Our VTA training was designed to the culture of the site, it is non-confrontational designed to allow someone to pass and not focused on confronting gaps in knowledge; we need to change this.

We have no skills training for I & E crafts here, this is a real issue

We monitor the training requirements on an annual basis, but not the effectiveness.

I have been a pipe fitter for years here and I cannot read blue prints, I have not been trained to bend tubing; and have only been trained to operate a fork lift and a droid, so I would say training is pretty poor; I rely on my fellow craftsmen or my supervisor to read my prints when this is required.

In 28 years I cannot remember receiving any training in a step up or a transfer.

We must get everyone competent to understand what "safe" really is and trained regarding our procedures and to a point we have a common interpretation of those procedures so that they have the level of competence and understanding of the requirements that will allow for them to push back when pressured by time or request to take a short cut.

The current method of training is too much computer based and we need more hands on; the VTA training is a joke; it will not let you fail; what are we really trying to do here?

George Carter cut training and said, "Until you tell me I could go to jail, I won't change anything as long as the paper covers us". We haven't recovered from that. Whether the training force is held as a separate staff where it's dedicated or distributed into the line, the issue is the percent utilization. I think utilization... Is about 50% year to date, trainers get used in HAZOP's, turnarounds, and other things instead. The point is unless the LT makes this a priority one way or the other they're not going to get where they need to go.

Virtual training assistant (VTA) is terrible! Terrible! It locks up. It's unrelated to learning. For example: HAZMAT. I can't tell you about it, even though I got 100% on the tests. OSHA mandated stuff is being added. Before, we had classroom instruction and pencil and paper tests. Now, people don't have to do any classroom work. We must get back to practical training.

Training is critically bad for operators and maintenance! Oh yes, we have the documents to cover OSHA and say we did the training. But it is not designed to locate gaps of knowledge! For example, tests are used that reinforce knowledge as opposed to real experiential field-testing. We need an industry test to evaluate maintenance competence, especially given the mix we have of BP employees and contractors. We have people with no experience getting OJT for maintenance.

Many shift supervisors and shift superintendents are not experienced in the process of the units they are accountable for supervising; they have no fundamental understanding of the process risks resident in the unit and therefore lack a frame of reference for assessing and directing activities on the unit; couple this lack of fundamental process knowledge with the absolute absence of any effective training for operators or supervisors and you have a recipe for poor decision-making and the potential for a hazardous situation.

A flaw in training in the chemical site is there is a shortage of I & E technicians. Because of the shortage of the I & E technicians they never get released to go to classes. They are fully used all the time just to keep the units running and are "excluded" from training. We are very understaffed for training relative to other refineries. We have much more of a burden on our current trainers.