HES / Asset Integrity Training & Development Program

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Abstract

In response to a growing need for HES and Asset Integrity specialists and expertise in the Business Units, Occidental Oil and Gas Corporation (OOG) embarked on a new program to provide targeted new graduates with the requisite skills and competencies to join a BU upon completion of the program and support their HES / AI programs. This paper outlines the details of the 12 month training and development program implemented by OOG to fulfill this need in part. Specifically, this paper will review the following aspects of the HES / Asset Integrity Training & Development Program:

- The rationale & drivers
- The benefits and importance to Oxy
- Attractiveness of program to new graduates
- Management and HR support
- Mentoring Committee role
- Summary of the nature of the program and its contents

The pilot program was initiated with four new graduates in July 2012 and completed in June 2013. The program consisted of a blend of instructor led classroom courses (both internal and external); field visits to operating plants as well as supplier / vendor facilities; project work and homework assignments; and self led training. The Health, Environment and Safety courses cover all aspects of HES including risk management; safety engineering; occupational health and safety management; process safety; environmental management and monitoring; drilling and well services operations; social responsibility, HES management systems; emergency response; complex decision analysis; regulatory affairs, auditing, incident investigation; root cause analysis; fire detection and protection systems; oil and gas operations and processes. The mechanical Integrity / Asset Integrity courses covered the following subjects: equipment maintenance and reliability; corrosion; PRV design and testing; rotating equipment; QA/QC; inspection techniques and field equipment management; deficiency management and database management.

The paper will review the process of working with Human Resources to identify and select candidates for the program as well as their assessment throughout the program and their ultimate deployment within a BU. All candidates were deployed in a line position within a BU after the completion of the first year of the program and the second group of new graduates is five months into the program.