

# ENERGY SERVICES AGREEMENT



**Training  
Competence  
and Development**

# Training Competence and Development

## Code of Practice

This code of practice has been developed to support employees, employers and their clients deal with training competence and development requirements for offshore employees based on the UKCS.

Simplification, fairness, and transparency are promoted in the developing of the minimum standards. The creation of these minimum standards has included input from employees, their representatives as well as the employers that will administer the minimum standards. Help and support will be provided to ensure all stakeholders are familiar with the content, where they can be found and how they work in practice.

Employers are requested to ensure all employees are treated equally and fairly when implementing employing company expenses policies, payments should not fall below these minimum standards.

# Training

Where practical and possible, and where this is not a premobilisation requirement, training will be carried out at the employee's place of work. Utilisation of e-learning (also known as Computer Based Training) and virtual classrooms are continuously developed to ensure the best use of time and resources.

## Technical Competence Assurance

- A growing number of energy services companies are adopting a standardised approach in assuring base technical competence for Craft and Technician trades which is recognised and transferrable across organisations and other sectors. The 'Connected Competence' programme helps equip the engineering construction workforce with transferable engineering skills that are in demand across the energy sectors and are aligned to National Occupational Standards (NOS). The **industry-led** collaboration aims to support improving workforce site safety, delivering improved efficiencies, and enabling the skills transfer and mobility of the workforce across energy sectors.
- The Connected Competence programme provides time-served/experienced workers with an approach to assuring current competence prior to mobilisation, through knowledge and technical testing covering key, generic activities across the specific trade disciplines. Standard Industry Role Profiles, which can be viewed at <https://connectedcompetence.co.uk/disciplines/> help inform workers and employers of the base expectations for the role, including the technical test competencies, minimum qualifications and how to arrange tests.



- Individual employers may build on these minimum standards by including employer, Operator, or site-specific mandatory and/ or non-mandatory requirements; these will be advised by the employer where applicable.



- Connected Competence includes details of individual test expiry and renewal requirements along with average time taken to complete each test. The average time taken to complete employee led e-learning courses will be used to establish the appropriate payment to employees.
- Any deviation from Connected Competence minimum standards (where the employer has adopted the connected competence) or from employer, Operator, or site-specific mandatory requirements for preemployment or premobilisation requires to be authorised and documented in line with each employing organisation's approval process.



- Assuring the ongoing competence of the workers and raising the level of competence to a base standard helps to ensure everyone is working in a safe, skilled, and productive manner. These are then stored centrally and visible for employees and employers although workers 'own' their competence achievements. Holding these assessments centrally aids the seamless transfer of workers between employers within the oil and gas sector particularly in times of peak demand, allowing for quicker mobilisation and streamlined onboarding processes. This also helps to achieve cost efficiencies and reduce unnecessary duplication. Connected Competence focuses on technical competence only and by doing so can carry across other engineering construction and energy sectors such as onshore process industries, nuclear and renewables and encourages labour movement across the sectors.

- As part of the onboarding tools for employers, Connected Competence provides a method whereby organisations can align their existing competence management system to the base standard, so that when met, this achievement is recognised as a transferable competence and reduces the need for repetition with other organisations.
- ECITB enabled the formation of the base standards working in conjunction with the industry, and these standards have been used in creating the connected competence tests and review cycle. The Connected Competence Employer Delivery Group have developed a **Code of Practice**, which covers in detail how Connected Competence works in practice, how evidence is gathered and the method and means of assessment. The Code of Practice is available within the members section of the website or on request by any employer organisation.
- The Connected Competence Delivery Group meets on a regular basis to ensure changes in legislation, HSE requirements, Industry requests are built into the on-going assessment process, and this is governed by the Connected Competence Council comprising of Operators, Contractors, Regulators and Key Industry Associations.



## Development

Within the Fair Work framework, it is stated that “fair opportunities lead to diverse organisations where talents from all sections of the labour market are valued, developed, and utilised. Organisations can benefit from the richness of talent and diversity of ideas that this creates. Organisations may also benefit from improved recruitment, retention, and reputation.”

### ROADMAP 2035

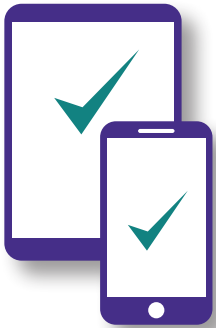
A blueprint  
for net-zero

- A key ambition of the Roadmap is to develop a diverse workforce with transferable skills, supported by an inclusive culture. Training, competence, and development are key factors within this ambition, and both employees and employers have an important role to play.

- Roadmap 2035 demonstrates the oil and gas sector's role in a net-zero future, outlining how it will remain key to the UK's energy supply for decades to come, while also playing an important role in helping the wider UK to decarbonise. Underpinning this journey, and a key theme throughout the Roadmap, is People and Skills.



Some examples of how both parties can ensure the development of individuals include:



- Developing a framework for re-training, re-skilling, and identifying where multi-skilling, and cross-skilling is feasible
- Considering how new technologies can enhance and improve training delivery
- Through development conversations and succession planning, capturing how expectations will be managed and that development is a shared responsibility
- Investigating and attaining available funding
- Working with industry bodies like ECITB and OPITO to further develop apprenticeship schemes that recognise and meet the needs across the energy sector



A copy of the Energy Services Agreement can be found here  
<https://oguk.org.uk/product/energy-services-agreement/>

Should you have any questions relating to the content of this document please refer to your employers HR team who will be able to advise specifically in relation to your employment.

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The information contained herein is given for guidance only. These codes of practice are not intended to replace professional advice and are not deemed to be exhaustive or prescriptive in nature. Although the authors have used all reasonable endeavours to ensure the accuracy of these guidelines neither OGUK nor any of its members assume liability for any use made thereof.

In addition, these codes of practice have been prepared on the basis of practice within the UK Continental Shelf and no guarantee is provided that these codes of practice will be applicable for other jurisdictions.

Within these codes of practice, the word 'shall' is only used when the instruction is explicit in legislation or physical laws. Otherwise, the word 'should' indicates the Work Group's understanding of current good practice. "May" is used where there are alternatives available and either, or anyone, of those alternatives is acceptable; in these instances, the employers will have to use its best technical judgement to decide which is preferable in the situation.

While the provision of data and information has been greatly appreciated, where reference is made to a particular organisation for the provision of data or information, this does not constitute an endorsement or recommendation of that organisation.

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