

International Energy Forum Symposium

**“Tracking the Human Resources Crunch
in the Petroleum Industry”**

**Mohamed Moradi
Manager Human Resources
The Bahrain Petroleum Company (BAPCO)**

13-14 April 2009, Doha, Qatar

Cooperation Between Industry, Government and Academia to Address Skills Imbalances

Strategy for Human Resources Development in the Petroleum Industry

Stakeholders' Input

Industry

- ➔ **Forecast future manpower requirements which helps inform government and academia.**
- ➔ **Provide scholarships in scarce disciplines (eg. chemical engineering, petroleum engineering, geology, geophysics etc).**
- ➔ **Provide close support to students during their undergraduate years – build loyalty with them – provide relevant work experience each summer to link theory to practice.**

Strategy for Human Resources Development in the Petroleum Industry

Stakeholders' Input

Industry (Cont'd..)

- ➔ Work closely with academic partners through visiting lecturers, summer project work assignments etc. Bapco provides such work experience to approximately 300 Bahraini students annually.
- ➔ Sustain our commitment to scholarships and academic programmes by having a long term plan regardless of peaks and troughs.
- ➔ Ensure attractive / competitive compensation and benefits.

Strategy for Human Resources Development in the Petroleum Industry

Stakeholders' Input

Government

- ➔ Promote oil and gas careers in secondary schools (with help from industry and academia) – promote work experience opportunities in oil and gas sector.
- ➔ Ensure the secondary school curricula reflect subjects which are later relevant when students apply to pursue careers in oil and gas, particularly look at links in science and engineering.
- ➔ Provide government scholarships to promote oil and gas careers, taking into account the 5-year manpower plan.

Strategy for Human Resources Development in the Petroleum Industry

Stakeholders' Input

Academia

- ➔ Offer academic programmes which are relevant to petroleum industry.
- ➔ In close liaison with industry, ensure the different curricula are relevant to oil and gas industry needs. Bapco is represented on the academic council which is responsible for curricula development in chemical engineering and instrumentation & control.

Strategy for Human Resources Development in the Petroleum Industry

Stakeholders' Input

Academia *(Cont'd..)*

- ➔ Encourage academic staff to spend some time in industry to be aware of business plans, priorities and future challenges.
- ➔ Work with industry to identify talent for possible scholarship opportunities, similar to existing arrangement with UoB for local graduate school recruitment campaign.

Strategy for Human Resources Development in the Petroleum Industry

Avenues for cooperation

Regular joint venture forums (industry, government, academia) to share what is topical in each area, but with emphasis on:

- ➡ Future manpower needs of industry (5-year plan)**
- ➡ Scholarship opportunities in scarce disciplines**
- ➡ Promoting oil and gas careers in education**
- ➡ Curricula in schools – link to future oil and gas careers**
- ➡ University undergraduate programmes honed to meet needs of the industry**
- ➡ Industry / academia liaison – forging closer links.**

Thank You