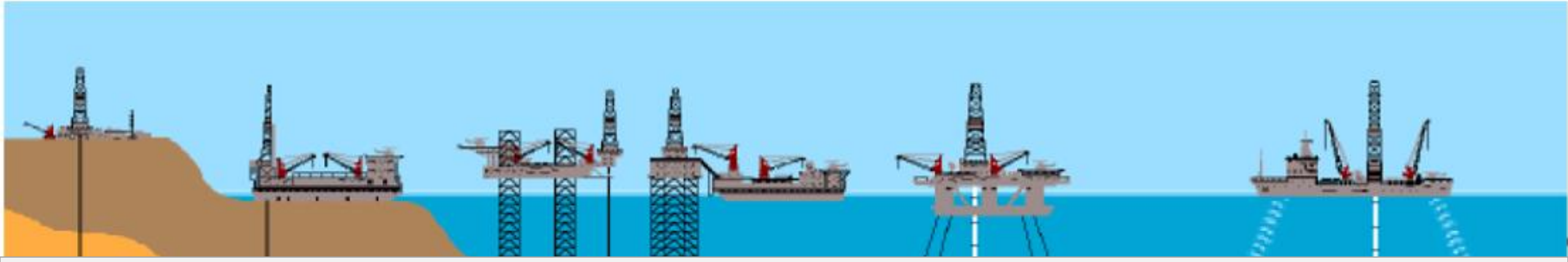
2026 IADC NIGERIA ANNUAL HSE AWARDS AND TECHNICAL SESSIONS

IADC NIGERIA CHAPTER



Competency Gap Analysis of the Oil and Gas Industry

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Outline

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3. COMPETENCY DEFINED
4. KEY ELEMENTS OF EFFECTIVE COMPETENCY DEVELOPMENT PROGRAM
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7. NCDMB OIL AND GAS FIELD READINESS TRAINING PROGRAM
8. STRATEGY TO BRIDGE THE COMPETENCY GAP
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Why the Competency GAP Analysis

The objective is to establish where we are right now (current state), where we want to be (target state) and what to be done to close the gap (requirements)

- Shortage of Competent Nigerians for Drilling Rig Operations
  - Ageing, experienced and competent workforce
  - Upsurge in activities across all types of rigs and upstream sector.
  - Lack of well-structured competency development program across board.
- Safety and Compliance: Competency deficiencies directly correlate with higher incident rates (safety and technical).
- High personnel turn-over affects quality service delivery

Nigerian Drilling Contracting Business Evolvement



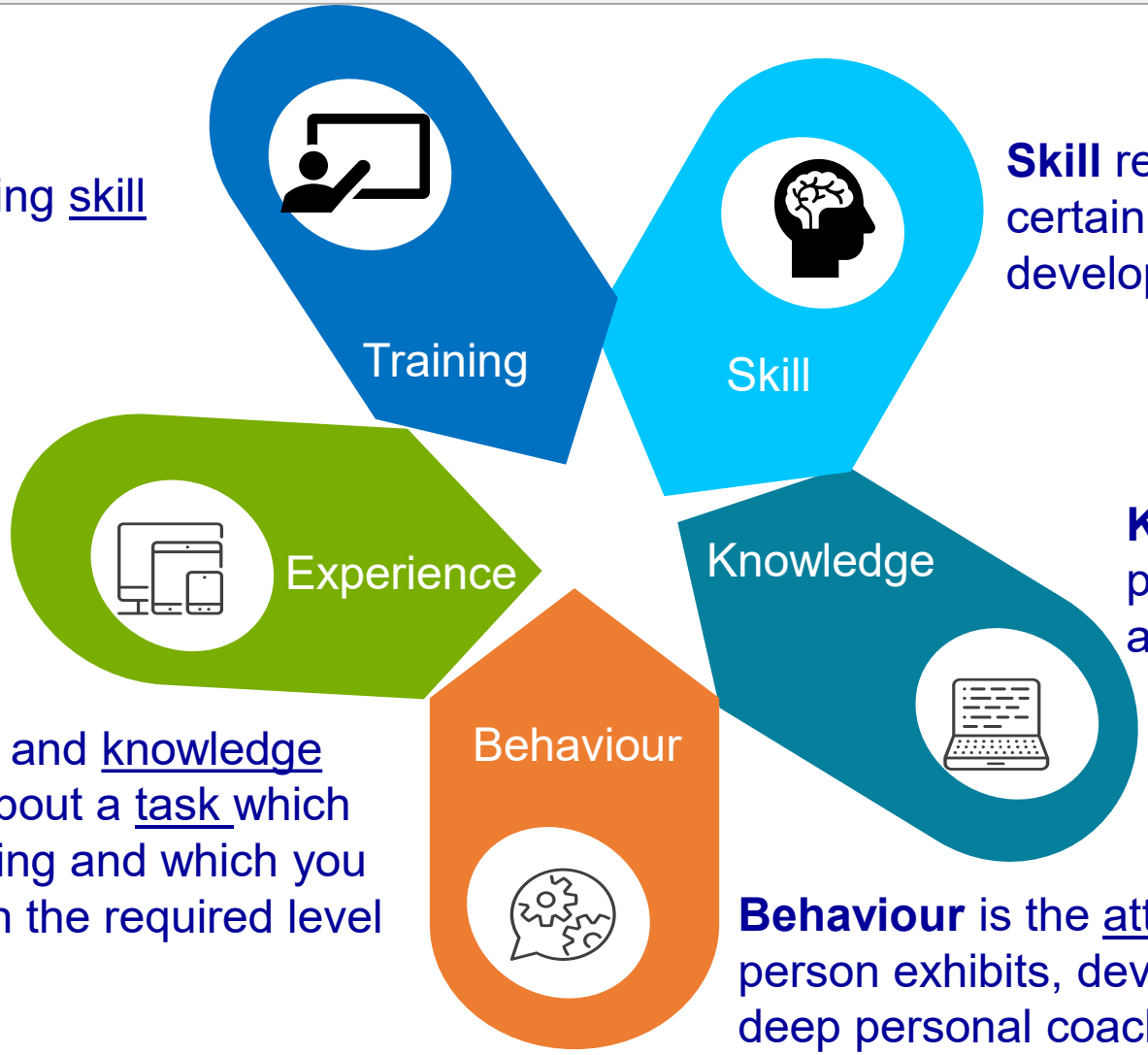
Competency Defined (1/2)

Competency refers to the knowledge, skills and abilities that an individual will require to perform a specific job.

In other words, competency refers to the ability of an individual to perform a job properly, combining knowledge, skills and behavior, as developed through training and experience.

Competency Defined (2/2)

Training is providing skill and knowledge



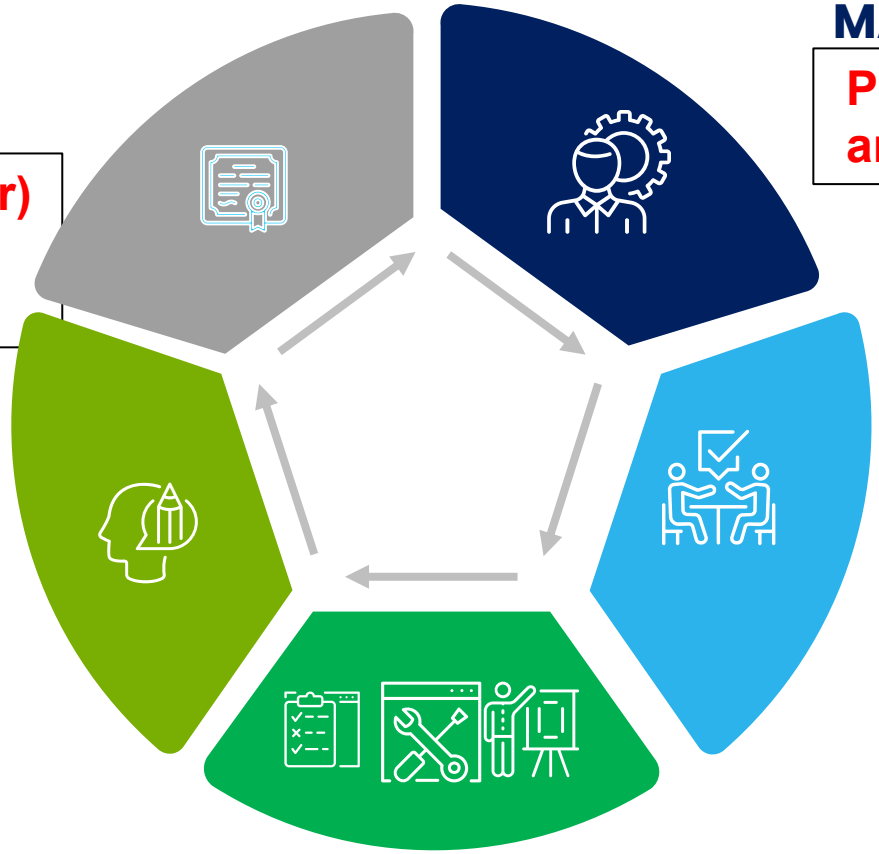
Skill refers to ability to perform a certain physical or mental task; developed through training and practice

Knowledge is the information a person has in each specific content area; developed through education

Experience is the skill and knowledge developed over time about a task which you observe others doing and which you also do yourself to gain the required level of confidence

Behaviour is the attitude or attribute a person exhibits, developed through deep personal coaching

Key Elements of Effective Competency Development Program (CDP)



MANAGEMENT COMMITMENT

Provision of Human, Materials and Financial Resources

PROPER AND TARGETED RECRUITMENT

Entry level, mid-career, etc. that fits

ON-THE-JOB TRAINING (OJT) MODULE & CLASS ROOM TRAINING

Self-study aids comprising videos, manuals, task lists, workbooks, etc

MENTORING & MONITORING

Rig Supervisors and Management, Training Matrix, etc.

ASSESSMENT AND CERTIFICATION

RSTC (Rig Site Training Coordinator) and Supervisors make use of OJT Modules' Assessor's Guide

Competency Development Program (CDP) Categories

- Rig Based CDP Programs will cover both the crew and supervisors job positions
  - a). Drilling
  - b). Subsea
  - c) Maintenance (Electrical, Mechanical, ET, etc)
  - d) Marine (Bridge; Deck)

- Rig Crew Development Program
- Rig Supervisor Development Program

- Technical, Management and Leadership Development Program

Sample Training Matrix

IADC Competency and Training Programs and Initiatives

IADC is the global leader in developing competency and training programs for the drilling industry,

- Knowledge, Skill and Ability (KSA) Competencies Program
  - KSA competencies list the recommended capabilities that rig-based personnel must possess to safely and consistently fulfill their job roles. These competencies provide a means by which a worker can accurately and definitively demonstrate his or her capabilities.
  - KSAs also available for leadership competency development
  - KSA competencies are available at no charge from the KSA database (Sample Floorman KSA)
- Drilling Industry Training (DIT) Accreditation System
  - offers a variety of accreditation for drilling-industry training programs conducted by oil companies, drilling contractors, oil-field service firms and independent training institutions for both instructor-led classroom and computer-based course
- Competency Assurance Accreditation Program (CAAP)
  - offers structure, recognition, and accountability to a company's competence program.
- Workforce Attraction and Development Initiative (WADI)
  - an educational and career-mapping program. It is designed to recruit, train, and certify pre-qualified entry-level personnel for the oil and gas industry. It unites industry and educational entities to work in tandem to train the next generation of drilling industry personnel

NCDMB Oil and Gas Field Readiness Training Program

- NCDMB to Train Over 10,000 Young Graduates and Technicians in Top-10 Skills in Oil and Gas Industry
  - **The Top-10 skills for the Field Readiness Program are:**
    - Sub-sea Engineers (wellheads, flowlines, umbilicals, sub-sea trees, etc.)
    - Underwater Welders;
    - Control and Automation Engineers
    - Drilling (including cementing, well controls, and rig operations);
    - Helicopter Pilots;
    - Seamen/Sailors (including vessel mechanics/electricians);
    - Production and Maintenance Engineers (Control Room Operators, Maintenance Crew);
    - QA/QC Engineers (including NDT Levels 1,2, and 3);
    - Geoscience Engineers (including Seismic, Geophysics, Wellsite Geology, etc.) a
    - Digitization and Digitalization (AI, ML, IoT, Big Data, Cloud Computing, Drones, etc.
  - **The Field Readiness Program details:**
    - Pilot program Implementation duration is 2 to 3 years,
    - Training Program consists of 4 segments: minimum of 6-months on-the-job training (OJT); Classroom training; laboratory/workshop practical; and skill certifications
    - Training Program duration is minimum of 12 months,
    - At least 3 service companies to partner with NCDMB for each of the skill area.
    - Participants aged 35 years or below must register on NOGIC JQS Portal
  - **Key Drivers:** Mega Project announcements of Final Investment Decision (FID)s - US$2 billion HI Field Gas Project by SNEPCO; $550m for UBETA Gas Project by Total Energies; $5b billion for Bonga North by SNEPCO; and others

Strategy for Bridging Competency GAP

- Industry players can individually use the IADC's KSA database to generate competencies for each type of rig-based position to develop their own Competency Development Program.

- In partnership with NCDMB, IADC Nigeria Chapter to look into facilitating competency development program which will include an e-learning portal for On-the-Job Training (OJT) module courses which combine theoretical instruction with practical, hands-on workplace learning. The platform allows learners to study module content, complete quizzes, and directly log the practical skills they have mastered during workplace supervision.

- IADC Nigeria Chapter to engage NCDMB with the objective of enabling interested Chapter members be among service companies to partner with NCDMB to train targeted participants for rig supervisors and rig management positions using CDP developed above

- For sustainability, the CDP program developed with be accredited through IADC Competency Assurance Accreditation Program (CAAP).

Key Takeaways

- Government mandates and initiatives, licensing rounds and fiscal incentives are powerful catalysts that are boosting rigs utilization and driving overall industry uptrends.

- Let us seize the moment, as a body, by pooling our collective resources and expertise, to leave a lasting legacy, that can multiply our impact, strengthen industry standards, and empower the next generation of professionals

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Thank You!

BACK-UP SLIDES

PTI Competency Targeted Programs and Initiatives

- Knowledge, Skill and Ability (KSA) Competencies Program
  - KSA competencies list the recommended capabilities that rig-based personnel must possess to safely and consistently fulfill their job roles. These competencies provide a means by which a worker can accurately and definitively demonstrate his or her capabilities.
  - KSAs for leadership competency development
  - KSA competencies are available at no charge from the KSA database

Sample of KSA

- Workforce Attraction and Development Initiative (WADI)
  - IADC program launched to tackle talent shortages and improve safety in the oil and gas industry. It connects energy companies with colleges and training providers to build standardized, entry-level curricula to train the next generation of drilling industry personnel
  - an educational and career-mapping program. It is designed to recruit, train, and certify pre-qualified entry-level personnel for the oil and gas industry.
  - Workforce Attraction and Development Initiative (WADI), the goal of which is to unite industry and educational entities to work in tandem to train the next generation of drilling industry personnel

Nigeria Rig Count (2020–2025)

Year	Total Rigs	Onshore/Swamp	Offshore Shallow	Offshore Deepwater
2020	22	14	5	3
2021	25	16	6	3
2022	26	17	6	3
2023	28	18	7	3
2024	30	18	8	4
2025	35	20-22	7-8	5