

MOGSC NEWS BULLETIN

Special Edition: Competency & Training Working Group (CTWG)

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Enabling the New Landscape for Competency Development

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Introduction

The Competency & Training Working Group (CTWG) has been bustling with programs and activities since May 2016. Up to August 2017, CTWG conducted 94 activities covering Events, Working Group Meetings and Subcommittee Meetings, as well as smaller group discussions and stakeholder engagements.

CTWG is the most active Working Group in MOGSC. The high activity level of CTWG is because of the commitment, dedication, and passion of the CTWG working committees as well as CTWG members. Each Monthly CTWG Meeting is attended by more than 20 people. It is the only working group in MOGSC that holds its monthly meeting outside of the MOGSC office due to the large number of participants.

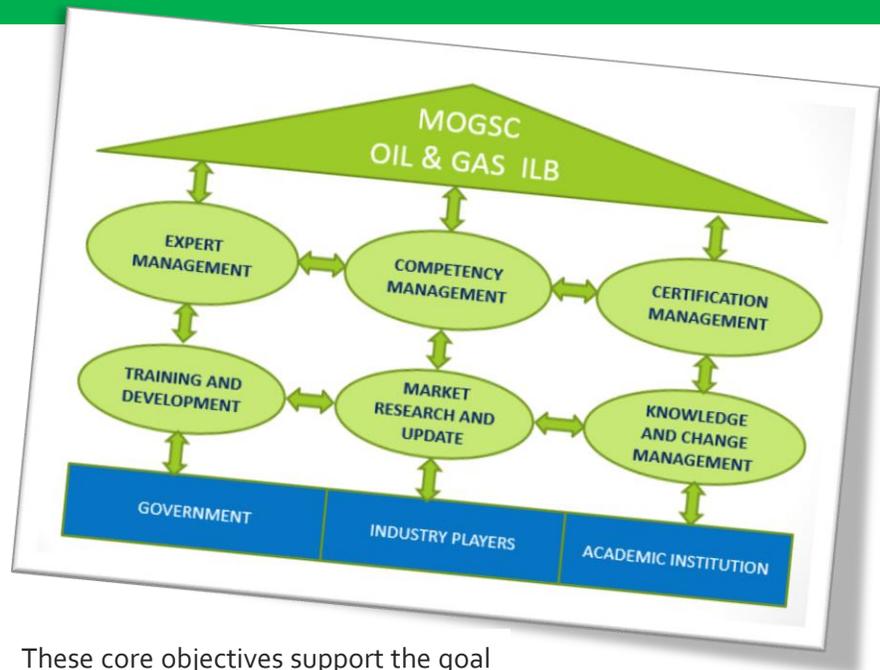


CTWG Roadmap

In 2016, CTWG released its 5 Year Roadmap.

The MOGSC Competency Development Roadmap covers 6 main objectives which are defined as follows:

- To create a database of O&G experts.
- To develop an O&G competency skills framework.
- To define certification process guidelines.
- To develop and promote training development opportunities for members
- To assess market needs regularly.
- To drive knowledge and information sharing to drive Change Management



These core objectives support the goal of MOGSC fulfilling its responsibility as the O&G Industry Lead Body (ILB). We also want to create a landscape that nurtures continuous availability of competent Malaysian workforce in the Oil and Gas sector.

Industry Lead Body (ILB)



Many of the activities in 2016 of CTWG were around delivering on our commitment as an ILB. We also wanted to set the foundation for future initiatives, activities and plans for the next 5 years.

In line with the roadmap, several high-profile activities were held. The major achievements included the following:

- ILB Deliverables:
 - Completion of 3 NOSS
 - Joint Seminars with JPK on Industry Lead Body Role & Promotion at Kuala Lumpur, Johor Bahru, and Kuantan
 - Submission of PPT applications
 - Seminar on DPIN

- Engagements with JPK through various dialogs, presentations, and conferences.
- Oil & Gas HR Forum

Delivering on ILB commitments was challenging. MOGSC was awarded an ILB Grant to deliver on the scope mentioned above. The time pressure of delivering all the scope within 6 months proved to be arduous, but achievable, due to the full support of the CTWG Event committee, ILB Committee and CTWG Members. The feedback from JPK was extremely positive. And MOGSC gained valuable lessons in delivering the scope and as a result, MOGSC was again given a grant in 2017 to deliver 4 NOSS.

MOGSC has been appointed as the ILB for the Oil and Gas sector since 2013. This is an exclusive and privileged appointment by Jabatan Pembangunan Kemahiran (JPK) under Ministry of Human Resource. As the ILB, MOGSC acts as the trusted advisor to the Ministry to spearhead skills and competency development for Oil & Gas. The CTWG roadmap essentially focuses on ensuring the responsibility as an ILB is fulfilled.

MOGSC presented the Roadmap to JPK at the end of 2016 and it was very well received by JPK. The roadmap has been the basis for very productive discussions between MOGSC and JPK on future events, activities, initiatives, and plans. MOGSC is confident that there is solid alignment between the Oil and Gas industry and the Government through JPK.

Oil & Gas HR Forum



Another significant achievement by CTWG was the Oil & Gas HR Forum that was conducted on 23rd February 2017. The event was an overwhelming success. There were nearly 150 participants which included several high-level HR practitioners from Operators as well as the Service Provider community. YBhg. Dato' Raiha Azni Abd Rahman, the Senior Vice President of Group Human Resource Management of PETRONAS agreed to deliver the keynote address. Dato' Raiha highlighted that even though the industry was at a low point, companies should focus on the training and development of talent. This should be a continuous investment.

The Forum also marked the first time that the CTWG Roadmap was presented to the community. The feedback was extremely encouraging. Many participants appreciated the fact that MOGSC was taking the lead in driving the human capital agenda in the Oil and Gas industry. For a long time, the

Malaysian Oil and Gas industry was lacking a champion on Human Capital related matters.

MOGSC was also grateful that one of its members, PWC provided the support for the event as well as shared its knowledge, expertise, and assessment of the Human Capital challenges faced by the different organizations in the Oil and Gas industry. The statistics and reports provided by PWC gave a valuable insight to all participants.

Finally, the Forum featured a very vibrant panel discussion on the topic of Skills Shortage in Malaysia and whether this was a reality or a myth. MOGSC promised the participants that the Forum would not just end there. Feedback was gathered and follow-up actions would be derived. The main action was to follow through with the commitment that Dato' Raiha has made on offering an industry roundtable setup within the Oil & Gas community.

Taking up on this offer, MOGSC intends to hold the first Industry HR Round Table (HRRT) before the end of this year.

HRRT Committee will be composed of key industry representatives from the following:

- MOGSC
- PETRONAS
- Government Agencies
- Malaysian Service Companies
- International Service Companies
- Oil & Gas Operators

The key topics to be discussed in the initial HRRT session will include the following:

1. Workforce of the Future: What will it look like, what criteria do we need to look for, and how do we attract future talents.
2. Current Gaps in Competency & Capability: What are the current gaps? How do we address these Gaps?
3. Building Competency and Capability in the industry: What are the competency level of our workforce today? How do we benchmark that? What do we need to do to enhance these competencies?
4. HR Influence in contracting and Supply Chain: Are the current terms in contract adequate/applicable to promote Human Capital development? How can we improve that?
5. Policies on Diversity: What should be the common philosophies on gender/nationality/ethnicity principles? How do we balance merit vs potential? How do we address dependencies on Expatriates – skill and unskilled.

The HRRT vision and missions are as per below:

Vision

To establish an industry platform for Oil & Gas industry to discuss and address issues related to Human Resource Challenges & Opportunities to ensure sustainable competency and capability development

Mission

Bring together key industry players, service companies and operators, to collectively brainstorm ideas and solutions to address industry Human resource issues

Goals

1. Identify common issues facing the Oil & Gas industry
2. Setup Task Force to develop initiatives & solutions to address these issues
3. Develop roadmap to ensure sustainable competency and capability for future workforce
4. Liaise as the Focal Point for Industry Matters on Human resource

CTWG EVENTS

In addition to the major achievements described above, the working committees in CTWG have been busy planning and developing initiatives that will impact the industry in the coming years. The Events Subcommittee already started discussing plans for holding more events in collaboration with JPK that would benefit training providers. At the same time, the Events Subcommittee is planning the first Oil & Gas Career Conference and Exhibition. This will likely happen in 2018 as much planning and promotion is required to be done in advance.

Training

The Training Subcommittee has been working to develop a Training Course Catalogue that will consolidate all available training programs according to discipline. This will allow individuals to identify which training will be more suited to them. Once this is done, MOGSC will support this initiative by promoting their courses to all MOGSC members.

The initial Training Map is already at its final stage and will be published shortly. This Training Map will provide a list of all the training courses offered by MOGSC members and where these courses fit in the overall Job categories. To go a step further, MOGSC is planning to promote members training program. This promotion will benefit not only the training providers that are registered under MOGSC, but also the members who are looking for the right training to send their staff to.

Along this line, MOGSC has had very fruitful discussion with HRDF. MOGSC has officially submitted its application to access the Industrial Based Certification Programme (INBASE) under HRDF's Human Capital Strategic Initiatives. INBASE will allow MOGSC to use HRDF funds to develop skills and competencies in the Oil & Gas community. Over 30 training programs have been submitted by MOGSC under INBASE. Once the formal approval is received, this program will be promoted widely by MOGSC.

An exciting new development is an initiative for collaboration with INSTEP to run joint training courses for the Oil & Gas companies.

This will significantly increase the available competency development programmes for the industry in Malaysia and internationally.

MOGSC CTWG also has working initiatives currently with Institution of Materials Malaysia (IMM) to jointly promote some programs within the Oil & Gas industries as well as certification programs.

More of these events will be notified to members in due course, once these events are confirmed.



Technical & Professional Recognition



Through MOGSC engagement with another government agency, Malaysian Board of Technology, MBOT, MOGSC is pleased to update here that MOGSC will be working very closely with MBOT to develop a framework and guidelines for Oil & Gas technical specialists and professionals to receive national recognition for their technical and technological knowledge. Similar to recognition by the government for Certified Professional Engineer (through the Board of Engineers Malaysia), or Certified Public Accountant (through the Malaysian Institute of Accountants), a new law has been passed by the government under the Parliament Act 768 – Technologists

and Technicians Act 2015 to provide for the establishment of the Malaysia Board of Technologists and for the registration and recognition of Professional Technologists and Certified Technicians in providing technology services and technical services.

While MBOT covers 21 technical and technology domains through various industry, MBOT has invited MOGSC to work with them for the Oil & Gas sector. As such, MOGSC will be collaborating fully with MBOT in ensuring that the Oil & Gas community can fully benefit from this new law.



Summary

The 94 activities that CTWG conducted have all been very productive. 2016-17 CTWG sets the new landscape in terms of development perspective. Based on the achievements and the establishment of the Roadmap, MOGSC CTWG is now setting its path towards greater achievements and fulfilling its vision of establishing MOGSC as Oil and Gas centre of reference for competency and training. This new landscape will create a legacy for competency and training in the Malaysian Oil & Gas sector for years to come.



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