

# Workforce Nationalisation and Competency Development

*October 2016*

**In Focus: Philippines Australian International  
Education Conference (AIEC)**



**Vern Wills – CEO & Managing Director**

**Site**



(ASX:SIT)  
[www.site.edu.au](http://www.site.edu.au)

# About Site

## Industry Aligned Competency Standards

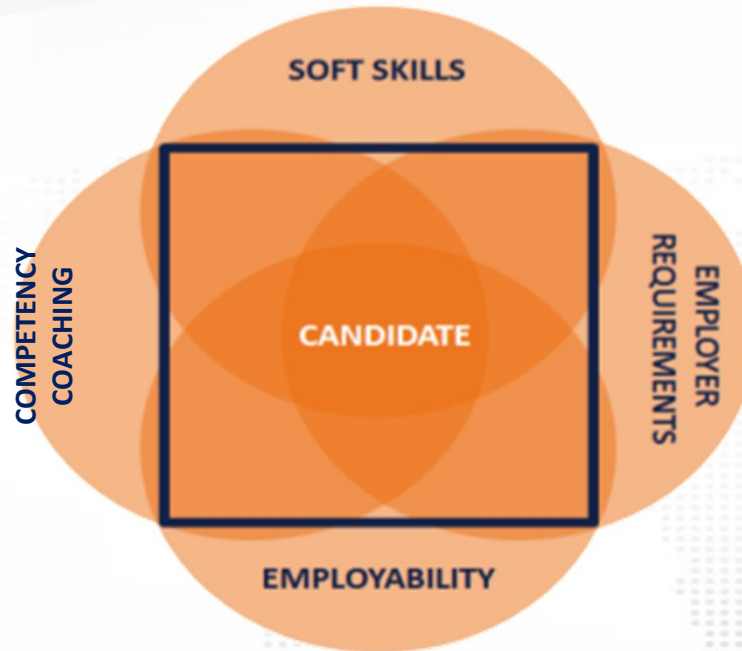
- Oil and Gas: PMA, OPITO, City & Guild Accreditation
- Welding: American Welding Society (AWS), TWI
- HSE, High Risk, Oil and Gas, Apprenticeships and Traineeships, International Students

## Workforce Nationalisation Programs

- Project workforce competency management, consultancy and role specific skills development
- Custom program development and soft skills integration
- Immersive Training Environments



# Competency – Looking Beyond the Training Standard



- Outcome Focused
- Tailored Client Solutions
- Productivity Improvements
- Workforce Safety Improvements
- Regulatory Compliance
- Operational Risk Mitigation
- Industry Driven



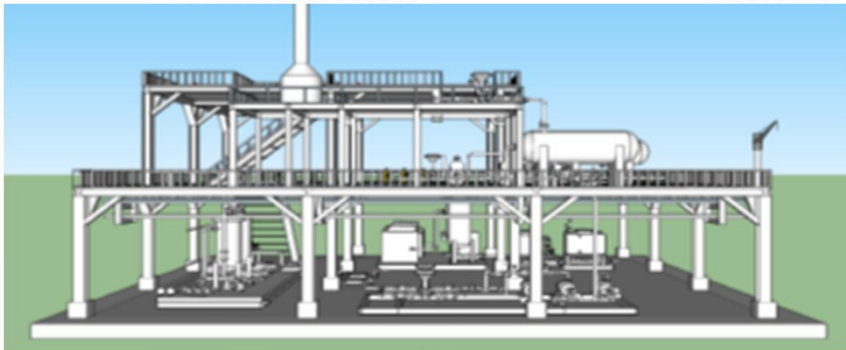
**Site**



## About Site – Facilities



**Underground Training Mine - Philippines**



**Phase 2 Process Plant – PNG**

**Site**



**Training Live Process Plant - Myanmar**



**Shell Phase 2/3 HSE Training Area - Philippines**

# Case Study - IPATAS Foundation Project



OrionGroup



Site



# Case Study - Malampaya HSSE Training Project



# Philippines

## Site Group International 'Owned' and Operated Facility

- 300,000sqm facility with USD8m initial fit-for-purpose development
- Work Accommodation Village style operation, 1,000 beds, commercial facilities for amenities, entertainment etc.

## Industry Partnership and Investment

- OceanaGold: USD1 Million for Underground Mine; in-kind contributions from Orica, Minearc, Monark Caterpillar, IndoDrill, Immersive Technologies, Mynesight
- Shell SPEX Area: ~USD1 Million for offshore induction, safety, readiness facility capabilities
- Granite GE: 200 Tonnes of Equipment including Three Gas Turbines and rotational equipment

## Training Delivery

- Company specific programs designed for project specific requirements
- Utilises mixture of standards: Australian, Company, Local Jurisdiction, Industry, etc.
- Hub for delivery throughout region – inbound and outbound – PNG, Indonesia, Timor Leste, China, Vietnam etc. (Territory Opportunity to Replicate)

# Philippines Opportunity

## Education Investment

- Transnational twinning arrangements for schooling and Certificates to Master Programs in Philippines with over 25 partnerships
- Philippines undergoing K -12 program currently expanding opportunities
- Site discussed opportunities with Griffith University, Bond University, Victoria University, VETASSESS, Holmesglen and Trades Recognition Australia.

## Support

- AusTrade has excellent links with government, industry and key decision makers and influencers and strongly promotes Australian Education
- Financial incentives available for setting up in an Economic Zone with assistance by Philippines Economic Zone Authority
- Technical Skills Development Authority (TESDA) framework development has been supported by Australian Government development assistance



# Doing Business in Philippines

## Why

- Economic zones allow 100% foreign ownership
- Very high English proficiency
- Access to high quality staff
- Well defined regulatory environment
- Most countries do not require a visa to visit
- Strong adherence to contracts/ law
- Excellent value for money.

## Hints

- Source a strong local partner
- Source quality legal advice prior to and when setting up
- Use AusTrade services.

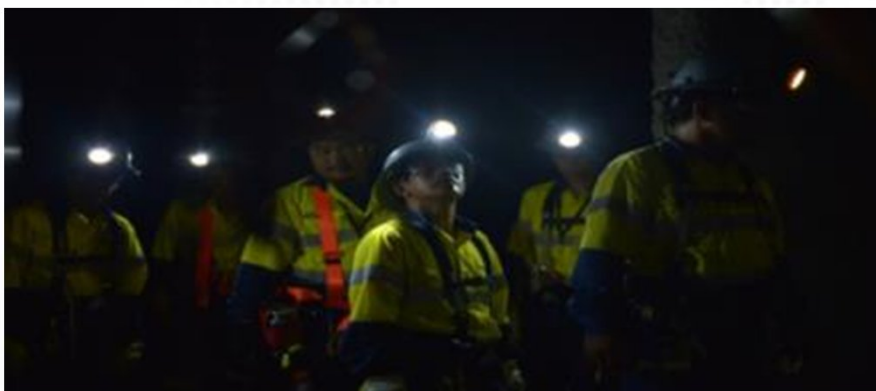
# Philippines Facility



Site



# Underground Mine Training Environment - Philippines



# Safe Live Process Plant Facility



Site



# Safe Live Process Plants: Process Features

## Process Features:

- Inlet Processing and 3 Phase Separation and Stabilization
- Dehydration
- Hot Oil System
- Water Systems
- Pigging System
- Compression and pumping circuits
- Fire and Gas detection systems
- Nitrogen Compression System
- Plant and Instrument Air System
- Vent system
- Dedicated Process Control and Monitoring System: Yokogawa/ Emerson/ Honeywell/ ABB



# SGI's Technician Development and Skills Enhancement

## Facilities:

- Recreating Plant Environments in Training Centres
- O&M operations including field and control room activities
- 24/7 shift operations
- Real Time Permit to Work enactments
- Start up / Shutdown
- Fault finding
- Emergency Shutdown
- Emergency Response Drills
- Effective communication protocol
- Effective Leadership and team building development
- Embedding HSE/ Safe System of Work Behavioral /Process Safety Culture



# Developing a Skilled Operator, Maintenance Services Workforce

## Core Operations and Maintenance Personnel:

- Offshore Installation Managers
- Onshore Plant Managers
- Production Superintendents
- Production Coordinators
- Control Room Technicians
- Production Specialists
- Production Technicians
- Production Technician – Trainees
- Maintenance Superintendents
- Maintenance Coordinators
- Maintenance Specialists
- Maintenance Technicians
- Maintenance Technician Trainees

## Supporting Operations and Maintenance Personnel:

- Support Services Coordinators
- Procurement & Logistics Coordinators
- HSE Specialists – Environment
- HSE Managers
- HSE Coordinators
- Facilities Engineering Coordinators
- Marine Coordinators
- Permit to Work Coordinators

## Supporting Services and Crews:

- Logistics
- Procurement
- Management project familiarisation
- Shutdown Crews
- Emergency Response Crews
- Engineers