

Advancing skills in operational geoscience



OGICA

Operations Geoscience International
Competency Assessment

Setting the Scene

OGICA - a collective of experienced energy industry professionals - created a comprehensive online self-assessment tool to benchmark the skills and skills gaps of individuals within the international operational geoscience community.

The tool enabled operational geoscientists, across the oil and gas sector, to objectively assess their current skill levels which they need to be successful in their role.

The Challenge

Given the international nature of the oil and gas sector and the 24 hour nature of their work, OGICA were looking for a self-assessment tool that candidates could access at any time, from any location.

OGICA anticipated that candidates would use their results to put in place appropriate training to help them fill any skills gaps. Therefore the results needed to be robust and easy to interpret, to ensure the assessment was effective and that candidates benefited from the experience.

The Solution

A digital assessment solution was the natural fit and eCom was delighted OGICA chose to work with us. eCom developed a fully digital end-to-end self-assessment system, enabling OGICA to support operational geoscientists.

“The system truly offers anywhere, anytime self-assessment for operational geoscientists around the world”

*Christine Telford,
OGICA*

The system was comprised of three eCom modules. The first module was an online booking management system that enabled users to schedule and pay for their assessment.

This then links to the online self-assessment system itself, powered by eCom’s flexible online assessment system, eNetAssess. Users answered questions, automatically chosen at random by the system, covering ten skill categories, ensuring that all of the skills required for the role were evaluated.

The output from the tool provided a visual representation of the results which could be easily digested at a glance,





signposting candidates to the appropriate training services to fill any skills gaps while helping facilitate a quality conversation with those who employed the candidates' services.

The assessment system included over 900 questions in the question bank, which were chosen at random by the system each time. This meant competency could be assessed over time, with the likelihood being that the questions were unique on each occasion, helping to minimise question order bias and improve the overall quality. Additional questions were added as an ongoing exercise by OGICA members and industry peers, with a target of significantly increasing the number of questions in the database.

Once an individual completed the assessment, the third module, powered by eCom's

digital micro-credentialing tool, eNetBadges, issued candidates with a digital badge in recognition of their learning experiences and achievement.

This badge had metadata embedded in it, with details of the issuer and the skills levels the candidate had achieved.

The Benefits

The system truly offered anywhere, anytime self-assessment for operational geoscientists around the world, enabling them to demonstrate the skills they had in their role.

The system was backed by eCom's many years' of experience in the world of eAssessment and development of eAssessment systems, which we bring to our work on the OGICA system. This will ensure the assessment process is accessible, responsive and user-friendly for candidates.

It was easy to book and take assessments online, in eCom's secure environment, helping avoid the logistical challenges of a paper-based system. This increased the likelihood of widespread adoption among the operational geoscience community.

Recognition with a digital badge made it easier for individual geoscientists to bid for work since their skills could be easily verified online.

Ultimately, the tool helped to increase understanding of the candidates' skills, enabled comparison between candidates irrespective of location and provided a universal first stage for use in competency programmes in the operations geoscience community working worldwide across the industry.



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