

# 26<sup>th</sup> World Gas Conference

1 – 5 June 2015, Paris, France



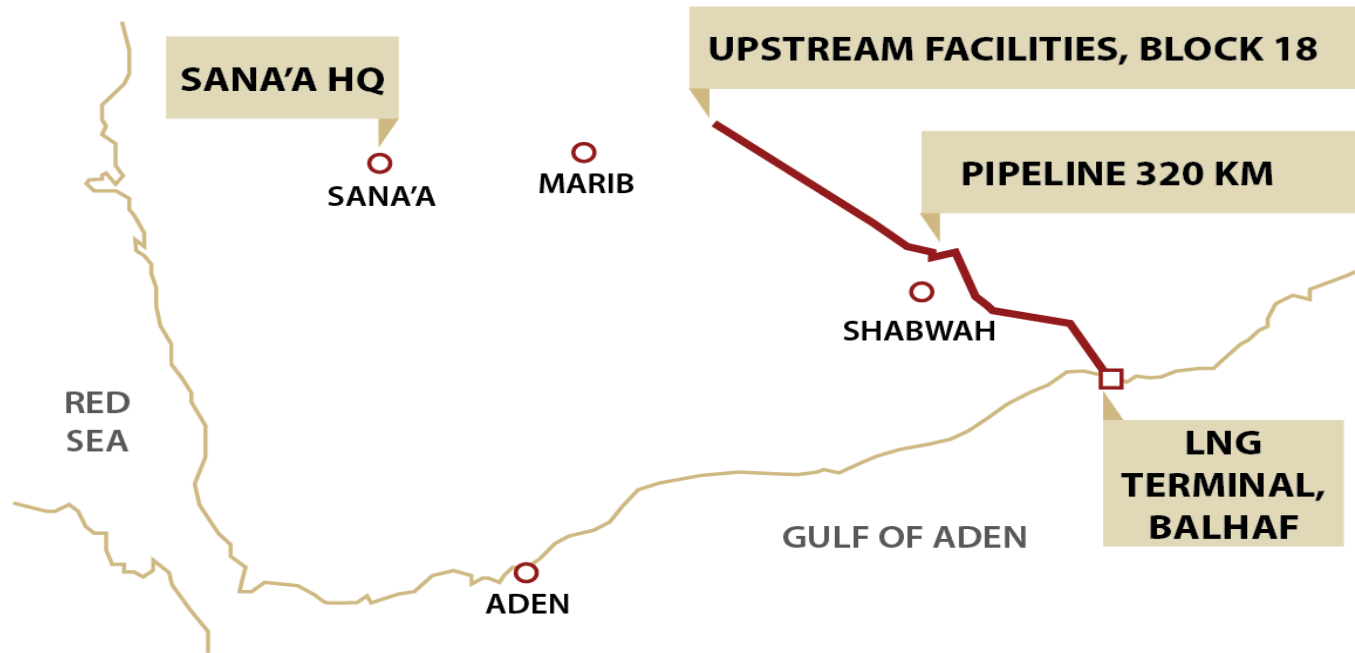
**TF1-1**

EMPOWERING LOCAL TALENT TO OPERATE A WORLD-CLASS LNG  
PLANT

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# YEMEN



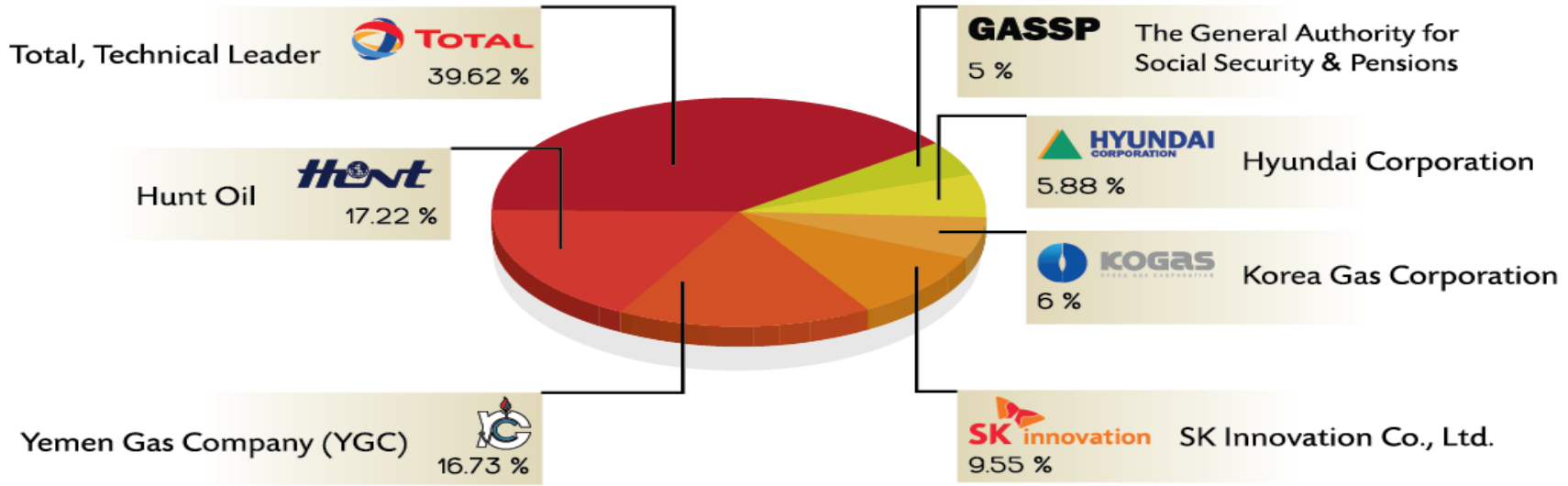
# YEMEN OVERVIEW

- **25 +/- million people, 528,000 Km<sup>2</sup>**
- **Sana'a + 2 million, 2300 m. altitude**
- **Population growth :3.5 % per annum**
- **Median age : 18**
- **Unemployment rate : 40 – 50%**
- **Illiteracy : 54 %**
- **Oil & Gas : 80% of budgetary income**
- **Average national oil production: 150,000 BOPD**
- **Average Yemen LNG production: 6.7 Mmtpa**

# YEMEN LNG: PLANT IN BALHAF



# YEMEN LNG: SHAREHOLDERS



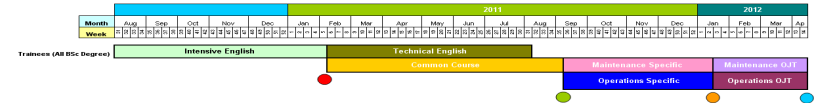
## The Balhaf LNG School

- The LNG School at the site is identified as the focal point for the continual development of Yemeni personnel.
  - Designed to accommodate 75 persons
  - Fully equipped with modern class-room facilities
  - Equipped with LNG Process simulator
  - Technical library and specialized training soft-ware access

# TECHNICAL TRAINING PROGRAMMES

## Technical Training Highlights:

- A two-year training program to qualify operators and technicians
- 5 batches of technical trainees (total of 283 trainees)
- 1 batch of technical and administrative assistants
- 1 batch of fire fighters

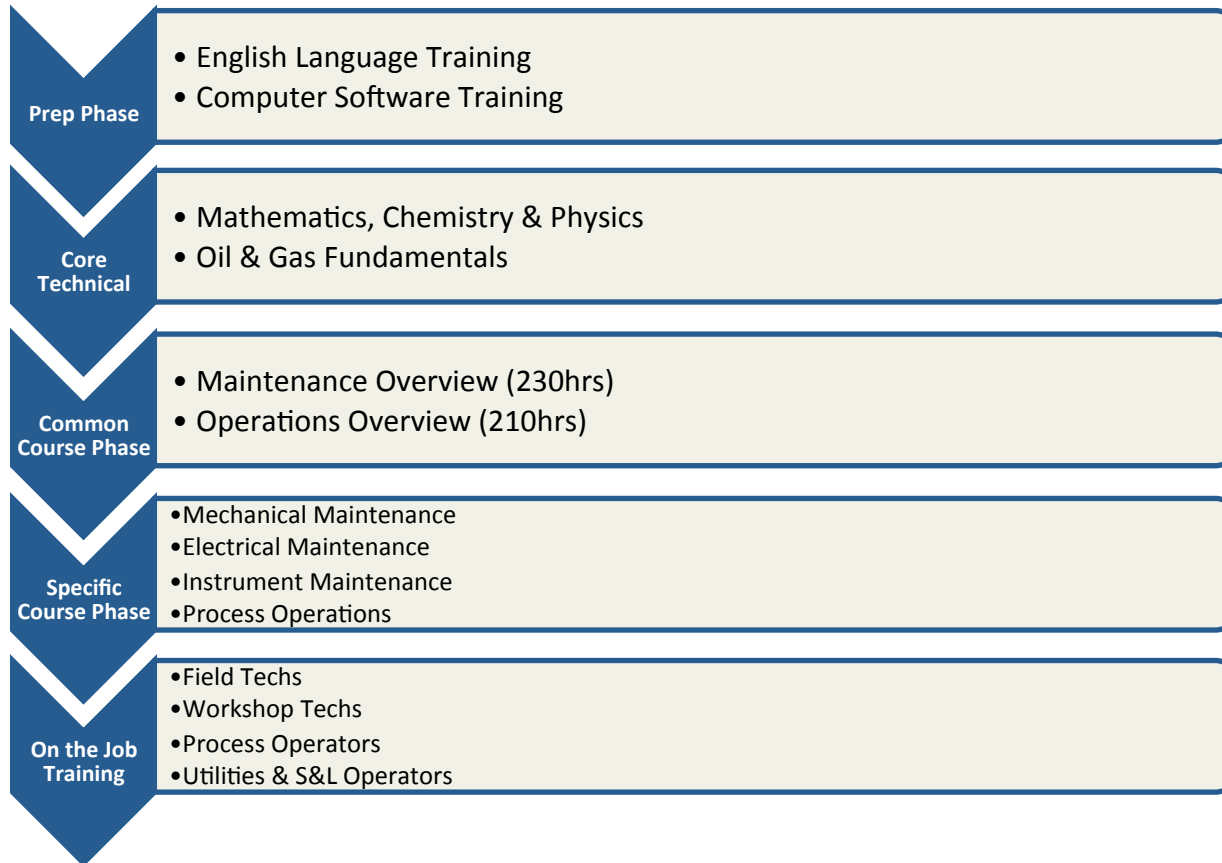


## 2013-2015 Training Projects (Batch 5):

- The 33 fresh secondary school graduates started the English language phase in April, 2013
- The trainees started in Feb 2014 the common course in Balhaf LNG Academy
- The trainees are to complete the specific course, workshop and plant OJT mid 2015



# TECHNICAL TRAINING PROGRAM STRUCTURE





# PREPARATION PHASE

- Students take an intensive program for 6-8 months.
- Classes are five days a week, 6 hours each day.
- Students have to sit for an international exam at the end of their program to demonstrate their competence.
- The language program is followed by computer training.



# CORE TECHNICAL

- Students are required to take a total of 150 hours of science training.
- The purpose is to ensure the participants have the required competence in Science and Mathematics.
- This is essential for them to succeed in their common courses
- Four subjects are covered:
  - Chemistry
  - Physics
  - Mathematics
  - Oil & Gas Fundamentals



# COMMON COURSE PHASE

- In this phase the participants are introduced to the work of the operator and maintenance technicians.
- Courses cover the areas of Instrumentation, Electrical, Mechanical Engineering and Process Operations
- After the common courses, the participants sit for an exam after which they are distributed among the various disciplines.



# SPECIFIC COURSE PHASE

- In this phase each group will go into intensive training and study related to the identified specializations.
- The students are divided into 4 groups:
  - Mechanical Maintenance
  - Electrical Maintenance
  - Instrument Maintenance
  - Process Operations
- After this phase the participants will have to sit for a comprehensive exam. If they pass they will be ready to start their OJT.



# ON THE JOB TRAINING

- On the job training will be for 2-3 months
- The first three batches were trained at other LNG plants as Yemen LNG was not operational yet in 2008.
- They were sent to PT Padak and Segas to do their on the job training.
- This enabled Yemen LNG to have a large number of technicians and operators to be ready at start up.
- When production started, Yemen LNG was already at 70% Yemenisation; a remarkable success when only 5 years ago not many individuals knew much about the LNG industry.
- The 4th and 5th technical batches did their on the job training on site since the plant was already operational.





# INTERNSHIP PROGRAMME

- The programme is to provide university graduates with opportunities to be exposed to the workplace and gain short work experience to help enhance their chances for employment.
- Internship programmes are from 3 – 6 months.
- Every year the Company awards around 20 internship opportunities to university graduates.
- A number of these individuals are eventually hired if proven very good and there was a vacancy for them to apply.
- Internships covered most Company's departments as HR, Finance, Operations, IT, Sustainable Development, Health and Safety and Corporate Affairs

# MARINE CADETS PROGRAMME

- Sponsored a total of 57 marine cadets following Nautical Sciences and Marine Engineering.
- Already 43 have graduated and work as Marine Officers on board the LNG carriers that transport LNG from Balhaf to the world.
- Total duration of the program: 4 years.
- Location: Marine academies in Malaysia, India and the UK.



# COMPONENTS OF THE MARINE PROGRAMME

- Secondary school graduates compete for the scholarships available to become Marine cadets.
- Selection is done by the shipping companies
- An intensive 3-month science training is given to students to prepare them for their Marine Sciences training.
- The students then depart to their Marine Academies to start their programs.
- After completion of their programme, they are awarded employment contracts by the LNG shipping companies.



# RESULTS

Several measures taken from start to ensure early access to Local Talent, as a result:

- When production started in November 2009, Yemenisation was already at 70%.
- Yemenisation is almost 90% today after only 5 years of production.
- Maintained our position as employer of choice in the country.

