

## **Employee Relations: Paying careful attention to our People**

Don Herring\*  
President

Canadian Association of Oilwell Drilling Contractors

The Canadian Association of Oilwell Drilling Contractors (CAODC) represents drilling and service rig contractors across Canada. A part of our responsibility is to provide support for the demanding task of manning some 2,000 rigs, with crews that are competent and have a focus on safety. At the same time our industry is functioning in an economy, and more importantly, within a demographic, that finds us competing with other industry groups for the same kind of people.

The CAODC has elected to address the skills challenge, faced by our members, by working with them in conjunction with governments, to introduce a recognized trade for drilling crews. The Rig Technician Trade, a first for rig crews in the world, is mandatory in Alberta.

The Rig Technician Trade has also been adopted by other provinces and early in 2007 received a Red Seal designation, which will establish uniform standards across Canada.

The CAODC presentation will focus on the establishment of the trade for drilling crews, and will also touch on competency-based program now underway for crews that operate our service rigs.

### **Biography**

Don has been President of the Canadian Association of Oilwell Drilling Contractors for the past 23 years. He is also a director of Enform<sup>1</sup>. Prior to this he held economics positions with Alberta Energy & Natural Resources and Energy Resources Conservation Board. Don has MA in economics and a B.Comm. from the University of Alberta.

<sup>1</sup> Enform is the training, certification and health and safety services arm of the upstream petroleum industry. With more than 50 years of experience delivering world-class petroleum industry training courses and safety initiatives, it is a leader in all facets of education and training for industry. Enform constantly identifies changing industry needs, and offers career development services that enhance job performance while meeting the highest standards of efficiency, safety and environmental compliance.