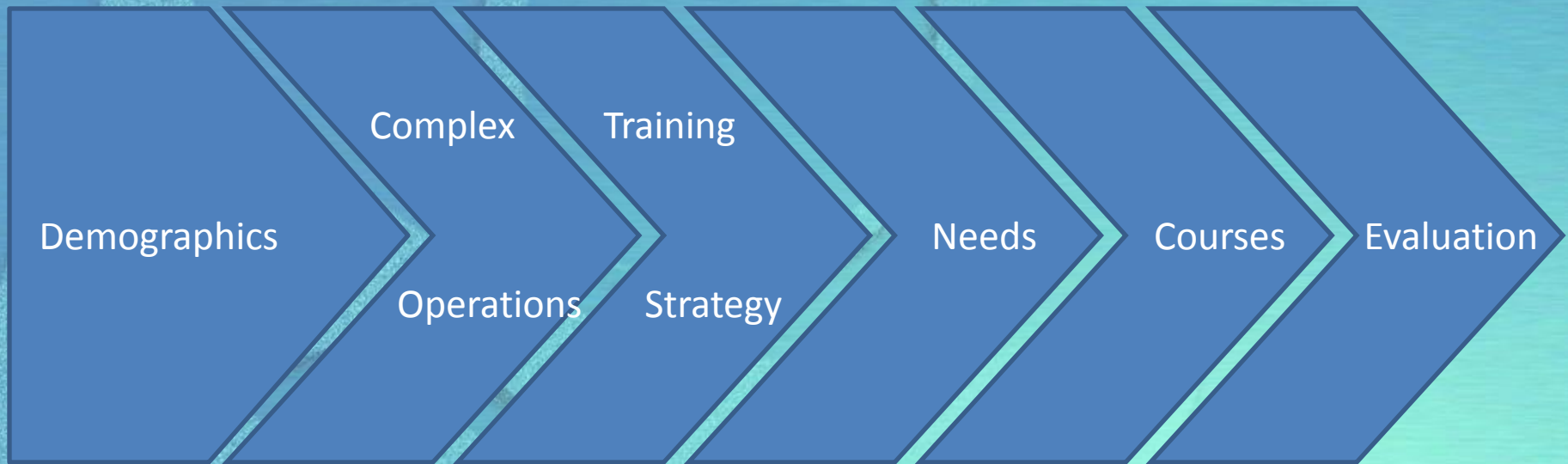


A training strategy to address complex operational needs.





Demographics

Complex
Operations

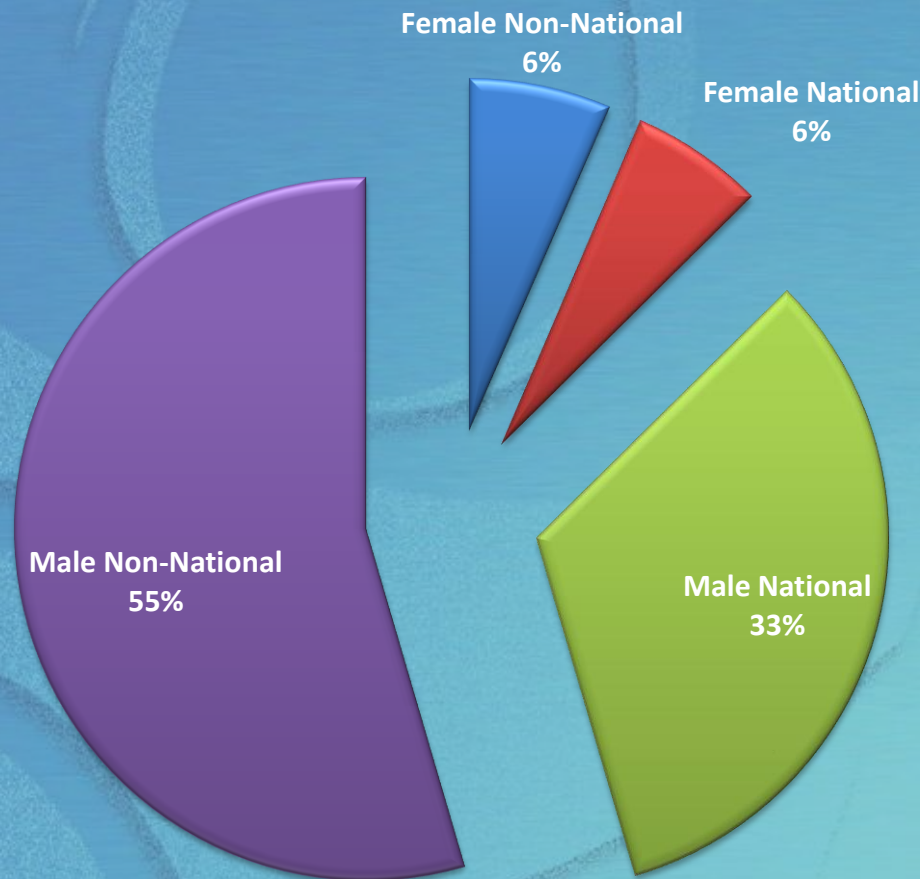
Training
Strategy

Needs

Courses

Evaluation

QP (12044) Gender Profile



Demographics

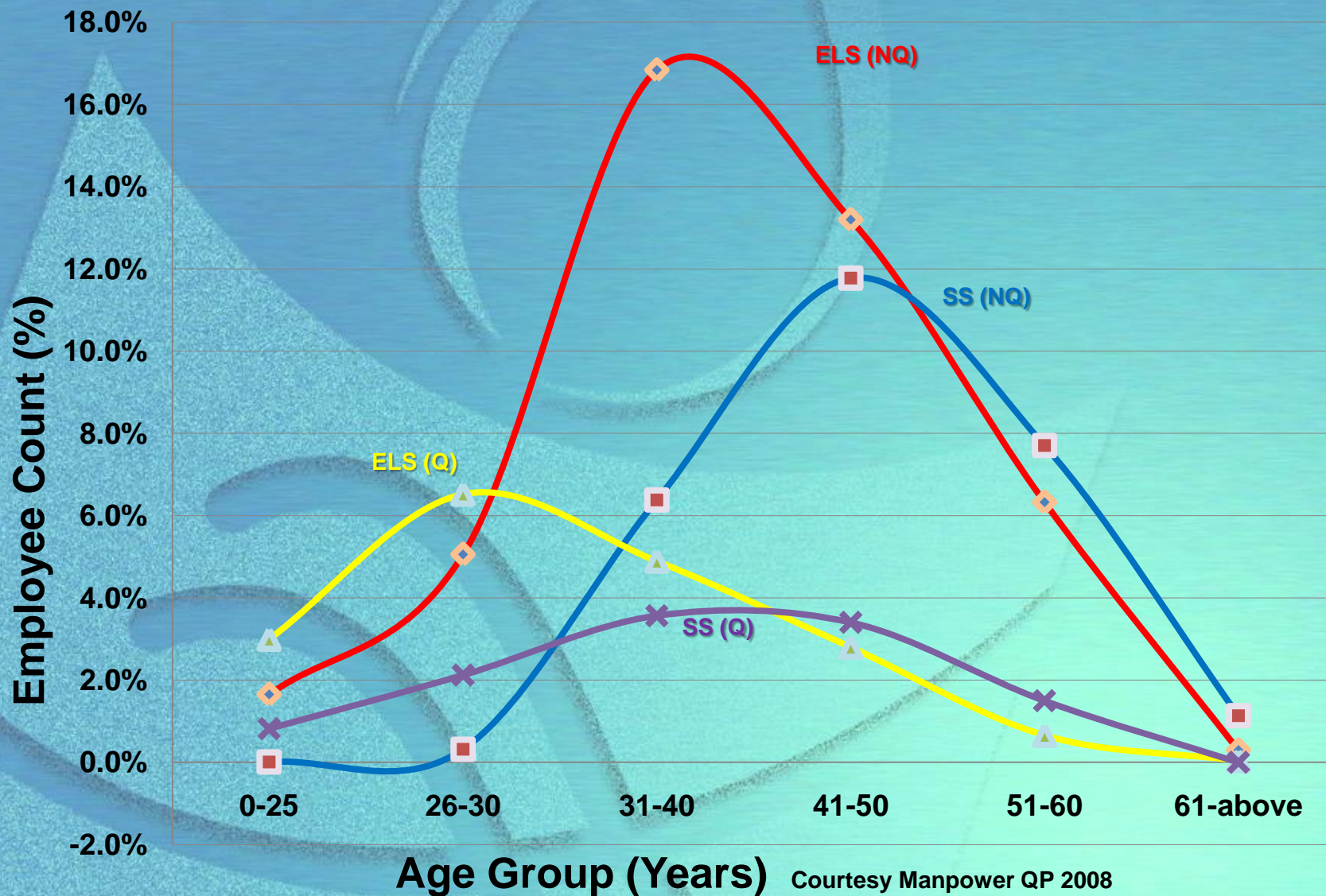
Complex
Operations

Training
Strategy

Needs

Courses

Evaluation



Demographics

Complex
Operations

Training
Strategy

Needs

Courses

Evaluation



Natural Gas
& Ports



Petrochemicals



Energy
Industry



Steel &
Aluminium



Industrial
Goals



Manufacturing
& Power
generation



Refining



Cement

Demographics

Complex
Operations

Training
Strategy

Needs

Courses

Evaluation

To be the Leading Learning Provider for the Qatari Energy & Industry sector, and recognised experts on best Practice and Latest Learning Methodology, advancing the cause of training as a profession essential for the development of Qatar

Demographics

Complex
Operations

Training
Strategy

Needs

Courses

Evaluation

Short
Courses

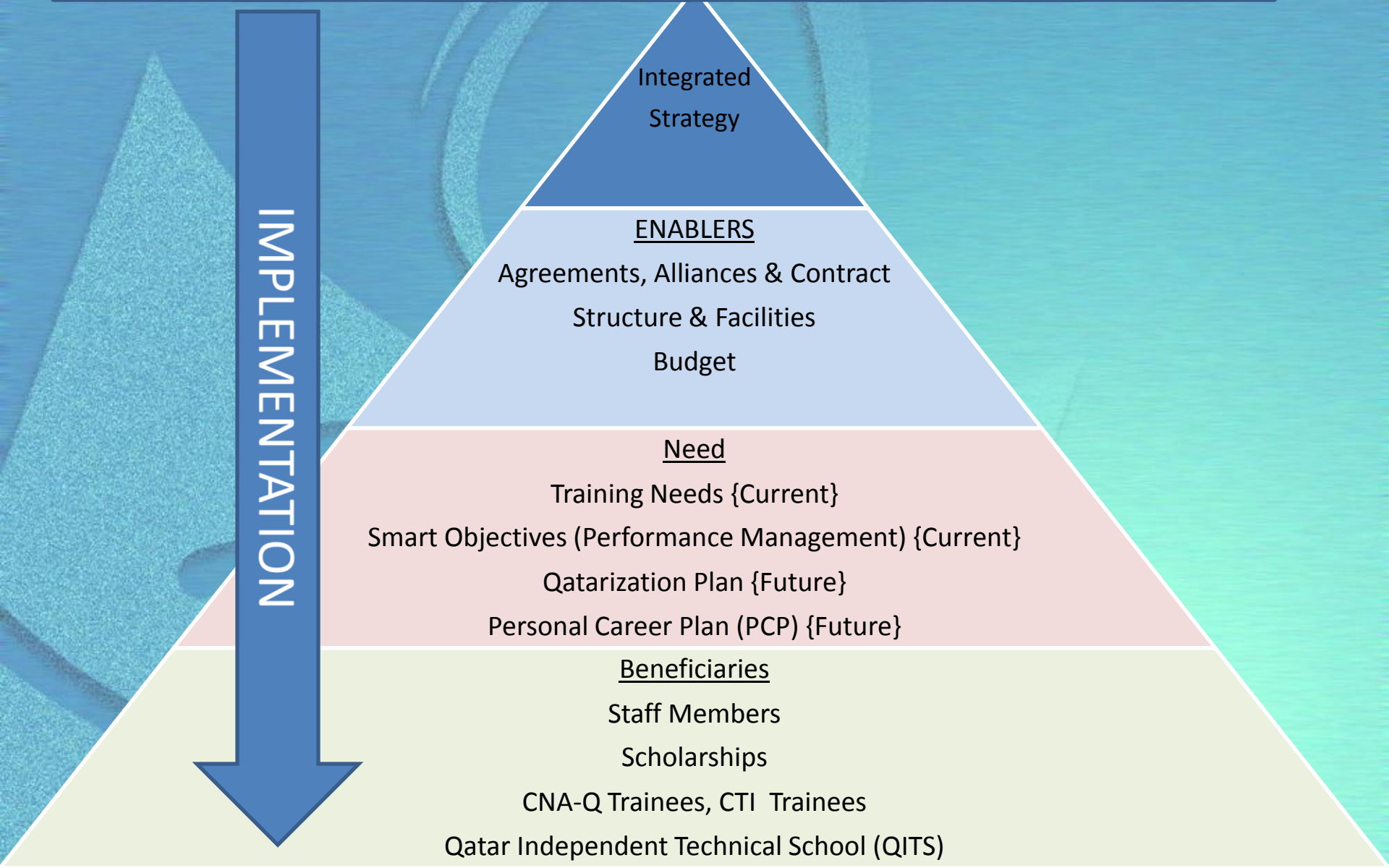
Technical
and
Further
Education
(TAFE)

Workplace
Learning
(WPL)

Post
Graduate
(Higher
Education)

Specific
Mentoring
Programmes

E-learning



Ras Laffan 2Q 2012

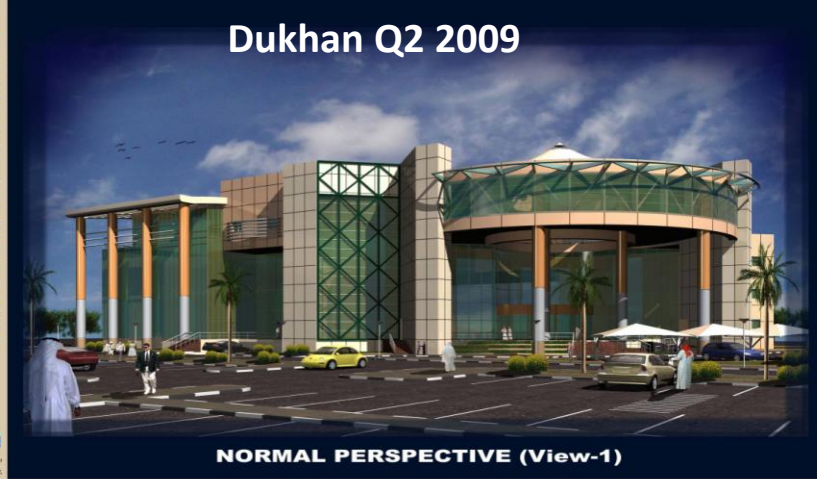


AERIAL PERSPECTIVE FROM CARPARK SIDE

RAS LAFFAN MULTI PURPOSE COMPLEX

Dukhan Q2 2009

1
DUKHAN FIELD NEW TRAINING CENTER
المركز الجديد للتدريب
Dukhan Petroleum



NORMAL PERSPECTIVE (View-1)

Corporate Training

Responsibilities:

- I- To pioneer the Qatarisation process through internationally high quality training of young Qataris for work in QP, Subsidiaries & JVs
- II- To Improve employees competences via cost effective training.

Mesaieed Q4 2011



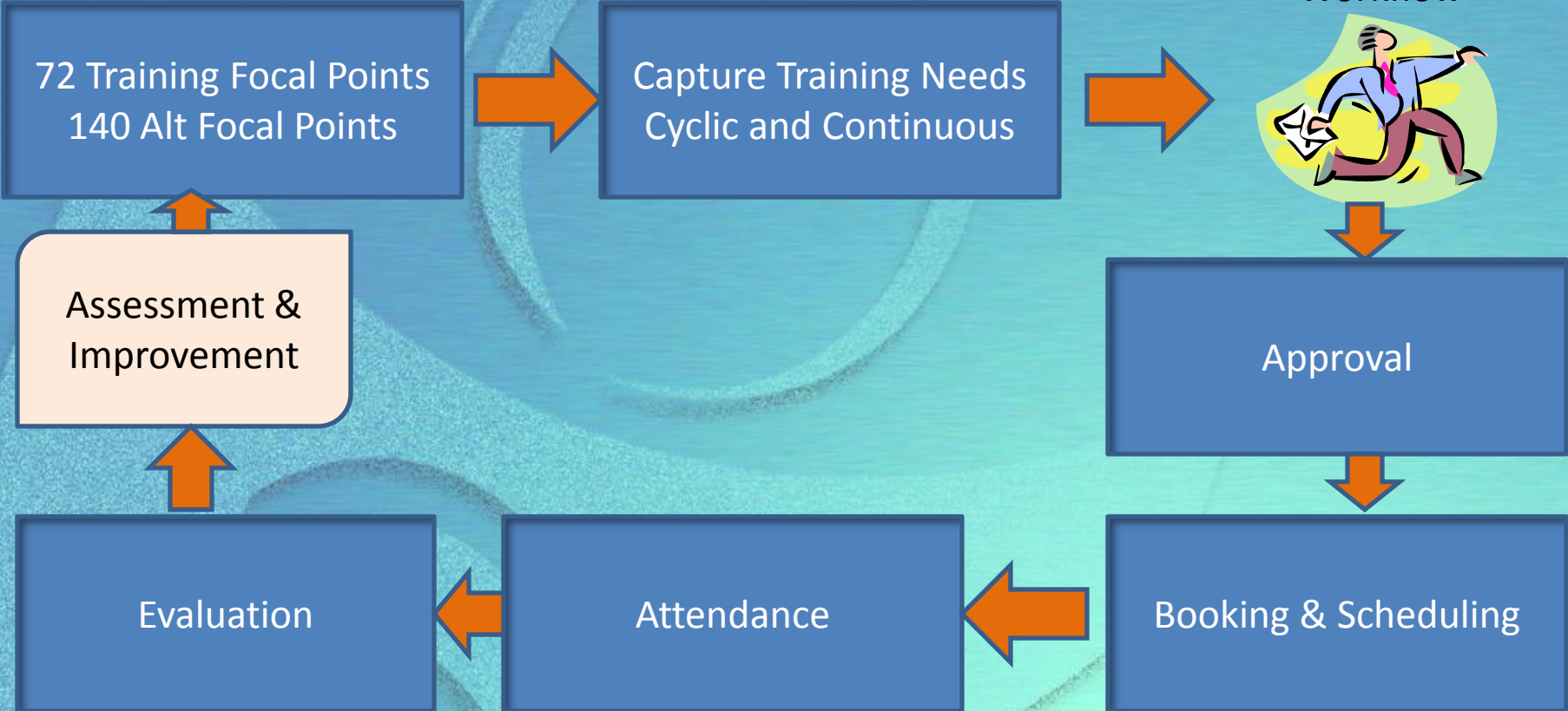
PERSPECTIVE



MAIN ELEVATION

Doha 2012





Demographics

Complex
Operations

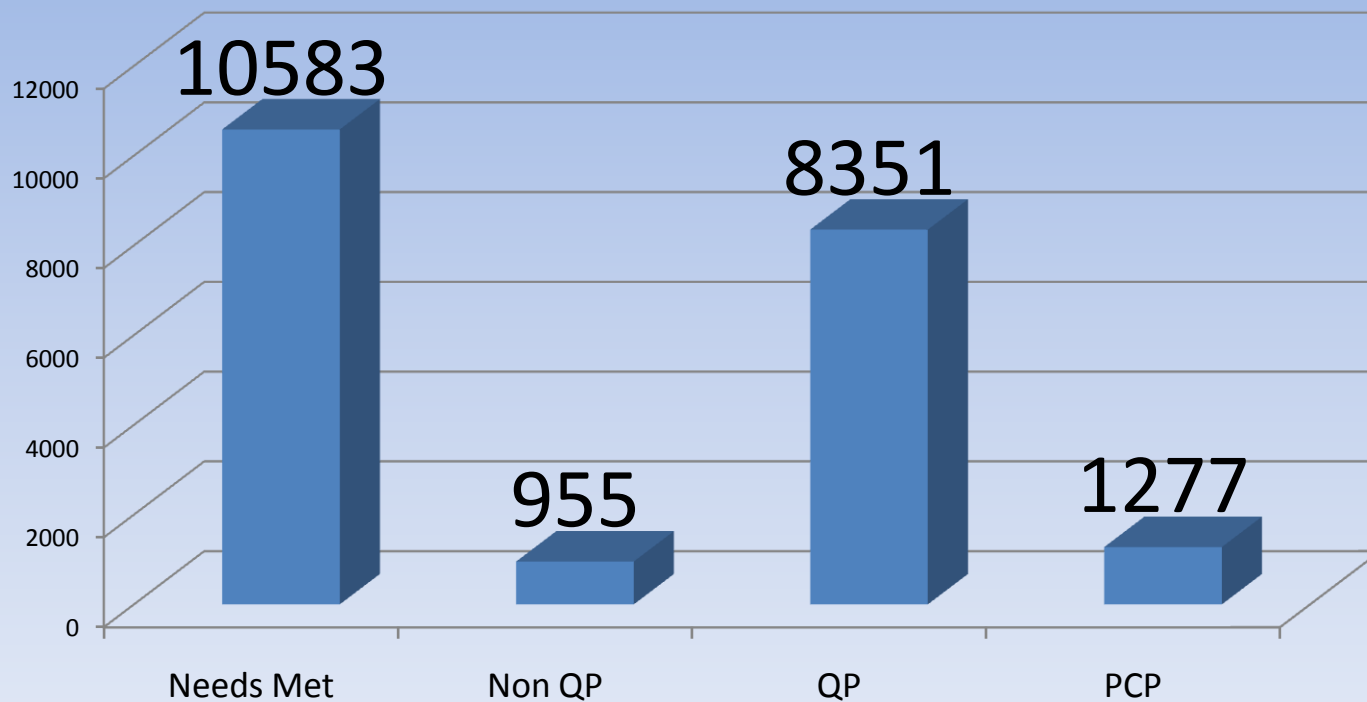
Training
Strategy

Needs

Courses

Evaluation

Total QP Needs Met 2008



Needs met for non QP employees are relatively low, just below 10% and the objective will be to increase this number substantially in coming years to 20%. Developpees receive more training from QP than the affiliated company staff members

Demographics

Complex
Operations

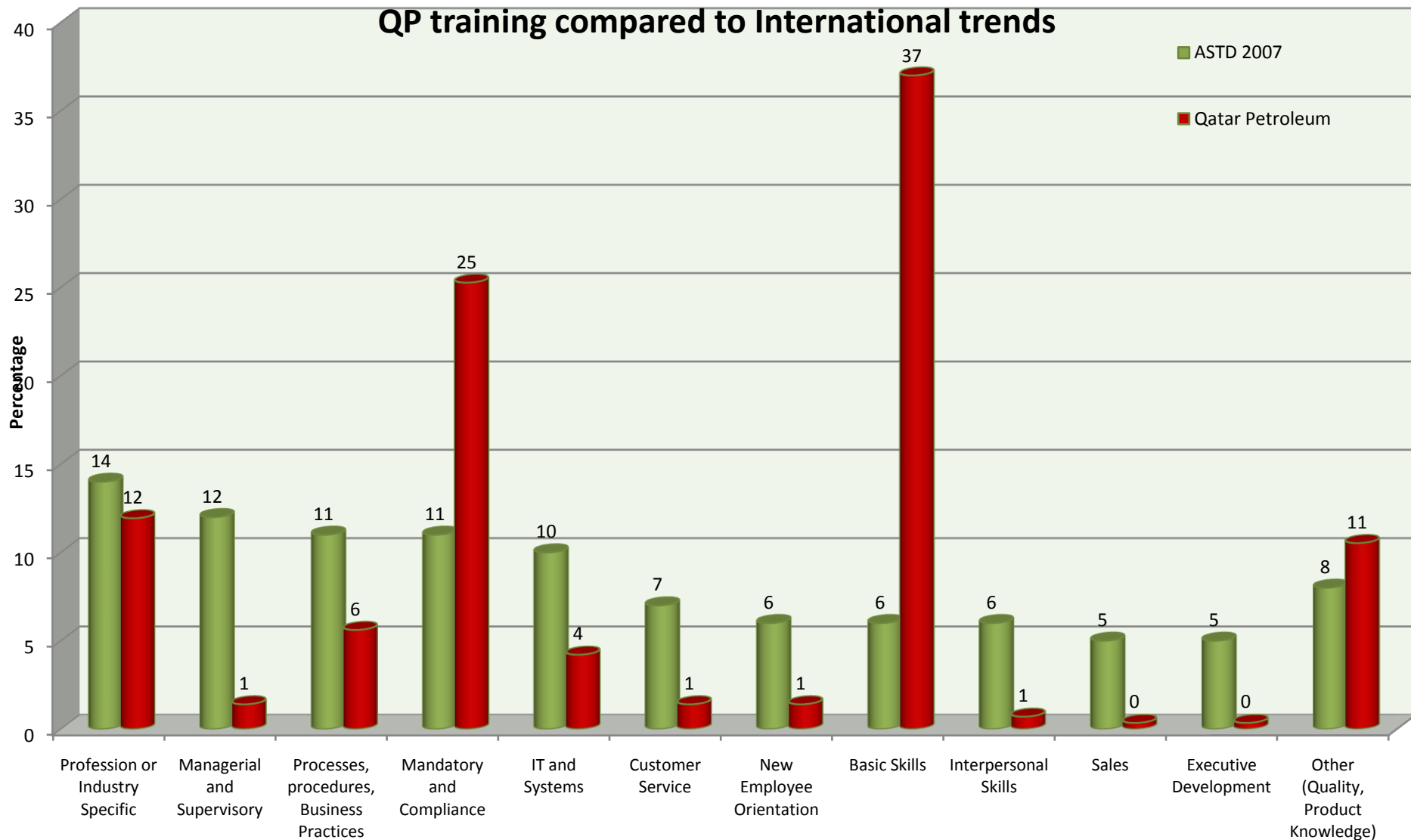
Training
Strategy

Needs

Courses

Evaluation

QP training compared to International trends



Demographics

Complex
Operations

Training
Strategy

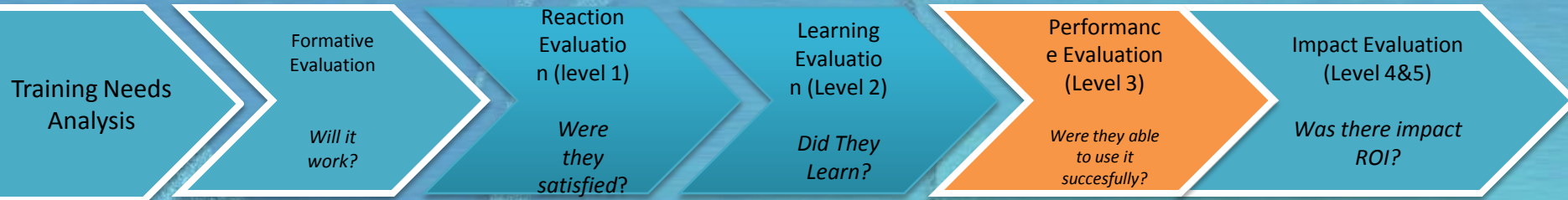
Needs

Courses

Evaluation



Kirkpatrick Evaluation Methodology



High volume of attendance – Level 1 (Reaction to course)
Visibility to management – Level 1 (Reaction to course)
Course has pre-requisites – Level 2 (Learning gain)
Difficult subject matter – Level 2 (Learning gain)
Competence requirements for position - Level 3 (Effective application of training on job)
Performance improvement – Level 4 (Benefits)
Essential to QP business – Level 4 (Benefits)
High cost incurred – Level 5 (ROI)

Demographics

Complex
Operations

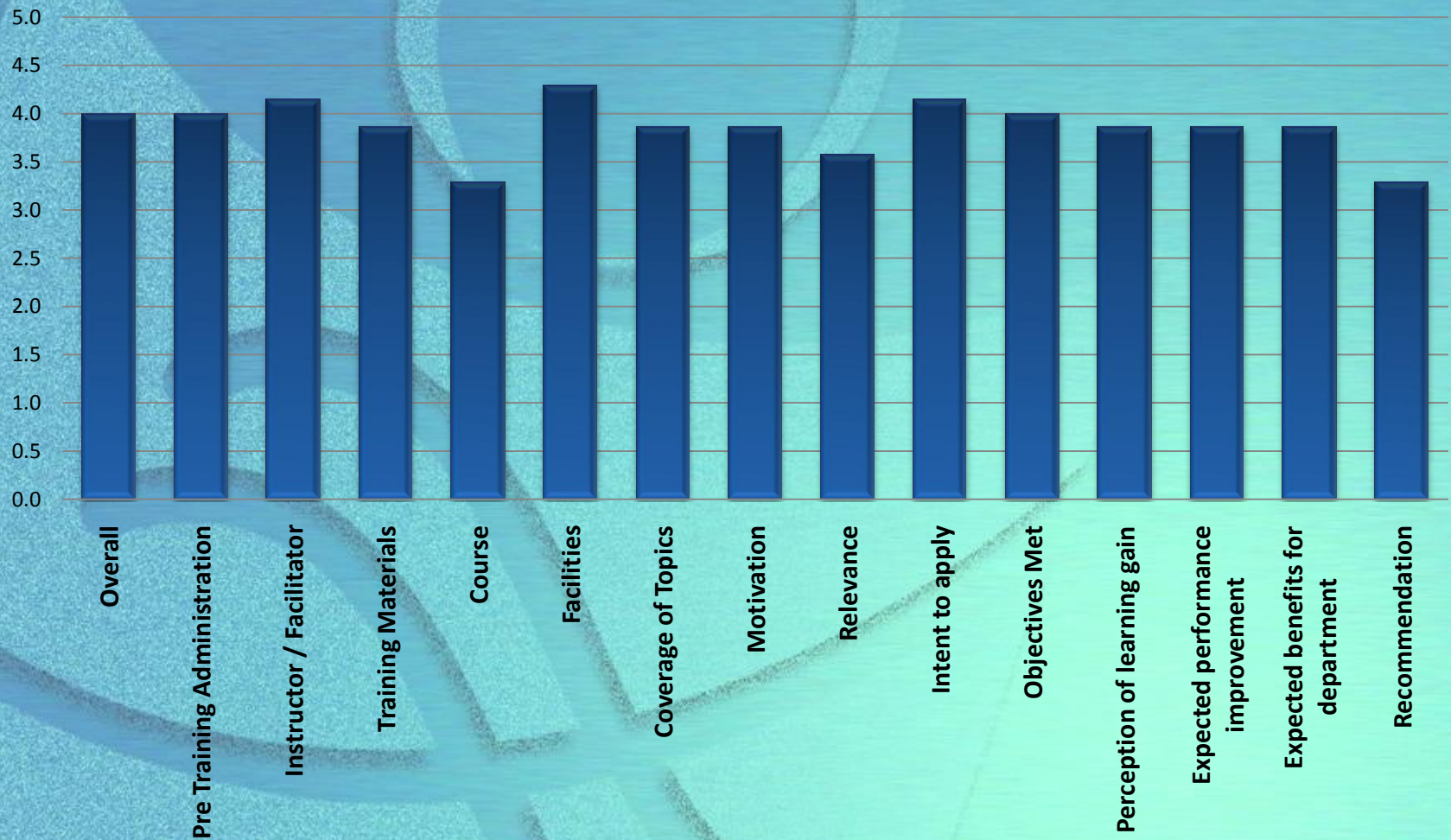
Training
Strategy

Needs

Courses

Evaluation

Example of a Course: Failure Mode and Effects Analysis



Demographics

Complex
Operations

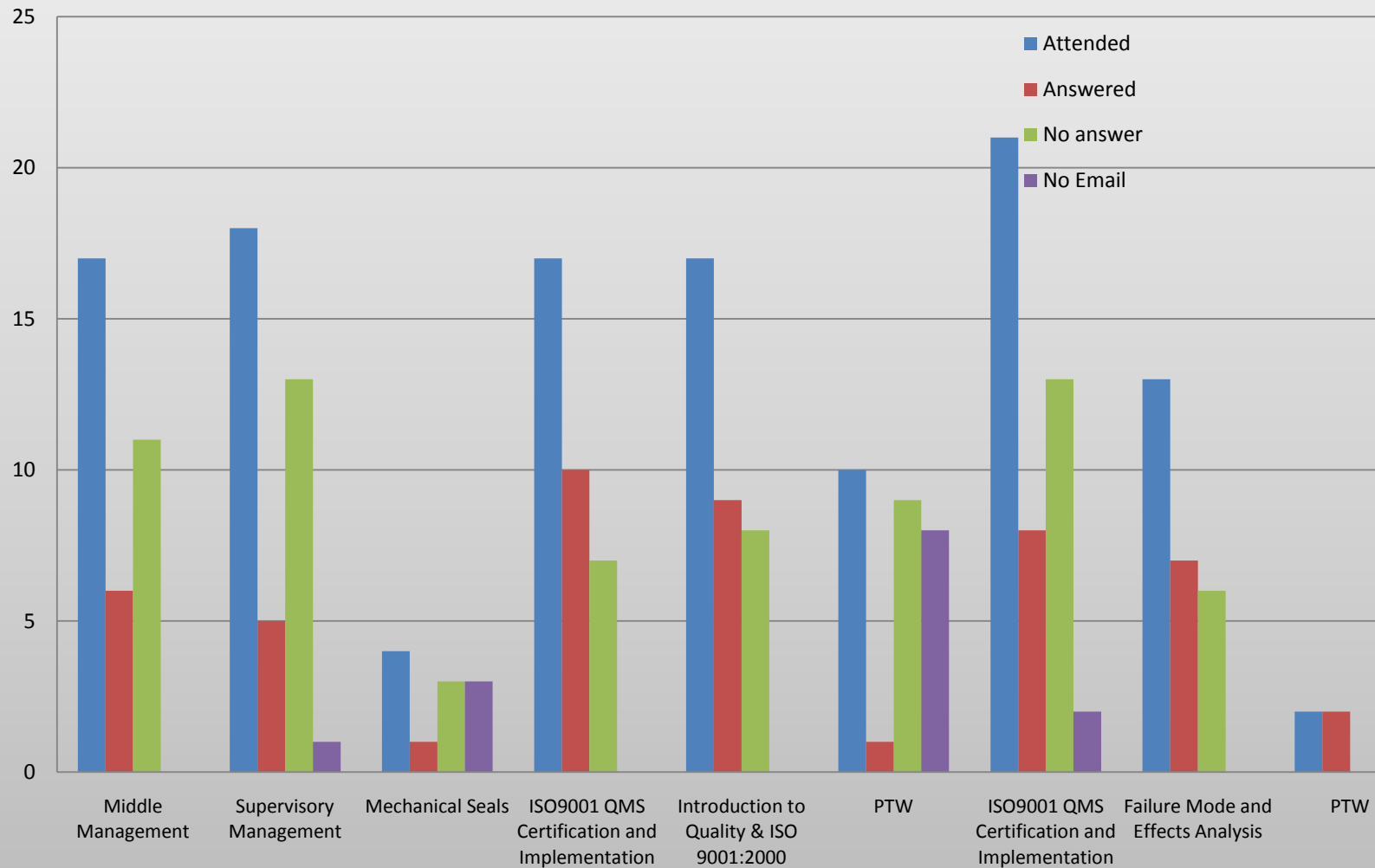
Training
Strategy

Needs

Courses

Evaluation

Feb-2009 Evaluation Responses



Demographics

Complex
Operations

Training
Strategy

Needs

Challenge

Evaluation

**Limited Number of Qataris and Qatari
Graduates**

**3
Critical
Constraints**



**Increased Competition from
different Sectors**



**Retention of Qatari
Workforce**





Demographics

Complex
Operations

Training
Strategy

Needs

Challenge

Evaluation

1. Adjust and communicate programmes to E&I needs (target market).
2. Continue to encourage women participation in the labour market.
3. Identify scarce and critical skills and prioritize the competency development

Continuous Learning is our driving force:
A 'cradle to grave' approach emphasizing the relevance of
training of all kinds at every stage of our staff's educational
and career development.

THANK
YOU

kearns@qp.com.qa