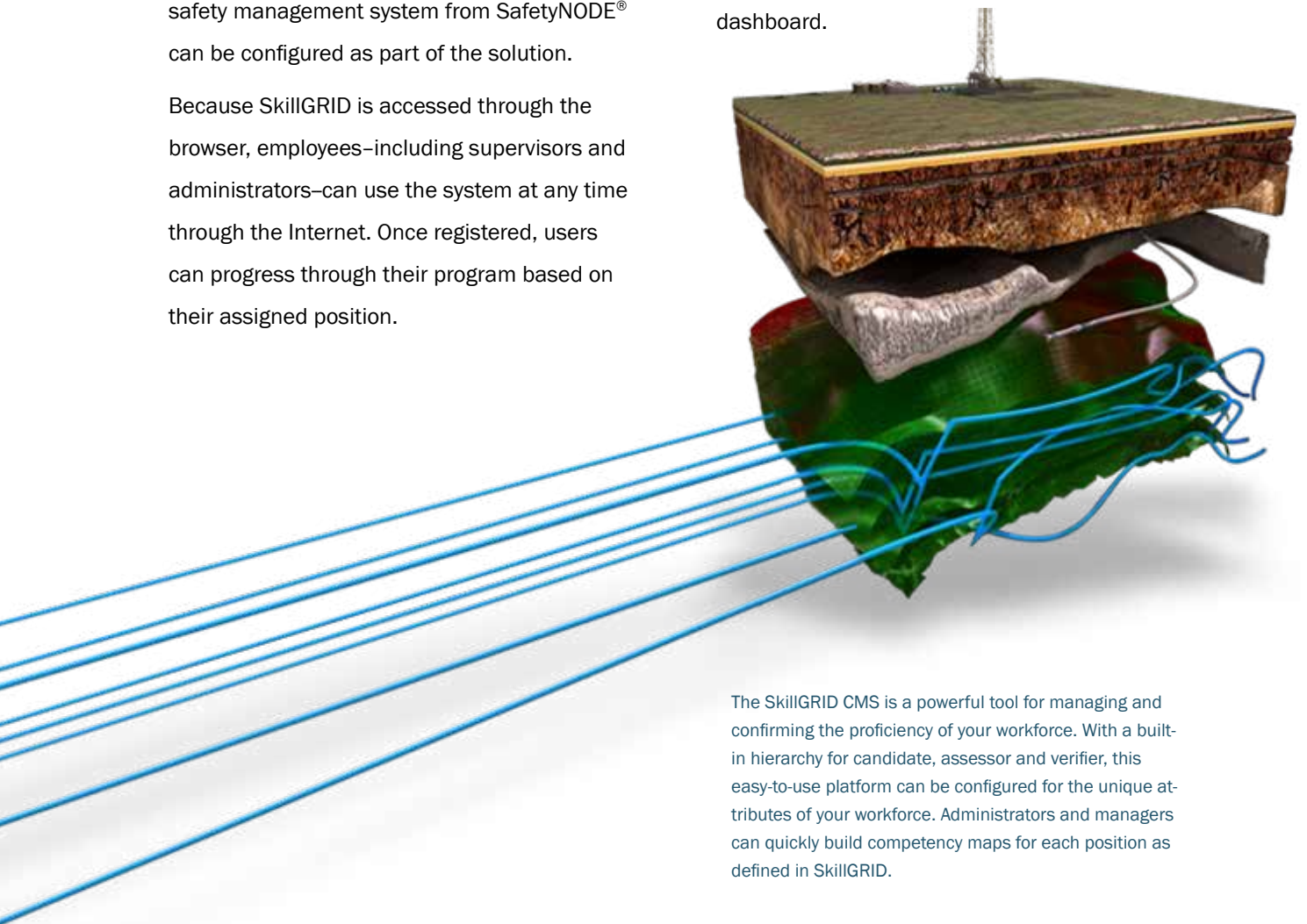
AN INTEGRATED APPROACH

The SkillGRID® platform offers an integrated solution for managing a broad range of workforce development activities and supports both curriculum-based and competency-based educational models. As we view safety as a core element of manpower development, a powerful safety management system from SafetyNODE® can be configured as part of the solution.

Because SkillGRID is accessed through the browser, employees—including supervisors and administrators—can use the system at any time through the Internet. Once registered, users can progress through their program based on their assigned position.

Administrators can assign learning materials that support either the curriculum or competency depending on the model selected.

Regardless of how SkillGRID is configured, all components integrate with the PROFILE of the individual and a customizable ANALYTICS dashboard.



The SkillGRID CMS is a powerful tool for managing and confirming the proficiency of your workforce. With a built-in hierarchy for candidate, assessor and verifier, this easy-to-use platform can be configured for the unique attributes of your workforce. Administrators and managers can quickly build competency maps for each position as defined in SkillGRID.

PROFILE

INDIVIDUAL LEARNING & DEVELOPMENT HISTORY

SkillGRID allows the employee to manage their own learning and development profiles. This feature of the system saves a significant amount of expense on overhead. Companies have the option to verify the information through administrator access privileges; this role can be assigned internal or external to the organization.



SKILLGRID TRAINING PORTAL

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. Scanning, uploading certificates, and launching eLearning courses are just a few of the available features of SkillGRID.



SKILLGRID LMS

SKILLGRID 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:

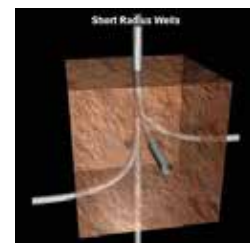
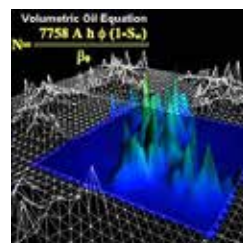
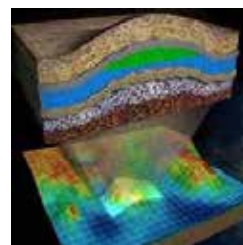
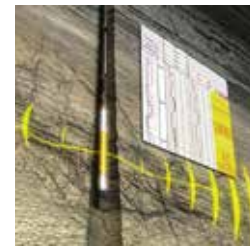
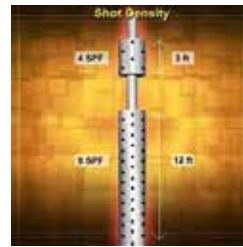
Introduction to Well Control (WellCAP)

IADC RigPass

Drilling Industry Training

(Introduction, Drilling and Production libraries)

A SkillGRID membership allows individuals to manage their own learning and development experiences online from anywhere in the world. Unlike resumes, SkillGRID presents your qualifications and credentials in a clean, structured format. Potential employers will appreciate the streamlined approach.



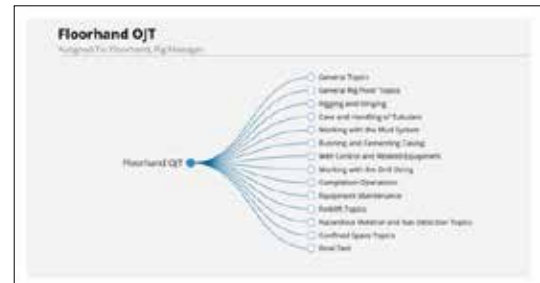
SKILLGRID CMS

SKILLGRID 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 confirming 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.

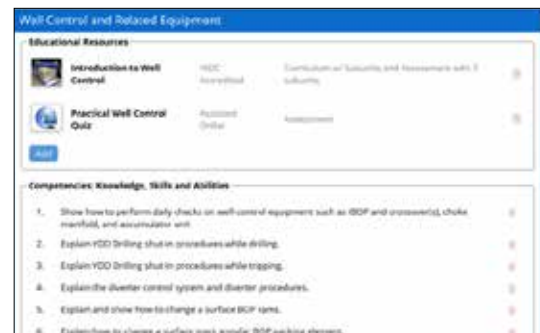


SkillGRID is a total learning management solution. In addition to delivering online learning content, it makes a record of all past learning accomplishments, identifies future learning requirements, maintains training credentials and certifications, and can certify your competency for the position you hold.



COMPETENCY MAP

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



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.

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 AMS

EMPOWERING OIL & GAS EDUCATORS WITH CUTTING-EDGE MULTIMEDIA

The AMS component of SkillGRID offers organizations and governments the ability to manage the certification workflow of training providers they accredit. The system efficiently monitors and maintains members' compliance to the accreditation standard for unprecedented insight. Training events can be scheduled so that approved proctors can verify the integrity of classroom activities, including assessments and exams.



SIGNATURE DEPLOYMENT

The AMS is currently being licensed by the International Association of Drilling Contractors (IADC.org) under the brand 'WellSharp'. The AMS coordinates and manages training, assessment, proctoring and certification activities for training providers such as ExxonMobil, Chevron, Saudi Aramco, Halliburton and many others worldwide; last year, AMS processed over 35,000 certificates.



THERE ARE 175 TRAINING
PROVIDERS CURRENTLY
USING WELLSHARP
WORLDWIDE

Analytics provide the accrediting body with immediately visibility into their network of providers so that issues can be quickly identified and remedied. The reporting capabilities delivered by the AMS serve to improve the quality of the system to meet the standards set by the organization.

“ *The Indaptive team have been a blessing to us this year. We could not have survived the new program launch without their technical expertise AND utmost professionalism and quick turn-around.*

Dr. Brenda Kelly, IADC

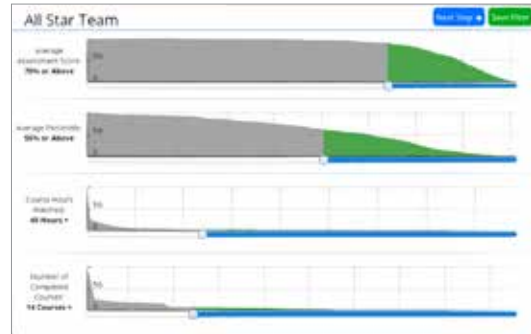
TALENT CACHE

CANDIDATE SELECTION BASED ON COMPETENCY

TalentCACHE® is an optional component of the SkillGRID platform and facilitates the candidate selection process by using eLearning to prequalify applicants before they are interviewed, pre-payroll.



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.

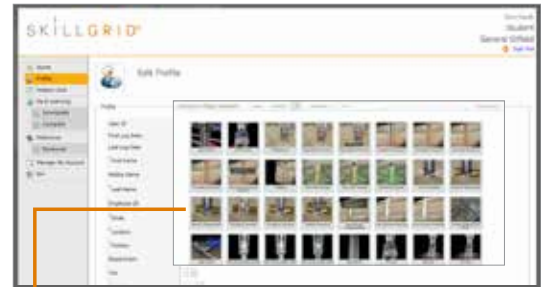
INSTRUCTORS DIGITAL ASSISTANT

THE IDA IS BOTH A PRODUCT AND A SERVICE

Educators using presentation programs, such as PowerPoint, have access to an on-line library of media assets: graphics, photos, animations, video, audio, and interactivities relevant to the petroleum industry. These can be downloaded and used directly in the presentation program.

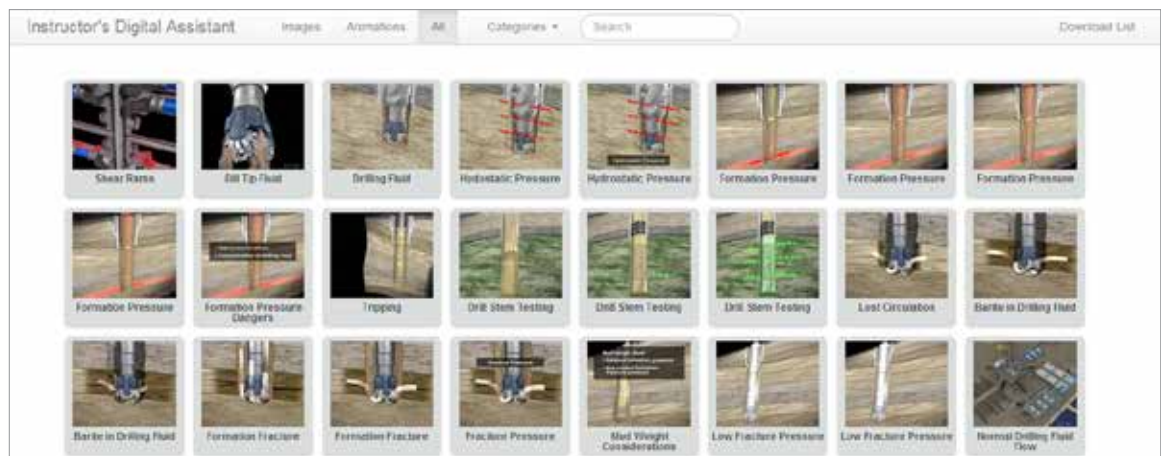
Media assets can be modified or created from scratch by our team if multimedia specialists using web-based collaboration tools

IDA ties directly into your SkillGRID account to provide industry leading multimedia for use in you or your company's presentations and eLearning. Browse over 7,500 high quality images and animations using your SkillGRID account.



FEATURES & BENEFITS

- Imports directly into PowerPoint and other presentation programs
- Users can search by keyword or category
- The IDA supports a variety of standard formats
- Reduce media asset development costs
- Avoid duplication of media efforts
- On-line access for wide distribution within organization
- No training required
- Licensing allows access by all users without overhead
- Client-owned media assets can be integrated into the system



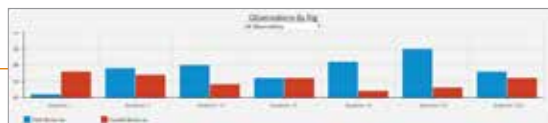
SAFETY NODE

RECORD AND ANALYZE INTERACTIONS AMONG EMPLOYEES RELATED TO HSE

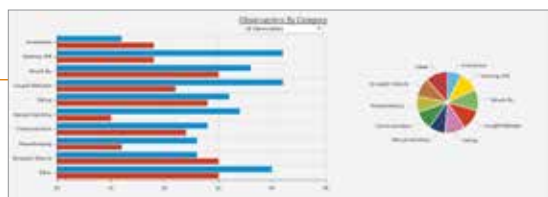


The safety observation card tracking system is an element of SkillGRID® that allows customers to record and analyze interactions among employees related to HSE. It is designed for use on a rig, at a wellsite, or in a manufacturing operation where employees record and catalog information related to safety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



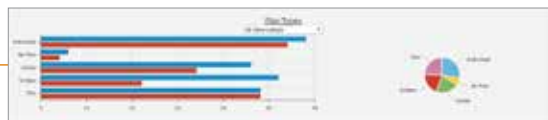
Observation breakdown by rig and whether the behavior was safe or unsafe



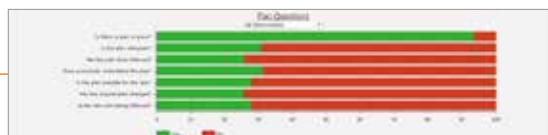
Observation breakdown by category and whether the behavior was safe or unsafe



Unsafe behavior results for work stopped, action, and intervention



Observation breakdown by plan type



Observation breakdown by plan type

DATA BREAKDOWN VIEW

The "Data Breakdown" report allows administrators to see safety statistics and distributions for a given date range and filter options such as only showing data for certain rigs, positions, locations, or behavior categories. The report can be exported as a PDF using built in browser features.

ANALYTICS

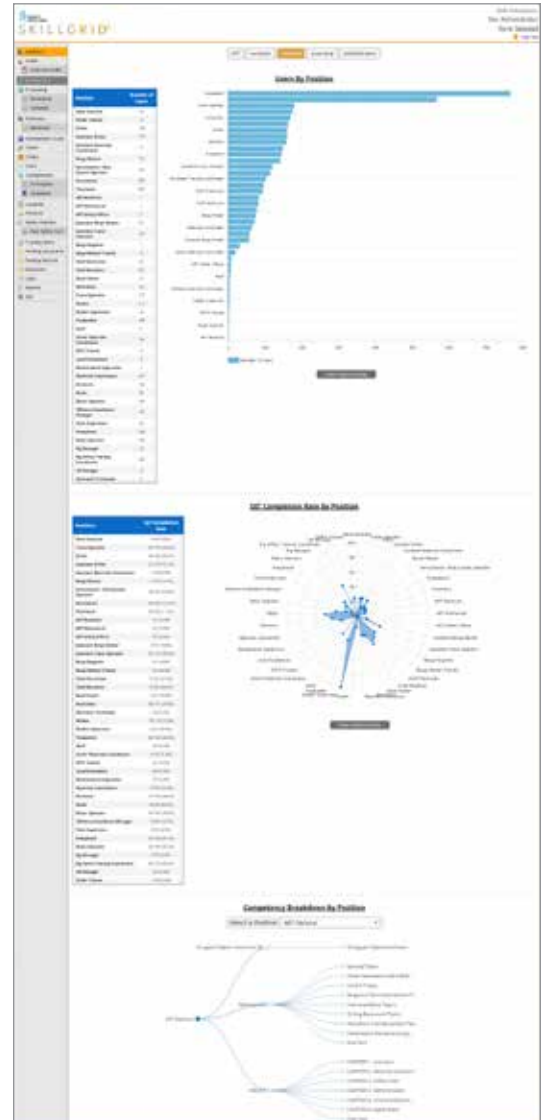
ACTIONABLE INSIGHTS FOR SMARTER WORKFORCE TRAINING MANAGEMENT

Regardless of which SkillGRID configuration your company selects, every component comes with an ANALYTICS dashboard that provides management with complete visibility to every aspect of the organization's workforce development activities.

- Implement, Measure, and Adjust Training Initiatives
- Monitor Employee Licenses and Certifications for Regulatory Compliance
- Advanced GeoAnalytics for a Global Workforce
- Seamless Integration with the SkillGrid eLearning Delivery Platform
- Seamless Integration with the SkillGrid Competency Management System
- Human Input, Digital Analysis
- Robust Security for Managing Administrative Access to Personnel Data

ON-THE-JOB TRAINING

Find out What Works Best for Your Company. Set up trial "on-the-job" (OJT) training or eLearning initiatives for a specific worksite or training group, then measure and analyze the program's effectiveness before scaling it globally. Configure dashboards with custom dimensions and filters, easily identify top performers or employees that require additional training, and sort by worksite, job position, or training item.



Manage access to sensitive data by assigning roles and secure passwords to users through the Administrator Interface.

SUSTAINABILITY

EMPOWERING OIL & GAS EDUCATORS WITH CUTTING-EDGE MULTIMEDIA

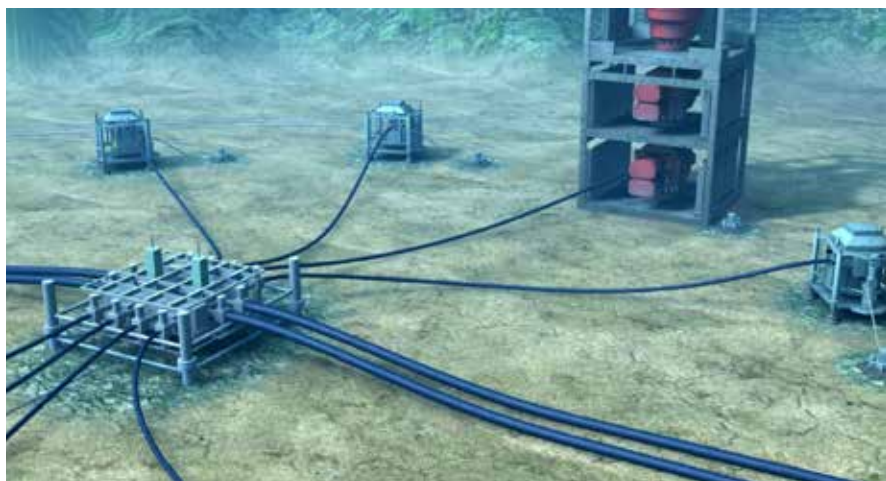
The Open Petroleum Network (OPEN®) provides educational institutions worldwide with immediate access to rich multimedia learning materials at little or no cost. The OPEN program was launched in 2010 with the goal of giving qualified universities, teaching organizations, and petroleum educators cutting-edge eLearning resources to supplement existing programs for standalone use.



In this format, the teacher becomes more efficient in attending to the learning deficiencies of the class and can focus on more advanced subject matter. The material in OPEN is given free-of-charge through our sustainability endowment. Work directly with industry partners to arrange financial support in the form of sponsorship for courses of instruction in the field of oil and natural gas through existing educational institutions.

THE GREAT CREW CHANGE

There is a critical need for innovative education solutions for the oilfield. Our industry is facing a daunting shortage of workers. According to the American Petroleum Institute, 71% of the energy industry workforce is over 50 years old; and, 1.2 million jobs will be created in the oil and gas sector by 2030. OPEN provides an innovative approach to addressing this need. As OPEN continues to expand its global footprint and receives resources from stakeholders, additional content will be added to the program.



AN INDUSTRY PRIMER

Four eLearning courses are provided as an industry primer. Basic Principles of Petroleum (14 hours), Oilwell Drilling (20 hours), Introduction to Well Control (18 hours) and IADC RigPass® (18 Hours). The course development was sponsored by Transocean and Nabors Drilling and represent 70 total hours of multimedia content with cutting-edge animations, graphics and narrative. Upon completion, students will be able to earn their IADC RigPass certificate.

STRATEGIC RELATIONSHIPS

GLOBAL REACH



A rich technical library of eLearning titles is available 'off-the-shelf' through PetroEd®, the leading provider of on-line courses for the oil and natural gas industry. Select from any of the 400 titles from the PetroEd repository, or incorporate third-party digital learning materials as desired. If companies has invested in developing their own eLearning content, then these courses can also be deployed through SkillGRID. Other components of the platform include recruiting, eLearning development and safety management.



OVER 1.2 MILLION
WORKERS HAVE USED
PETROED E-LEARNING
WORLDWIDE



Through its partnership with HP, PetroEd now provides a hardware component to its integrated workforce development solution.



SGS is the founding sponsor of the Open Petroleum Education Network (OPEN). Since 2010 OPEN has provided over 2,500 university students around the world with access to eLearning at little or no cost.



Continuing Education Units (CEU) are now offered by

Houston Community College, the 2nd largest college in North America, to students worldwide.



IADC
WELLSHARP

WellSharp, one of the world's leading well control certification programs, is powered by the SkillGRID Accreditation Management System (AMS).

