



**EICDI™**

## **Energy Industry Competency Development Initiative**

Joint Initiative of  
**The Energy Chamber of Trinidad & Tobago**  
&  
**The National Training Agency**



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The **Energy Chamber**  
of Trinidad & Tobago  
[www.energy.tt](http://www.energy.tt)



## **Piper Alpha - North Sea**

**6 July 1988**

**167 dead**



## **Deepwater Horizon - Gulf of Mexico**

**20 April 2010**

**11 dead**



# Competency Assurance

## Problem

- Due primarily to safety concerns, operating companies demanding that service companies prove they had a competent workforce. This creates an advantage for service companies from countries with established national systems.

## Solution

- Develop a T&T competency assurance system for the energy sector, increase the capacity of the National Training Agency and support local service companies to become certified assessment centres.



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## Why the EICDI?



- Prior to 1980s operators had trade schools.
- But shift to technical workers being employed by contractors and service companies.
- Rapid growth in the sector 1990s onwards.
- Skills shortage.
- 1990s on – Government intervention (NSDP, NESC, TTIT, UTT).
- But training does not equal competency.

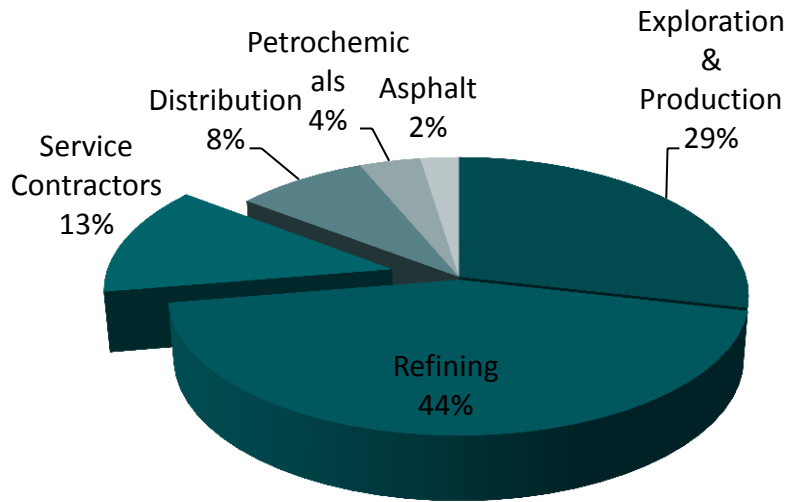


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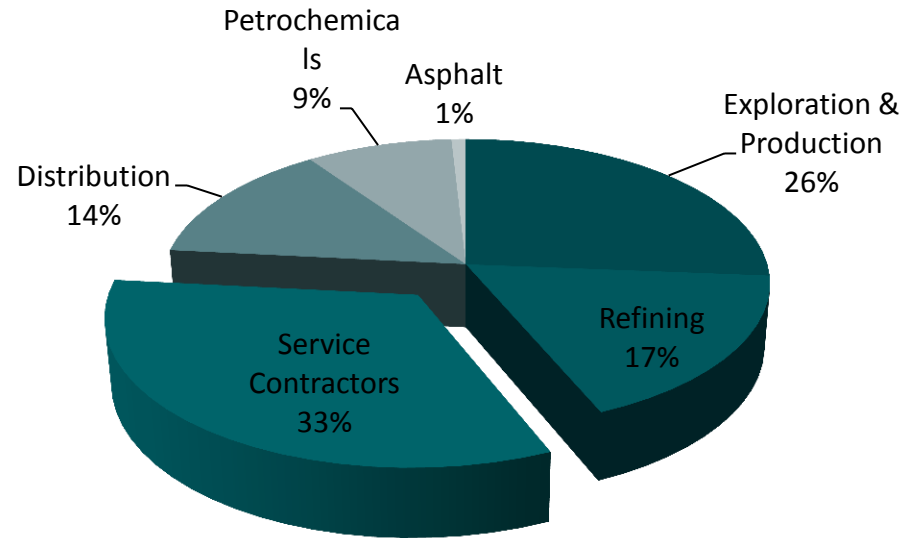
# Job growth has been in contractors



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1973

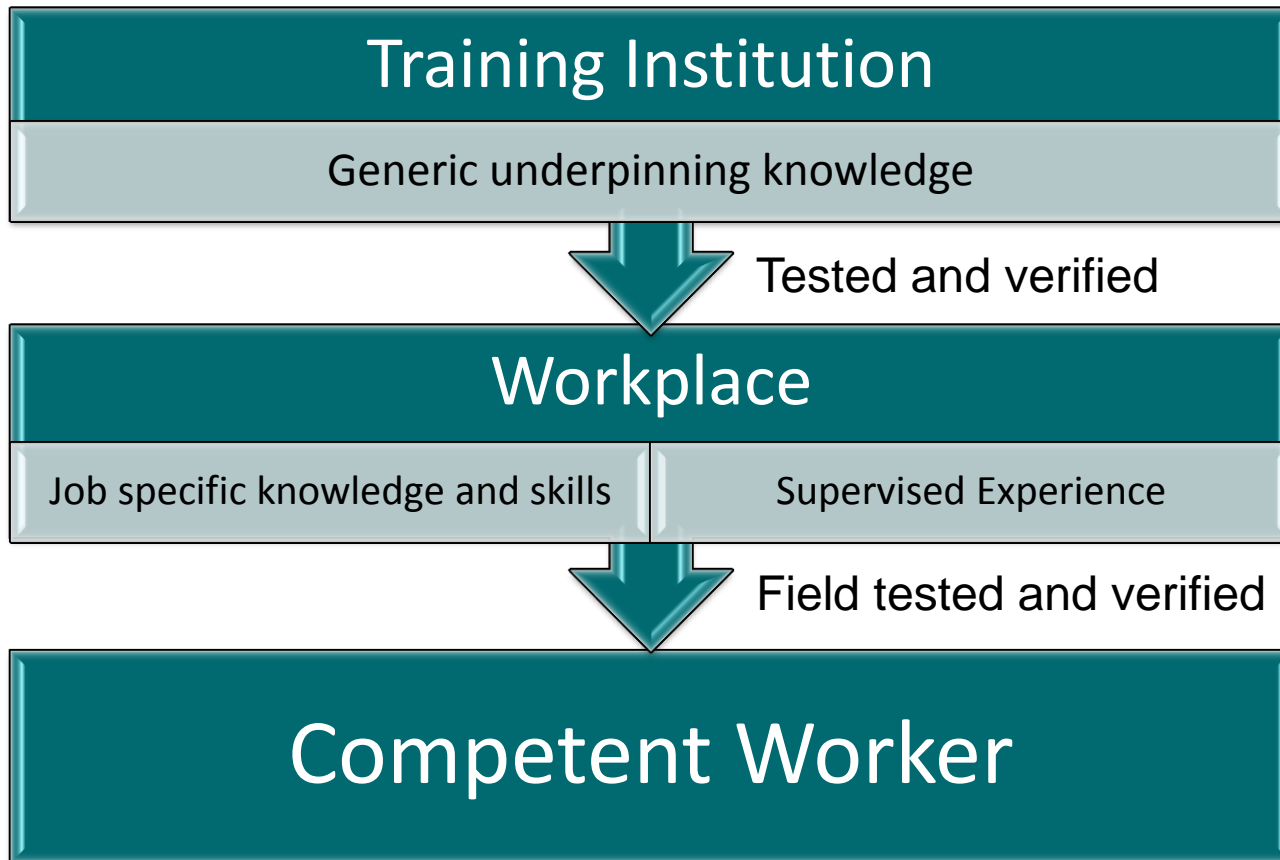


2006



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# Competency



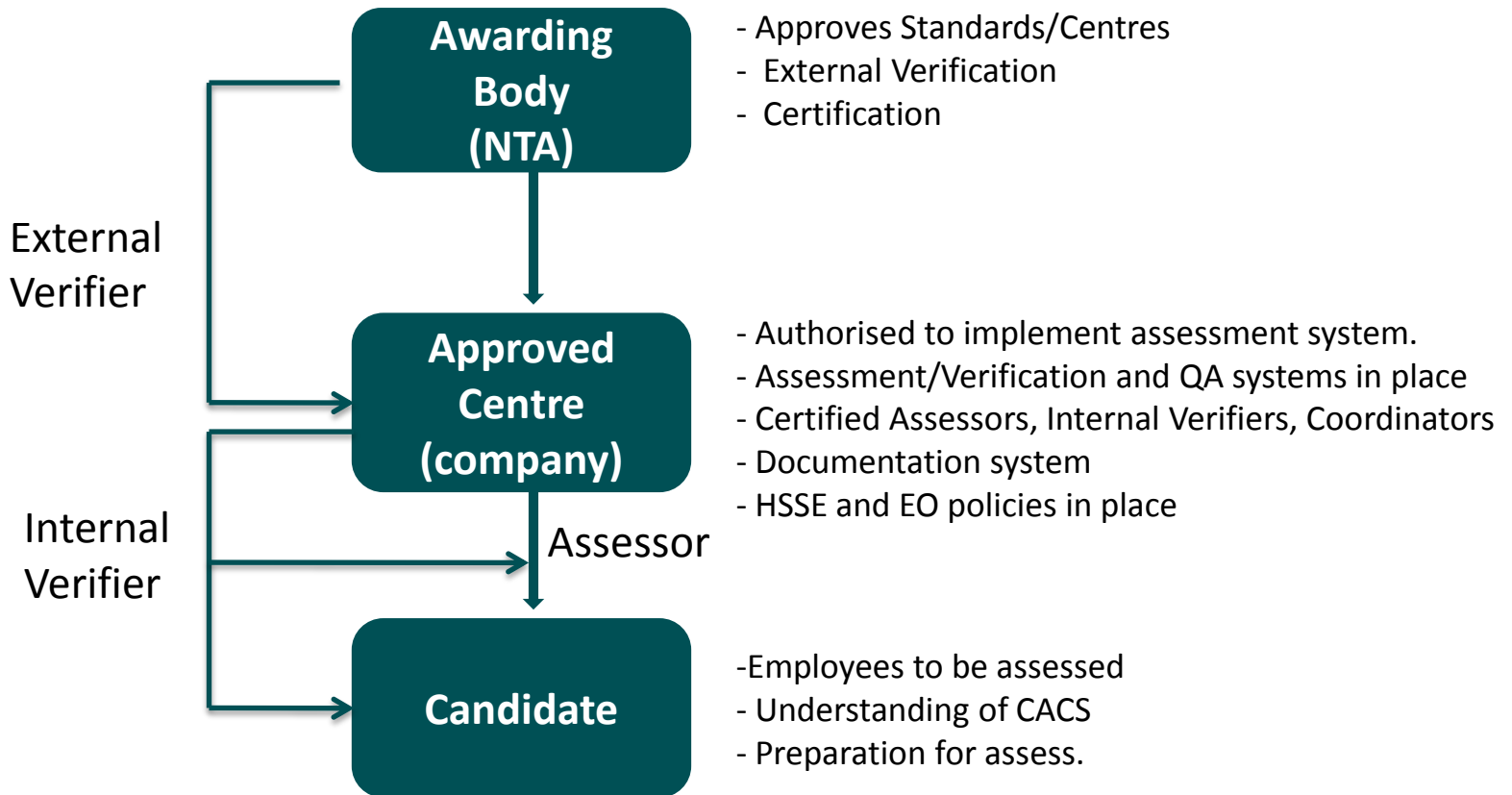


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# Competency Assurance Management Framework



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## Status



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- Framework established (Energy Chamber/NTA MoU)
- 30 Companies working towards Approved Centre Status
- Over 300 candidates complete part 1 of Assessor Training.
- Over 100 candidates certified as Assessors
- 20 Internal Verifiers trained.
- Lead Bodies in place to develop customised standards
- 14 customised job standards completed
- 2 customised job standards in progress
- Baseline Assessments have started in 6 companies.





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# Challenges



- Motivating assessors to conduct assessments.
- Local vs international standards – confusing role of consultants.
- Contractors and service companies have lean and project-based workforce.
- Cyclical nature of the industry, making it difficult to retain skilled workers.
- High competitive labour market – local and international.
- Government funds for training, not for workplace based competency management.