



25th world gas conference
"Gas: Sustaining Future Global Growth"

HUMAN CAPITAL AND THE DEVELOPMENT OF A COMPETITIVE AND SUSTAINABLE SUPPLY CHAIN FOR A GROWING OIL & GAS INDUSTRY

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Petrobras / Prominp
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Patron



Host



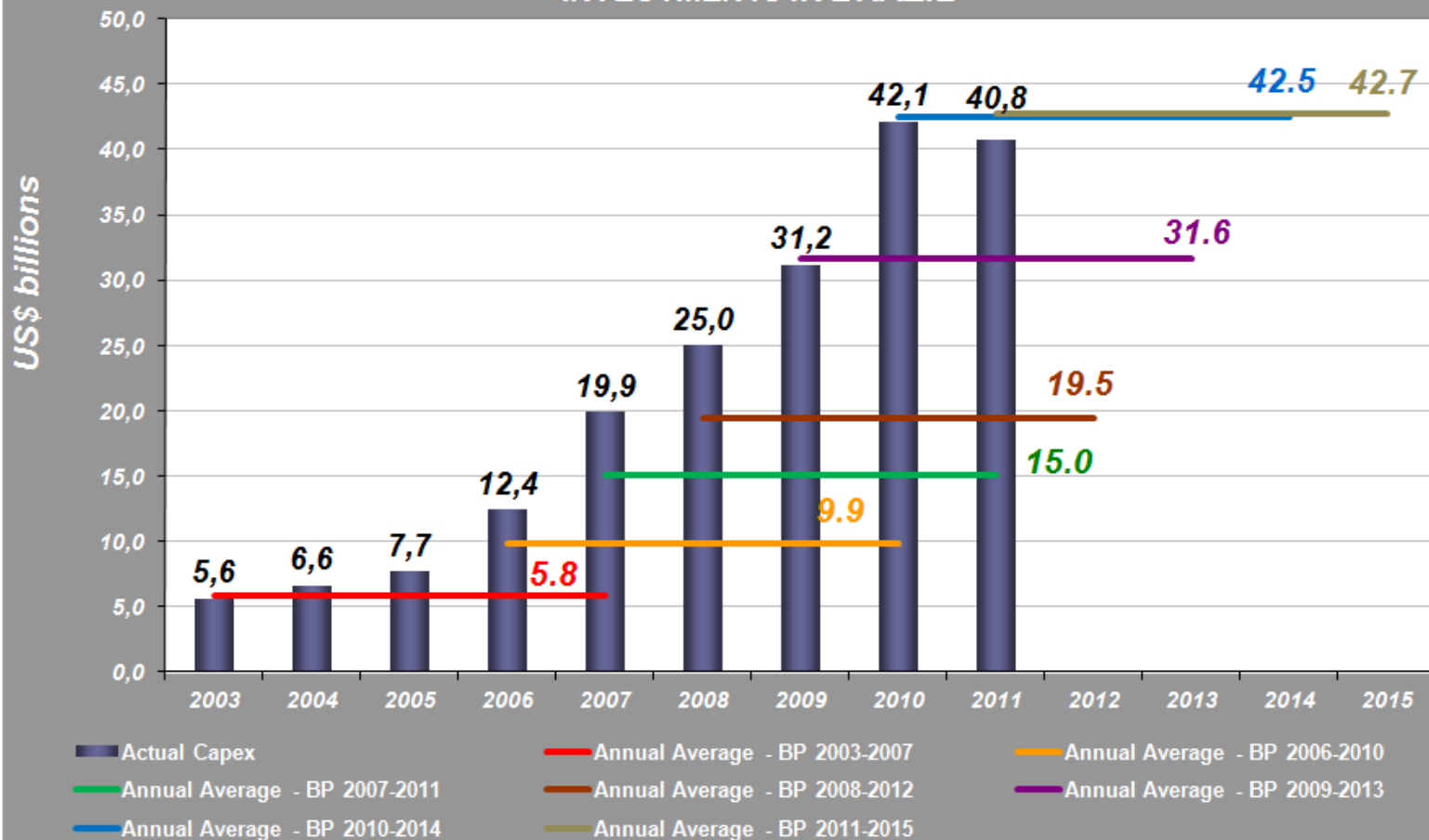
Host Sponsor



“Maximize goods and services **national industry** content, within **competitive** and **sustainable** basis, in the implantation of oil and gas projects in Brazil and abroad.”

Business Plan x Petrobras Investments

INVESTMENTS IN BRAZIL



Petrobras Projects Portfolio

Exploration & Production



BP 2004 - 2008

BP 2005 - 2009

BP 2006 - 2010

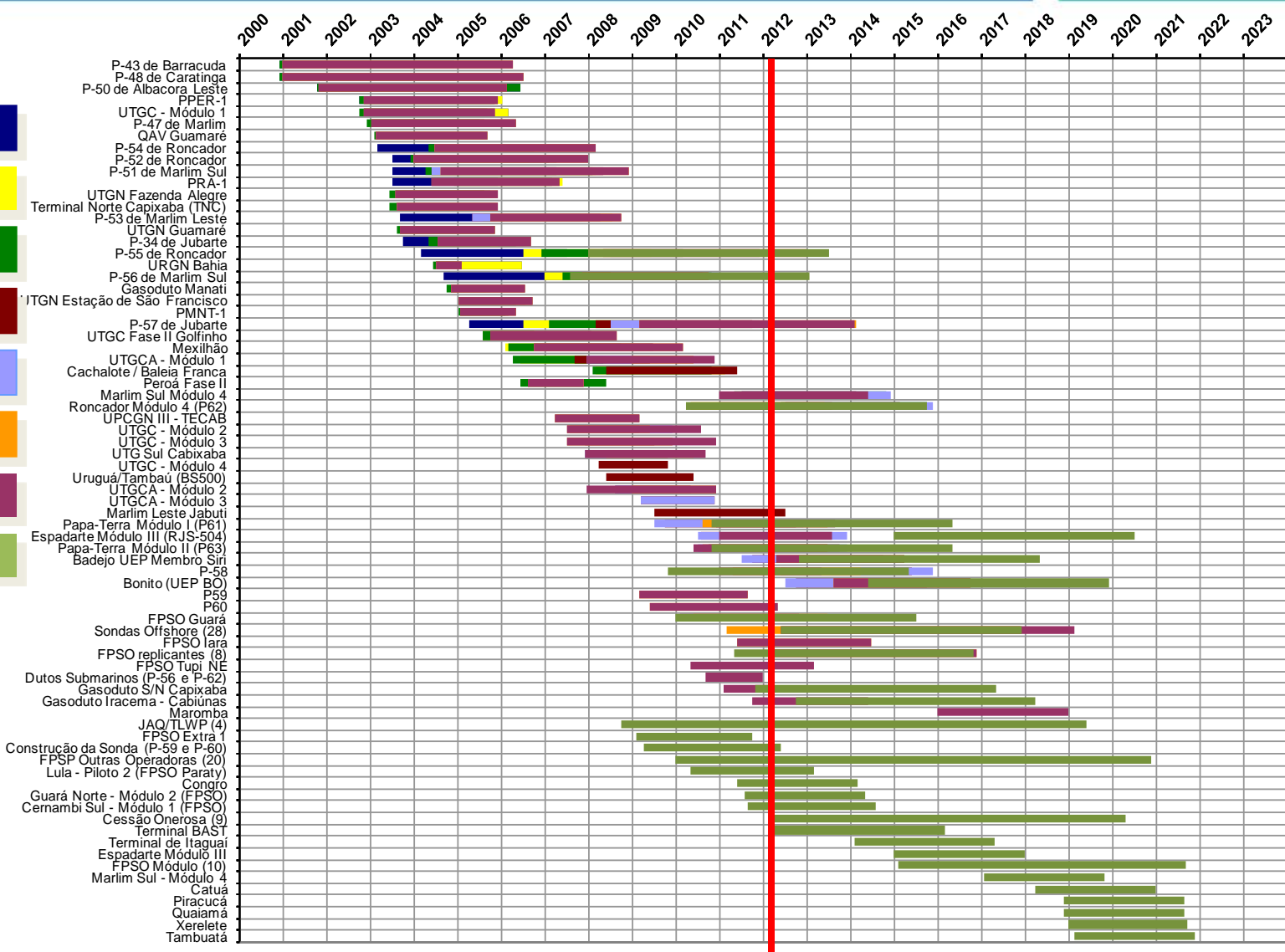
BP 2007- 2011

BP 2008 - 2012

BP 2009 - 2013

BP 2010 - 2014

BP 2011 - 2015



Petrobras Projects Portfolio

Downstream



BP 2004 - 2008

BP 2005 - 2009

BP 2006 - 2010

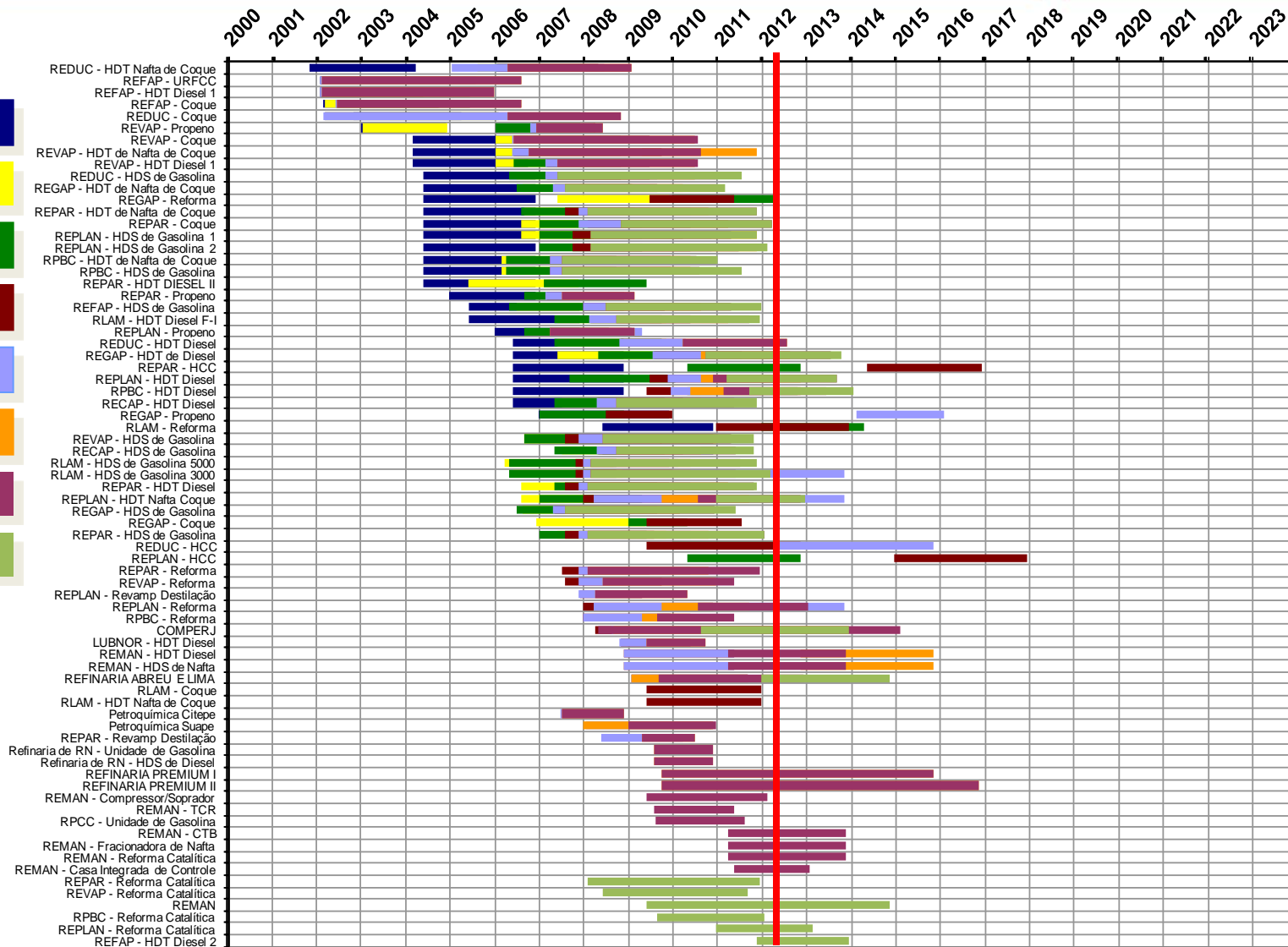
BP 2007 - 2011

BP 2008 - 2012

BP 2009 - 2013

BP 2010 - 2014

BP 2011 - 2015



BP – Business Plan

Petrobras Projects Portfolio

Gas & Power

BP 2004 - 2008

BP 2005 - 2009

BP 2006 - 2010

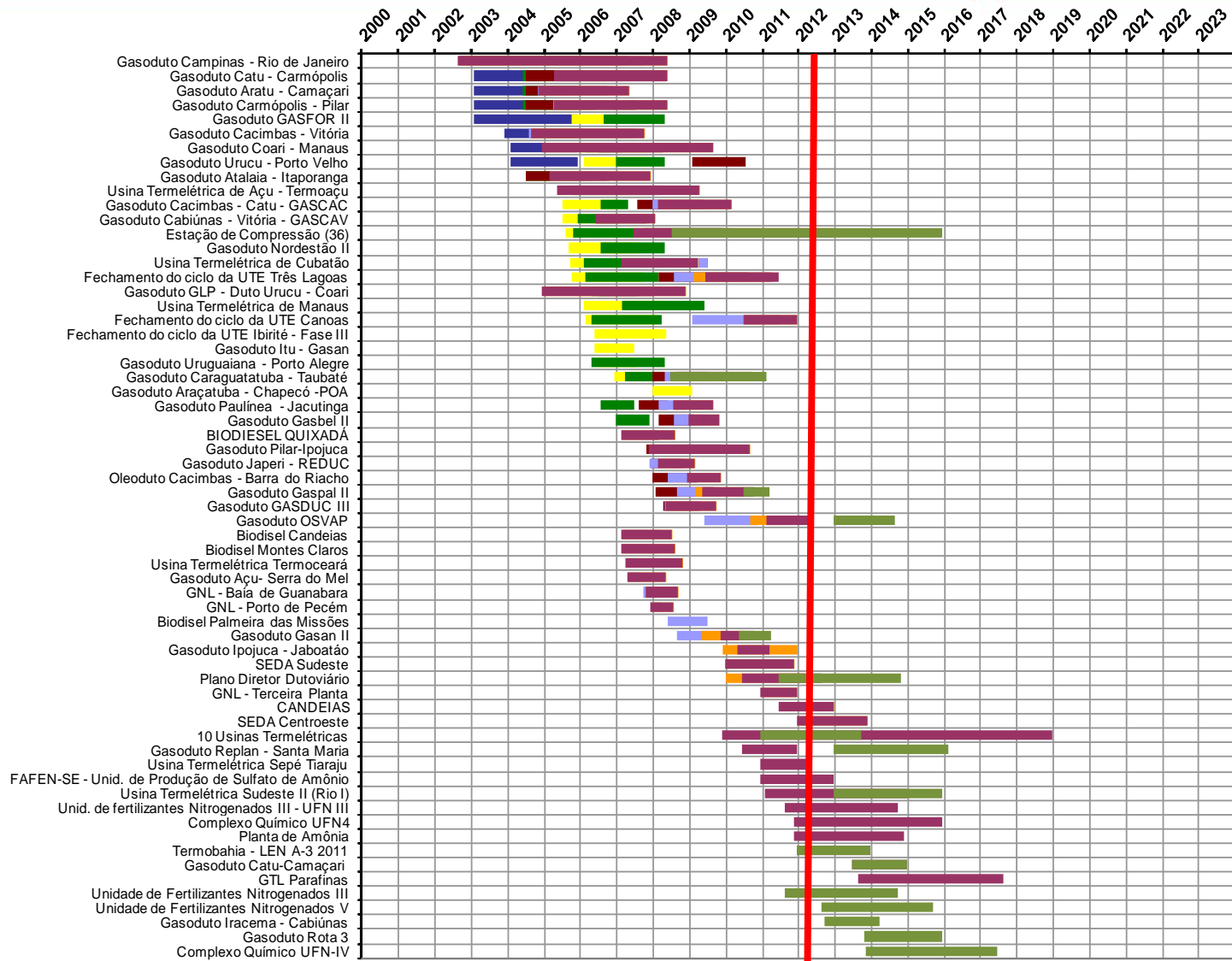
BP 2007- 2011

BP 2008 - 2012

BP 2009 - 2013

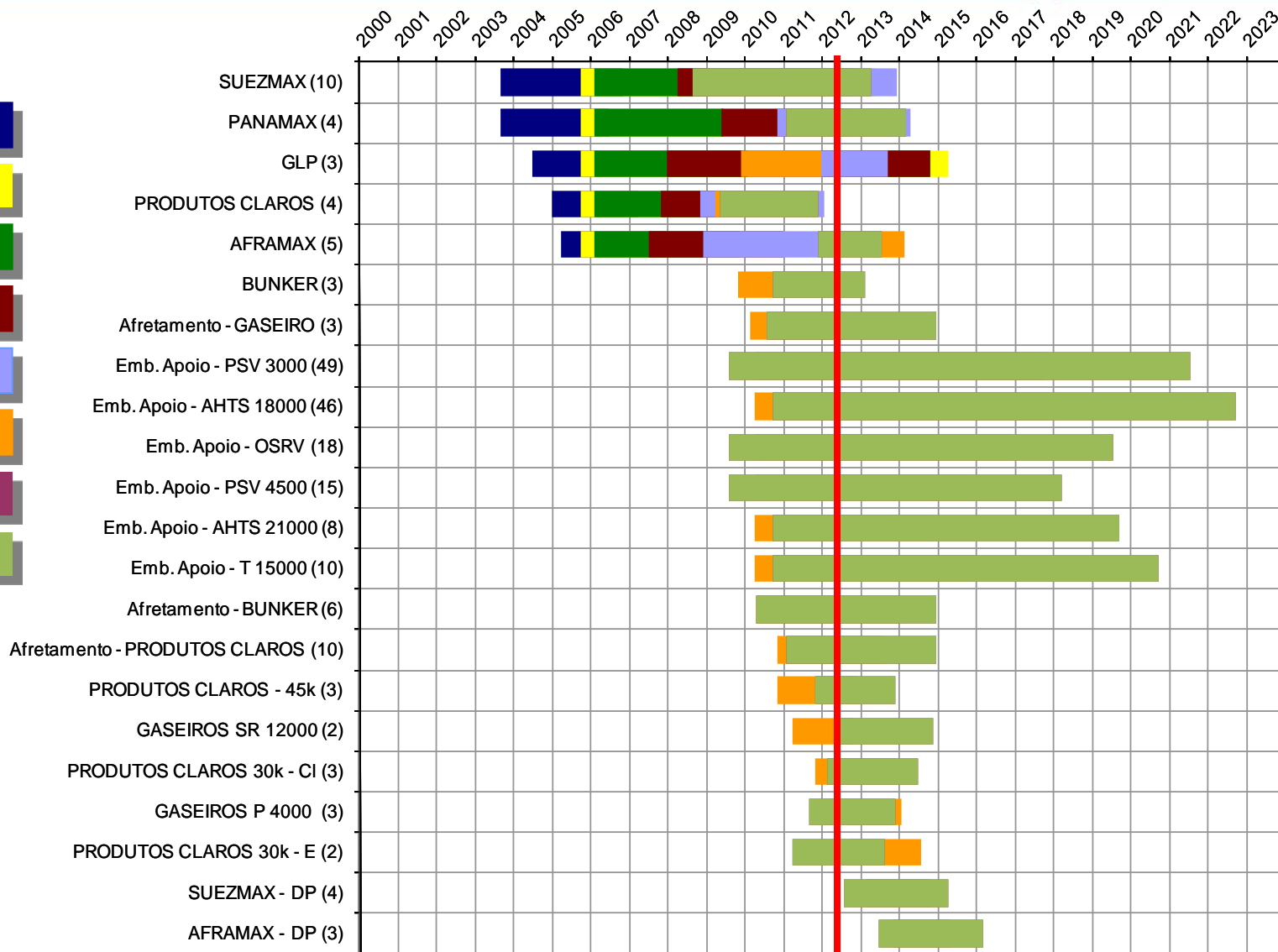
BP 2010 - 2014

BP 2011 - 2015

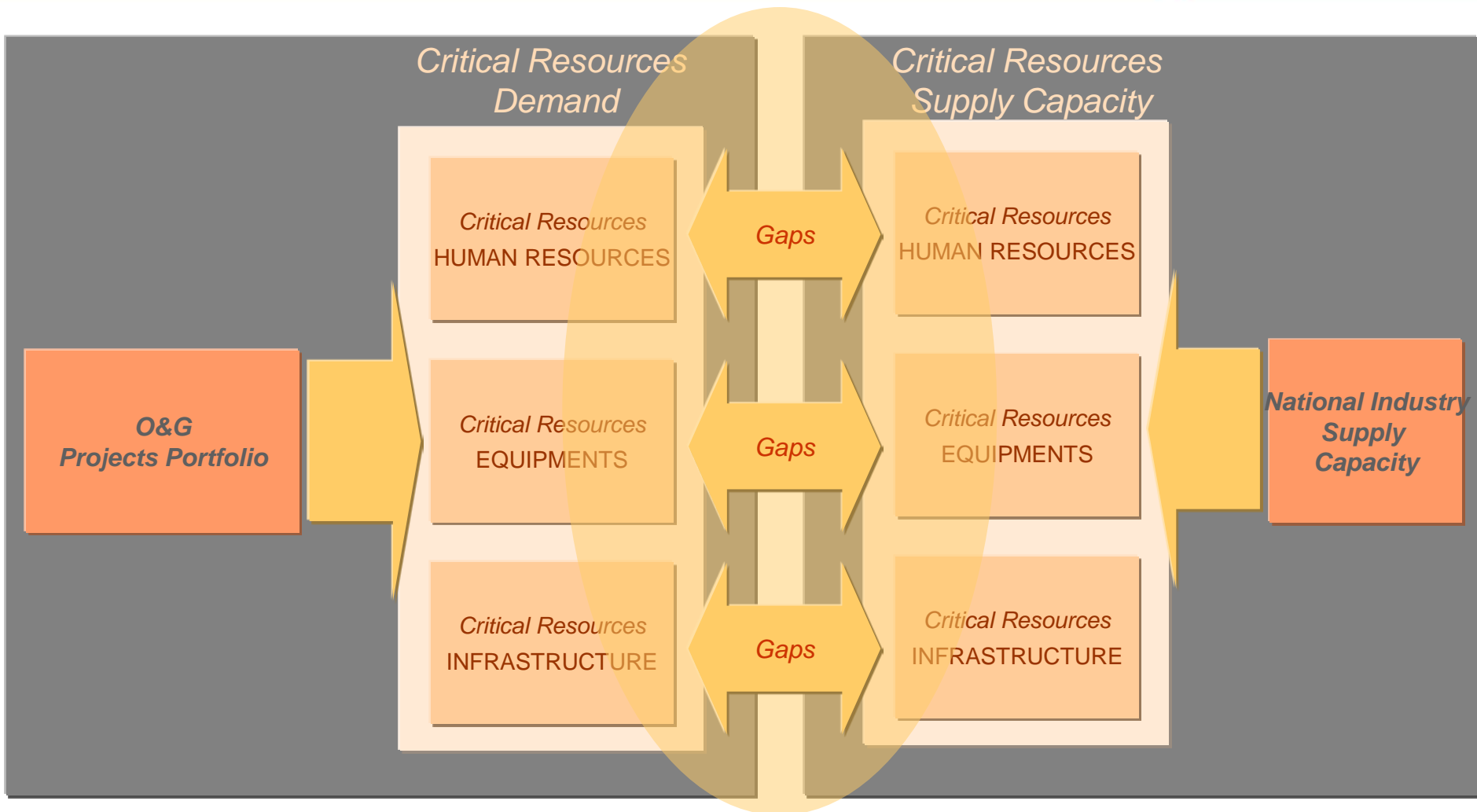


Petrobras Projects Portfolio

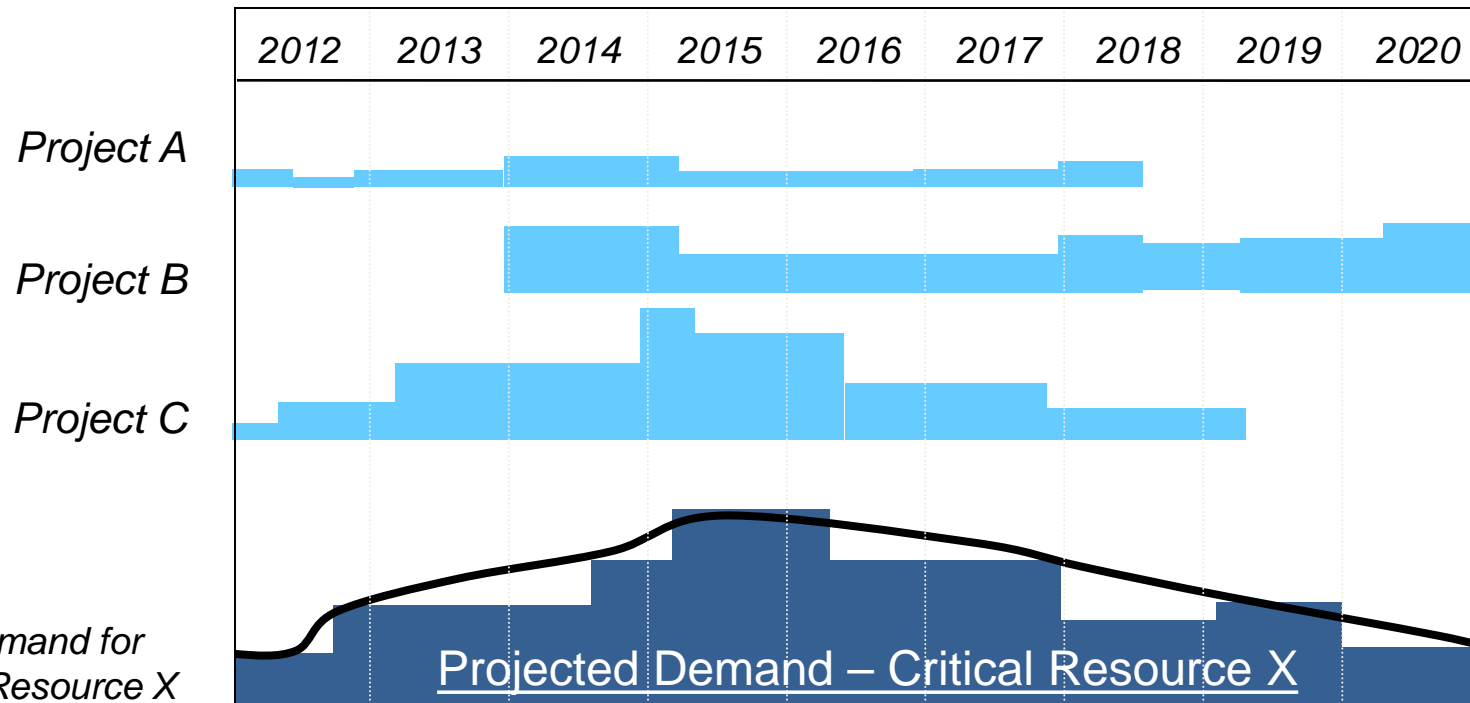
Maritime Transportation



National Industry Diagnosis Methodology



- ✓ **Project Portfolio Survey**
- ✓ **Critical Resources Quantitative for the Projects Schedules**



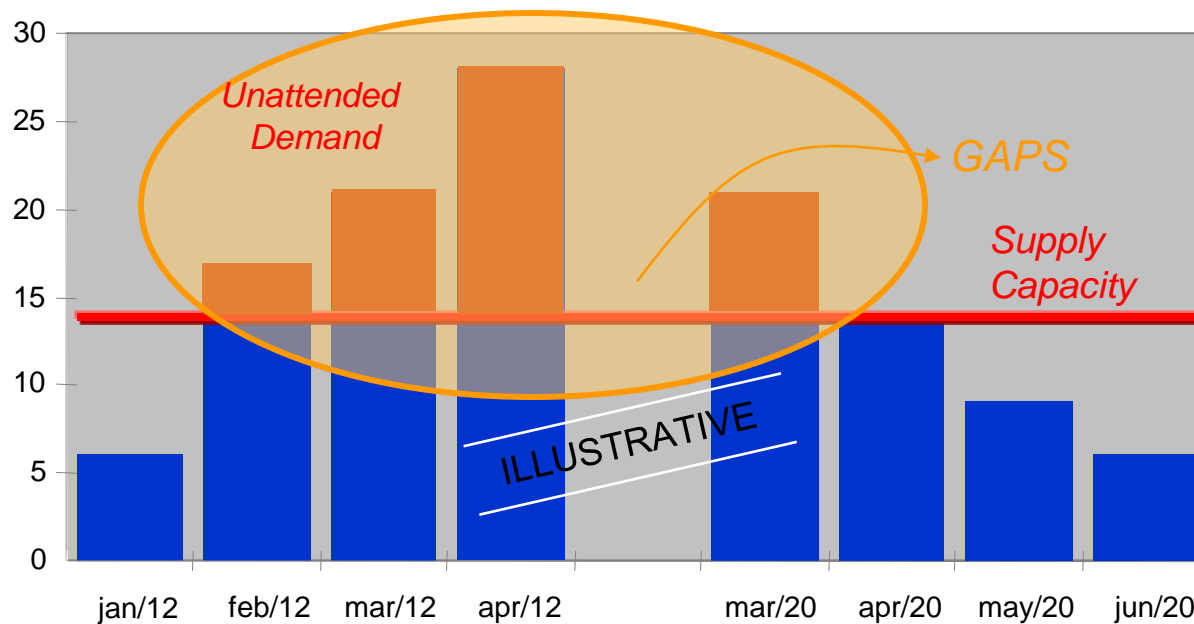
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Total Demand for
Critical Resource X

Projected Demand - Critical Resource X

✓ Results Consolidation

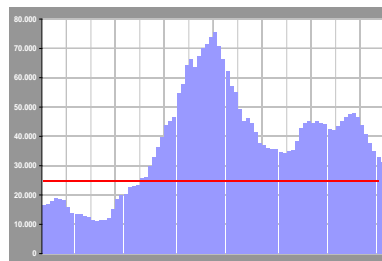
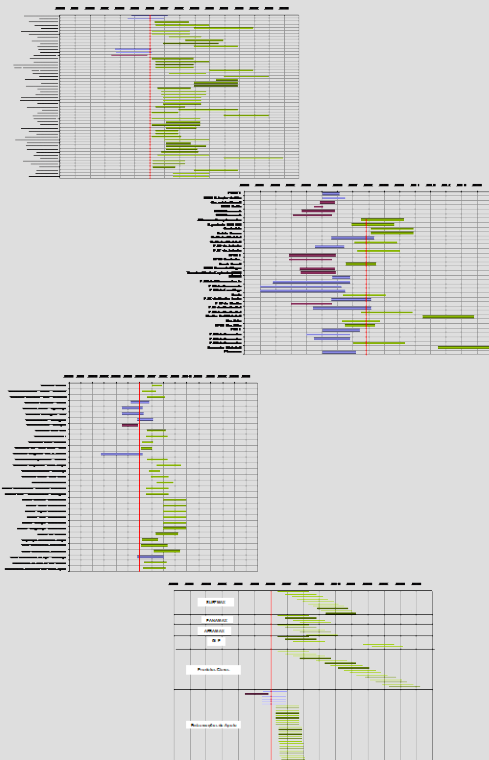
CHART – Critical Resource “X”



DIAGNOSIS

IMPLEMENTATION

Projects Portfolio



Human Resources Categories

Demand by Region



Regional Demand

Demand RJ State

Demand SP State

Demand BA State

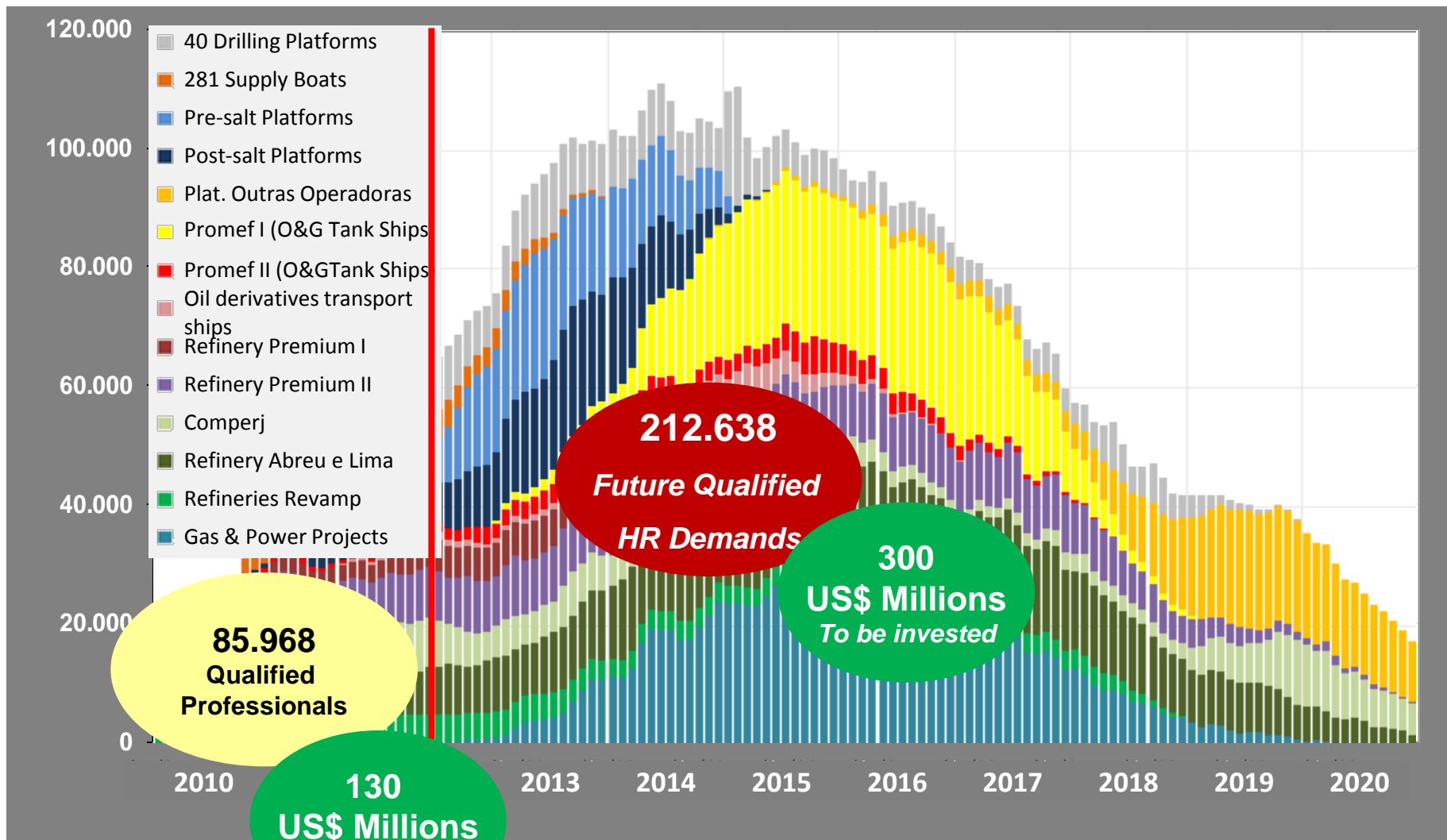
Demand ES State

Demand XX State

MANAGEMENT COMMITTEE

Human Resources Demand

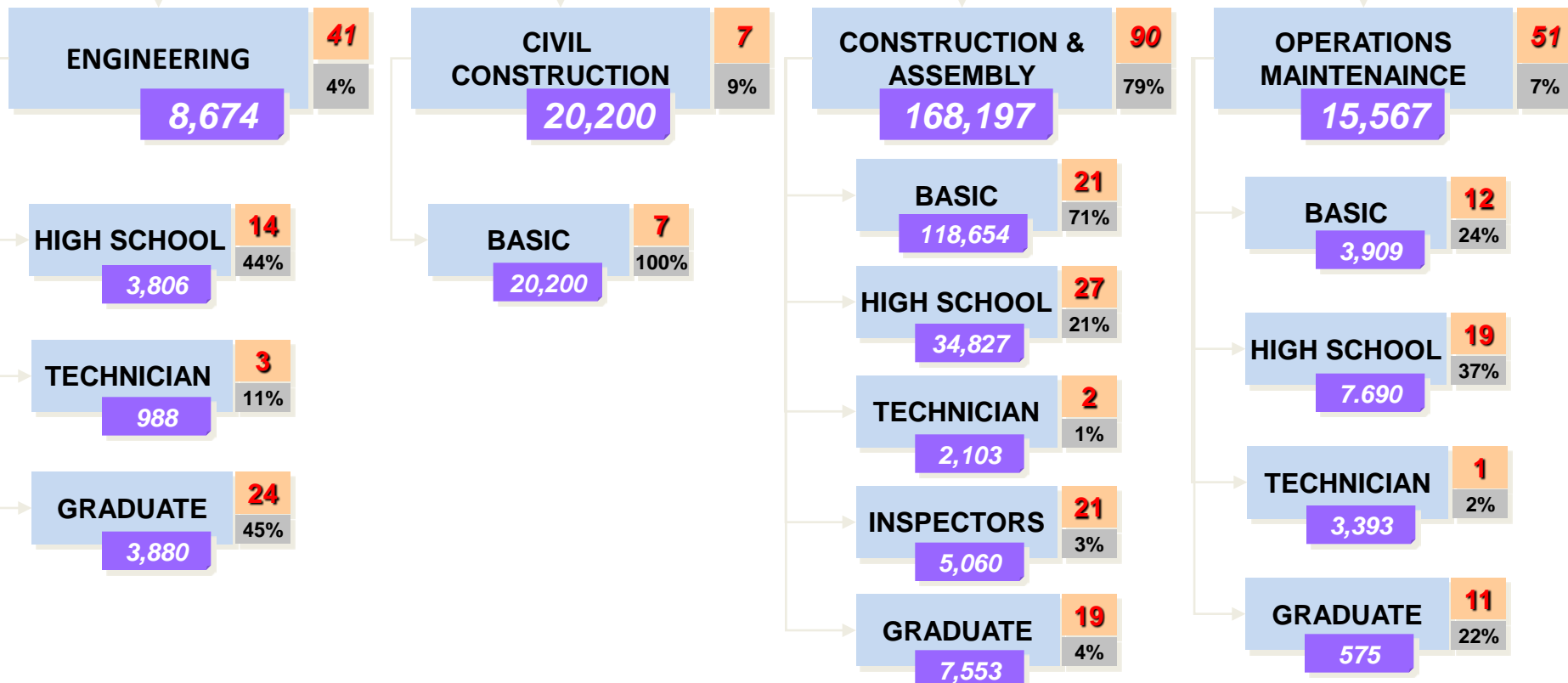
Petrobras' Business Plan 2011-15



PROFESSIONALS REQUIRED FOR O&G PORTFOLIO IMPLEMENTATION

189 PROFESSIONALS CATEGORIES

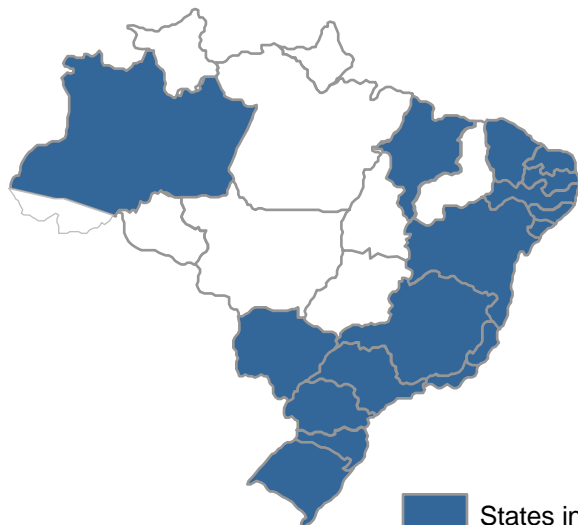
212,638
Qualified HR Demand



HR Qualification Plan

Public Selection Rounds

In its first 5 Rounds Prominp has qualified around 86,000 professionals



States included from the 6th cycle

Around 950,000 people have applied for a Prominp Public Selection (from the 1st to the 6th rounds)

17 States covered, 34 Cities

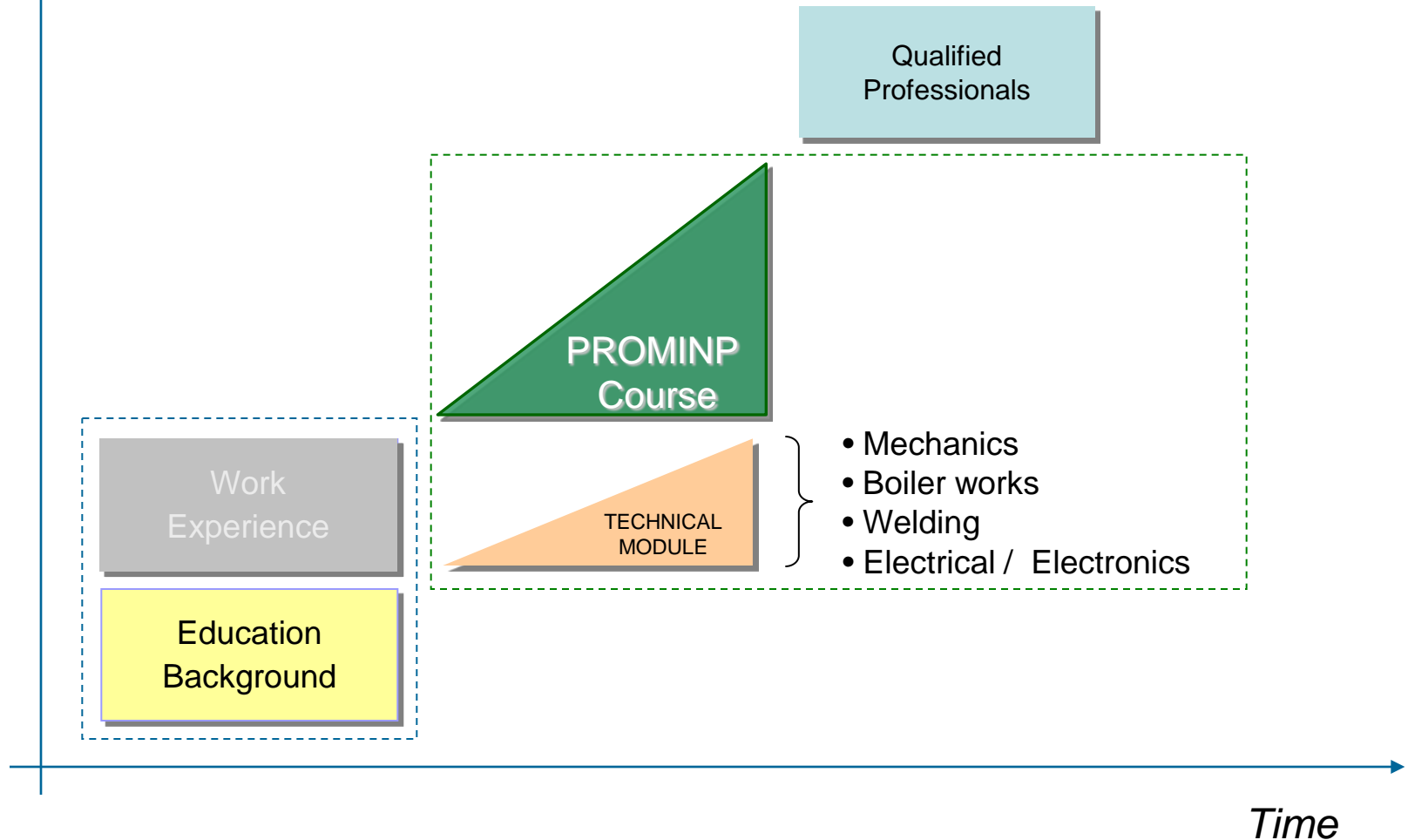
80 Learning Institutions



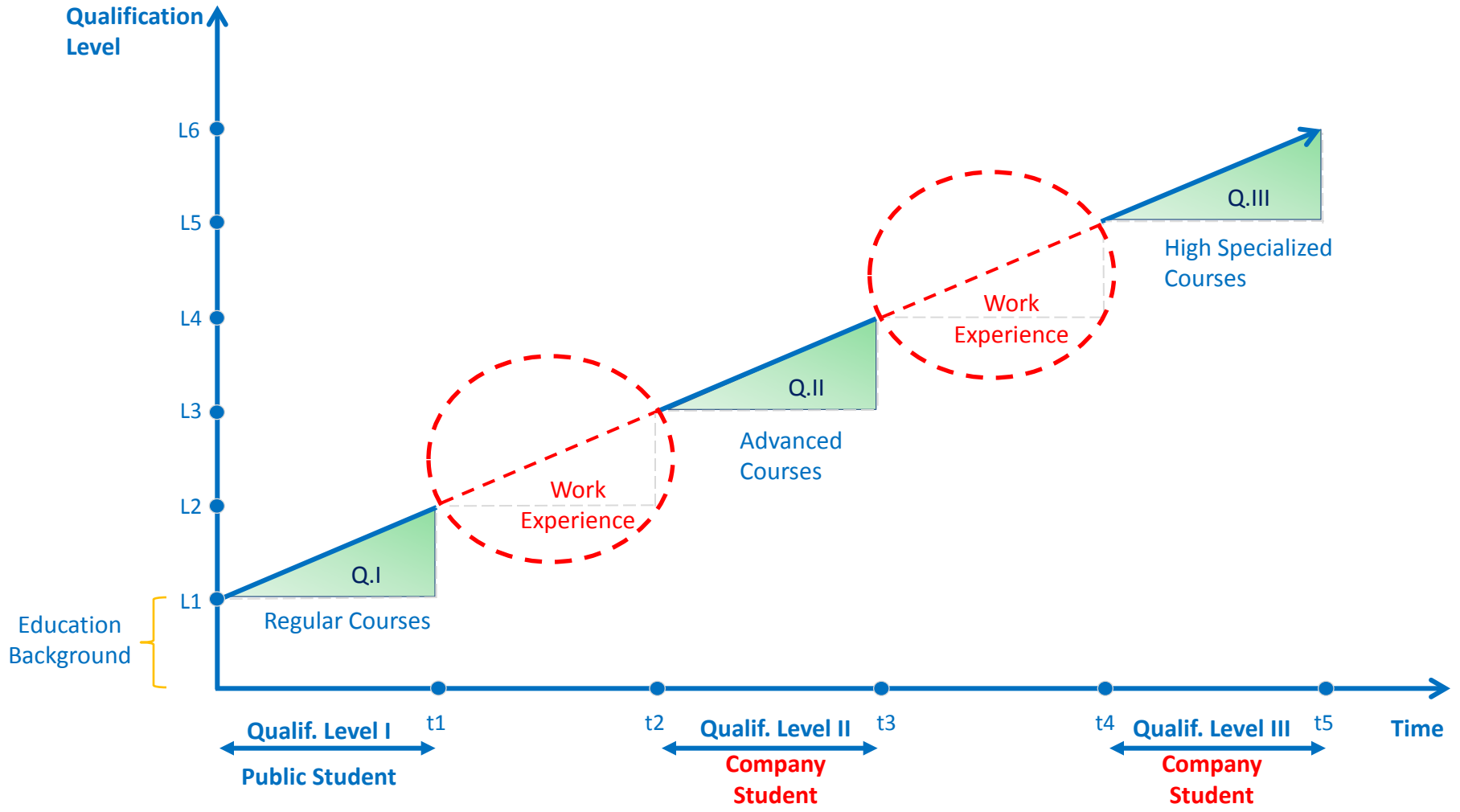
RH Qualification Cycle

Strategy to promote insertion of new professionals in the O&G Industry

Qualification
Level



Professional Qualification Track



Meet the need for professionals: Qualification Tracks

1. Regular Courses

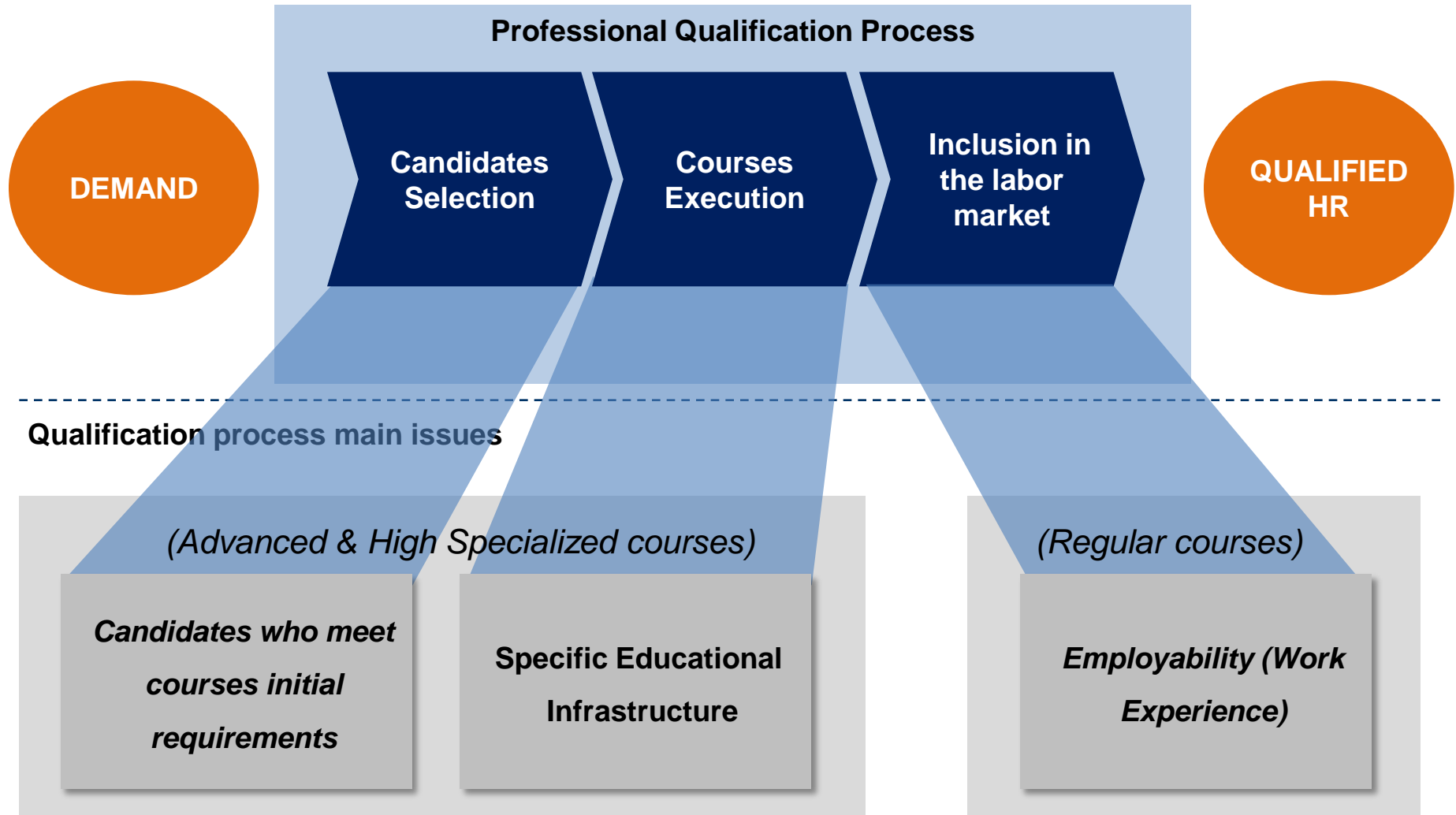
- #### Main characteristics
- Based on the demands of CAPEX and OPEX Projects
 - Conducting Public Selection Process (**Public Student**)
 - Courses free of charge and Scholarships granted by Prominp

2. Advanced Courses

- Students already employed by listed companies (**Company Student**)
- Career development through sequencing of courses
- Tutoring Practice supervised by companies
- Companies participate in 50% of costs

3. High Specialized Courses

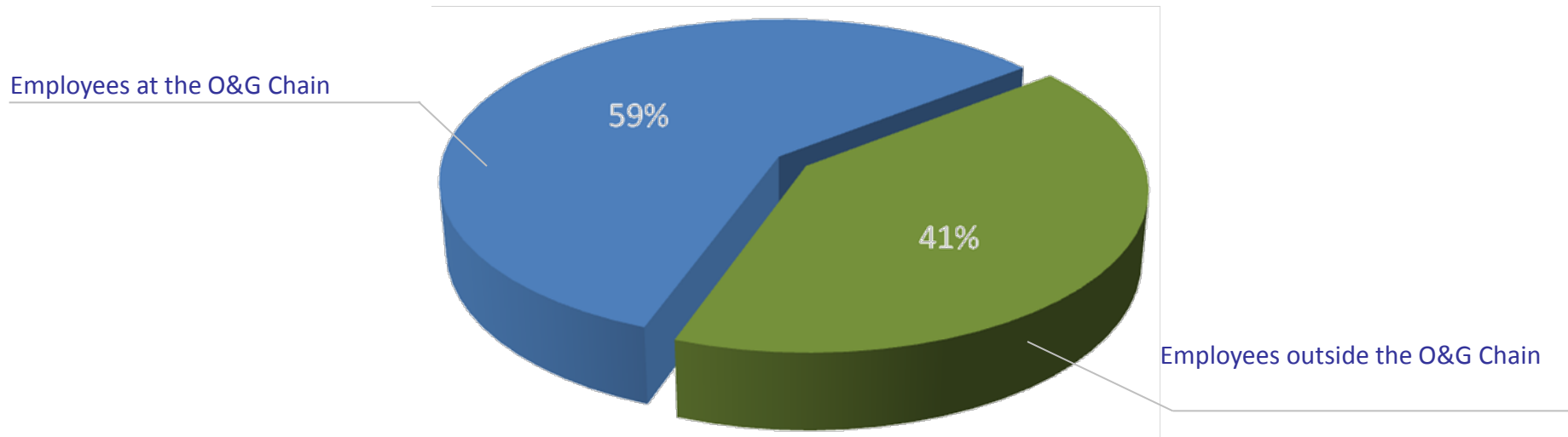
- Specific Demands flagged for Prominp
- **Company student** with requirements defined jointly with companies
- **High investments in infrastructure** for the viability of courses (eg Offshore Drilling crew, Helicopter Pilot etc.).



Overall rating (Regardless of Economic Sector)

	Formal Market	Informal Market	TOTAL
Initial Employability (beginning of course)	32.8%	n/d	32.8%
Employability Index (after the course)	67.1%	13.6%	80.7%

Overall rating (Oil and Gas Chain)



Source: Employability of former students survey