



Case Study

# Personalizing training for a major oil and gas producer

**Talos Energy**



**Empowering Trust<sup>®</sup>**



## The challenge

Talos Energy, a leading oil and gas producer with production based in the Gulf of Mexico, finds itself in an unusual position. With operations located between two nations—the U.S. and Mexico—Talos must rely on its own comprehensive safety practices manual to safeguard workers. After the Deepwater Horizon spill, there was a new obligation on the industry to protect not only employees but also the environment. Robert Sheninger, vice president for health, safety, environmental (HSE) and sustainability, wanted to be sure that Talos was not only complying with rules and regulations but acting sustainably and taking steps to build a strong safety culture, extending beyond employees but also to contractors.

## UL's response

Readily available, off-the-shelf training for the oil and gas industry is not usually geared toward offshore work, so Talos looked to UL to develop an original suite of e-learning modules based on their safe operating practices. The highly engaging and visually dynamic program covered general topics on personal protective equipment (PPE), control of work and job safety analysis (JSA) along with detailed segments for the Talos National Pollution Discharge Elimination System (NPDES) and Safety and Environmental Management Systems (SEMS). UL developed a hazard identification module for current risk assessment, which was unique to the company.

---

*The training content we developed with UL has not only had a positive reception from our employees, but we're able to deliver content to contractors too*

*- Robert Sheninger, vice president for health, safety, environmental (HSE) and sustainability*

---

**TALOS HAS SEEN A**  
**↓ 54%**   
**REDUCTION**  
*in the total recordable*  
*incident rate* and a  
**↓ 55%**   
**REDUCTION**  
*in the lost time incident*  
*rate* **SINCE 2018**  
 through *development*  
 and *execution of*  
**e-learning content**

Working offshore in the Gulf of Mexico (GOM) provides some unique challenges that the industry must address. Because all operations are over water, it is extremely important to prevent spills into the ocean and adhere to the requirements set forth in the EPA's Clean Water Act (CWA). The NPDES provides operators with steps to help ensure that any water discharged into the GOM meets regulatory standards and is safe for the environment. SEMS is another unique regulatory aspect for those operating offshore in the United States. This is a regulatory requirement administered by the U.S. Bureau of Safety and Environmental Enforcement (BSEE) that was created shortly after the 2010 Macondo oil spill. Talos must comply with the requirements and laws, and ensure all employees and contractors are trained on SEMS requirements.

According to Sheninger, "The Recurrent Risk Assessment module is truly a game changer for any industry. Almost all companies have processes to identify hazards yet most fail to be effective because they don't take the time to truly educate employees on how to identify these hazards and then how to effectively control them. This module does just that and can be adopted by any type of industry looking to improve upon employee engagement and empowerment."

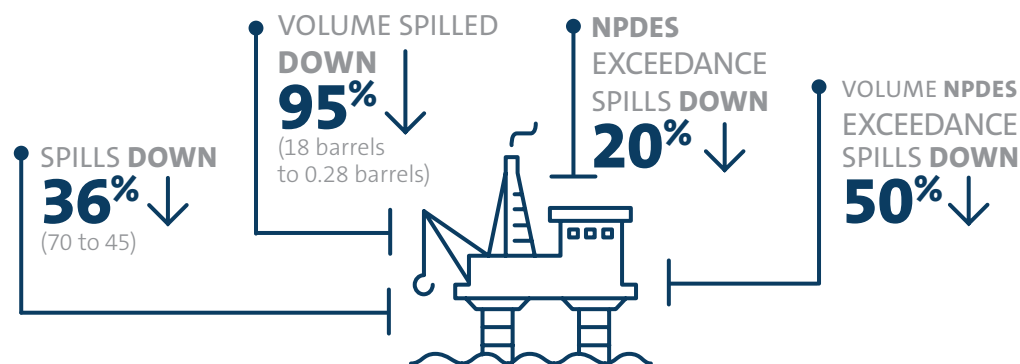
Additionally, UL developed a series of animated microlearning moments around stop work authority, hot work, fire prevention and breaking the containment process safety. Utilizing animation to highlight and dissect unsafe work scenarios allowed the employees to quickly alter current behaviors and apply proper safety methods to their work. To address contract worker safety, training was added to an on-demand platform, so temporary workers could access relevant topics. Delivering safety training is often overlooked for temporary workers, so giving immediate, free, training access via the platform filled a common gap companies face when managing a constantly changing workforce.



## Impact

Talos Energy's goal is to safely produce oil and gas in an environmentally responsible manner. Over the last three years, they have been highly pleased with their engagement with UL, particularly with customized e-learning solutions. Sheninger believes that working with UL differentiates Talos from its competitors as Talos revises the training every year to continually customize the learning based actual situations both employees and contractors have faced. "The training content we developed with UL has not only had a positive reception from our employees, but we're able to deliver content to contractors too," he said. "We feel we've gone far and beyond what is expected of us in the training that we provide."

Talos has seen a 54% reduction in the total recordable incident rate and a 55% reduction in the lost time incident rate since 2018 through development and execution of e-learning content. Even as the company increases its offshore exposure through the acquisition of additional assets, NPDES training has yielded impressive improvement:



Talos' e-learning content that is required for contractors is hosted on ISNetworld and tracked, so contractors must scan in at the heliports/docks to verify they have completed required training. This helps Talos ensure only trained and competent individuals are working on its behalf.

Future plans include annual updates of core content on Talos Safe Operating Practices (TSOP), the development of an abbreviated HSE Expectations video that all contractors must take to go offshore, and additional micro-learning content such as a recently completed on Process Safety/Pressure releases. As technology improves, Talos also sees value in supplementing current material with augmented and virtual reality opportunities where it makes sense.

To learn more about online training and customization services, visit [UL.com](https://UL.com) or email [ulehss@ul.com](mailto:ulehss@ul.com).



**UL.com**

© 2020 UL LLC. All rights reserved. This document may not be copied or distributed without permission. It is provided for general information purposes only and is not intended to convey legal or other professional advice.