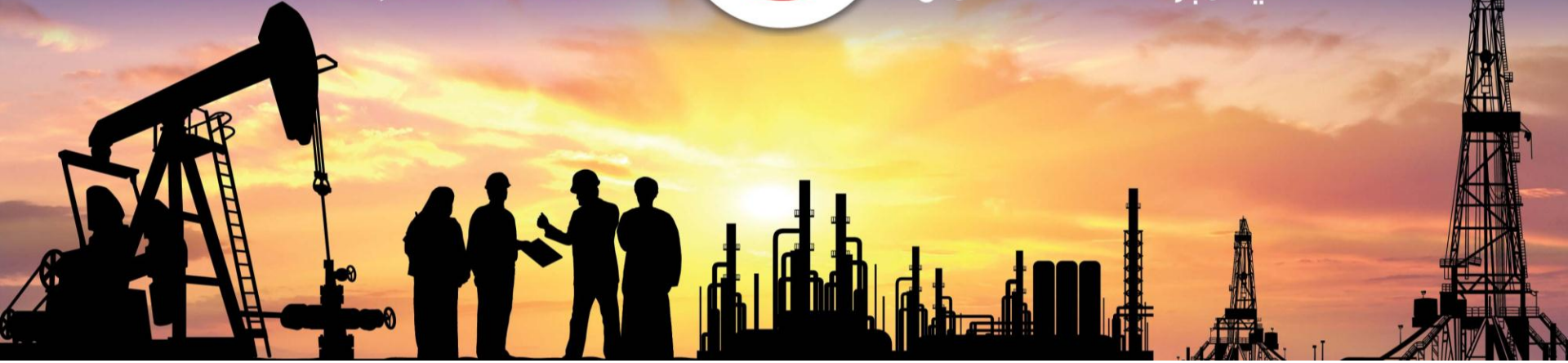


Business opportunities  
in the oil and gas industry  
**In-Country Value**

18 December 2013, Sultanate of Oman



الفرص الاستثمارية  
في قطاع النفط و الغاز  
**القيمة المحلية المضافة**  
١٨ ديسمبر ٢٠١٣، سلطنة عمان



# The Local Workforce Development Program

Presented on behalf of the oil and gas industry by:  
**ICV HR sub-committee**



دليل للنفط ش.م.ع.  
DALEEL PETROLEUM LLC



شركة الغاز العمانية ش.م.ع.  
OMAN GAS COMPANY S.A.O.C.



الشركة العمانية للغاز الطبيعي المسال ش.م.ع.  
OMAN LNG L.L.C.



وزارة النفط والغاز



شركة تنمية نفط عمان  
Petroleum Development Oman



# Safety briefing and lodging

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## Emergency contacts

Mr. Kashif - Loss prevention manager - Mob: 98089044

## Emergency alarm / fire drills

Fire drills, emergency alarms (if any), assembly points to be announced by the hotel loss prevention staff

## Prayer rooms

Ladies prayer room & gents prayer room are located in the third floor

## Toilets

Available in Oman Auditorium & Boshar areas

## Coffee / tea

Provided outside the workshop room

## Arrangements for smokers

Allowed only outside the hotel premises

# Our commitment to local workforce development



Within the oil and gas industry, the local workforce development is addressed by the ICV HR Sub-Committee

## - Oil and gas representatives in the HR Sub-Committee -



## - Role of the HR Sub-Committee -

- Develop all initiatives collaboratively ensuring key stakeholders involvement
- Drive HR development initiatives across Oman oil and gas companies
- Deliver step change in oil and gas skills development for Omani citizens

# Purpose of this presentation

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- To share outcomes of the ICV blueprint strategy
- To share MOG ICV HR Sub-Committee priorities and way forward
- To set an initial dialogue between the oil and gas HR professionals and education and training practitioners
- To register interest of the education and training practitioners

# Definitions

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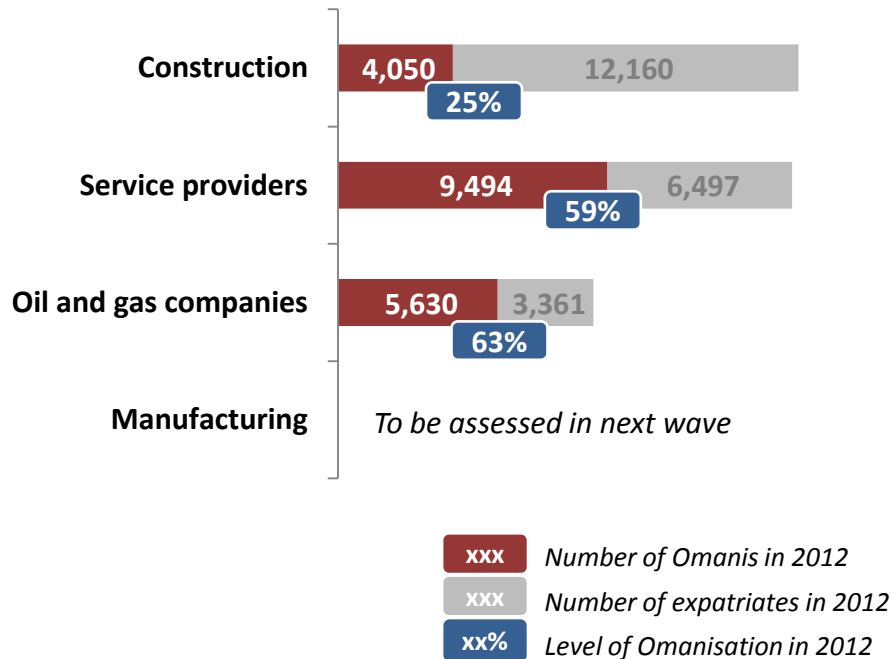
- **Skills:** Capabilities required to perform a specific job *e.g. engineer, electrician, welder, accountant...*
  - **Jobs or Job positions:** Employee in a company
  - **Competences:** Required to perform a skill *e.g. technical competencies, managerial competencies, communication competencies, MS office competencies...*
  - **Competence framework:** The framework of all competences required for oil and gas industry by skill type
-

# 22,369 Omanis working in the oil and gas

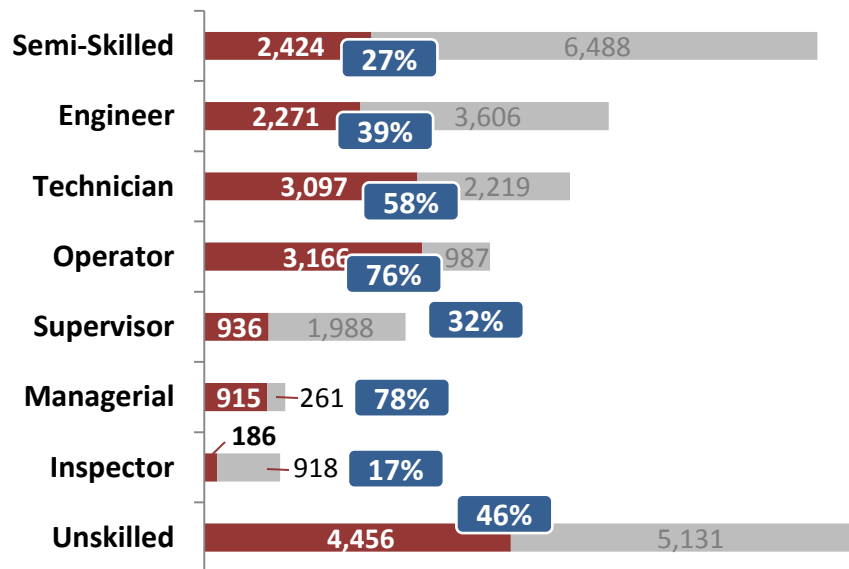


The study shows that the current Omanisation levels are diverse depending on the sector and the skill level

- Number of Omanis and Omanisation level per sector <sup>(1)</sup> -



- Number of Omanis and Omanisation level per skill level <sup>(1)</sup> -



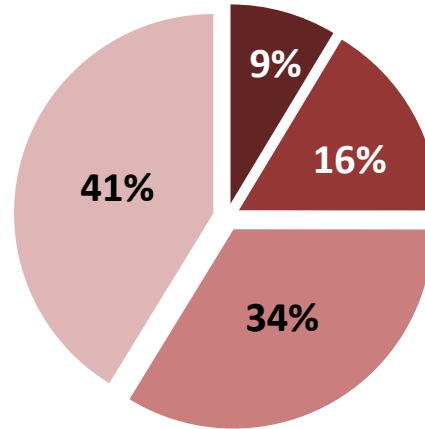
## The current distribution

# 75% of the jobs are within the construction and service providers



The study shows that 75% of the workforce requirements are concentrate between the construction and the service providers

- Workforce distribution in the oil and gas industry -



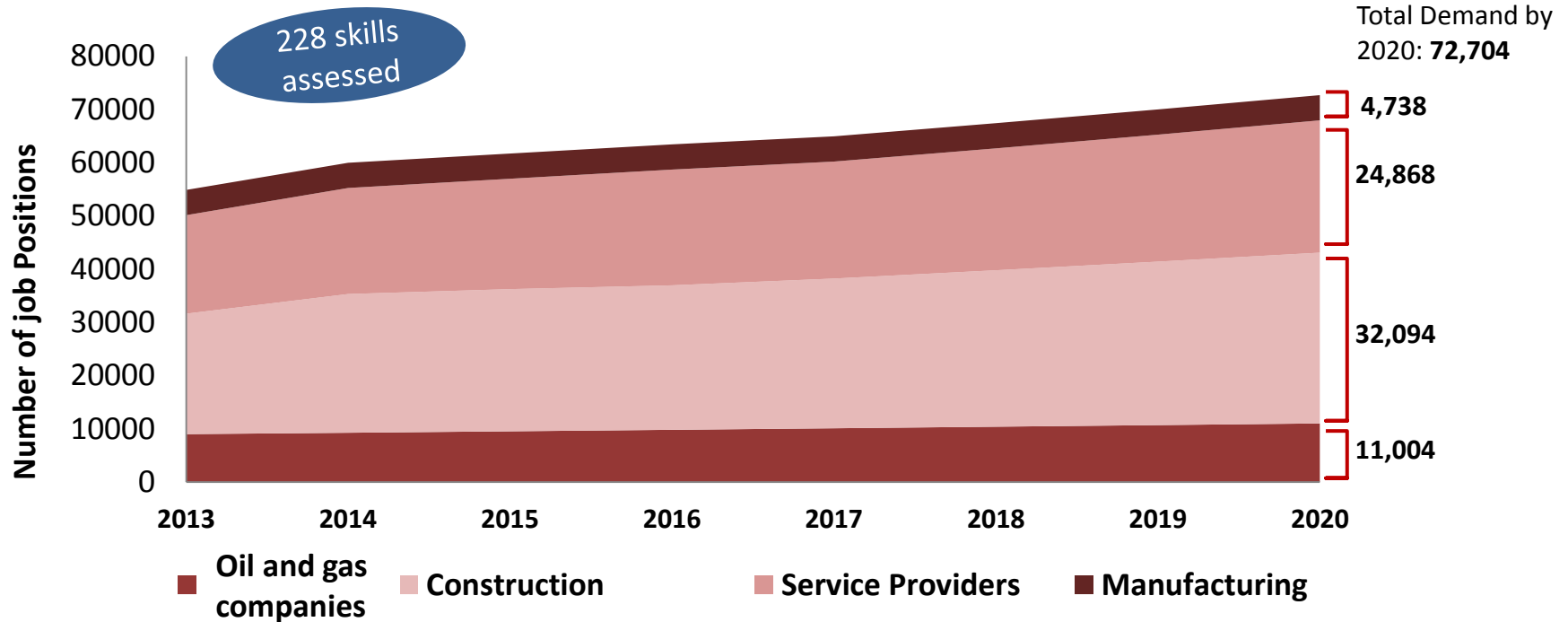
- Manufacturing
- Oil and gas companies
- Service Providers
- Construction

# 72,704 jobs by 2020 in the oil and gas industry



The ICV blueprint strategy study assessed the future workforce requirements of the oil and gas industry

- Demand for jobs in the oil and gas industry <sup>(1)</sup> -



Note(s): (1) based on the 5-year demand analysis, extrapolated to 2020, data as of April 2020 | (2) including jobs currently filled by expatriates and the new jobs created by the future increase of the demand



# An overarching strategy to set our priorities

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In response to the current context and the future workforce requirements, the HR Sub-Committee defined a local workforce development strategy

Increase the **competency level and productivity** of local workforce building **intellectual capital** to drive performance in **technical and medium to high-end** professions by setting up **training** programs for short-term development and improving **education** for long-term development to internationally accredited **standards**.

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## Three themes for ICV initiatives have been defined



Three themes of initiatives have been defined in line with the local workforce development strategy

**- Our initiatives -**

Define industry standards /  
competency for selected jobs

Align educational curriculum with  
the industry requirements

Define training programs to close  
competency gaps



**- Our prioritization criteria -**

Highest demand

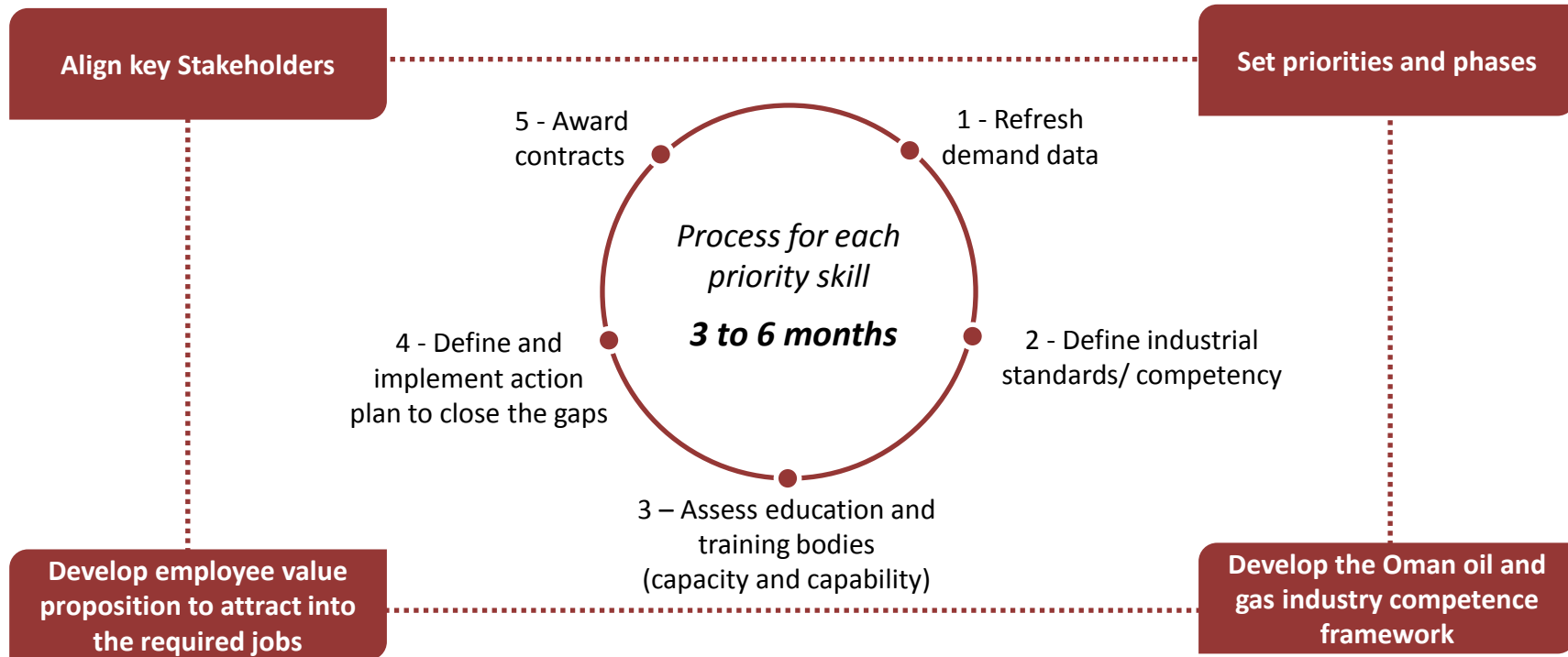
Lowest Omanisation level

Highest value-added

# Towards a world-class local workforce



The defined local workforce development journey involves contribution of all relevant stakeholders



## Example of priorities

# Semi-skilled jobs



In line with the strategy, the HR Sub-Committee will focus first on developing skills with high demand and low Omanisation level

Semi-skilled

Up to 17,556 jobs  
Semi-skilled

Example of skills	Demand at peak	Current Omanisation level
Scaffolder	2,629	13%
Welder	2,517	17%
Rigger	1,721	8%
Pipe Fitter	1,639	7%
Electrician	1,093	34%

## Example of priorities

# Engineering jobs



In line with the strategy, the HR Sub-Committee will focus first on developing skills with high demand and low Omanisation level

Engineers

Up to 7,154 jobs

Managerial and engineers

Example of skills	Demand in 2020	Current Omanisation level
Well Engineer	1,038	68%
Civil Engineer	691	6%
Mechanical Engineer	662	12%
Electrical Engineer	599	11%
Process / Concept Engineer	554	13%

## Example of priorities

# Technician jobs



In line with the strategy, the HR Sub-Committee will focus first on developing skills with high demand and low Omanisation level

Technicians

Up to 4,390 jobs

Technicians

Example of skills	Demand in 2020	Current Omanisation level
Mechanical Technician	1,756	45%
Instrument Technician	615	14%
Electrical Technician	459	38%
HVAC Technician	458	9%
Draughtsman	374	27%

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***Thank you for your contribution!***

***Our mission:***

***Developing a competitive and sustainable local supply  
market: goods, services and skills... Together!***