Outline of Presentation

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- Importance of Skills Development in Ghana
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- Business Case for engaging Local Workforce
- Developing Local Skilled Workforce
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- PC’s Capacity Building Initiative (GUSIP)
- Conclusion
Petroleum Commission has the mandate under Section 3(f) of the Petroleum Commission Act (Act 821) to promote local content and local participation in petroleum activities as prescribed in PNDCL 84.

Sections 17, 18 and 19 of L.I 2204 also provides for the training/capacity building and transfer of skill to Ghanaians.

Localisation Guidelines on Employment, Succession, Training & Capacity Building
Introduction

• Section 60(4)

Petroleum (Exploration and Production) Act, 2016 (Act 919)

Petroleum (Local Content and Local Participation) Regulations, 2013 (L.I 2204)

• Regulations 17(5), 18, 19, 43(1) and 44

Localisation Guidelines
Introduction

- **Human Resource Provisions in the Law**
  - The legal requirement ensures that the upstream oil and gas industry is localised over a period of Ten (10) years

<table>
<thead>
<tr>
<th>Recruitment and Training</th>
<th>Start (%)</th>
<th>5 Years (%)</th>
<th>10 Years (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Staff</td>
<td>30</td>
<td>50 – 60</td>
<td>70 – 80</td>
</tr>
<tr>
<td>Technical Staff</td>
<td>20</td>
<td>50 – 60</td>
<td>70 – 80</td>
</tr>
<tr>
<td>Other Staff</td>
<td>80</td>
<td>90</td>
<td>100</td>
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Introduction

- The Localisation Directorate of the PC is charged with ensuring Training and Capacity, employment and eventual job role localisation by Ghanaians. However the lack of Technical Skills sets required for this to happen makes it very challenging for the Directorate.

- Successful local content through Localisation (local employment) can be achieved based on the level of upstream activities in Ghana and the duration of each phase in the E&P Value Chain.

- This presentation will look at the skills sets required for each phase and the strategic plans needed to develop the competencies of local workforce (Ghanaians) to increase local participation through employment.
Importance of Skill Development in Ghana

- To increase the value of local content (number of people employed and the comparable salaries paid to Ghanaians, Training and Capacity Building and Indirect jobs created through provision of services in the upstream sector)
- To bridge current gaps in the skills demand in the upstream sector
- To provide training opportunities for Ghanaians
- To ensure all stakeholders are actively involved in ensuring a skilled local workforce
- Reduction on reliance of foreign skills
Employment Opportunities at various Phases in Upstream Oil and Gas Value Chain

- Exploration Phase

  - Exploration for potential viable oils/gas (water, gas, oil)/existence of hydrocarbons

    - Geoscientists
    - Engineers – Well Engineers, Reservoir, Petroleum Engineers
    - Technicians – Welders, Scaffolders, Roustabouts, Derrickmen, Crane Operator, Marine Crew
Employment Opportunities at various Phases in Upstream Oil and Gas Value Chain

- Appraisal Phase
  - Petroleum Geologists
  - Geophysicists
  - Reservoir Engineers
  - Technicians – Welders, Scaffolders, Roustabouts, Derrickmen, Crane Operator, Marine Crew
Employment Opportunities at various Phases in Upstream Oil and Gas Value Chain

- Development Phase
  - Analytical/Strategic and Commercial Skill Sets (Legal Advisors/HSE/Economists)
    - FPSO Construction – Fabrication & Welding, Rigging, craftsmen
    - Engineers/Geoscientist/Technologists
    - Logistics
    - Technicians
Employment Opportunities at various Phases in Upstream Oil and Gas Value Chain

- Production/Operation Phase
  - Production Technicians
  - HSE Advisors
  - Engineers
  - Electricians
  - NDT/Rope Access
Employment Opportunities at various Phase in Upstream Oil and Gas Value Chain

- Abandonment and Decommissioning Phase
  
  Skills set acquired during the various phases of the E&P can be harnessed for this phase. The country will strategically position itself to ensure that these skills are available.

  Acquired competencies can be exported to other countries who have reached the decommissioning stage in their E&P

  - Engineers
  - HSE Advisors
  - Welders
  - Technicians
  - NDT/Rope Access
Why the need for Skills Strategy?

- Indications are that the industry will require over 5,000 workers with new developmental activities coming up in the year 2020 and beyond
  - Local Workforce would be more efficient
  - Increase in productivity and competitiveness of Ghanaians
  - Provide graduates with accredited certificates which are recognised by the industry
  - Economic growth and social development
  - Build capacity of training Institutions
Targeted Stakeholders

- Technical Institutions – Universities, Technical/Vocational and Secondary Schools
- Students - focus on girls science, career guidance, Industry Awareness
- International Oil Companies/Service Companies
- Indigenous Ghanaian Companies/ HR (Crew Manning/Catering
- Ghanaian Joint Venture Partners/Allied Entities
Developing a Training Strategy for the Upstream Oil and Gas Sector in Ghana

- **Needs Requirement:**
  Training Institutions need to collaborate with Industry – develop curriculum based on industry technical need requirements.
  Competencies Needed and Number of Employees required.

- **Contextualized learning:**
  Training Institutions must incorporate work based learning such as apprenticeship programmes into their core curriculum.
Developing a Training Strategy for the Upstream Oil and Gas Sector in Ghana

- Apprenticeship:
  Industry stakeholders must offer apprenticeships and internships to student throughout the period of their studies – 4 years = 4 internship opportunities

- Research Projects:
  Research projects must be linked to industry on-going projects activities
  lead innovation, new technology development
  Calls for Industry and Educational Institution collaboration
Holistic Training:
Ensure a holistic training which covers includes:

- Developmental activities – coaching, mentoring, Industry Culture
- Soft Skills – time management, writing, team work
- Lack of soft skills hinders progress at the work place
- Multi skilled workforce
Petroleum Commission’s Expectations

- Industry HR should communicate/share their work force planning forecast with Training Institutions (short term, medium term and long term skills needs)

- Training Institutions must develop curriculum based on these needs

- Industry HR must engage fresh graduates at entry level and train them on the job

- Industry has to provide needs and competencies required to Educational Institutions
Petroleum Commission’s Expectations

- HR must engage Ghanaians who have experience in other allied industries: construction, mining etc.

- HR must carefully identify and map out competency gaps of Ghanaian Successors to Expatriates.

- Determine actual performance from required performance and design appropriate training programmes to train and bridge the gap of individual or groups of employees to enable them localise roles.
Petroleum Commission’s Expectations

- Industry must support improvement to educational infrastructure and support them to acquire recognized certifications

- JV Partners and Indigenous Ghanaian Companies – Ghanaian Companies and those engaged in JV partnerships must in fulfilment of their local content commitments engage fresh Graduates/Engineers etc for the purposes of transferring skills and capacity building
Petroleum Commission’s Role

- Provide framework on skills development
- PC act as conduit between Industry and Educational Institutions
- PC collaborating with tertiary and technical institutions such as JTTC, TTI, Kikam Tech, KNUST, RMU, UMAT, etc. to develop a “Ghana Certification” which is recognised by International Companies
- Monitor training programmes
- Audit Competencies of Successors to ensure training implementation
- Set timelines for roles occupied by expatriates
Business Case for Engaging Local Workforce

- Reduce High Cost of Maintenance of Expatriates
- Improve Companies’ own Brand
- Compliance with laws and guidelines – Local Content Requirements
- Support of “Ghana Beyond Aid” Agenda and Contribute to overall growth of economy
Attracting Skilled Ghanaians to Return

- Offer Competitive wages and salaries
- Opportunities for growth in career
- Other retention strategies
Skills Development will increase the competitiveness and opportunities for Ghanaians:
- Skilled Labour Export to Emerging Oil Producing Countries,
- Earn competitive pay and improve Livelihoods
- Contribute to Overall National Development
- Ghanaian Businesses can explore business opportunities in emerging oil & gas countries

Examples:
- Stena Unicorn: Guyana
- Rigworld: (Equitorial Guinea)
- Seaweld (Mauritania, Sierra Leone, Liberia, Benin, Cote D’ivoire, Guyana)
PC’s Capacity Building Initiatives

GUSIP
A total of 127

▪ 2018 Forty-Three (43) Fresh Graduates were trained

▪ 2019 Seventy Nine (84) Fresh Graduates were trained

AOGC
Training and certification of Welders
We recognise the fact that the scale, scope, rate and duration of upstream activities of the E&P Phases have significant impact on maximisation of localisation (employment) of Ghanaians.

PC will continue to put in place Policies and Pragmatic Measures to ensure development of the required skills sets that will provide opportunities for employment.
Conclusion

- Government has put in place educational and apprenticeships initiatives such as GUSIP and AOGC, Capacity Building of Technical Institutions

- It is anticipated that with the roll out of the Free SHS programme, many more students will gain access into tertiary institutions especially technical universities and colleges which will also increase the overall number of Ghanaians seeking employment in the Upstream and other sectors.
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Thank you..