Workforce Nationalisation and Competency Development

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In Focus: Philippines Australian International Education Conference (AIEC)



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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

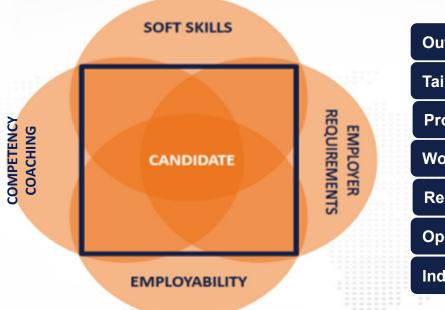
- Project workforce competency management, consultancy and role specific skills development
- Custom program development and soft skills integration
- Immersive Training Environments







Competency – Looking Beyond the Training Standard



Outcome Focused

Tailored Client Solutions

Productivity Improvements

Workforce Safety Improvements

Regulatory Compliance

Operational Risk Mitigation

Industry Driven



















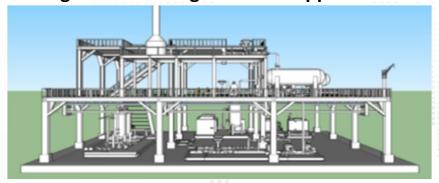




About Site – Facilities



Underground Training Mine - Philippines



Phase 2 Process Plant - PNG







Training Live Process Plant - Myanmar



Shell Phase 2/3 HSE Training Area - Philippines

Case Study - IPATAS Foundation Project

Challenge

Enga Province has substantial mining projects however there is limited employment of PNG Nationals

Lack of Employable Skills

Solution

Engage with Employer Groups

Deliver 6 month residential training program with 12 months OJT

Deliver Soft Skills program to enhance employability

Outcomes

110 of 120 candidates returned to PNG with Employment

Enga Province to receive economic benefits with increased skills pool

Community Benefits wages being distributed through local economy











Case Study - Malampaya HSSE Training Project

Challenge

Shell Philippines Exploration B. V. (SPEX) requires safe skilled workers for Malampaya project

Large pool of local tradesmen employed on the project

Initially high incident rates and different safety standard across contractors

Solution

Site Skills Training work with SPEX to develop HSSE Program

Benchmark safety practices against Shell standards

Audited safety practices against 12 "Shell Life Saving Rules" and recommended interventions

Established purpose-built Malampaya HSSE training facility

3 and 5 day training programs have been developed and delivered





Outcomes

7,000 SPEX employees have undertaken 13,000 training programs with SST

Productivity Benefits- Accidents and near misses numbers have decreased - less downtime

Safety Benefits - reporting of hazards has risen

Cost Benefits

Risk Mitigation – Safety audits have shown HSSE levels consistent with other Shell operations











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







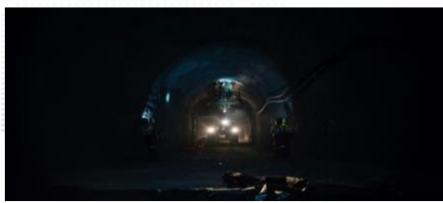


Underground Mine Training Environment - Philippines













Safe Live Process Plant Facility













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 Technician

Maintenance Technicians

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