IHRDC

International Human Resources Development Corporation

Competency Based e-Learning Solutions

UPSTREAM TECHNICAL

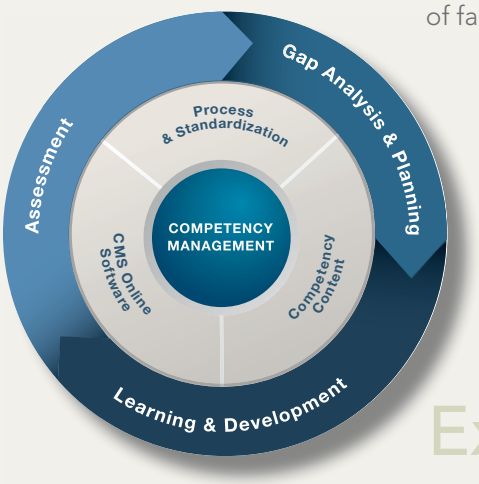
FOR 45 YEARS

Accelerate your employee development to international competency standards.

Why a Competency Based e-Learning Solution?

THE VALUE PROPOSITION

- Provides a single, integrated package that defines competency requirements and aligns learning materials
- Creates a cost-effective solution to accelerate the development of employees
- Aligns learning and development to standard competency models vetted by Society of Petroleum Engineers (SPE) industry experts
- Provides a clear, self-driven learning track for developing real skills
- Standard Job Competency Models can be deployed in 48 hours via web-browser



Knowledge
of facts and theories, procedures and principles.

Skills
both practical and conceptual.

Experience
that contributes to excellent job performance.

go to www.ihrdc.com to learn more

Learn how IHRDC can work with you to help meet your specific competency requirements.
Call +1.617.536.0202 or email **competency@ihrdc.com**

Competency Models

SPE UPSTREAM

- IHRDC and SPE have collaborated to develop 22 standard competency models
- Focus on entry level positions in the industry, plus the next level positions
- Used IHRDC competency model base as the foundation, and then reviewed with SPE industry experts
- IHRDC has 300 additional competency models that can be added or substituted in the package

TECHNICAL PERSONNEL

Reservoir Engineering and Management
- Senior Reservoir Engineer
- Reservoir Engineer

Production Engineering and Operations
- Operations Superintendent
- Senior Production Engineer
- Production Engineer
- Field Operations Engineer

Well Engineering
- Senior Drilling Engineer
- Senior Completion and Well Intervention Engineer
- Drilling Engineer
- Completion and Well Intervention Engineer

Project and Facilities Engineering
- Project Manager
- Senior Facilities Manager
- Facilities Engineer
- Project Engineer

Health, Safety and Environment
- HSE Specialist
- HSE Manager

Geosciences
- Senior Geologist
- Senior Geophysicist
- Senior Petrophysicist
- Geologist
- Geophysicist
- Petrophysicist

6 Disciplines

199 Competency Units

22 Job Competency Models

524 Identified Training Resources

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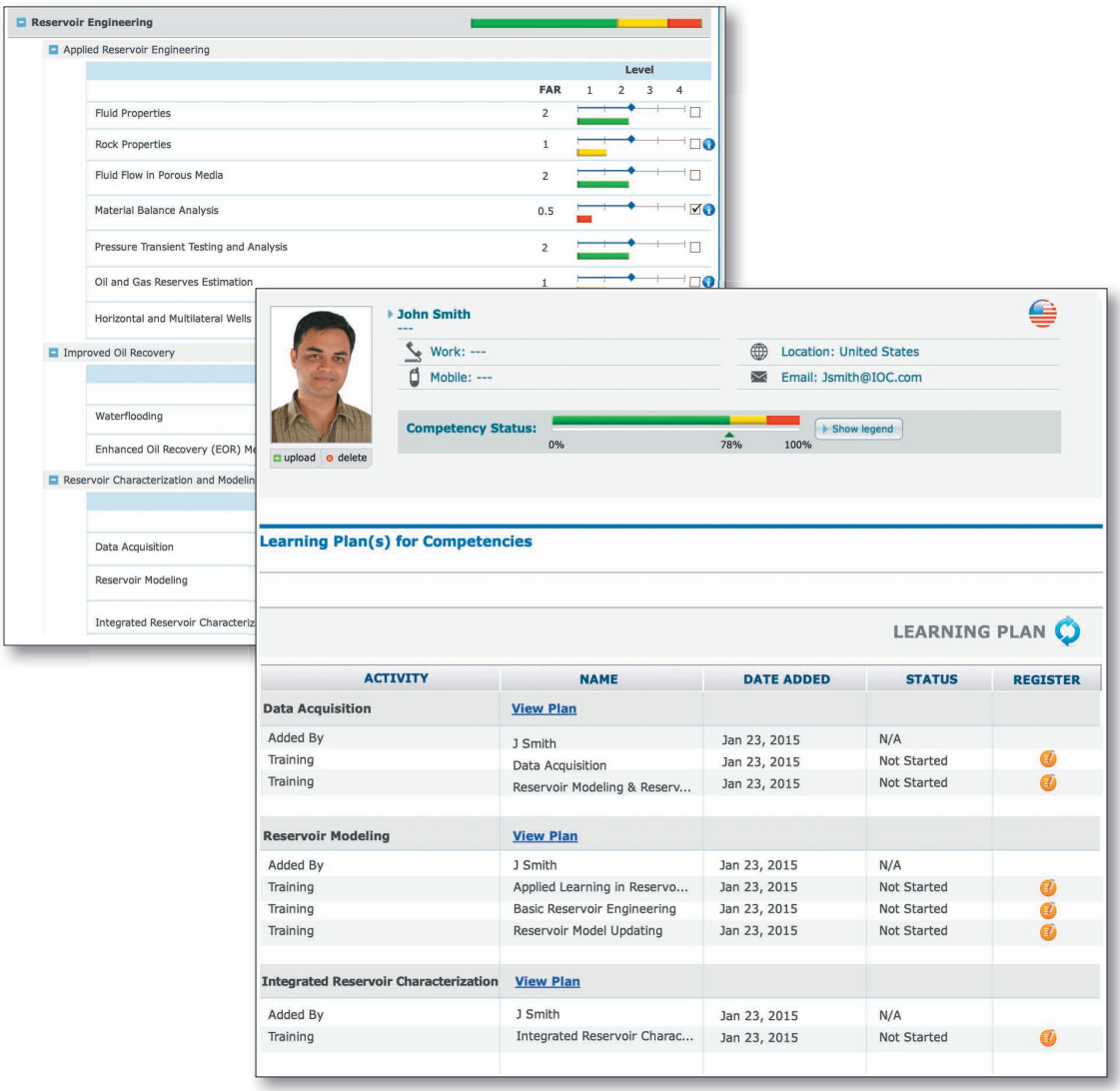
The Process

1 ASSESSMENT

- Access provided through web-based browser based on user role
- Each user assigned standard competency model
- Individual assesses his skills against each competency unit
- Supervisors and assessors ensure assesments are accurate and objective

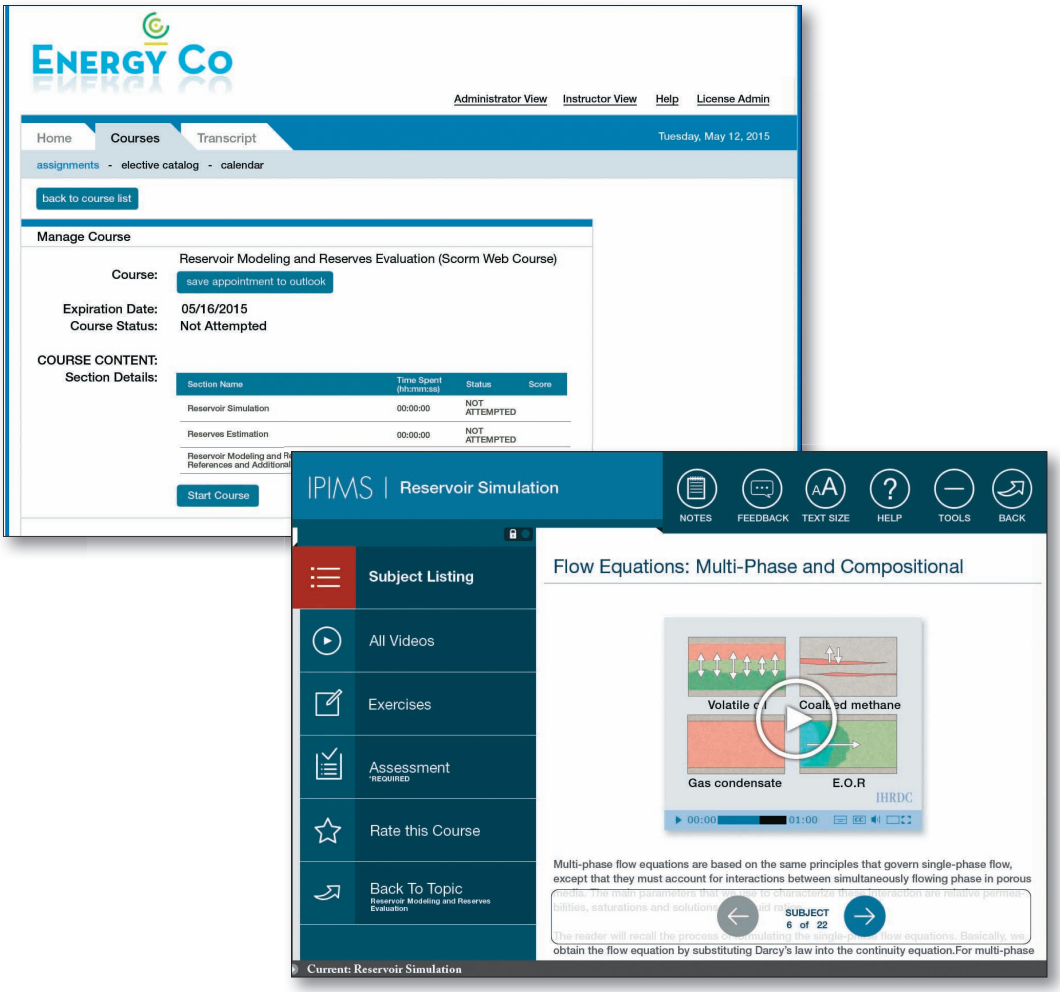
2 GAP ANALYSIS AND PLANNING

- Employees can review their individual competency profiles, supervisors can see employees'
- Users build a learning plan by selecting and prioritizing competency development activities
- Training has been pre-matched to job level requirements in each competency unit
- Users can add or subtract from training match-up to create a customized plan

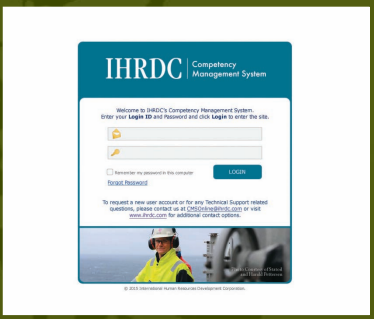


3 LEARNING & DEVELOPMENT

- Course match-ups include IHRDC e-Learning as well as SPE training resources
- Included IHRDC e-Learning contains on average 50 individual course titles per competency model
- Each IHRDC e-learning resource launches directly through the LMS
- Training completion records are recorded in the LMS and transferred to CMS Online
- Employees can reassess themselves to close competency gaps

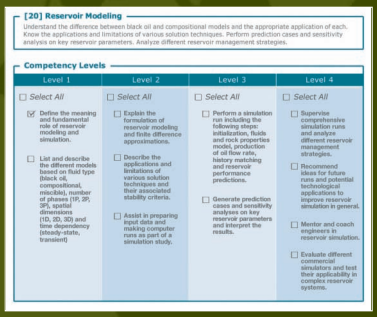


What does the Upstream Solution Include?



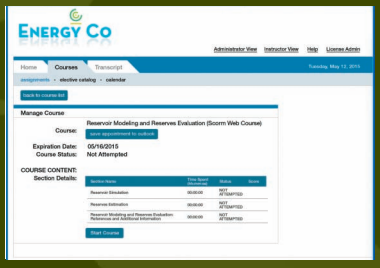
CMS ONLINE SOFTWARE

- Industry-leading competency management software utilized by SPE membership
- SaaS based deployment with 128-bit security
- Powerful management and reporting functionality



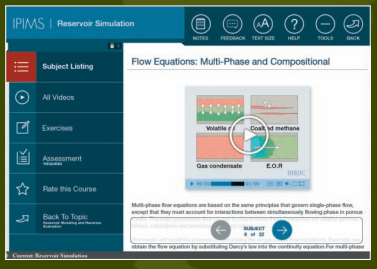
COMPETENCY MODELS

- 22 Upstream models built in coordination with SPE
- Target initial job-holder position and first-line supervisor
- 300 additional industry-standard competency models available



LEARNING MANAGEMENT SYSTEM (LMS)

- Provides powerful reporting functionality
- Tracks all users and course completion
- Data interface with CMS Online



E-LEARNING CONTENT

- Award-winning, oil and gas industry learning content
- Matched to competency models by competency and level
- Provides on-demand learning for employees

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IHRDC/CORPORATE HEADQUARTERS

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