PROVPSM PERSPECTIVES

Provenance Consulting
Monthly Company Newsletter
Sept 2018

UT EXPO A RECRUITING SUCCESS

Provenance attended the annual UT Engineering Expo in Austin Sept 11-12. Recruiting team members included **Lauren Mercer, Susheela Nayak, Matt Leos, Heather Feimster, and Jamie Breedlove**. The team spoke with many engineering students in our goal to find top candidates for our spring/summer co-op positions.

Following the expo **Jamie Breedlove** and **Heather Feimster** joined **Quyen Nguyen** as he gave as excellent presentation to the student members of the **UT chapter of ASME**. Quyen engaged students with a follow-up question and answer session regarding Provenance projects, work-life, and company culture.

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UPCOMING EVENTS

OCT 2018

S	M	T	W	R	F	S
30	1	2	3	4	5	6
7	8	9	Co-Op Interviews (Austin) 10	11	Justin Phillips to Guest Lecture @ UT Process Safety Course 12	13
14	15	16	17	18	19	ASME Texas Tailgate (Austin) 20
21	22	23	LIVE AIChE Webinar on Training (Sarah McDuffee) 24	25	26	27
28	29	30	Happy Halloween! 31	1	2	AIChE Texas Tailgate (Austin) 3

10-11 - Co-Op Interviews (Austin)

12 - Justin Phillips as Guest Lecturer (Austin)

20 - ASME Texas Tailgate (Austin)

24 - Sarah McDuffee LIVE AIChE Webinar (online)

Nov. 3 - AIChE Texas Tailgate (Austin)

Back To School: How to Avoid the Training Brain Drain

Upcoming AIChE LIVE Webinar

Wed. Oct 24th @ 1pm CDT
by Sarah McDuffee,
Training Coordinator

"Training" tends to elicit a groan from even experienced employees. When done poorly, it is time-consuming, boring, and ineffective. So why does the OSHA Process Safety Management standard require training? Because when done correctly, training can bring your employees onto the same page – ultimately allowing your facility to operate safely and communicate more efficiently. The key to successful training programs is not only WHAT they teach, its HOW MUCH is retained and understood by the employees. Successful training programs that ensure proficiency in the material have five elements in common – and you can implement them immediately after watching this webinar by engineer and educator, Sarah McDuffee.

McDuffee will go over each of the five elements of a successful training program: **Needs, Objective, Assessment, Content and Evaluation**. Several industry case studies will illustrate these elements in action. At the end of this webinar, you will be able to implement these elements in your own training programs, resulting in more engaging training sessions and more knowledgeable employees who can effectively implement the content.

REGISTER ONLINE

COMMUNITY ENGAGEMENT

4TH ANNUAL HEAT UP HUTCHINSON KICK OFF COOK OFF (BORGER)

This event was to raise money for the **United Way** to help out in our community. 26 teams from around the area that were associated with various organizations entered the cook off in multiple categories, such as brisket, ribs, pork butt, etc.

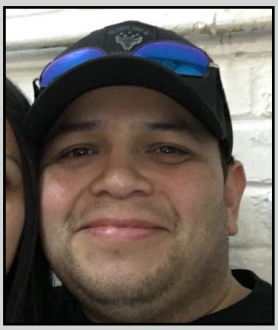
Money was raised from entry fees from the teams and admission from the community. With admission, people gained access to try the BBQ from each team that entered and vote on the best team.

My uncle's team came up from Fort Worth to represent Provenance and **we won 1st place in the ribs category**. Provenance volunteers were there to serve the food from our team. Those present were **Eric Humphrey, April Segovia, Heather Wood, and myself**. The event was held at the ANB parking lot, where we enjoyed a live band, car show, corn hole, and delicious food! *(Kaci Walden)*

PROVPSM PROUD

We'd like to recognize the hard work of several dedicated team members. Be sure to give them a pat on the back next time you see them!

Jesse Verdier



"I would like to recognize Jesse Verdier for his personal commitment to quality at our clients site. Jesse also takes the initiative to take on our clients roles and responsibilities, while client is away from site. His personal drive of excellence is a great inspiration for others around him."

- Eric Humphrey, MI/CAD Specialist

Justin Phillips

"Justin, is a good role model and upholds Provenance's virtues. Working with Justin over the years has taught me more than just how to serve the client, but also how to be a team player. His continuous work with Chevron shows that with some determination and skills, its possible to be awesome!"

- Aniqa Rahman, Project Lead

Ene Okinedo

"There are not too many people out there quite like Ene! Ene's day-to-day attitude and disposition on work (and life) are contagious. Over the past several months, the Borger office has had the pleasure of having Ene perform work here for our local clients. He never fails to have a smile on his face and provide quality work on all projects. His passion for his family, desire to help our clients, and consistently positive outlook make Ene a valuable asset to the ProvPSM team!"

- Jenny Brancheau, Sales & Marketing Manager

RECENT WORKIVERSARIES

Racquel Roman	**10 years**
April Segovia	**4 years**
Lucy-Marie Greene	**1 year**

What to Know to Succeed at Your First ChemE Job

by James Topp,
PSM Consultant

Looking back on my time before joining the professional workforce, I admittedly did not have a realistic understanding of what an "engineer" truly did day-to-day. While studying chemical engineering at the University of Texas at Austin, I imagined a fair amount of my early professional years would be dominated by working technical issues – completing calculations, running simulations, and designing processes.

One of my biggest surprises upon entering the workforce was that unlike my imaginings, a lot of my time was spent determining which information is correct and pertinent and how to best communicate results and issues with others.

> **While solving problems (a key skill of being an engineer) is an important ability, I found the mark of a great engineer is the ability to communicate difficult ideas, problems, and solutions in such a way that they can be understood easily.**

This does not mean "dumbing it down" or speaking down to your coworkers or colleagues; rather, it means latching onto the most important details that your client, colleague or superior needs and explaining it concisely and accurately.

My time here at Provenance Consulting and working with clients in the industry and countless chemical engineers, young and seasoned alike, has helped me hone in on three things that make the difference between a young engineer who "gets it" and one that is stuck in that college classroom. Take a page from my book – it'll give you a head start on nailing those first few years of your career.

#1: Engineering is WHAT You Do, but in Industry, PSM is HOW You Do It

A common complaint from young chemical engineers, specifically in regulated facilities, is an annoyance with Management of Change (MOC) and other similar programs that ensure Process Safety Management (PSM) compliance. MOCs are seen as a hassle mainly because young engineers don't understand the value of them or how the facility's MOCs are implemented. One benefit of a proper, functioning MOC program is that it makes the facility's Process Safety Information – the P&IDs, H&MBs, line listings – continually accurate. One of the most surprising things to me when I began working with drawings was a common refrain from numerous operators and engineers across a number of companies and facilities:

> **"You can't trust the drawings"**

This phrase means that the drawings – which are critically important for new projects and general understanding of a facility – are admitted to not be correct. One of the challenges for a young engineer is figuring out which data sources to use to obtain the "correct" data, since that data may exist in four different places. For example, a maximum allowable working pressure (MAWP) might be in inspection software, relief systems design basis, original vessel calculations, on a P&ID, or any number of internal databases.

> **If these numbers differ, what is the correct value that should be used? At different facilities, the answer is often different.**

A functioning MOC program not only ensures the facility is safe and compliant, but it also ensures that your data is correct across a number of different data sources at the facility. This is just one example of the ripple effect these parts of Process Safety have across the facility.

#2: The "Boring" Stuff Matters to Your Boss's Boss

Ensuring you record and report correct data not only saves you time as you do subsequent work, it also becomes invaluable to the people who will use your work down the road. Large capital projects can go significantly over-budget based on the amount of time needed to verify or correct data that "should" already be correct. ...

FINISH READING ONLINE