



# HYDRAULIC FRACTURING

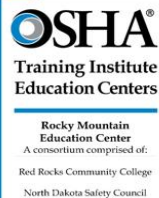
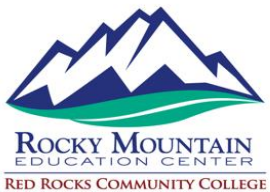
**BAKKEN SAFETY TOUR | 2016**  
AUGUST 31 - SEPTEMBER 2

**Joan Smith**

Dean and Executive Director  
Red Rocks Community College

Rocky Mountain Education Center, OSHA Training Institute  
UNITED STATES

# Training in Support of Career Paths in Upstream ONSHORE Oil and Gas E&P



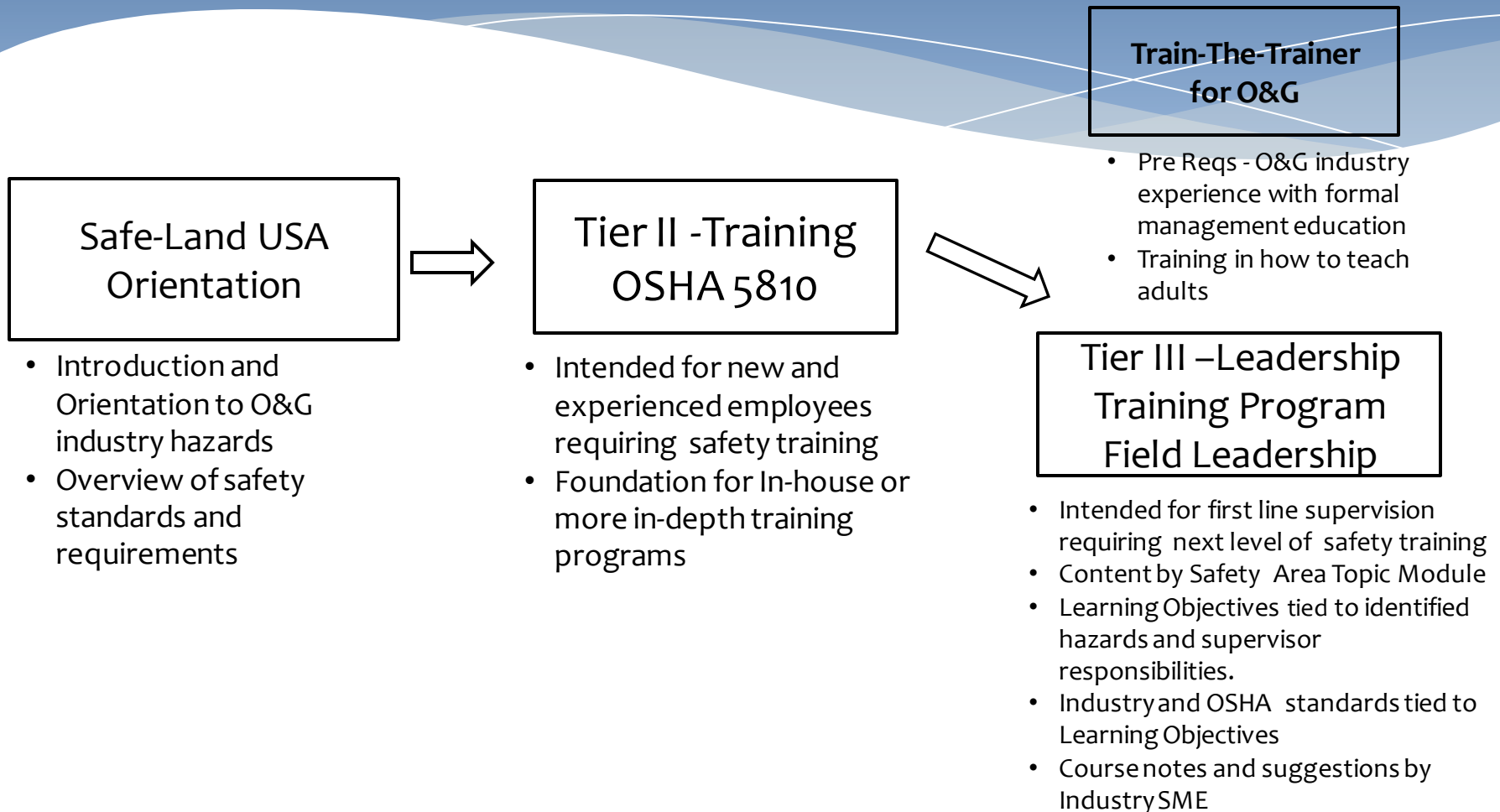
# Worker Training Curriculum Development Oil and Gas Exploration and Production Industry Steering Committee

Jeff Brown, Whiting  
Eric Esswein, NIOSH  
Kurt Papenfus, CDC  
Mary Jasek, TEEX  
Dan Welschmeyer, Ensign Energy  
Adam Kickish, Calfrac Well Services  
Megan Meagher, OSHA VIII  
Joan Smith, Red Rocks/RMEC  
Jason Weatherford, Calfrac Well Services  
Chuck Beck, Red Rocks/RMEC  
Mark Nave, Blac Frac Tanks

Brice Stegner, MBI Well Services  
Jane Pennell, QEP Energy  
Nancy Hauter, OSHA VIII  
Rick Ingram, BP  
J.D. Dani, WY OSHA  
Greg Hardy, Shell  
Paul Breaux, IADC  
Lane Miller, WS Safety  
Dale Robinson, HR Safety  
Calfrac Supervisors: Chris, Brian



# Safety Orientation and Training Visioning 2012



# OSHA 5810

## Hazards Recognition and Standards Training Course for the US On-Shore Oil and Gas Exploration and Production Industry



[Module 1: Course Introduction](#)

[Module 2: Safety, Health and Environmental  
Management Systems](#)

[Module 3: Health Hazards and Industrial Hygiene](#)

[Module 4: Hazard Communication](#)

[Module 5: Personal Protective Equipment](#)

[Module 6: Emergency Action Plans](#)

[Module 7: Fire Protection and Prevention](#)

[Module 8: Control of Hazardous Energy](#)

[Module 9: Electrical Hazards](#)

[Module 10: Machinery Hazards and Machine Guarding](#)

[Module 11: Mechanical Lifting and Hoisting Equipment  
\(Material Handling\)](#)

[Module 12: Walking and Working Surfaces](#)

[Module 13: Fall Protective Systems](#)

[Module 14: Confined Space](#)

[Module 15: Excavation Trenching and Protective  
Systems](#)

[Module 16: Inspection, Testing and Preventative  
Maintenance](#)

[Module 17: Motor Vehicle Operation](#)

# Rocky Mountain Education Center

## 5810 Completers 2013-Current



ROCKY MOUNTAIN  
EDUCATION CENTER  
RED ROCKS COMMUNITY COLLEGE

### OSHA 5810 Open Enrollment Clients

BLM WY  
AARMAC Transport  
AC Training  
Aims Community College  
Alliance Business Services, LLC  
American Energy Partners  
Atkinson Construction  
Automation Electronics  
Avitus Group  
B&G Roustabout Service  
Badlands Power Fuels  
Baker Hughes Inc.  
BHI  
Bill Barrett Corp  
Bituminous Insurance  
Blac-Frac Tanks Inc  
Boots & Coots  
Border States Electric  
BP Alaska  
BP America N.A. Gas  
Calfrac Well Services  
Calvert Services  
CH Excavation LLC  
Cimaron Energy  
Concord Energy  
Continental Resources Inc.  
Cruz Construction Inc  
CS Consulting  
CUDD Energy  
Dakota Prairie Grasslands (USFS)  
Denbury Onshore LLC  
Devoe Contracting, LLC  
Eagle Rock Energy  
Enbridge  
Encana Oil Gas (USA) Inc.  
Ensign  
Federal Signal  
Fidelity Exploration and Production  
FMC Technologies Completion Svcs  
Forestar Group  
Frandsen Safety Inc  
GEO Drilling Fluids Inc  
Grand Environmental  
Halcon Resources  
Halliburton Energy Service  
Hess Corporation  
Holland Consulting  
Intermountain Safety Training  
IPS  
JJ Keller & Assoc.  
JTD Inc  
Key Energy Services  
Legend Energy Services LLC  
Linn Energy LLC

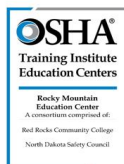
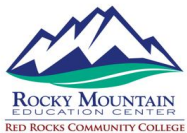
M&N Equipment  
Marathon Oil Company  
Mark Stonis Enterprises  
MBI Energy Services  
Merit Energy  
Miller Insulation  
Montana Safety Bureau  
Murex Petroleum Corporation  
Murfin Drilling  
Nabors Drilling USA  
Naill Services Inc.  
ND Workforce Safety Insurance  
Newfield Production Co.  
NIOSH  
Noble Casing Inc  
Noble Energy  
North Dakota Safety Professionals  
Northern Electric Inc  
Oilfield Support Services  
One Oxford Centre  
Oneok Rockies Midstream  
Oxy USA  
Pioneer Well Services  
PostRock Energy Corp.  
Production Control Services  
QEP Resources  
Raven Drilling LLC  
Resirkulere  
RM Welding Inc.  
Rouffle Energy Services  
S S Roustabout  
Samson Resources  
Savana Well Service  
Savanna Well Service US  
Scientific Drilling International  
SM Energy  
Solsten XP  
Strobel Starotka  
Summit Energy Services  
Sun Well Service  
Terra Pacific Midwest  
Triangle Petroleum  
Trinidad Drilling  
Trucking Services LLC  
United Tribes Technical College  
WBI Energy  
Well Water Solutions and Rentals  
Western Wyoming Community College  
Whiting Oil Gas  
Willbros Construction  
Wyoming Casing Services Inc  
Wyoming Contractors Assoc.  
Xcel Energy  
Zavanna, LLC

Total Trained 1,229

# The New Supervisor

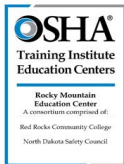
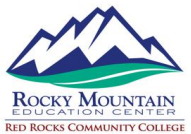
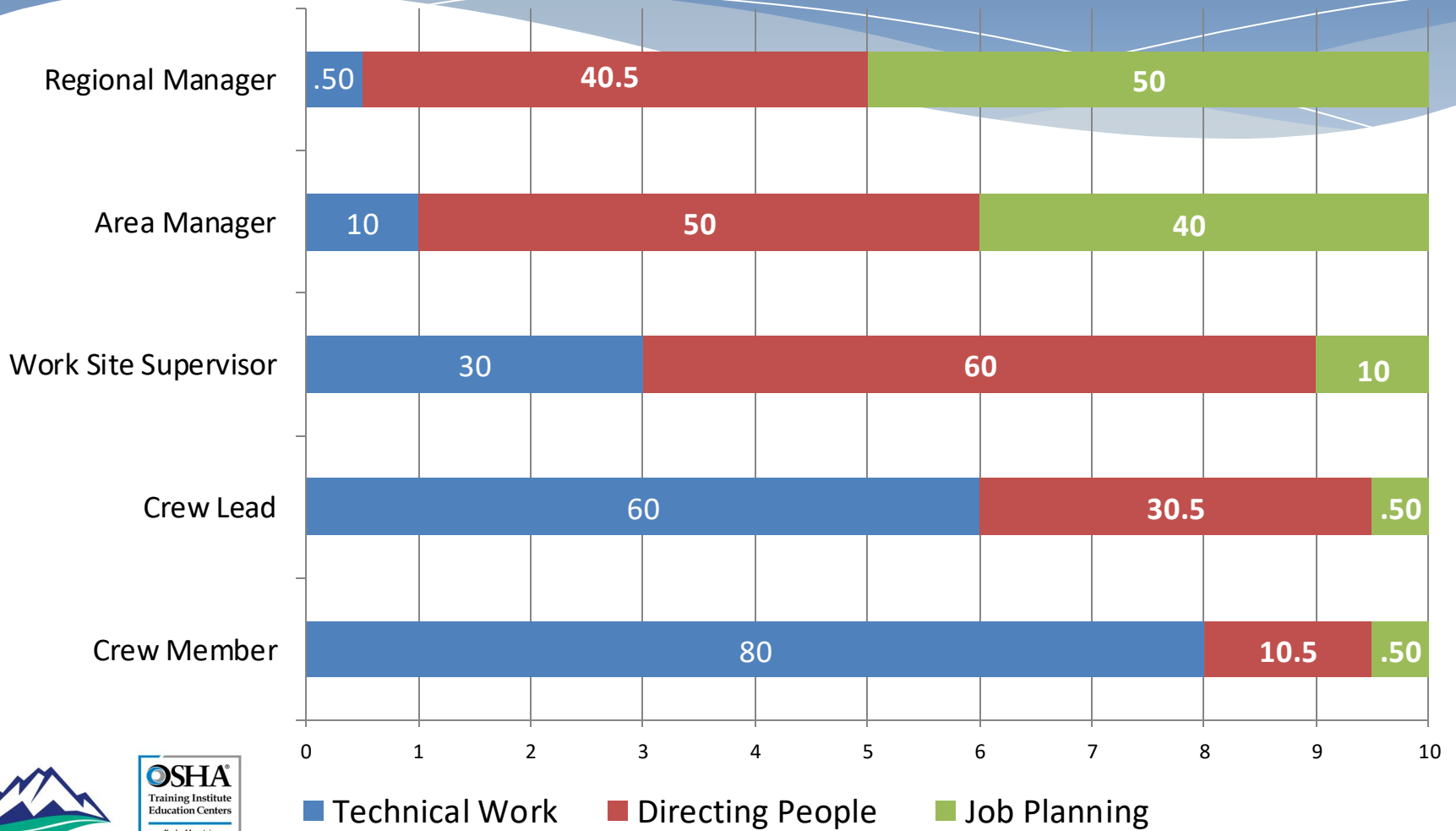
“The crazy thing (about being promoted) is that it’s not about you anymore. Before you were a manager, your number one job was to accomplish tasks. Now, your number one job is to help other people accomplish the tasks in an outstanding way.”

--You’re the Boss--Now What? 7 To-Do’s as a First-Time Manager, Forbes, 6/08/2012  
(<http://www.forbes.com/sites/dailymuse/2012/06/08/youre-the-boss-now-what-7-to-dos-as-a-first-time-manager/>)



# Job Functions SHIFT

\*Numbers are in percentages



■ Technical Work ■ Directing People ■ Job Planning

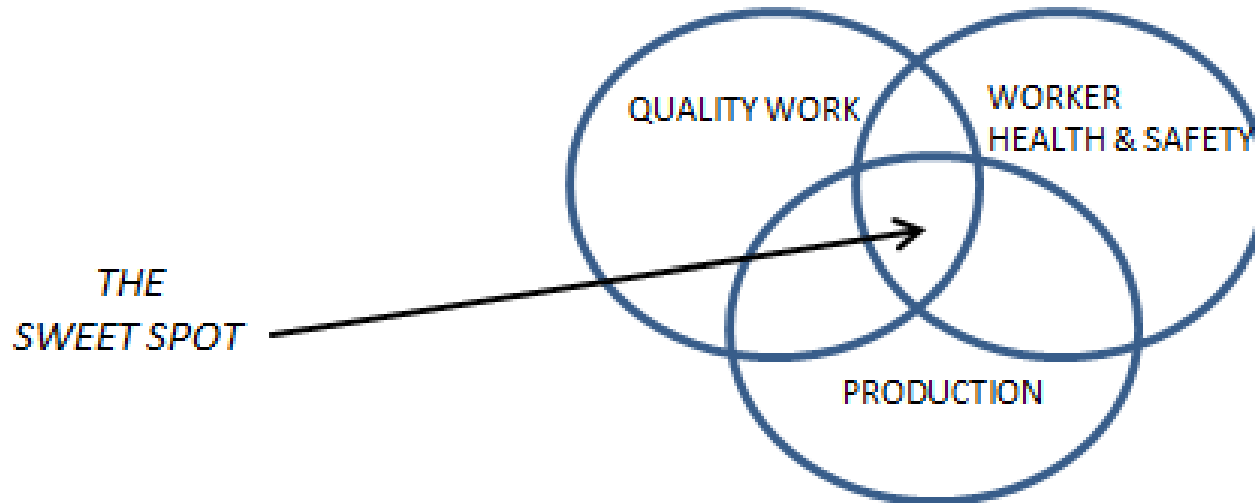


# Field Leadership

***The Leader Sets the Tone –  
HSE leadership effectiveness is measured  
in the safety performance of the crew***

Course Goal:

Participants will engage **in active scenario based learning** to identify and learn to **adapt their leadership style** to be successful in communicating, motivating and inspiring a diverse workforce to achieve the desired balance of worker safety, quality work, and production outcomes in the upstream oil and gas industry.



“Lets talk about the impact on our people.”

Dr. “Bones” McCoy

High responsiveness – “emotes”

“Show me the next big idea!”

Scotty

Amiable

Expressive

Low assertiveness  
“asks”

Assertiveness

High assertiveness  
“tells”

“Let’s do it right the first time.”

Spock

“Get the job done now.”

Captain Kirk

Analytical

Driver

Low responsiveness – “self-control”

**Amiable**

**Expressive**

**Analytical**

**Driver**

## **Amiable (Support Specialist)**

- \* SUPPORTIVE      \* RESPECTFUL
- \* AGREEABLE      \* DEPENDABLE
- \* EMOTIONAL      \* SLOW PACED
- \* COMFORTING      \* WILLING
- \* PEOPLE ORIENTED
- \* MODERATE VOICE INFLECTIONS
- MODERATE ANIMATION

## **Expressive (Social Specialist)**

- \* EXCITABLE      \* PERSONABLE
- \* UNDISCIPLINED      \* REACTING
- \* STIMULATING      \* DRAMATIC
- \* ENTHUSIASTIC      \* FAST PACED
- \* PEOPLE ORIENTED
- \* MANY VOICE INFLECTIONS
- \* LOTS OF ANIMATION

## **Analytical (Technical Specialist)**

- \* TASK ORIENTED      \* SLOW PACED
- \* INDECISIVE      \* CRITICAL
- \* EXACTING      \* STUFFY
- \* ORDERLY      \* SERIOUS
- \* PERSISTENT      \* FACTUAL
- \* NO VOICE INFLECTION
- \* NO ANIMATION

## **Driver (Control Specialist)**

- \* TASK ORIENTED      \* FAST PACED
- \* BUSINESS LIKE      \* DETERMINED
- \* TOUGH MINDED      \* DECISIVE
- \* EFFICIENT      \* REQUIRING
- \* DOMINATING      \* PUSHY
- \* FEW VOICE INFLECTIONS
- \* USES LITTLE ANIMATION

### Handout 3-5 Conflict Scenario A

George: Where have you been all day?

Tom: What do you mean? I have been down in the sub pressure washing.

George: Really? I've been down there three times and haven't seen you.

Tom: Well, the power washer nozzle broke and I had to look around for a new one. They are usually in the Combo House but I couldn't find any.

George: Fixing the power washer nozzle?

Tom: Yeah, it's been broken since last hitch and the guys on relief never fixed it so I got stuck picking up the slack.

George: Well here's the deal, I thought this little project was only going to take you about two hours and you have been gone for the whole day.

Tom: Well I didn't expect to have to fix the power washer, and the sub was all messed up after the trip last night.

George: Dude, what's going on with you?

Tom: Nothing!!

George: Cool, but I want to make sure you've got your head in the right spot. We've got a lot of work to do today.

Tom: I'm on it; where's the fire?

George: Maybe you need some time to think about it?

Tom: Man, I don't need any time; I just need you to leave me alone so I can get my stuff done. I'm making no progress sitting here arguing with you.

George: Well here it is: You can take care of it or you can sack 'em up and head to the house.

Tom: Forget it! I'm out of here!!!

### Handout 3-6 Conflict Scenario B

George: Where have you been for the last couple hours?

Tom: I've been down in the sub cleaning all that stuff up

George: Well I've been around a couple of times and didn't see anything going on. Seems like everyone is hiding today.

Tom: Dude, I was there, it's a freaking mess in there!

George: Sorry about that, guy; I probably should have got someone else to help you out since morning tour made a mess last night on their trip.

Tom: It's always like that after those guys leave, and I'm getting no help from anyone today! And they left the pressure washer all jacked up!

George: What's up with the pressure washer?

Tom: The head is all messed up and the trigger sticks. It was like that last hitch!!!

George: Yeah bro I forgot to tell the push we needed new heads. That's my bad.

Tom: Whatever, man. It's not your fault.

George: Hey I will talk to relief about fixing stuff when they break it, but you sound a little off today. What's going on?

Tom: Man, my ex-wife is after me about spending time with our kids. She doesn't think I'm around enough.

George: Sorry to hear that, you need some time to get your head together?

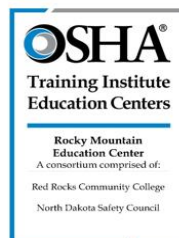
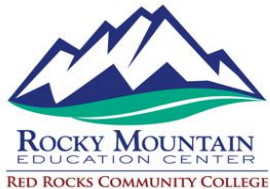
Tom: Na, man. I'm cool.

George: Well I just want to make sure you're in the right place because we got a lot of stuff to do.

Tom: I know. I'm kind of a little pre-occupied with some personal stuff right now.

George: Well let me know if you need some time and I can work on someone to cover for you for the rest of the hitch, COOL?

Tom: I will. Thanks.



# Field Leadership

**The Leader Sets the Tone –  
HSE leadership effectiveness is measured  
in the safety performance of the crew**

**The course is comprised of six modules:**

1. Interpersonal Behaviors
2. Mentoring and Coaching
3. Problem Solving & Conflict Resolution
4. Job Planning - Situational Awareness
5. Continuous Quality Improvement - Loss Control
6. Improving Working Relationships in Challenging Environments (SIMOPS)

September 2014-Current

Train the Trainer Completers -

195

Student Completers -

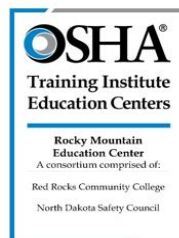
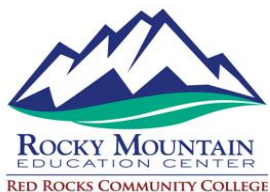
401

Next Train the Trainer Session -

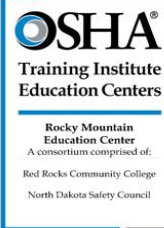
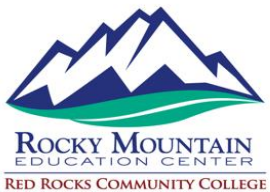
North Dakota –

November 8-10, Bismarck, North Dakota (NDSC)

Registration <https://rmecosha.com/ogop120grant>



# Training in Support of Career Paths in CONSTRUCTION for Latino Workers



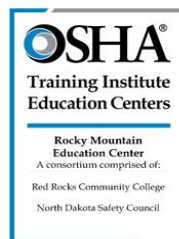
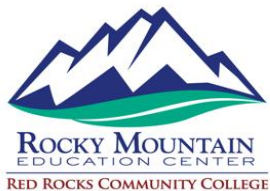
# Intercultural

Have you read OSHA's new 2016 poster?

Among individuals, as among nations, peace is the respect of others' rights."

~ Benito Juárez

(Entre los individuos como entre las naciones, el respeto al derecho ajeno es la paz.)







# Job Safety and Health IT'S THE LAW!



What is OSHA's rationale behind the statement in the new OSHA poster?

### All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

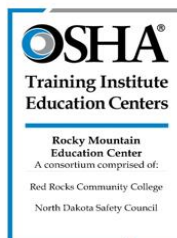
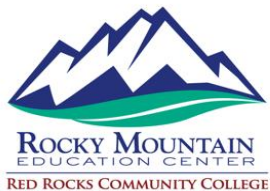
### Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

*This poster is available free from OSHA.*

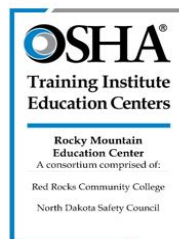
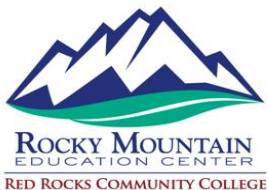
**Contact OSHA. We can help.**



# Workplace Communication

Is your messaging being received and understood?

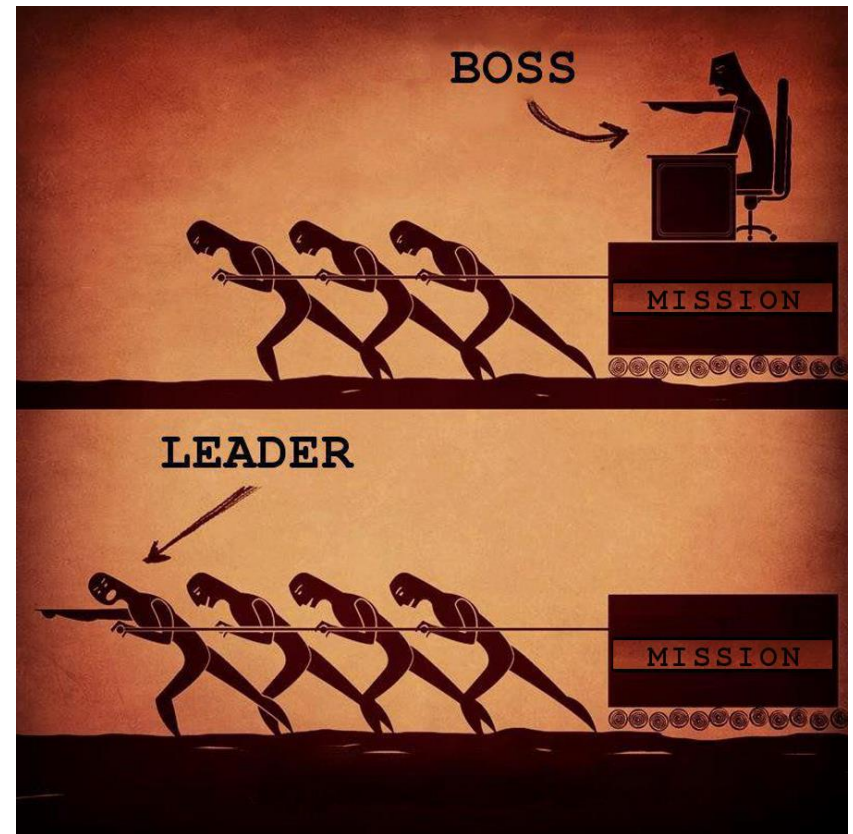
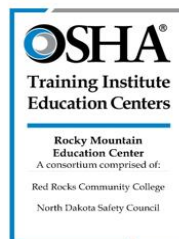
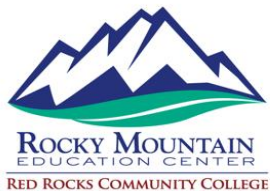
- Intercultural
- Intergenerational



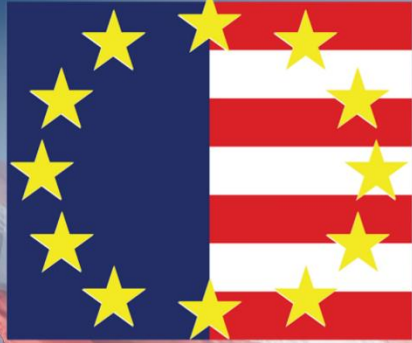
# Take This Job and...

“The number one reason people leave their jobs is because of their manager.”

(Source: 2013 survey by HR services firm Randstad)



**JOINT US/EU**



**CONFERENCE ON HEALTH  
AND SAFETY AT WORK**

# **HYDRAULIC FRACTURING**

**BAKKEN SAFETY TOUR | 2016**  
AUGUST 31 - SEPTEMBER 2

