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COURSE BROCHURE

Developing Human Competency and Capability in Oil and Gas Training Course

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Rome

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Registered in the United Kingdom and Saudi Arabia

Developing Human Competency and Capability in Oil and Gas Training Course

Ref: 2051_75541 **Date:** 8 – 12 March 2027 **Location:** Rome **Fees:** 7200 GBP

Developing Human Competency and Capability in Oil and Gas is a 1-week training course for training, HR and technical competency leads who build and run competency systems for operations and maintenance roles, and it ends with a Site Competency Roadmap for one asset. Retiring experienced technicians, new automated plant and tighter safety expectations all raise the cost of a gap in frontline skill. Jupiter Prime Training delivers this course on developing human competency and capability in oil and gas.

Why Developing Human Competency and Capability in Oil and Gas Matters Now

Three pressures shape this field. A generation of senior operators and maintainers is leaving, taking tacit plant knowledge with it. Digital control rooms, remote operations and new process units change what a competent technician must do. Asset owners, insurers and joint-venture partners expect proof that people in safety-critical posts are competent, not just trained. Handled well, posts fill faster and human-error incidents fall; handled badly, hidden skill gaps reach every shift. The course rests on competency-based training, the competency assurance cycle and structured on-the-job learning.

Who Gains Most from Developing Human Competency and Capability in Oil and Gas

- Leads who write competency profiles for control room, field and maintenance posts
- Specialists who design and run assessment and verification of frontline staff
- Coordinators who organise on-the-job development, mentoring and logbooks
- HR partners who forecast workforce capability against asset plans
- Supervisors who sign off technicians as competent for safety-critical tasks

A site training department that attends with its operations and maintenance supervisors gains most.

Developing Human Competency and Capability in Oil and Gas Capabilities

Participants turn job tasks, plant hazards and workforce forecasts into a working system that shows who can do what, safely, today and next year.

- Build a competency profile from a task analysis of an operations post — the training lead
- Design an assessment that tests performance, not recall — the assessor and verifier
- Specify safety-critical tasks and their sign-off rules — the site manager
- Apply structured on-the-job learning with logbooks and mentors — the shift supervisor
- Calculate capability gaps against future manning needs — the HR partner
- Communicate competency status to partners and auditors — the asset owner

Key Developing Human Competency and Capability in Oil and Gas Terms

- Competency profile — a statement of the tasks, knowledge and behaviours a post requires, set at defined proficiency levels.
- Task analysis — breaking a job into steps, conditions and standards so each can be trained and assessed.
- Competency assurance — the cycle of defining, developing, assessing, verifying and maintaining competence for each post.
- Internal verification — a check by a second assessor that assessment decisions are consistent and sound.
- Safety-critical task — an activity where a human error could lead directly to a major incident.
- Capability gap — the difference between the competence a workforce has now and the competence future operations will need.

Developing Human Competency and Capability in Oil and Gas Day by Day

Day 1: The Workforce Capability Picture

- Ageing Workforce and Knowledge Loss — Where Skill Gaps Will Appear
- Competency Versus Training Records — What Proof Partners Expect
- Competency Assurance Cycle — Roles of Site, HR and Training
- Safety-Critical Task Identification — Posts Needing Formal Sign-Off
- Capability Baseline Survey — Current Strength of Each Department

Day 2: Profiling Operations and Maintenance Posts

- Task Analysis for Control Room and Field Operators — Defining Performance
- Maintenance Craft Profiles — Mechanical, Electrical and Instrument Levels
- Proficiency Scales — Awareness, Supervised and Independent Practice
- Behavioural Competencies — Shift Handover and Permit Discipline
- Competency Matrix Construction — Linking Posts, Tasks and Levels

Day 3: Assessing and Verifying Competence

- Observation and Simulator Assessment — Evidence of Real Performance
- Questioning and Scenario Tests — Judging Underpinning Knowledge
- Assessor Standards and Internal Verification — Consistent Decisions
- Reassessment Intervals — Keeping Sign-Offs Current
- Assessment Evidence Portfolio — What Auditors Will Review

Day 4: Developing People on the Job

- Structured On-the-Job Learning — Logbooks and Task Sign-Off Sheets
- Mentoring and Expert Pairing — Capturing Tacit Plant Knowledge
- Development Pathways — Graduate, Technician and Supervisor Routes
- Workforce Capability Forecast — Manning for Projects and Turnarounds
- Training Return Measures — Linking Competence to Incident Trends

Day 5: Practising the Site Competency Roadmap

- Applying the Competency Matrix — One Operations Department Case
- Applying Assessment Design — Plan for Three Safety-Critical Tasks
- Applying the Capability Forecast — Priority Gaps for the Asset
- Governance of Competency Records — Ownership and Audit Readiness
- Site Competency Roadmap — Proposal to the Asset Leadership

Applying Developing Human Competency and Capability in Oil and Gas After the Course

- Build a competency matrix for one control room team and mark every safety-critical task needing formal sign-off.
- Run a capability baseline survey in one maintenance section and present the three largest gaps to the site manager.

Developing Human Competency and Capability in Oil and Gas Questions FAQ

What is developing human competency and capability in oil and gas, and why does it matter now?

It is the practice of defining, building and proving the skills that operations and maintenance staff need. It matters now because experienced people are retiring and partners want evidence of competence in safety-critical posts.

Which roles gain most from developing human competency and capability in oil and gas?

Training leads, competency specialists and HR partners gain most. You use it to write profiles, run assessments and forecast manning.

How does developing human competency and capability in oil and gas differ from a general HR development course?

It is built around plant tasks, process hazards and safety-critical sign-off rather than general talent processes. You work with control room, field and maintenance posts and the evidence auditors expect.

What do you bring back from developing human competency and capability in oil and gas?

You bring back a draft competency roadmap for one asset. It holds a competency matrix, an assessment plan for key tasks and a ranked list of capability gaps.

Developing Human Competency and Capability in Oil and Gas: The Way Forward

The Site Competency Roadmap first informs which posts receive formal assessment and which gaps are closed before the next turnaround. Training departments, site managers and HR partners in upstream fields and downstream plants use it to plan budgets and mentoring. After its first use, revisit the proficiency levels with supervisors.