

Manpower shortage and an initiative to skills recruitment



Reports have said that Oil & Gas industry is expecting significant growth every year. Companies while enjoying high levels expanding their activities beyond borders are also aware of the biggest challenge to the industry's growth – skills shortage. According to ASSOCHAM (The Associated Chambers of Commerce and Industry of India), the sector is also facing crunch of skilled personnel to an extent of 30% which has resulted into inordinate delays of operators' hydrocarbons discovery schedules, with projects cost exceeding about 30% in last 5-6 years.

CBT Model is applied for 3 main targets:

1. **Fresh Graduates:** prospective graduates with good rank and above, major in Petroleum and Oil & Gas related are screened through admissions requirement for CBT program

2. **New Hires:** crew currently or used to work on drilling rigs, FPSOs or any Oil & Gas installation are screened through admissions requirement for CBT program

3. **Existing Crew:** currently works on the rig at a specific position to engage in CBT program for progression to the next level of competence on the rig

Based on the nature and objective of CBT program, crew is recommended to attend CBT training during their off duty to ensure operation efficiency and effectiveness of the training program. The program is designed to be a complete training package with different modules in a consecutive training period. After finishing all the modules, it is compulsory for crew to go through a final assessment to determine their competence qualification for the positions granted.

It is forecasted that the demand for energy will continue to increase 1.2% per year until 2035 (International Energy Agency's 2010 forecast). There may be many approaches to help address the shortage of skilled manpower to be named such as effective recruitment and deployment of skilled workers. However, companies should consider creating their own supply of competent workforce by conventional approach of training. Competency-Based Training could be a key to that long-term approach.

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