



EXHIBITOR: SNC-LAVALIN STAND: 4435 HALL: 4

DIGITALISATION ZONE STAND: 14425 HALL: 14

SHAPING THE TALENT OF TOMORROW'S LEADERS

Steven Sidthiphol, Training Specialist, Technical Support Services, Global, SNC-Lavalin, on training programmes for upcoming talent across the industry with an emphasis on developing the skills of people within the region

In today's rapidly evolving business environment, the rate of change seems to be accelerating with each passing year. In a highly technical industry like oil and gas, we continue to witness disruptive shifts, so it is even more essential for businesses to invest in workforce learning and development in order to keep up with new developments and achieve their growth targets.

For SNC-Lavalin, a fully integrated global professional services and project management company, specialised training and development sits at the heart of its comprehensive end-to-end project solutions across major economic sectors, including oil and gas. The company has designed and implemented exceptional capability programmes for its clients and employees in the Middle East to develop the knowledge and skills required to perform highly complex and technical jobs within the petroleum services sector to the highest standard. With three specialised training centers in the region, the company's long-standing international oil and gas experience brings significant benefits to operators, their projects and the industry. Bilingual specialists deliver these programmes via multiple teaching techniques, which include classroom training, e-learning, workshop exercises using real-world equipment, laboratory experiments, and on-the-job training. Students also have access to advanced computer-based training tools such as Operator Training Simulator (OTS) to develop skills they need to run a process or a plant through dynamic simulation in a virtual control room.

The initiative also aims to support nationalisation strategies led by various governments in the region to train and develop a local workforce.

"The majority of our trainees are made up of Emirati, Omani, Saudi and Kuwaiti nationals employed by SNC-Lavalin in our key regional markets. By bringing technical skills into the country, we not only provide highly skilled jobs locally but also ensure that the nation retains the ability to undertake key processes with a well-trained local workforce in the future. The programmes ensure a structured approach that



not only drives localisation of oilfield services and equipment but also benefits local people to become future industry leaders," says Steven Sidthiphol, Training Specialist - Technical Support Services, Global, SNC-Lavalin. Last year, SNC-Lavalin launched its Commissioning Training Academy in Muscat, where its wholly owned subsidiary, Kentz Overseas Company WLL, is delivering commissioning work for Petroleum Development Oman. Currently, 50 Omani students are undertaking a one-year, custom-designed training programme, combining both theory and practice, to become commissioning and start-up (CSU) technicians in electrical, mechanical, instrumentation and process. Another batch of 50 Omani trainees has been certified to international standards since the opening of the centre, with plans to increase enrolment to 250 throughout the programme. In Saudi Arabia, over 100 Saudi national graduate technicians are pursuing a one-year vocational and technical training programme at Al Khobar training centre. The programme, which is globally recognised and accredited by City & Guilds, is aimed at minimising human error and improving profitability, sustainability, equipment reliability, and life expectancy. To date, 80 graduates have been trained, with a majority of them becoming operators and technicians, maintenance personnel and QA/QC inspectors at complex industrial facilities across the country. The programme has helped increase SNC-

Lavalin Saudi workforce by 136 per cent in 24 months, which contributed to its achievement of platinum level status in Nitaqat, a Saudisation programme introduced by the Saudi Ministry of Labour.

"In project commissioning and completion, we see more demand for entry-level mechanical technicians, and maintenance personnel especially with an internationally recognised certificate," Sidthiphol explains.

He stresses that facilitating strategic partnerships between academia and industry is imperative as graduates should be adequately prepared to meet the industry needs soon after they complete their studies.

Sidthiphol says: "We are in talks with universities in Saudi Arabia for a possible collaboration, while we continue to work closely with several colleges to promote our training centres to students."

Earlier this year, SNC-Lavalin signed a contract with Kuwait Integrated Petroleum Industries Company (KIPIC) to provide commissioning management support services. As part of the agreement, the company is set to kick off a training and competency development programme for its workers to be able to efficiently handle the commissioning, start-up, and subsequently the operation and maintenance of the refinery facilities. Nearly 500 employees, with varying experience and job descriptions, will be trained over a five-year period.

"SNC-Lavalin is firmly committed to developing local talent through knowledge transfer in the countries in which we operate and creating a high performing workforce that successfully contributes both to the company's strategic goals and each country's economic plans. We will continue to invest more resources in providing employment and training opportunities to young professionals for sustainable socio-economic development," Sidthiphol concludes.

Meet **SNC Lavalin** experts at Stand 4435 and Digitalisation Zone 14425 to get a first-hand view of its digital solutions for the oil and gas sector.