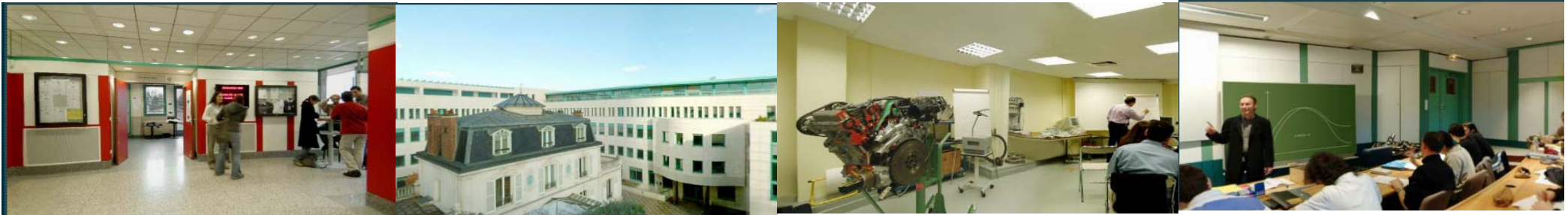




IFP Training

detailed presentation of E&P





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

- **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

- 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

- **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

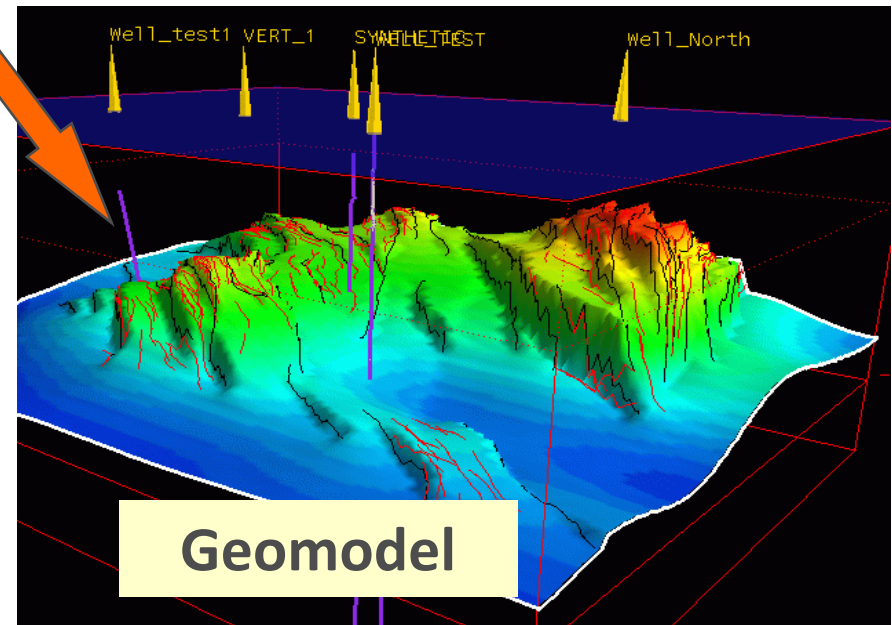
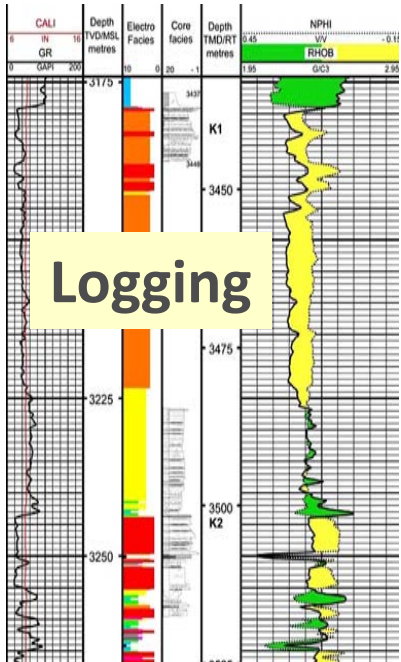
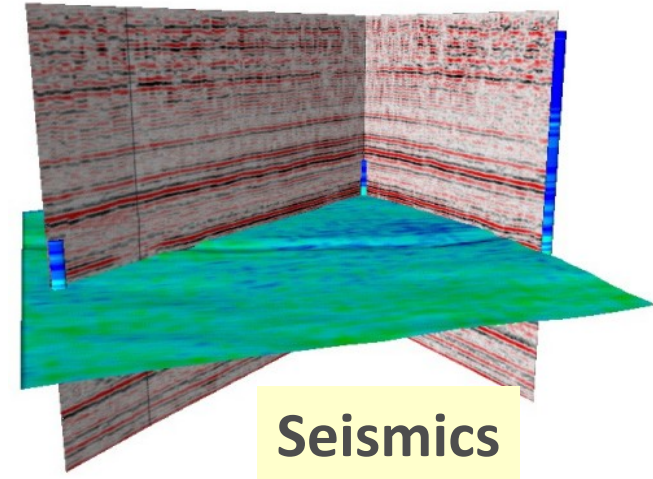
- **Designed for High Potential staff and future managers**

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 CHARACTERIZATION & MODELING

■ 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

- **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

- **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

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

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

- **Demonstrates our KNOW HOW**

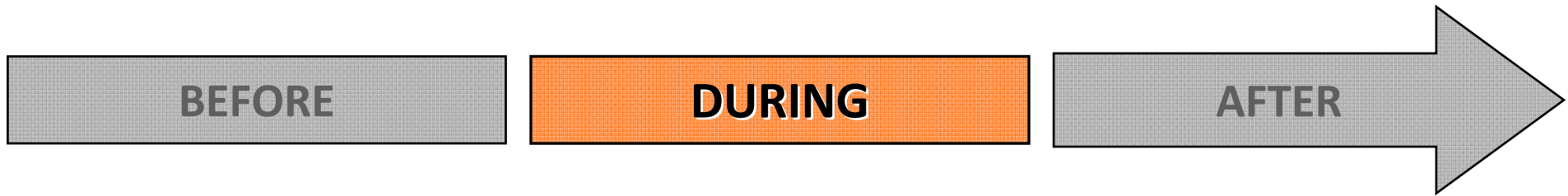
- **Integrates Short Courses into Complete modules**

- **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.

- **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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