

30 years of turning the new kids on the block into competent Oil Spill Responders

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Abstract

So how do you make an Oil Spill Responder? Well basically you need a bucket, a shovel, a willing and able volunteer and an oil spill – voila! Simplistic but true you have someone who is responding to an oil spill. So how do you take a complete novice and develop them into a competent Oil Spill Responder – step-by-step.

By using a variety of training and learning methods that extend beyond conventional classroom training courses, we can develop the capability, skills and confidence needed to be a competent Spill Responder.



Operations Team practicing Offshore Boom Deployment

Background

In 2012 we began a review of the Oil Spill Response Ltd (OSRL) Approved Competency Management System (ACMS), the initial training course, continuation training and the roles we now need to fulfil during an oil spill response operation. The review came about because the roles that we perform for our Members are changing to be more technical and specialist, no longer just the responder on beach. We need to be able to demonstrate competency at every stage of the employees' development, and across every specialism required by our Members.

This was an ideal opportunity to take a look back over the past 30 years to see what had changed, what had not and what lessons we could take forward.



Command Centre Set-up



Media Training

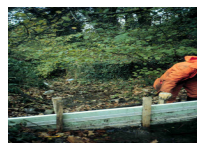
The 1980s & 1990s

When OSRL first started recruiting people in the early 1980s to respond to oil spills it was on an adhoc basis, and they were mainly engineers; their training was on the job with a mentor, a 1-2-1 transfer of knowledge. After a couple of years their mentor would declare them competent and therefore qualified.

Experience was gained on actual spills, and equipment was drilled with until everyone knew it back to front. This type of training continued until 2006 when a more formalised approach was needed.



Sea Empress - Pembroke, UK



Well Blowout, Georgia

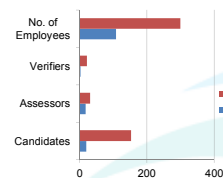
The 2000s to 2013

In 2006 the recruitment demand increased, so to speed up responder training an intensive initial training course was designed, catering for 8-8 new recruits per intake, two intakes per year. The introduction of initial job training created a path for an Approved Competency Management System (ACMS) to cover the Responder roles, and the training of internal assessors and verifiers. In 2010 the ACMS expanded to cover the Consultancy role too.

OSRL Current Occupational Standard Structure



In 2012 we ran four initial courses for over 40 recruits, in 2013 ran 2 basic training courses and 2 new Spill Responder Training Courses for another 30 new recruits. By 2014 the size of OSRL workforce was triple that of 2006.



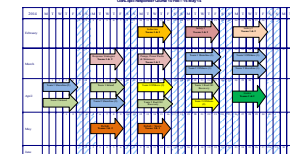
The Future

The conclusion of the 2012 review was:

- To update the ACMS and eventually encompass every role within the company.



- To take the initial training back to basics and restructure it.



- To introduce managerial and technical promotion and competency routes.
- To introduce elective units into the ACMS to provide pools of expertise for varying roles.
- To have formalised development plans for continuation training after initial training.

Training tools

Introduction of some new training tools:

- E-portfolio – online CMS
- Continuation training Plans for each role
- Competency Management Workshops for all employees

Future plans

- Introducing Subject Matter Experts
- Company Induction standard

Equipment Training



Chart work