IADC Workforce Attraction & Development Initiative
Addressing Drilling Workforce Needs
Pre-screened, Pre-qualified

• The goal of WADI is to unify the expertise of top industry professionals with the screening and training capabilities of educational entities in order to better match interested, willing, and/or qualified workers with a compatible position in the oil and gas industry.
Project Benefits

• Expedite building of a qualified labor pool of new employees
• Provide continuous improvement opportunities for current employees
• Standardize globally accepted pathways for career development
• Provide centralized and verifiable records of employee training and credentialing
• Reduce cost to contractors through decreased employee turnover rate
The WADI Model

Colleges

• Work together to cross-map courses/programs (also cross-mapped to IADC KSAs)

• Build courses upon KSA-defined core competencies + additional criteria Colleges require

• Attract and pre-screen potential candidates

• Train and assess trainees

• Provide continuous improvement/educational opportunities for current employees
The WADI Model

Industry

- Define priority positions for which to create courses
- Support development efforts
- Hire trainees
- Map standardize globally accepted pathways for career development to KSAs
The WADI Model
IADC

• Facilitate and support all efforts
• Develop programs to attract new employees
• Build comprehensive assessment tool based on KSAs
• Provide credential
• Provide centralized and verifiable records of employee training and credentialing
A Revolutionary Effort

WADI includes a strong focus on attraction into the industry. The vision includes conference-style fairs for recruiting.

- Contractor and Operator presentation forums and booths to highlight company benefits and meet WADI graduates with potential to hire
- New people interested in the fair can attend and have the opportunity to meet prospective employers while learning about the WADI program
For information, contact:

Brooke Polk
brooke.polk@iadc.org
Competence & Learning Development Specialist, IADC