People are the most valuable asset to a company and are critical to the success of operations. In today’s world, people competency is vital to keep your business ahead of the competition.

People competency is now widely regarded as a key element of any safety / integrity system with the topic, increasingly featured in the requirements of regulatory authorities, such as with the UK Health and Safety Executive (HSE) for COMAH and initiatives such as KP4 for offshore facilities.

Competency development can cover many areas depending on the needs of the business. For example developing a technical expert in a particular field, e.g.: fired equipment / rotating machines / static equipment, or growing an existing team to contribute more to a specific aspect of your business e.g.: Technical Due Diligence (TDD) / small EPC projects.

**What we offer**
ABB offers a programme of technical training courses in the following key areas:

- Process Safety Management (PSM)
- Hazard studies
- Safety Integrity Level (SIL)
- Alarm management
- Risk Based Inspection (RBI)
- Mechanical design and maintenance

These courses are widely recognised as industry-leading and, in a number of cases, accredited by recognised professional bodies, such as the IChemE and NSAPI.

Investment and development of technical capability in technology based companies is best achieved through a structured process designed for a particular business. This flexible approach assesses individuals against a framework of technical competencies. A specific development plan is designed for each person to meet both the business and individual needs.
Key stages in competency building process

Stage 1
Select the key technical roles.

Stage 2
Define a List of technical skills for each role and key elements of knowledge.

Stage 3
Conduct competency assessments on a cyclical basis.

Stage 4
Establish development plans for each individual.

Stage 5
Begin to build the talent pool and grow the technical skill.

Benefits
- Sharing of best practise in the company
- Employees can identify and solve technically complex problems internally and more quickly
- Technical excellence becomes well regarded in the company

Why ABB?
ABB has been developing and training its own and client technical personnel for over 40 years. Our operational heritage means that ABB are uniquely placed to understand and implement people based development within a wide range of businesses and roles. The knowledge of ABB’s specialist technical consultants is based on personal experience of having held senior operational and engineering roles within large-scale chemicals and oil & gas industry companies.

ABB is an active member of a variety of industry wide bodies and this wide reaching involvement enables us to contribute to the development of worldwide standards and be at the forefront of industry best-practise. The development of professional engineers is a challenge and ABB have a proven track record for providing bespoke solutions for many clients.