

Title: DP Proficiency Development – A Comprehensive Approach to Competency Assessment and Assurance

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Abstract

Competent personnel are today, and always have been, key to safe and successful DP operations. However, the issues of DP personnel competency assurance and assessment are becoming increasingly critical as the offshore sector witnesses unprecedented growth in demand for qualified personnel against a diminishing pool of resources.

The majority of DP operational personnel have been trained to know what to do, how to do it, and when to do it. It is evident however, that many do not know why certain actions are performed or what the potential consequences of those actions may be. Furthermore, the nature of the policies, procedures, and requirements enacted by many operators, charterers, and regulatory authorities increases potential risk by placing DP operational personnel into unfavorable and altogether avoidable situations. As a result, when emergencies arise, many operating personnel are caught by surprise and do not know how to react.

The onus falls on the entire industry – from Class and regulatory authorities, to training providers, to charterers, to vessel owners/operators, as well as individuals – to continuously improve basic and core competency levels within existing resources. Furthermore, it is an industry responsibility to monitor and develop the competencies of not only DP operational personnel, but also of support staff, shore side management, and regulatory agencies, as well as ensure the applicability and judiciousness of policies and procedures that affect DP operations.

The DP Proficiency Development Program provides a positive and proactive approach to competency *development* in lieu of assessment. Unique in the industry for its modular approach and completely customizable, the Proficiency Development Program foregoes punitive audits and potentially disaffecting personnel assessments. Instead, the program concentrates on the continuous development of personnel competence as a *means of assessment*. The purpose of this approach is not only to provide evidence of personnel competence, but also to offer firsthand, practical experience for operating personnel and the full scope of support staff and management. Further, it actively demonstrates a company's dedication to developing its single most important resource – people.

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