IFP Training

detailed presentation of E&P
Presentation Outline

- Industry HR and Training Challenges
- Mission & Strategy
- Facts & Figures – Selected References
- Programs and Services Portfolio
- Selected Course Programs
- IFP Training Catalogues
Industry HR & Training Challenges

HR Challenges of today  April 2009 Talent Series SPE Workshop (Dubai)
“

A current scarcity of critical skills and the challenge of the aging demographics of our workforce emphasizes the importance of knowledge management, talent management and learning delivery”

• Attract talents (scientists, engineers, technicians) in our industry
• Ageing or unsuitable workforce
• Fresh graduates from Universities generally not aware of the industry

HR Challenges answers

• Attractive industry (modernization, SHE concerns, new-frontiers projects)
• Talents management
• Industry-oriented Training & Learning Programs necessary to ensure companies meet their longer term targets and sustain their operations
Answer the needs of the **Oil & Gas Industry** by **designing** and **delivering** learning and training solutions for professionals.

Provide **foundation** courses for the industry **newly hired technicians or engineers** to become industry professionals.

Increase the **expertise** of the professionals while rising their awareness on **safety** and **environment** issues.

Offer to **high potential** staff advanced industry **management courses**, at different stages of their career development.

Used to **customize** programs to specific needs (conversion of staff to new positions) and to build **comprehensive, multi-disciplinary** programs.
IFP Training strategy to maintain competence

- To bring together the right **training solution & material** (program curriculum, learning support and environment) and the **right expertise** thanks to **industry experienced trainers**

- Leverage on **strategic alliances** with Oil and Gas companies, technology & service companies, Institutes & (Corporate) Universities
  - IFP Group companies (Axens, Beicip-Franlab, Prosernat, RSI, D2T, Geogreen…)
  - BJ Services, CGGVeritas, IS (Welding Institute)

- Invest & innovate in terms of pedagogic solutions with a **target of 50% of the course time** based on **direct active participation** of attendees:
  - Field trips & case studies
  - Simulators, games, workshops, exercises, quiz & tests
  - Blended learning
1. MASTERS (abroad)

2. GRADUATE DIPLOMAS

3. ADVANCED COURSES

4. FOUNDATION COURSES

5. PUBLIC COURSES

6. SPECIAL COURSES, BLENDED LEARNING

7. SERVICES related to training
An example: Master in Petroleum Geosciences in Malaysia

- **Sponsor**: PETRONAS
- **University Partner**: UTP
- **Objective and Duration**: multidisciplinary program, for high potentials, 200 days
- **Expertise acquired through**: lectures, workshops + 4-month project as internship
- **Courses content**: 11 modules, with progressive transfer of 4 from IFP to UTP
  - Geology, basin assessment and modeling, sequence stratigraphy
  - Well logging, Seismic acquisition, processing & interpretation
  - Reservoir engineering, reservoir characterization & modeling
  - Geochemistry, petroleum system
  - Upstream economics & project economy

Other masters abroad:

- Petroleum Geosciences in Venezuela,
- Petroleum Engineering in Nigeria & Venezuela
- Downhole and Surface Production in Algeria
Specialization in one field

- 12 to 18 weeks
- Organized with modules from basic to advanced levels
- Based on practical sessions, workshop and case studies
- Internship period (4 months) with presentation and defense of the project

Existing Graduate Diplomas

- Graduate Diploma in Petroleum Engineering in France
- Graduate Diploma in Petroleum Geosciences in France
- Graduate Diploma in Reservoir Engineering ARCS, in Exploration ABAM in Venezuela
- Graduate Diploma RCM (Reservoir Characterization & Modeling) in France
Concept of “Learning when doing” : “EFAI” example in Venezuela

- **Training period mixed with OJT in Geosciences or Reservoir Engineering (11 months)**
  - Training with IFP Training in alternation with studies with Beicip Franlab
    - Acquisition of knowledge with IFP Training
    - Industrial experience, OJT with Beicip-Franlab (IFP Consulting subsidiary)

  **Followed for the best students by:**

- **Graduate Diploma in Geosciences or Reservoir Engineering: (12 weeks + 4-month project)**
  - Advanced program
    - Lectures alternating with practical sessions
    - Integrated case studies
    - Workshops and field trips (integration of logs & seismic)
    - Project and internship within the Company
INTEGRATED RESERVOIR MANAGEMENT (IRM)

■ Designed for High Potential staff and future managers

A course structured around 7 field case studies

- To familiarize high potential engineers with real life field management, from appraisal to development and production
- To provide a basis for management decisions

■ Course Schedule

9 weeks duration: 7 weeks at IFP Training, 2 weeks at Imperial College
RESERVOIR CHARACTERISATION & MODELING (RCM)

Field Course

Logging

Well Test

Seismics

Geomodel
KEY OBJECTIVES

- **Advanced course** for Geosciences and Reservoir Engineers
- **Develop expertise** in Reservoir Characterization and Modeling
- Develop **awareness of uncertainties** in the processes and their consequences
- **Advanced understanding** to improve business practice and decision making processes in field appraisal and development

METHOD

- Advanced lectures by expert professionals
- Field case appraisal and development studies
- **Field Trips**: Wessex (UK), Burgundy (F), South Belgium, Languedoc (F), North Spain

COURSE SCHEDULE

- 9 weeks duration: UK, Belgium, Spain, Montpellier, Rueil-Malmaison
FOUNDATION MODULES for PROFESSIONAL CERTIFICATION

- **60 days courses introducing the young engineer to its speciality:**
  - Petroleum Geosciences
  - Reservoir Engineering
  - Drilling, Completion and Well Servicing
  - Surface production: process, equipment, operations
  - Oil & Gas project and construction

- **50 days courses in same specialty in alternation**

- **60 days course to qualify future field production superintendants**

As in IFP Training catalogue public courses or tailor made
FOUNDATION MODULES for PROFESSIONAL CERTIFICATION

■ Operators certification programs
  • 7 months to one year
  • 12 weeks courses followed by internships / OJT
  • In alternation: 2 weeks courses & workshop alternate with 4 weeks OJT
  • 3000 operators certified over 20 years

■ Leading contributor to IWCF (International Well Control Forum)
  • Over 300 certifications a year in different specialties with no compromises on physical phenomena understanding
PUBLIC COURSES

- **Exploration & Production CATALOGUE:**
  - 144 courses in English
  - 113 courses in French

- **Economics & Management CATALOGUE:** 90 courses

- Demonstrates our KNOW HOW

- Integrates Short Courses into Complete modules

- Allows mixing Inter and imported (Intra) courses

- Public courses will be exported in the future
E&P business simulation game: 1 or 2 weeks

- Team building
- Simulate exploration steps
- Get familiarized with the main tools used in Exploration-Production, and evaluate the uncertainties (prospects, OOIP)

Interactive workshop on software

- Manage results of technical data
- Follow up the strategy of each team
- Appreciate the economical value of each team
- Coaching through the course:
  - Guided and coherent learning path on a training platform
  - Learning modules for individual activities
  - Resources (documents, quizzes, case-studies)
  - Training tools: Communication interface *Genesys* and virtual classroom *Syfadis*, containing the learning path and the forum.

- Coaching through interactions with the other participants and the tutor:
  - Collaborative activities during Web conferences
  - Interactive tutorship: follow-up by the tutor and continuous assessment feedback.
SERVICES related to training

- **Training consulting and engineering:**
  - Participation to training plan of a company (PDVSA), for a project (SATORP)
  - Definition of curriculum, design of courses (SAUDI ARAMCO)
  - Training manuals for projects
  - Selection, recruitment (Sonatrach)

- **Dynamic simulators**

- **Supplies of training equipment (mechanical and instrumentation workshops)**

- **Access to Strategic Alliances** with Oil and Gas companies, technology & service companies, Institutes & (Corporate) Universities:
  - Byron Jackson in drilling and completion
  - CGG Veritas in geophysics
  - IS (Welding Institute) in welding
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