



Operational risk & performance assurance

Competence assurance

Training & competence assurance scopes

Independent verification that workforce capability supports safe and reliable operations

Operational performance is heavily dependent on the capability of personnel performing high-risk tasks. Failures rarely occur due to lack of procedures – they occur when personnel are not sufficiently competent, supervision is ineffective or competence systems do not reflect operational reality.

As part of ModuSpec's operational risk & performance assurance framework, training & competence assurance sits within the competence assurance pillar, verifying that workforce capability aligns with operational risk exposure in practice.

Our approach provides independent verification that competence systems, training programmes and workforce capability support safe, reliable and efficient operations.

Competence assurance within ORPA

The competence assurance pillar focuses on confirming that:

- Personnel performing high-risk activities are capable in practice
- Competence systems produce reliable and consistent outcomes
- Training programmes align with operational requirements
- Supervision and leadership support effective operational control

Training & competence assurance scopes provide targeted verification of workforce capability.

Industry alignment

Training & competence assurance can be delivered in accordance with recognised industry frameworks and operator-specific requirements, including:

- IADC Offshore Competency Training Programme (2009)
- IOGP Recommendations for Enhancements to Well Control Training, Examination and Certification (2019)
- OEUK / OGUK Guidelines on Competency for Well Personnel (2017)
- IADC Knowledge, Skills and Abilities (KSA) framework
- OPITO competence and training standards

Assessments are aligned to applicable regulatory, contractual and operational requirements, ensuring that competence systems are evaluated against both industry expectations and operational risk exposure.

Risk-based competence assurance

Training & competence assurance is delivered through targeted scopes aligned to the client's operational risk profile. Scopes are defined based on:

- Criticality of operational activities
- Workforce experience, turnover and composition
- Regulatory and contractual requirements
- Known performance gaps or incident history

This ensures assurance effort is focused on the areas that drive the greatest operational risk.

Training & competence assurance scopes

- **Competence management system verification**
Verification that competence systems are structured, implemented and effective in practice.
- **Workforce competence evaluation**
Verification that personnel in safety-critical and operational roles are capable of performing their duties reliably.
- **Training programme effectiveness review**
Verification that training programmes support

operational performance rather than administrative compliance.

- **Competence assessment & verification assurance**
Evaluation of how competence is assessed, validated and maintained across the organisation.
- **Recruitment, induction & workforce planning assurance**
Verification that workforce planning and onboarding processes support operational readiness.
- **Operational competence in practice**
Direct observation of task execution to confirm competence is demonstrated in the operating environment.
- **Contractor & third-party competence assurance**
Verification that contractor and third-party personnel meet required competence standards.
- **Competence system audit & compliance review**
Risk-based audits aligned with recognised standards and regulatory requirements.

Tailored assurance scopes

All training & competence assurance activities can be delivered as bespoke scopes aligned to specific operational risks or project requirements. These may include:

- Pre-mobilisation competence assurance
- High-risk activity competence verification
- Post-incident competence reviews
- Targeted role or discipline assessments

Leadership value

Training & competence assurance provides operational leadership with:

- Independent confirmation that workforce capability aligns with operational risk
- Reduced exposure to human-factor-driven incidents
- Improved operational discipline and supervision
- Confidence in competence systems and training effectiveness
- Defensible assurance under regulatory and partner scrutiny

Independent. Risk-based. Operationally grounded.

MR MODUSPEC

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

Contact

solutions@moduspec.com

moduspec.com



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