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Alignment of Competency Assessment and Learning Programs with Technical Challenges - PEMEX Case Study

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SUMMARY

In 2008-9 Schlumberger and Pemex conducted a complex competency assessment project for over 900 Geoscience and project administration staff. A key focus of this project was the detailed identification and documentation of specific technical and business challenges faced by each project and technical specialist group (nearly 50) across all Mexico operating areas. Each identified challenge was linked to customized technical or business competencies needed to solve specific problems. These competencies were given high priority in self and interview assessments, technical gap analysis and learning plan prioritization. Emphasis in learning solutions was given to project based training programs where knowledge training is linked to coached application on Pemex project data. The focus on highest impact competencies needed to solve Pemex problems and the learn by doing training methodology are viewed as key to enhancing the companies resource growth.

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