

7

Recruitment and Education

How are the competence after education?

*Arnfinn Anfindsen
Diving Manager Subsea7, Norway*

“The safety and successful undertaking of offshore diving operations depends on a team of individuals who are fully trained and possess the skills required to undertake each aspect of their safety-critical roles”

IMCA Diving Division

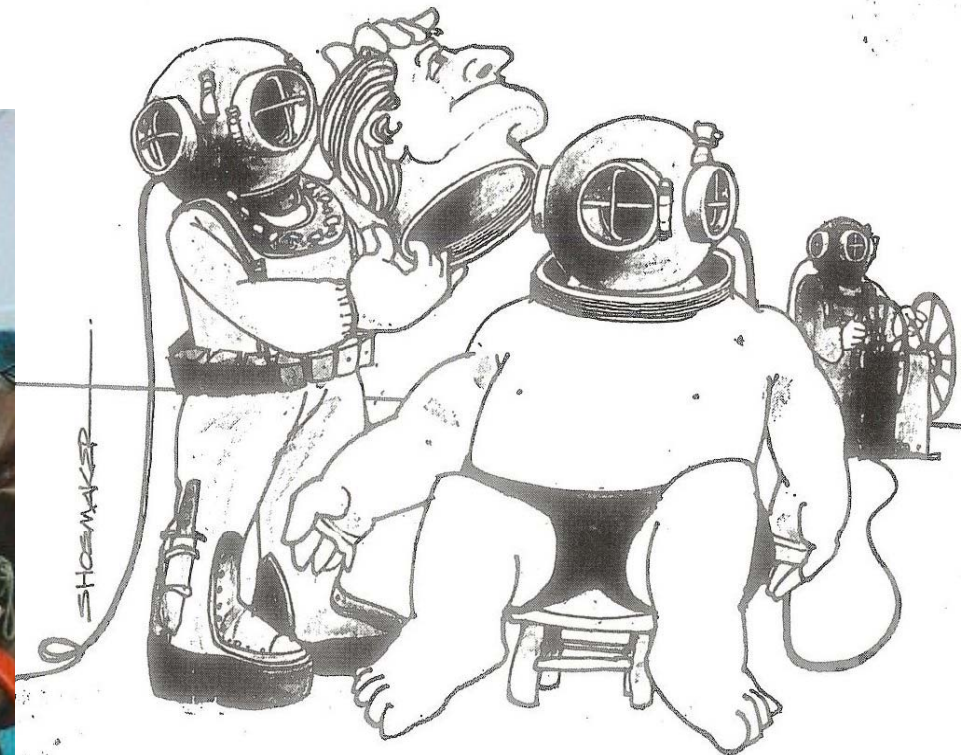
Challenge



*This is a process that need to be addressed now,
but still is impossible to be solved overnight!*

Increasing age

- The average age is going up
- Is this representative?



Rejuvenation is needed in the industry if it is going to survive and maintain its reputation!

Lack of tooling and equipment training

- 70's & 80's – navy trained divers
- some from recreational sports diving
- common factor – in search for excitement and easy money!
- the navy divers – huge in water training
- mastered the "pace and pressure", "bags of confidence!"
- not much tooling and equipment training
- Industry solved the problem in throwing more divers in
- they had to "learn as they went"



Kirby Morgan Superlite 17
Mk 21 Helmet

Diving was the only method that could be used and consequently any skill deficiencies were addressed with appropriate on the job training.

Lack of diver's in-water training

- Where is the divers coming from today?



So from previously having candidates who were experienced divers but needed experience on the equipment and tools, we now have to go in the opposite direction to train applicants having some equipment experience, but without the previously gained diving skill set.



Diver training schools/Supervisor schemes

- dependent on competent staff
- they need students
- they need an industry needing new divers!
- the schools are basically in the same situation as the industry



Siebe Gorman
6 bolt Helmet

The industry in general is again dependent on levels of recruitment and a rejuvenation of the training method to the profession after a virtual standstill for several years.

Do we have the answer?

The question is presented to Offshore Managers, Diving Superintendents and Diving Supervisors within the three major Offshore Diving Contractors on the Norwegian Continental Shelf

- Acergy
- Technip
- Subsea 7

Objective feedback to the diving organisations and training schools

Lesson learned for the diving companies



Miller-Dunn Mod 3
Diving Helmet

Our Experience


- Are they qualified?
- Do they have sufficient experience?
- Our experience with the training institutions?
- Selection/recruitment of new candidates?
- Internal company programme for getting those that we want?
- Is sponsoring of divers/techs/supv. commonly used?
- The future – are we on the right track?

Competency

1. Their competence as a diver i.e. His understanding of the equipment, the diving technique & his level of confidence
2. Their competence to perform the task i.e. construction or inspection.

Are they qualified?

- Yes, based on;


Information Note
IMCA D 09/09

Diver and Diving Supervisor Certification

This information note updates IMCA D 03/09 and supplements sections 5.1/5.1.5 of IMCA D 014 Rev. 1 – IMCA International Code of Practice for Offshore Diving

I Diver Certificates

The following certificates are currently recognised by IMCA for offshore diving under the IMCA International Code of Practice for Offshore Diving (IMCA D 014):

A Surface-Supplied Diver Certificates:

<ul style="list-style-type: none"> ♦ Australian Diver Accreditation Scheme Part 3 ♦ Canadian Category 1 Diver ♦ Canadian Surface Supplied Mixed Gas Diver to 70m ♦ Canadian Unrestricted Surface Supplied Diver to 50m ♦ French Class 2 Mention A ♦ India – Commercial Surface Supply Course, Kochi (post September 2002) ♦ Netherlands Part 1 – Surface Dependent Diver (issued up to 2002)^{***} ♦ Netherlands Certificaat Duikarbeid Categorie B^{***} ♦ New Zealand Construction Diver Part 3^{***} ♦ Norwegian NPD surface diver ♦ South African Class II 	<ul style="list-style-type: none"> ♦ TSA or MSC Basic Air Diving ♦ UK HSE Surface Supplied Diving Top-Up ♦ UK HSE Part I ♦ UK Transitional Part I (issued between 1/7/81-31/12/81) ♦ IMCA Surface Supplied Diver: <ul style="list-style-type: none"> – Certificates issued with the approval of IMCA by tour organisations – Diving Diseases Research Centre, Inardive, R.B. Associates and the National Hyperbaric Centre – following competence assessment of experienced surface supplied divers in accordance with IMCA D 28/01. The approval of these organisations was given following a detailed review of their assessment procedure. These organisations are required to inform IMCA before any assessments are performed. – Certificates issued under the 'Verification of experienced ACDE surface supplied and bell divers' undertaken by The Ocean Corporation with the approval of IMCA.
---	--

B Closed Bell Divers Certificates:

<ul style="list-style-type: none"> ♦ Australian Diver Accreditation Scheme Part 4 ♦ Canadian Category 3 Diver^{**} ♦ Canadian Bell Diver ♦ French Class 3 Mention A ♦ Netherlands Part 2 – Bell Diver (issued up to 2002)^{***} ♦ Netherlands Certificaat Duikarbeid Categorie C^{***} ♦ New Zealand Construction Diver Part 4^{***} ♦ Norwegian NPD Bell diver 	<ul style="list-style-type: none"> ♦ South African Class I ♦ TSA or MSC bell diving ♦ UK HSE Part II ♦ UK HSE Closed Bell ♦ UK Transitional Part II (issued between 1/7/81-31/12/81) ♦ IMCA Bell Diver: <ul style="list-style-type: none"> – Certificates issued under the 'Verification of experienced ACDE surface supplied and bell divers' undertaken by The Ocean Corporation with the approval of IMCA.
---	---

C ACDE Certificates issued since 1993

Certificates issued by US training schools which are accredited by the Association of Commercial Diving Educators (ACDE) in respect of training/assessment performed in accordance with US Standard ANSI/ACDE-01-1993 and its successor standard ANSI/ACDE-01-1998. These schools are independently audited and certificates from them can be accepted as showing suitable basic training. Subsequent diving experience needs to be demonstrated by logbook entries. A list of currently accredited schools can be found at www.acce.us/schools.htm

NO OTHER DIVER TRAINING CERTIFICATES ARE CURRENTLY RECOGNISED BY IMCA

For more details, please contact:
Jane.Bugler@imca-int.com

Issue date:
May 2009

Document reference(s):
Diving Division

IMCA D 09/09

Do they have sufficient experience?

- They have sufficient knowledge to be safe in the water, but insufficient experience or knowledge to perform many of the tasks. We would personally like to see more tradesmen trained as divers as opposed to training a diver to become an underwater tradesman
- Differs, If the novice diver comes from a rigging, engineering or construction trade he will adapt quicker to the demands of a diver
In my experience new saturation divers are less capable in recent years because of the lack of air diving experience before progressing on to Saturation
- No, but as long as I know then we can train them in-house
- Short answer NO, some of these guys are coming through with the bare minimum of dives to enable them to get on a course. My experience is that they have little or no offshore diving experience.

Your experience with the training institutions?

- I think they are filling the candidate's heads with how much money they can make, and getting as many candidates though as possible. There doesn't appear to be the correct focus from what few, new divers I have seen come through over the last few years.
- All what they really get from the schools is paying £10,000 for the basics for the sat course and just enough knowledge to pass an exam!
- Training institutions give a basic knowledge and understanding of the offshore industry. However they are profit making organisation therefore their interest lays in turning out fee paying students regardless of their attitude as a diver.
- Training institutions I think are fit for purpose and give new divers a basic level of training and theory this is the minimum level of expertise.
- In the UK, they appear to be meeting the minimum standards required by HSE, but there currently is very little focus on performing tasks. I believe there should be a far greater emphasis & exposure to performing construction tasks such as installing spools, making up flanged joints, installing clamps, using hydraulic tools, installing concrete mats, working with cranes & basic understanding of wellheads including the maintenance functions.

Selection/recruitment of new candidates?

- We always try to promote from within
- Yes we recruit supervisory staff from stock. The only way of being certain of a persons ability and attitude.

Some divers are coming through family/friends connections. This is fine providing honesty is applied when considering competency and ability.

- We Try to recruit from internal stock, but we fall over by the nature of our work in the North Sea which is predominantly saturation with very little air work so the only experience available comes from abroad
- Yes, Core members are encouraged by the company and in some cases sponsored by the company to further their abilities, e.g. air divers to sat divers, sat divers to supervisors, etc,
Divers are assessed over a period and training is recommended where necessary

Company programmes

- I picked up young divers from son of people you know and from people being recommended then I trained and encouraged them to progress through the industry.
- NO, we just do what OM's normally do, select by word of mouth, and assess those personnel who present there self's for employment, then try to bring them up to the required standard.
- We do have internal programmes for training but these are normally put together by HR / Training Departments and are generally client driven and miss the mark on what is needed for practical application.
- We have trained people only to lose them to competitors almost immediately due to lack of available positions. (ultimately these people are in the pool for everyone to use, but it's a poor incentive to be the company supplying training.
- Individual DSV's drive this programme, not the company.

Sponsoring of divers/techs/supv?

- We have sponsored some diving supervisors both to be carried as extra & to conduct formal training at the dive schools. However, divers are not sponsored by us, as you know. I figure we feel that there is sufficient supply of divers & so do not invest in their development.
- Yes, we do at considerable expense paying them as unproductive supernumeraries until training is complete. If they then leave this cost is never recouped.
- We have done in the past it is generally driven by shortage and \$\$\$\$ the bottom line
- NO, we still have a cavalier attitude to all this and expect guys to be available with the correct certification. Because no one wishes to pay (oil companies or us) for the individuals training, yet the clients are reticent to use them if they are inexperienced. A catch 22 situation, that hasn't progressed much since I was a diver
- The majority of the core crew members are sponsored to gain the required certification to comply with national/international legislation
- Partial but only at certain levels e.g. diver medic, trainee supervisors, etc

The future – are we on the right track?

- Definitely not, we are constantly struggling to maintain crew levels at present.
- No – we will have a shortfall in two to five years
- We are in a better position than we were 2 years ago
- Not a chance, our industry is totally dependent on firer fighting and knee jerk reaction to what is happening now, we have great difficulty in getting and retaining good people (but there is never a shortage) well not until its time for a crew change.
- That all depends on the impetus being kept up and that requires a continued support from senior management.

The future – are we on the right track?

- **I don't think so & I say this for two reasons:**
- a) Around two thirds of our diving workforce generally started around the same time i.e. late 70's & early 80's. This means two thirds will be looking to retire around a similar time, namely in the next 5 years.
- b) 19 new DSV's have been built in the last three years & if demand remains at similar levels to that experienced since 2004, then we can expect shortages.

Facts:

***“Diving is still only a way to
get a person down to a
work place!”***



subsea 7

subsea partner of choice