



Competence assurance

Independent verification that competence systems produce operational capability

Operational failures rarely occur because competence frameworks are absent.

They occur when competence systems fail to produce personnel who can perform safely and reliably in real operational environments.

Competence assurance provides leadership with independent verification that competence frameworks, assessment processes and training systems produce personnel capable of performing high-risk operational tasks in live operations.

This enables organisations to confirm that operational capability exists in practice, not simply in documentation or training records.

What we verify

Competence assurance focuses on confirming that competence systems produce capable personnel and effective operational supervision.

Verification typically assesses the effectiveness of key competence system components including:

- Crew competency framework structure and governance
- Competence standards and knowledge, skills and abilities (KSA) requirements for high-risk operational tasks
- Assessor and verifier capability and independence
- Quality and integrity of competence evidence and records
- Alignment between training programmes and operational requirements
- On-the-job competence demonstration during operational tasks
- Clarity of roles, responsibilities and supervisory authority

Verification is conducted through review of competence systems and observation of operational performance, ensuring capability is demonstrated in practice rather than assumed through documentation.

Industry standards and guidance

Competence assurance reviews are conducted in alignment with recognised industry competency frameworks and guidance where applicable, including:

- IADC Knowledge, Skills and Abilities (KSA) competency framework
- International Association of Drilling Contractors (IADC) Offshore Competency Training Programme (2009)
- IOGP Recommendations for Enhancements to Well Control Training, Examination and Certification (2019)
- OGUK / OEUK Guidelines on Competency for Well Personnel (2017)
- OPITO competence management and workforce development standards

These frameworks provide recognised guidance for the development, assessment and verification of workforce competence in high-risk operational environments, ensuring competence systems demonstrate capability in practice rather than administrative compliance.

Our assurance activities

Competence assurance may involve a range of independent evaluation activities, including:

- Review of crew competency systems and competence frameworks
- Evaluation of assessor and verifier capability
- Validation of competence evidence and assessment records

- Review of training programmes and competence development pathways
- Observation of operational task execution during live operations
- Interviews with personnel, supervisors and operational leadership
- Evaluation of role clarity, supervisory control and operational accountability

Findings are evidence-based and operationally focused, providing leadership with clear insight into whether competence systems are producing genuine operational capability.

Where this is typically applied

Competence assurance is commonly applied during:

- Mobilisation of operational crews or teams
- Verification of contractor competence frameworks
- Introduction of new equipment or operational processes
- Operational assurance programmes across assets or facilities
- Independent assurance for leadership, partners or regulators

Leadership value

Competence assurance provides leadership with:

- Confidence that competence systems produce capable personnel
- Reduced human-factor-driven operational risk
- Improved supervision and operational discipline
- Clear visibility of competence governance weaknesses
- Independent assurance that workforce capability supports operational performance

Independent. Risk-based. Operationally grounded.

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Discuss independent verification of your workforce capability and competence systems with our assurance specialists.

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